



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
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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

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

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

Resolved: That the members assembled at this 50th Biennial Convention of the Michigan Professional Fire Fighters Union do hereby honor our deceased Brother and Sister Fire Fighters with a moment of silence.

Submitted by: MPFFU Executive Board

Committee Assigned to: Resolutions

Committee Recommendation: Adoption

Cost Factor: None

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*

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Whereas: The delegates assembled at this 50th 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 50th Biennial Convention on May 2-3-4, 2012, at the Lansing Center; therefore be it

Submitted by: MPFFU Executive Board

Committee Assigned to: Resolutions

Committee Recommendation: Adoption

Cost Factor: None

Convention Action: Adopted

Resolution # 4
Lifetime Membership for James Amar

Whereas: Jim Amar served as a member of the IAFF Local 355 - Highland Park, and

Whereas: Jim Amar was forced to leave the Highland Park Fire Department early in his career for medical reasons, and

Whereas: Soon after leaving the Highland Park Fire Department, Jim Amar became a mediator for the State of Michigan, and

Whereas: In his position of mediator, Jim Amar assisted countless fire fighter locals in the collective bargaining process, and

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

Whereas: Earlier this year, Jim Amar retired from his mediator position after many years of distinguished and honorable service, and

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

Resolved: That Brother Jim Amar is hereby awarded the honor and privilege of Lifetime Membership in the Michigan Professional Fire Fighters Union.

Submitted by: MPFFU Executive Board

Committee Assigned to: Constitution and By-Laws

Committee Recommendation: Adoption

Cost Factor: minimal

Convention Action: Adopted

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Whereas: The IAFF and the Muscular Dystrophy Association have celebrated 58 years of working together to help fight more than 40 neuromuscular diseases, and

Whereas: The IAFF, through its Locals, has raised more than \$475,000,000 (four hundred and seventy five million dollars) to help the Muscular Dystrophy Association in their effort to find a cure, and

Whereas: The IAFF and its members have become the largest national sponsor of the Muscular Dystrophy Association, and

Whereas: The Fill the Boot campaign is one of MDA's biggest fundraisers, and

Whereas: The money raised through Fill The Boot helps fund research, clinics, and Summer Camps right here in Michigan and it helps purchase much needed medical equipment for our very own members as well as thousands of other men, women and children who suffer from devastating neuromuscular diseases throughout the country, and

Whereas: It is very important to raise public awareness of the Fire Fighter Fill the Boot Campaign, and

Whereas: This could be accomplished if we could coordinate State and Local media coverage of the Fill the Boot campaign, therefore be it

Resolved That to enhance the image of the Michigan Professional Fire Fighters Union and its locals in their partnership with the Muscular Dystrophy Association and their efforts with the Fill the Boot campaign, that the MPFFU encourages all locals to participate in the designated official MPFFU/MDA Fill the Boot Weekend (the last full weekend in July) .

Committee Assigned to: Resolutions

Cost Factor: None

Convention Action: Adoption

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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

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

Whereas: This referendum will amend the Michigan Constitution to protect the collective bargaining rights of our members as well as all union members, and

Whereas: If this referendum is successful, it will prohibit any further attacks on our collective bargaining rights by the Legislature or the Governor, and

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

Whereas: The IAFF has already committed the initial \$100,000 Dollars to allow our organization a seat at the campaign table, therefore be it

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

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

Resolved: That payment from each local shall be due no later than July 15, 2012,
and be it finally

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.

Submitted by: MPFFU Executive Board

Committee Assigned to: Constitution and By-Laws

Committee Recommendation: Adoption

Cost Factor: \$25 per member

Convention Action: Adopted

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Whereas: There are 54 State and Provincial Fire Fighter Associations in North America, and

Whereas: These legislative and lobbying efforts are very costly, and

Resolved: That the delegates assembled at this 50th 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

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.

