

## **PREAMBLE**

Strength through united action, guided by intelligence, is the hallmark of trade union organization. Believing such unity is essential for the mutual protection and advancement of the interests and general welfare of fire fighters throughout the State of Michigan, we have formed this Michigan Professional Fire Fighters Union.

The mission of the Michigan Professional Fire Fighters Union is to be an advocate in Michigan's State Capitol for Firefighters and Emergency Medical Services as a whole by sponsoring, promoting and protecting all forms of legislation that advances the interests and welfare of our members, together with strong and continual support for adequate fire and emergency services within the State of Michigan and to provide services and assistance to MPFFU affiliates.

The objectives of this organization shall be:

- To organize all full-time fire fighters.
- To secure just compensation for their services and equitable settlement of their grievances.
- To promote the establishment of just and reasonable working conditions.
- To encourage the formation of sick and death benefit funds.
- To promote harmonious relations between fire fighters and their employers.
- To encourage the establishment of schools of instruction for imparting knowledge of modern and enhanced methods of firefighting, fire prevention and emergency medical services.
- To inform and educate our members in order to place them on a higher plane of professionalism, thereby, enhancing their skill and efficiency.
- To develop a Political Action Program in order to improve the professional and political involvement of the MPFFU and its members in the State Capitol.
- To teach, instruct, and assist its members in advancing their profession through political involvement at all levels of government.
- To cultivate and develop unity, friendship, and fellowship among its members.
- To provide support and assistance to the IAFF regarding its goals and objectives.

To provide laws for the government of this Union, we adopt this Constitution and By-laws and the Constitution and By-laws of the IAFF, which shall govern the Officers, subordinate bodies, and members of this Union in the exercise of their rights and discharge of their duties and obligations in accordance with the high standards of responsibility and conduct herein set forth.

## **ARTICLE 1 – ORGANIZATION**

### **SECTION 1. Organization Name**

This organization shall be known as the Michigan Professional Fire Fighters Union (hereafter referred to as the MPFFU) and shall be affiliated with the International Association of Fire Fighters (hereafter referred to as the IAFF), and the Michigan State AFL-CIO.

## **SECTION 2. Objectives**

The objectives of this Union shall be to organize all full-time fire fighters and cultivate a closer feeling of friendship and fellowship among the fire fighters of the State of Michigan; inform and educate its members to foster and encourage a higher degree of skill and efficiency; and to promote legislation which advances the interests of fire fighters.

## **SECTION 3. Government**

The delegates assembled at Convention shall be the Supreme authority and judicial body of this Association. They have sole authority to make, amend, revise, or modify the laws governing this Association, except as such laws may be superseded by applicable law.

Between conventions of the Association, all administrative, executive, and judicial powers of the Association shall be vested in the Executive Board, except as otherwise provided in this Constitution and By-laws.

This State Union shall recognize, observe, and be bound by the provisions of the International *Association of Fire Fighters Constitution and By-Laws*, Executive Board and officers of the International Association of Fire Fighters, and the resolutions adopted, and policies established by the delegates at International Conventions.

This Constitution shall be supplementary to the International Constitution and By-laws to establish procedures for the conduct of this State Union's internal affairs and business.

In the case of conflict between provisions of the State and International's Constitution and By-laws or where the State Constitution and By-laws are silent, the International Constitution and By-laws will govern.

Article XIV of the International Constitution and By-laws is recognized as providing the basic rules governing this State Union.

## **ARTICLE 2 – JURISDICTION**

The jurisdiction of the Association shall be as follows: All persons engaged in full-time firefighting, fire prevention, fire administration, fire dispatch, and EMS services within a Fire Department, who are permanent and paid employees of a Fire Department in the State of Michigan.

The authority/territory of the MPFFU for fundraising activities shall be the entire State of Michigan.

## **ARTICLE 3 – MEMBERSHIP**

### **SECTION 1. Membership Application**

Membership in the Michigan Professional Fire Fighters Union shall be limited to members and active retirees of IAFF chartered locals located in the State of Michigan and that are employed by the state or a political subdivision of the state such as a City, Township, County, District, Public Corporation, or Authority.

The Executive Board of the MPFFU shall review all new local union applications and vote on whether or not to accept a new local into the MPFFU.

As a condition of membership in the Michigan Professional Fire Fighters Union, all locals shall 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 (2/3) of the local union’s membership in good standing vote 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 a motion of the membership in good standing of such local union.”*

## **SECTION 2. Individual Fees and Per Capita Taxes**

The MPFFU shall establish and collect sufficient fees and dues from each individual admitted to membership.

Effective July 1, 2018, the MPFFU will create an active-retiree member status which mirrors the language in the IAFF Constitution and By-laws regarding active retirees. The MPFFU active-retiree rate shall be fifty percent of the current MPFFU per capita rate.