Submitted by: Local 1307 – Southgate

Local 1355 – Dearborn Heights

Committee Assigned to: Resolutions

Committee Recommendation: Adopt as revised

Cost Factor: None

Convention Action: Adopted as revised

Resolution #9
Process for Voluntary Forfeiture of
Local Union Membership in the MPFFU

Whereas: The Michigan Professional Fire Fighters Union primarily exists to provide legislative and political representation to IAFF members in Michigan, and

Whereas: All full-time firefighters in Michigan benefit from the legislative and political activities conducted by the MPFFU, and

Whereas: Although IAFF Locals are not mandated to belong to State Associations by the IAFF, they are strongly encouraged to by the IAFF, and

Whereas: Recently two IAFF Locals in Michigan decided to voluntarily withdraw their membership in the MPFFU with little notice of their proposed action to their members or to the MPFFU, and

Whereas: This action resulted in an abrupt loss of revenue to the MPFFU which had the potential of adversely affecting the service that the MPFFU is able to provide to the remaining membership of the MPFFU, and

Whereas: It is unwise for the members of a local to make such a significant decision without allowing adequate time for thoughtful deliberation and debate, and

Whereas: The IAFF has similar language in Article VII Section 2 Voluntary Forfeiture of Charters and Dissolution of Local Unions or other Subordinate Bodies, therefore be it

Resolved: As a condition of membership in the Michigan Professional Fire Fighters Union, all locals shall immediately incorporate the following language into their local union constitution and by-laws:

“There shall be no voluntary forfeiture of a local union’s membership in the Michigan Professional Fire Fighters Union unless two-thirds of the local union’s membership in good standing votes to forfeit the local’s MPFFU charter and membership.

Voluntary forfeiture shall be determined only by a referendum vote of the members of the local union. The referendum shall be conducted by secret ballot after at least ninety (90) days written notice has been made to all members of such local union and to the MPFFU. The referendum shall be initiated only by motion of the membership in good standing of such local union.”

Submitted by: MPFFU Executive Board

Committee Assigned to: Constitution and By-Laws

Committee Recommendation: Adopt as amended

Cost Factor: None

Convention Action: Adopted as amended

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Whereas: The primary objective of the MPFFU Convention is to allow every local to be represented by its assigned delegate strength, and

Whereas: Due to circumstances beyond their control, a delegate may have to leave the convention after he/she registers, and

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.

Committee Assigned to: Constitution and By-Laws

Cost Factor: None

Convention Action: Adopted as amended

Resolution #11
MPFFU Financial Audit Schedule

Whereas: The members of the Michigan Professional Fire Fighters Union are under unprecedented attacks on many levels, and

Whereas: In order to fight these attacks, the MPFFU has already, and continues to use, an extraordinary expenditure of funds, and

Whereas: Due to layoffs and staffing reductions in Michigan's Fire Service, declining royalties from fund raising efforts, and many other factors beyond the control of the MPFFU, the revenue income for the MPFFU has continued to decrease over the past decade, significantly so over the last few years, and

Whereas: The MPFFU Executive Board and Trustees have already taken numerous steps to reduce expenditures of the MPFFU while trying to maintain service to the membership, including a voluntary pay reduction in the daily compensation they receive when servicing locals, and

Whereas: The MPFFU Trustees continue to explore any avenue of cost reduction for the MPFFU budget, and have agreed at the last audit of the MPFFU records that a modification to the MPFFU Constitution and By-Laws could provide further cost reductions by changing the audit of the books of the union from bi-annually to quarterly and be done on the same day as either the quarterly MPFFU Committee Meetings or the MPFFU Executive Board meetings, and

Whereas: Per the Constitution and By-Laws, MPFFU Trustees now receive daily compensation and mileage reimbursement for attendance at Executive Board meetings and also assigned committee meetings, and

Whereas: Rather than scheduling two specific additional days a year, and paying additional daily compensation and mileage for the Trustees to complete the audit at the MPFFU State Office, it would make sense to schedule the audit on the same day(s) as Committee Meetings or Executive Board meetings on a quarterly basis, and

Whereas: Combining the audit into the Executive Board or Committee Meetings will reduce up to six (6) days of daily compensation and additional mileage, therefore be it

Resolved: That Article 7 Section 6 of the MPFFU Constitution and By-Laws shall be amended to state that the Board of Trustees shall audit the books of the Union quarterly, and shall be done in conjunction with either the quarterly MPFFU Committee Meetings or the quarterly Executive Board Meeting.