Each local affiliate shall forward new member initiation fees and per capita tax payments to the Secretary-Treasurer of the MPFFU by the fifteenth (15th) day of each month.

Payment shall be based on the number of members in the local on the first day of each month.

Per capita taxes shall be derived from the first three hundred (300) members of each Local Union.

The MPFFU shall waive per capita tax payments for members serving active duty in the National Guard and Reserves.

Failure to comply with any of the provisions in this section constitutes a violation of this Constitution and By-laws punishable by suspension of the Local from the State Union.

## **SECTION 3. Per Capita Taxes**

Effective July 1, 2022, the monthly per capita tax per member shall be \$18.71. Two Dollars (\$2.00) of this amount shall be earmarked for the MPFFU Legal Defense Fund.

The per capita tax amount shall be increased annually on July 1<sup>st</sup> of each year based on the previous calendar year CPI increase as determined by the Bureau of Labor Statistics. The maximum annual CPI increase in monthly per capita shall be limited to \$0.50.

## **SECTION 4. Initiation Fees and Special Assessments**

Effective April 1, 2022, the MPFFU initiation fee shall be equal to the same amount of the IAFF initiation fee. (Currently \$10) Local unions shall forward this initiation fee to the MPFFU. Each local should collect this initiation fee from each new member of their local union. Every new member is encouraged to attend the MPFFU Member Orientation class within his/her initial twelve (12) months of membership in the union.

When a member of the MPFFU transfers from one IAFF local to another, it shall be the responsibility of the new local to inform the MPFFU that their new member is a transfer from another MPFFU/IAFF local. It is not the intent to collect an initiation fee more than once for any MPFFU member.

## **SECTION 5. Delinquent Members**

Locals who fail to pay per capita tax assessments by the 15<sup>th</sup> day of each month such dues are payable, shall be notified by the MPFFU Secretary-Treasurer that they are delinquent.

Locals will be suspended and lose their good standing if payment is not made within ninety (90) days following such notification.

Any Local that fails to pay its per capita tax for a period of three consecutive months shall be suspended and lose their good standing in the MPFFU.

Any Local suspended for six consecutive months shall be deemed to have involuntarily forfeited its membership in the MPFFU.

Any Local suspended from membership in the MPFFU for failure to pay per capita tax as aforementioned above may be reinstated to membership upon payment of all per capita and fees that remain unpaid.

Refunds of per capita tax payments caused by the locals failure to notify the MPFFU of retirements, withdrawals, terminations, and lay-offs, are restricted to a maximum of 90 days

## **SECTION 6. Maintenance of Good Standing**

Membership in good standing includes any local which has fulfilled the requirements for membership in the MPFFU which has not voluntarily withdrawn, becomes ineligible for continued membership, or has been suspended or expelled as provided for in the Constitution and By-laws of the IAFF or MPFFU.

Members who are delinquent, under suspension, or otherwise not in good standing shall not be entitled to any voice or vote in the MPFFU.

Members of Local 344-Detroit and Local 1335-Waterford Twp. are invited to rejoin the MPFFU as members in good standing. Any past due per capita, or assessment payments owed by the above-named IAFF locals was forgiven by convention action at the 51<sup>st</sup> MPFFU convention. The MPFFU Per Capita tax will be decreased by an appropriate amount relative to the number of members that rejoin the MPFFU from these locals.

## **SECTION 7. Honorary Membership**

Select individuals may be elected to honorary membership in the MPFFU because of meritorious service to the Union or distinguished public service, by a majority vote of the delegates assembled at the MPFFU Convention as submitted by resolution.

Honorary Members shall not pay initiation fees, dues or other charges and shall have no voice or vote in the MPFFU. Such memberships are subject to revocation by the Executive Board or Convention delegates for good cause.

- Theodore “Ted” Sachs was granted Honorary Membership in the MPFFU by Convention action at the 44th Biennial Convention in Dearborn, Michigan on June 1, 2000.
- William “Bill” Eisner was granted Honorary Membership in the MPFFU by Convention action at the 45<sup>th</sup> Biennial Convention in Lansing, Michigan on June 6, 2002.
- Dr. Robert “Bob” Aranosian was granted Honorary Membership posthumously in the MPFFU by Convention action at the 46<sup>th</sup> Biennial Convention in Southfield, Michigan on May 6, 2004.
- Deward Beeler was granted Honorary Membership in the MPFFU by Convention action at the 48<sup>th</sup> Biennial Convention in Bay City, Michigan on May 8, 2008.
- Thomas Miller was granted Honorary Membership in the MPFFU by Convention action at the 52<sup>nd</sup> Biennial Convention in Dearborn, Michigan on May 3, 2016.
- Ronald Helveston was granted Honorary Membership in the MPFFU by Convention action at the 54<sup>th</sup> Biennial Convention in Grand Rapids, Michigan on March 30, 2022.

## **SECTION 8. MPFFU Alumni Group**

The Alumni Group’s mission and goal is to enhance and assist all retired MPFFU members by communicating pertinent information to them. These communications are intended to offer resources and information that may be beneficial to them, including but not limited to topics such as pensions, Medicare, social security, political action, and MPFFU meetings. These communications may be distributed to the Alumni Group by email, the MPFFU Alumni Facebook page, or by an electronic newsletter. The MPFFU

Secretary-Treasurer shall provide oversight, approval, and assistance to the Alumni Group for these communications.

All MPFFU members that retire in good standing shall automatically be enrolled in the MPFFU Alumni Group. There will be no cost to be a member of the MPFFU Alumni Group.

Alumni group members are encouraged to make a voluntary donation of ten (\$10) dollars per year, payable directly to the MPFFU Fire PAC or to the MPFFU.

Membership in the MPFFU Alumni Group shall allow those members that are interested to take part in the MPFFU license plate program.

Membership in the MPFFU Alumni Group does not convey any rights or privileges with the International Association of Fire Fighters, the MPFFU, or the retirees former local.

The MPFFU President shall appoint three Alumni Group members to coordinate the activities of the Alumni Group. Their role will be to work closely with the MPFFU Secretary-Treasurer to maintain an up-to-date list of retirees contact information, bolster communications, and encourage Alumni Group members attendance at political events, rallies, and other MPFFU Functions. The appointed representatives shall not be compensated for their services.

## **SECTION 9. Emeritus Status Guidelines**

The position of "Emeritus" was created at the 1994 MPFFU Convention. To be eligible for consideration for an Emeritus Position, the following guidelines will apply:

- Minimum of six (6) years of service in the position of MPFFU President or MPFFU Secretary-Treasurer
- The individual being considered must have left his/her office in good standing and has remained in good standing with his/her home local.
- The individual being considered must have been out of office for at least two years and has exhibited a continued interest in the betterment of the MPFFU.
- Exceptions in these guidelines shall be allowed for unusual circumstances as determined by the MPFFU Executive Board.
- The individual must be elected to the position of "Emeritus" of the office he/she last held, by a vote of the majority of members assembled at the MPFFU Convention as submitted by resolution.

Persons holding Emeritus status shall:

- Be invited to attend all MPFFU functions. Meals and sleeping accommodations shall be provided, if necessary, as determined by the MPFFU Executive Board.
- Members holding Emeritus Status shall not receive any type of financial compensation from the MPFFU.
- There shall be no reimbursement for travel expenses.
- Members holding Emeritus Status shall not campaign for or against any candidates running for election to any MPFFU position nor are they allowed to be a candidate for any elected MPFFU office.
- Members holding Emeritus Status shall not have voting rights.

If the MPFFU Executive Board determines that there is any violation of the above guidelines, it shall result in the immediate revocation of the Emeritus Status and all privileges associated with it.

## **SECTION 10. Emeritus Officers**

1. The position of President Emeritus of the MPFFU is hereby established for Brother Daniel T. Delegato, effective June 17, 1994, by Convention action at the 41st Biennial Convention in Marquette, Michigan.
2. The position of President Emeritus of the MPFFU is hereby established for Brother Gary Thomas, effective May 31, 1996, by Convention action at the 42nd Biennial Convention in Big Rapids, Michigan.
3. The position of President Emeritus of the Michigan Professional Fire Fighters is hereby established for Brother Larry McColl, effective June 17, 1998, by Convention action at the 43rd Biennial Convention in Port Huron, Michigan.
4. The position of President Emeritus of the Michigan Professional Fire Fighters is hereby established for Brother Paul Hufnagel, effective May 6, 2010, by Convention action at the 49<sup>th</sup> Biennial Convention in Detroit, Michigan.
5. The position of President Emeritus of the Michigan Professional Fire Fighters is hereby established for Brother Mark Docherty, effective March 30, 2022, by Convention action at the 54<sup>th</sup> Biennial Convention in Grand Rapids, Michigan.

## **SECTION 11. Lifetime Membership Guidelines**

Select members of the MPFFU shall be eligible for designation as Michigan Professional Fire Fighters Union Lifetime Members.

To be eligible, a member must have served a minimum of six years in an elected position of the MPFFU, he/she must have left office in good standing and remain in good standing with his/her Local and must have been out of office a minimum of two years and must exhibit a continued interest in the betterment of the MPFFU and its members.

Exceptions shall be allowed for unusual circumstances as determined by the MPFFU Executive Board.