Submitted by: MPFFU Trustees

Committee Assigned to: Constitution and By-Laws

Committee Recommendation: Adoption as amended

Cost Factor: None

Convention Action: Adopted as amended

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Whereas: The members of the Michigan Professional Fire Fighters Union are under unprecedented attacks on many levels, and

Whereas: The resurgence of PSO departments has already spread like a plague through the State of Michigan, decimating many career MPFFU/IAFF fire departments, and has directly contributed to many of our union members being forced into layoffs, and/or reduced safe firefighter staffing levels, and

Whereas: It is recognized that in most instances when the citizens of a community under the threat of PSO have been properly educated, the citizens have chosen at the election booths to keep their fire and police departments separate, and

Whereas: The efforts of trying to educate the Legislature and Governor's office about the fallacy of how a PSO merger saves taxpayer dollars, have been and will continue to be a constant battle for the MPFFU PSO Committee members, therefore be it

Resolved: That Article 7 Section 8 of the MPFFU Constitution and By-Laws shall be amended to include the PSO Committee as a Standing Committee of the MPFFU.

Submitted by: MPFFU PSO Committee & MPFFU Executive Board

Committee Assigned to: Constitution and By-Laws

Committee Recommendation: Adoption

Cost Factor: \$0.10

Convention Action: Adopted

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Whereas: The MPFFU Constitution and By-Laws state that the MPFFU Convention shall begin on the first Wednesday of May in the even numbered years, and

Whereas: The MPFFU Constitution and By-Laws also require that the MPFFU convention site shall rotate in numerical order among the MPFFU districts, and

Whereas: These very specific requirements limit the number of potential convention sites that are able to bid on the MPFFU Convention, and

Whereas: These very specific requirements also hinders competitive bidding and lower pricing for sleeping rooms, food and beverage costs, and meeting space for MPFFU Conventions, therefore be it

Resolved: That the MPFFU Constitution and By-Laws be amended to require that MPFFU conventions be held during the six week period between the dates of April 10th and May 21st in even numbered years, and be it further

Resolved: That the MPFFU Constitution and By-Laws also be amended by removing the following language from Article 5, Section 1:
“Convention sites shall be selected on a rotating basis by district. If no Local in the eligible District expresses a desire to host the Convention, the next district in numerical order will be afforded the opportunity.”
(By eliminating this language, all locals throughout the entire state will be able to bid on hosting any convention instead of limiting it to only locals in a certain district.)

Submitted by: MPFFU Executive Board

Committee Assigned to: Constitution and By-Laws

Committee Recommendation: Adoption as amended

Cost Factor: None

Convention Action: Adopted as amended

Resolution #14
Designation of POAM as a Rival Organizations of the MPFFU

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

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

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.

Submitted by: MPFFU PSO Committee & MPFFU Executive Board

Committee Assigned to: Resolutions

Committee Recommendation: Adoption

Cost Factor: None

Convention Action: Adoption

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Whereas: The current Millage Grant Program (Article 14) was established when funding was not an issue because of telemarketing money and more members, and

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

Whereas: Many Locals receive this Grant even if they are not in need of financial assistance, and

Whereas: Many Locals need this assistance because they do not have the financial ability to fully fund a campaign, therefore be it

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

Resolved: That the delegates assembled at the 50th Biennial MPFFU Convention vote to increase per capita by \$.20 a month per member to fund the Millage Grant Program.

Committee Assigned to: Constitution and By-Laws

Cost Factor: \$.20

Convention Action: Adopted as amended

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Whereas: Brother Harold Schaitberger has done an outstanding job as the General President of the International Association of Fire Fighters, and

Whereas: Brother Harold Schaitberger has demonstrated his leadership abilities in every aspect of his duties and responsibilities as IAFF General President, and

Whereas: Brother Harold Schaitberger seeks to be re-elected to the position of IAFF General President at the upcoming IAFF Convention, therefore be it

Resolved: That the delegates assembled at this 50th Biennial Convention of the Michigan Professional Fire Fighters Union support and endorse Harold Schaitberger for IAFF General President.

Committee Assigned to: Resolutions

Committee Recommendation: **Adoption**

Cost Factor: None

Convention Action: **Adoption**

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39 Submitted by: MPFFU Executive Board
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41 Committee Assigned to: Resolutions
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43 Committee Recommendation: Adoption
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45 Cost Factor: None
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47 Convention Action: Adoption

Resolved: That the delegates assembled at this 50th Biennial Convention of the Michigan Professional Fire Fighters Union support and endorse Paul Hufnagel for IAFF 8th District Vice President.