Lifetime members shall be entitled to all the rights and privileges of regular members, but such persons will have no voting rights.

## **SECTION 12. Lifetime Members**

1. Stephen Parsell was granted Lifetime member status in the MPFFU by Convention action at the 42nd Biennial Convention in Big Rapids, Michigan on May 31, 1996.
2. John Swiatkowski was granted Lifetime member status in the MPFFU by Convention action at the 42nd Biennial Convention in Big Rapids, Michigan on May 31, 1996.
3. Thomas Fisher was granted Lifetime member status in the MPFFU by Convention action at the 42nd Biennial Convention in Big Rapids, Michigan on May 31, 1996.
4. David Tiesma was granted Lifetime member status in the MPFFU by Convention action at the 45<sup>th</sup> Biennial Convention in Lansing, Michigan on June 6, 2002.
5. Raymond Zaborski was granted Lifetime member status in the MPFFU by Convention action at the 45<sup>th</sup> Biennial Convention in Lansing, Michigan on June 6, 2002.

6. Stephen Swenor was granted Lifetime member status in the MPFFU by Convention action at the 45<sup>th</sup> Biennial Convention in Lansing, Michigan on June 6, 2002.
7. Thomas Oosting was granted Lifetime member status in the MPFFU by Convention action at the 45<sup>th</sup> Biennial Convention in Lansing, Michigan on June 6, 2002.
8. Frank Trigger was granted Lifetime member status in the MPFFU by Convention action at the 45<sup>th</sup> Biennial Convention in Lansing, Michigan on June 6, 2002.
9. Robert McAlvey was granted Lifetime member status in the MPFFU by Convention action at the 46<sup>th</sup> Biennial Convention in Southfield, Michigan on May 6, 2004.
10. Gary Wiens was granted Lifetime member status in the MPFFU by Convention action at the 47<sup>th</sup> Biennial Convention in Grand Rapids, Michigan on May 4, 2006.
11. Ed Rigley was granted Lifetime member status in the MPFFU by Convention action at the 48<sup>th</sup> Biennial Convention in Bay City, Michigan on May 7, 2008.
12. Greg Weisbarth was granted Lifetime member status in the MPFFU by Convention action at the 48<sup>th</sup> Biennial Convention in Bay City, Michigan on May 8, 2008.
13. Kevin Pirlot was granted Lifetime member status in the MPFFU by Convention action at the 49<sup>th</sup> Biennial Convention in Detroit, Michigan on May 6, 2010.
14. James Amar was granted Lifetime member status in the MPFFU by Convention action at the 50<sup>th</sup> Biennial Convention in Lansing, Michigan on May 2, 2012.
15. Joseph A. Grutza was granted Lifetime member status in the MPFFU by Convention action at the 51<sup>st</sup> Biennial Convention in Traverse City, Michigan on May 8, 2014.
16. W. James Leve was granted Lifetime member status in the MPFFU by Convention action at the 52<sup>nd</sup> Biennial Convention in Dearborn, Michigan on May 4, 2016.
17. David Weisenberg was granted Lifetime member status in the MPFFU by Convention action at the 52<sup>nd</sup> Biennial Convention in Dearborn, Michigan on May 4, 2016.
18. Edward J. Hosmer was granted Lifetime member status in the MPFFU by Convention action at the 52<sup>nd</sup> Biennial Convention in Dearborn, Michigan on May 4, 2016.

## **ARTICLE 4 – MEETINGS**

### **SECTION 1. Executive Board Meetings**

Regular meetings of the Executive Board will be held at least three times per calendar year. Additional meetings may be held more often either at the discretion of the President or upon request of a majority of the Executive Board.

### **SECTION 2. Quorum**

A quorum for an Executive Board meeting shall be five Executive Board members, which shall include one of the principal officers. A quorum for a standing committee shall be a majority of the committee members.

In the absence and/or unavailability of the President, the Secretary-Treasurer shall chair any meetings and carry out the established policies of the MPFFU.

### **SECTION 3. Special Meetings**

Special meetings may be called by the President or by a vote of the majority of the Executive Board. Special meetings shall be called when a petition is presented to the President of the MPFFU, signed by at least twenty-five percent (25%) of Presidents of local unions that states the purpose of such special meeting.

All locals in good standing shall be notified in writing or by voice communications of any special meetings at least seven (7) days prior to the meeting date. In the case of a petitioned special meeting such meeting shall be held not sooner than seven (7) or more than fifteen (15) days after the President receives such petition.

All notices shall state the purpose, date, time, and place of the special meeting.

### **SECTION 4. District Meetings**

Vice Presidents shall hold District Meetings within their respective districts at least twice per calendar year.

The registration fee for district meetings shall be a sufficient amount to pay for all costs associated with the district meeting.