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Resolved: That the delegates assembled at this 50th Biennial Convention of the Michigan Professional Fire Fighters Union support and endorse Thomas Miller for IAFF General Secretary-Treasurer.

Convention Action: Adoption

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Whereas: Brother Mark Ouellette has done an outstanding job as the Eastern Trustee of the International Association of Fire Fighters, and

Whereas: Brother Mark Ouellette seeks to be re-elected to the position of IAFF Eastern Trustee at the upcoming IAFF Convention, therefore be it

Resolved: That the delegates assembled at this 50th Biennial Convention of the Michigan Professional Fire Fighters Union support and endorse Mark Ouellette for IAFF Eastern Trustee.

Committee Assigned to: Resolutions

Cost Factor: None

Convention Action: Adoption

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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

Whereas: The success of these activities depends on adequate advance strategy and planning taking place prior to actually scheduling such events, and

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

Whereas: These freelance actions may not actually be in the best interest of their own local, therefore be it

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.

Submitted by: Terrence H. Chesney

Committee Assigned to: Resolutions Committee

Committee Recommendation: Adopt as revised

Cost Factor:

Convention Action: Adopted as revised

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Whereas: Never before in the history of the IAFF have so many members been placed on laid-off status by their employers, and

Whereas: Many locals have challenged these lay-offs through their grievance procedure or through other legal remedies, and

Whereas: Current language in the IAFF Constitution and By-Laws prohibits laid off employees from voting on collective bargaining agreements, and

Resolved: That the delegates assembled at this 50th Biennial MPFFU Convention hereby direct the MPFFU Executive Board to submit a resolution to the 51st IAFF Convention that would amend Article III, Section 5, of the IAFF Constitution and By-Laws to strike the following language:

Convention Action: Voted against rejection – Adopted as amended

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Whereas: Many fire departments have eliminated their own separate dispatch operations by merging with other communities or by contracting out these dispatch duties, and

Whereas: These actions have resulted in a loss of dispatch positions in several locals throughout the State, and

Whereas: These new dispatch centers are oftentimes in need of additional employees to operate, and

Whereas: There is a possibility that these dispatch centers may hire IAFF members to work for them on a part-time basis, and

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

Whereas: It is important that all locals should educate their members about the prohibitions against secondary employment that harms another local, therefore be it

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

Resolved: That the delegates assembled at this 50th 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.

5/9/12
10:22 AM

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Whereas: For the MPFFU Executive Board to stay neutral on members who run for election for MPFFU Office, therefore be it

Resolved: That the above language be added to Article 6 – Section 5 (second paragraph) of the MPFFU Constitution & By-Laws.

Convention Action: Adopted as revised

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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.

5/9/12
10:22 AM

Resolution #28
Designation of Health Link Medical Transportation
as a Rival Organization of the MPFFU

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 stripped of their ability to provide quality EMS capabilities by privatization of service, and

Whereas: History has shown that in the vast majority of cases, when professional fire fighters no longer provide Emergency Medical Services, patient care and customer service levels decrease, and

Whereas: It is the sincere belief of the MPFFU and the IAFF that privatized EMS cannot deliver the same professional services of a traditional, career, IAFF affiliated fire department can, and

Whereas: It is also believed that due to the reduced staffing levels of dedicated career, fire departments with a privatized EMS model department, the citizens of these communities are having their safety compromised, and

Whereas: Initially, Health Link Medical Transportation provided transporting service for medical first responder fire departments but they are now openly encouraging the privatization of EMS and providing municipalities with a false promise of service, and they are actively involved in using the privatized model as a recruitment drive to bolster the profit for itself, therefore be it

Resolved: That the delegates assembled at this 50th Biennial Convention of the MPFFU do hereby declare that Health Link Medical Transportation is officially designated a Rival Organization of the MPFFU and that the MPFFU Constitution and By-Laws be amended to memorialize this action.

Submitted by: Steven Heim, MPFFU 4th District Vice President

Committee Assigned to: Resolutions

Committee Recommendation: Adoption

Cost Factor: None

Convention Action: Adoption

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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

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

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.

Submitted by: MPFFU Executive Board

Committee Assigned to: Resolutions

Committee Recommendation: Adoption

Cost Factor: None

Convention Action: Adoption