The list of invited guests must be approved by the MPFFU President prior to the meeting. The Secretary-Treasurer shall review and approve the registration cost prior to mailing out the district meeting notice.

The MPFFU Executive Board may establish a Political Action Advisory Caucus within each district. The caucus shall report to the District VP on the issues of interest that affects the district as well as information about candidates for office from within the district. The district caucus may meet at least twice each calendar year.

### **SECTION 5. Standing Committee Meetings**

All Michigan Professional Fire Fighters Union standing committees shall meet at the discretion of the President and meetings will be held at the MPFFU Office unless otherwise approved by the MPFFU President.

### **SECTION 6. Conduct of Members**

Every member in good standing shall have the right to attend any district or special meeting and to participate in such meeting in accordance with the recognized rules as set forth in "Roberts Rules of Order."

Members shall, always, conduct themselves in such a manner as not to interfere with the legal or contractual obligations of the MPFFU or the IAFF.

## **ARTICLE 5 – CONVENTIONS**

### **SECTION 1. Time and Place**

The MPFFU Convention shall be held in the even numbered years between the dates of April 10<sup>th</sup> and May 21<sup>st</sup>.

The MPFFU Secretary-Treasurer shall submit Request for Proposals to a minimum of three facilities located in jurisdictions, covered by MPFFU locals, deemed suitable to hold the next yet to be scheduled convention by October 1<sup>st</sup> of the odd numbered years.

In addition, locals may also request that a facility in their jurisdiction receive the opportunity to submit a proposal to host the convention by contacting the MPFFU Secretary-Treasurer by September 1<sup>st</sup> of the odd numbered years.

Presentations to the delegates will be made by representatives of the sites submitting proposals prior to the closing of business on the second day of the Convention. Voting shall be by secret ballot of the delegates in a manner like the election of officers.

If there is a local in the City or Township where the convention is selected to be held, that local will be offered an opportunity to participate in the opening ceremonies of the convention and the local will be given the option to host or sponsor networking opportunities in their community outside the hours of official convention business, otherwise, all other convention activities and events will be conducted by the MPFFU.

## **SECTION 2. Representation**

Each delegate shall establish his/her identity to receive the right to vote and voice in the convention by presenting to the Credentials Committee not later than 12:00 p.m. on the second day of the Convention, the original form of official credentials signed by the President of the local from which he/she is a delegate. Such credentials shall attest to the fact that the delegate is a member in good standing of the local represented.

Alternate delegates may be seated in the absence of a regular delegate upon presentation of credentials meeting the foregoing requirements. Alternate delegates shall be issued a distinct color Delegate Card by the Credentials Committee to distinguish them from regular delegates.

In the event that the alternate is seated because of the absence of the regular delegate he/she shall surrender his/her Alternate Delegate Card to the Credentials Committee which shall issue him/her the regular Delegate Card.

No officer of the MPFFU shall be eligible to represent any MPFFU local as a delegate or alternate, but all officers of the MPFFU, by virtue of their election and office, shall be Delegates-at-Large and entitled to voice and vote and full participation in the convention and proceedings.

The MPFFU Secretary-Treasurer shall certify to the Credentials Committee all Officers who are entitled to be a Delegate-at-Large, by virtue of their election to office as provided for in this Constitution and by-laws.

A two-thirds (2/3) vote of the delegates assembled will be required to allow seating of late arrivals after 12:00 p.m. on the second day of the Convention.

Representation at the Convention shall be as follows:

- Locals with a membership of 25 or less shall be entitled to two (2) delegates.
- Locals with a membership of 26 to 50 shall be entitled to three (3) delegates.
- Locals with a membership of 51 to 75 shall be entitled to four (4) delegates.
- Locals with a membership of 76 to 100 shall be entitled to five (5) delegates.
- Locals with a membership of 101 or more shall be entitled to six (6) delegates.

Representation at the Convention shall be based on the average number of members that the local paid monthly per capita tax on during the calendar year preceding the Convention. Any fraction of .5 or higher resulting from this calculation shall be rounded up to the next whole number and the resulting whole number will be used to determine the number of delegates a local is entitled to. Each active retiree shall be considered as one-half of a member in determining the average monthly membership of the local.

When registering for the Convention, each Local shall designate one person as the Chairman of the delegation for their local. The convention registration form must be signed by the Local Union President or Secretary-Treasurer or their designee. The person designated to be the Chairman of the local's delegation cannot be changed unless he/she signs the authorization form that is required to change the Chairman.

To be entitled to representation at a Convention, each Local must have a current collective bargaining agreement on file with the MPFFU, no later than one month prior to the Convention, and each Local must have paid all per capita tax owed through the month of March in order to be seated at the Convention.

### **SECTION 3. Rules of Order**

Questions shall be decided in accordance with the parliamentary provisions set forth in the current edition of Roberts Rules of Order, except that a call of the roll vote may be demanded by thirty percent (30%) of the delegates present and voting.

### **SECTION 4. Order of Business**

The order of business and the conduct of all convention committees shall be as established by the Rules of the Convention as prepared by the President and Parliamentarian, with advice and consent of the Executive Board.

The order of business shall be adopted by the delegates following the report of the Credentials Committee and the seating of delegates.

The first resolution of every Convention shall be a Memorial Resolution honoring our deceased Brothers and Sisters throughout the Fire Service and shall include a moment of silence to honor those Brothers and Sisters.

### **SECTION 5. Voting and Proxy Votes**

No member of a Local Union other than a duly accredited delegate shall be entitled to vote at the Convention. A delegate must be a member in good standing of the Local he/she represents. Each delegate to the Convention shall have one vote per issue subject to vote on the convention floor.

On each issue subject to vote, including the election of Officers, each Delegate-at-Large shall have one vote. To cast a vote, a Delegate-at-Large must be present in person, and there shall be no voting by proxy for any Delegate-at-Large. A Delegate-at-Large may not carry a proxy vote for another local or delegate.

Any local that does not send a delegate to the MPFFU Convention may choose to be represented by proxy with an accredited delegate from another local in the same district. The local not attending the Convention shall name the local it has chosen to carry its proxy votes on the form provided to them by the MPFFU. The Local President or his designee must sign the proxy form. The Chairman of the delegation for the local designated to carry the proxy votes shall be assigned the proxy votes. A local may only carry the proxy votes from one local.

If a Local does not register the maximum number of delegates that it is entitled to have at the MPFFU Convention, the delegate registered as Chairman of the delegation, in addition to his/her own vote, shall cast the votes of any *unregistered* delegates the local was entitled to. (For example, if a local is entitled to 2 delegates but only one delegate is able to attend, the delegate designated as Chairman will be entitled to cast 2 votes, etc., etc.) The Chairman of the delegation shall also be allowed to cast the vote of any registered member of the delegation that may be required to leave the convention prior to adjournment.

Proxy votes may be cast for election of Officers, Convention site selection, and any roll call votes taken at the Convention.

### **SECTION 6. Nominations and Elections**

Officers shall be nominated on the afternoon of the first day of the Convention. The deadline for declining nominations is 7:00 p.m. on the first day of the Convention.

Printed ballots for election of officers shall include the name of the candidate for all offices. No candidate's name shall appear more than once on the ballot.

The election shall be from 3:30 p.m. to 4:00 p.m. on the second day of the Convention. A simple majority of votes cast on each ballot shall be necessary to elect such officers. Newly elected officers will take their office at the close of the Convention.

If no candidate receives a majority on the first ballot, then the names of the three candidates receiving the highest number of votes shall be placed on the second ballot, if no candidate receives a majority on the second ballot, then the candidate having the lowest number of votes will be dropped from the ballot and a third vote will be taken.

In the event of a tie vote, there will be a one half (1/2) hour caucus and then a second vote will be cast. This process will be repeated until a winner is selected.

Each candidate for office shall be entitled to appoint one observer who shall be permitted to witness the manner of distribution and casting of ballots and attend the meeting of the Elections Committee at which the votes are tabulated.

No political banners or signs shall be allowed to be displayed behind the head table during the Convention, the luncheon, or banquet of the MPFFU Convention.

## **SECTION 7. Amendments and Resolutions**

Any local or member submitting resolutions for convention action must have the resolution in the office of the MPFFU Secretary-Treasurer no later than five (5) days prior to the opening of the Convention. Resolutions received after this date shall be returned to the authoring local.

Resolutions and amendments that have been submitted in advance shall be printed for distribution to the Locals of this Union thirty (30) days preceding the Convention. All resolutions or amendments that have an economic impact on this Union will have an estimated cost factor, as determined by the Secretary-Treasurer, attached at the time of the mailing.

Resolutions or amendments which are manifestly of such a nature as to require late submission shall only be considered with the authorization of the Convention Resolution Committee or by a majority vote of the Convention delegates.

Any resolution that would cause an increase in expenditures must also include an appropriate amount of new per capita tax attached to it.

## **SECTION 8. Convention Guests**

The President, with the approval of the Executive Board, shall have the authority to invite and authorize the expenses of Convention guests.

Emeritus officers and Lifetime members of the MPFFU who have been extended invitations to the MPFFU Convention shall receive lodging and up to two lunch/reception tickets for each day of the convention. Emeritus officers and Lifetime members shall not receive mileage or travel reimbursement for attending the convention.

Other guests may be invited to attend the MPFFU Convention. Lodging, travel, and meals for guests will be determined and approved on a case-by-case basis by the MPFFU Executive Board.

Each charitable organization that is invited to attend the MPFFU Convention by the MPFFU Executive Board shall receive lunch and/or reception tickets for up to two representatives of the organization

## **SECTION 9. Convention Committees**

The MPFFU President shall appoint the members of, designate the chairperson of, and convene the Convention Committees and such other special committees as deemed necessary for the official conduct of the business of the Convention.

The minimum number of Convention Committees shall be as follows:

- Credentials Committee of not less than 3 members.
- Constitution and By-Laws Committee of not less than 5 members.
- Resolutions Committee of not less than 5 members.
- Elections Committee of not less than 5 members.

Members of selected Convention Committees who are requested by the President of the MPFFU to meet prior to the start of the MPFFU Convention shall be paid \$110 for each day that they are required to meet prior to the start of the Convention. Convention committee members shall not be paid mileage reimbursement for meetings held on the day before the convention.

**Credentials Committee:** Members of this committee will supervise the Sergeants-at-Arm in admitting delegates to the Convention floor. They shall receive credentials presented by the delegates as provided for in Article 5, Section 2 of this Constitution and By-laws and the certified list of Delegates-at-Large presented to it by the MPFFU Secretary-Treasurer and be ready to submit its report at the opening of the Convention.

Should any protest be filed against the seating of any delegate or alternate, the Convention shall immediately dispose of all protests prior to proceeding with any other business.

**Constitution and By-law Committee:** Members of this committee shall consider all proposed amendments to the Constitution and By-laws that are properly submitted.

After such consideration, it shall prepare a report of its recommendations of approval, rejection, or modification of the proposed amendments and shall present such report to the Convention delegates for consideration and action.

**Resolutions Committee:** Members of this committee shall consider all properly submitted resolutions, both pre-filed and those submitted at the Convention.

After consideration, it shall prepare a report of its recommendation of approval, rejection, or modification of the proposed resolutions and shall present such report to the conference delegates for consideration and action.

**Elections Committee:** Members of this committee will be responsible for distributing and tabulating ballots. The committee shall, on the afternoon of the first day of the Convention, accept nominations from the delegates for all positions up for election and announce to the delegates the time and location the election will be held, and read the election rules that will be followed. The committee shall report results of elections to the Convention delegates.

## **SECTION 10. Convention Records**

There shall be a verbatim record of all official Convention proceedings. Minutes and other records of the Convention shall be retained indefinitely by the MPFFU Secretary-Treasurer.

## **SECTION 11. Convention Endorsement of IAFF Candidates**

If more than one candidate for a specific IAFF Office is seeking the endorsement of the MPFFU, each candidate will be allowed an opportunity to address the delegates assembled at the convention.

In order for a candidate for any IAFF Office to receive the MPFFU Convention endorsement, 75% of the delegates in attendance and voting must vote in favor of the endorsement.

If a candidate for an IAFF Office does receive the endorsement of the MPFFU, all elected officers of the MPFFU shall openly and actively support and cast their vote, if they have one, for the endorsed candidate at the IAFF Convention.

## **SECTION 12. Policies Adopted Between Conventions**

Any policy adopted by the MPFFU Executive Board between Conventions shall be put into resolution form for consideration by the delegates at the next Convention.

# **ARTICLE 6 – OFFICERS, TERM OF OFFICE, and VACANCIES**

## **SECTION 1. Organization Officers**

The MPFFU Executive Board shall consist of the President, Five (5) District Vice Presidents (DVPs), and the Secretary-Treasurer.

Each DVP shall represent their respective district and shall be a member of a Local in that District.

Effective May 7, 2010, one DVP will be elected to represent both the 1<sup>st</sup> and 3<sup>rd</sup> Districts and he/she shall be a member of a local in either the 1<sup>st</sup> or 3<sup>rd</sup> district.

The State shall be divided into the following districts:

- **District 1:** All of the Upper Peninsula.
- **District 2:** Cheboygan south to St. Johns, St. Johns southwest to Saugatuck, including Cheboygan and Saugatuck.
- **District 3:** Cheboygan south to St. Johns, east to St. Clair, including St. Johns.
- **District 4:** All of an area bounded by Highway 102 (Eight Mile Road) from Lake St. Clair to Unadilla on the north and south from Unadilla to Adrian and the Ohio-Michigan line, including Unadilla.
- **District 5:** Saugatuck northeast to St. Johns, southeast to Durand, south to Adrian and the Ohio-Michigan line, including Adrian.
- **District 6:** St. Clair west to Durand, south to Highway 102 (Eight Mile Road) from Lake St. Clair to Unadilla, including St. Clair, Durand, and Harper Woods.

The Board of Trustees shall be composed of three (3) members in good standing in attendance at the MPFFU Convention to be elected by the delegates at the MPFFU Convention as follows:

- **Districts 1 and 3 – Northern Trustee**
- **Districts 2 and 5 – Western Trustee**
- **Districts 4 and 6 – Eastern Trustee**

## **SECTION 2. Term of Office**

State Union Officers shall serve from one State Convention through the next, or until their successors duly assume office.

## **SECTION 3. Exclusive Office**

No person shall hold more than one office in the MPFFU. No person shall be eligible for nomination, election, or office as a MPFFU Officer who is not a member in good standing of a Local Union which itself is an affiliated member in good standing of the MPFFU.

If either the President or Secretary-Treasurer of the MPFFU is elected to a position with the International Association of Fire Fighters, other than IAFF Trustee, he/she shall resign their position with the MPFFU within ninety (90) days of their election.

#### **SECTION 4. Rights of Candidates**

Every candidate for office shall have the right to request distribution of campaign literature, by mail or otherwise, to all members in good standing, at the candidate's own expense. There shall be no discrimination in favor of or against any candidate with regard to the use of membership lists of the MPFFU.

#### **SECTION 5. Use of Funds Prohibited in Elections**

Funds received by the MPFFU through initiation fees, dues, assessments or otherwise, shall not be contributed or applied to promote the candidacy of any persons in elections of the MPFFU, nor shall any money of any employer of members of the MPFFU be so contributed or applied.

The MPFFU may, however, expend its funds for notices, factual statements, and other expenses necessary for the conduct of its elections so long as such activities do not involve promotion of candidates for office.

The MPFFU Executive Board, as a whole, shall not endorse any candidate running for MPFFU office.

#### **SECTION 6. Initiative, Referendum, and Recall**

Twenty-five percent (25%) of the locals in the MPFFU may petition for recall of the Principal Officers (President and Secretary-Treasurer) by submitting their demand in writing to the MPFFU Secretary-Treasurer.

Twenty-five percent (25%) of the Locals in a District may petition for recall of their District Vice President by submitting their demand, in writing to the MPFFU Secretary-Treasurer.

Twenty-five percent (25%) of the locals in the MPFFU may petition for a referendum on action taken by the MPFFU Executive Board by submitting their demand in writing to the MPFFU Secretary-Treasurer.

Twenty-five percent (25%) of the locals in the MPFFU may petition for an initiative on issues that may arise between Conventions by submitting their demand in writing to the MPFFU Secretary-Treasurer.

#### **SECTION 7. Vacancies**

Should the office of MPFFU President or Secretary-Treasurer be vacated, it shall be filled, within ninety (90) days, by an election conducted among delegates to the State Convention at a regularly scheduled Convention or, if no Convention is scheduled within 90 days from the date the vacancy occurred, at a special one-day Convention called for that purpose.

Should a vacancy occur on the Executive Board, other than in the office of President or Secretary-Treasurer, the procedure shall be notification to all affiliated Locals within the District(s) involved of the vacancy.

A special one-day meeting will be scheduled for the purpose of nominating and electing candidates. Proxy votes will be allowed. The meeting shall take place within one month after the vacancy is declared. Locals must be in good standing as per Article 3, Section 2, in order to vote in the special election.

Should any member of the MPFFU Executive Board be unable to do the duties of his/her position because of illness or injury for sixty consecutive days, the position shall be temporarily filled following the above procedures.

Any person selected to fill a vacancy that was caused by illness or injury shall serve a minimum of 60 days in that position (or until the next Convention) before the previous member may return.

If the original member resigns his/her position, the person that was selected to serve on a temporary basis shall assume the position until the next Convention.

# **ARTICLE 7 – DUTIES OF OFFICERS**

## **SECTION 1. – Duties of the President**

The President shall preside at all meetings and shall be a member ex-officio of all committees. He/she shall serve as Chairman of the Executive Board. He/she shall be a delegate to the Convention of the MPFFU, the International Association of Fire Fighters, and the Michigan State AFL-CIO.

The MPFFU President shall select all members for Michigan Professional Fire Fighters Union Convention Committees.

The MPFFU President will appoint the members of all standing committees on July 1st of each Convention year. Appointees will be subject to removal by the President at any time based on lack of participation or for any other reason deemed appropriate by the MPFFU President.

Dates, times, and sites for Michigan Professional Fire Fighters Union seminars and conferences will be chosen by the MPFFU President. No conference or seminar shall take place without the approval of the MPFFU Executive Board.

The President and Secretary-Treasurer shall select the location(s) of the MPFFU office(s), and the Executive Board shall approve the site(s).

## **SECTION 2. Duties of the Secretary-Treasurer**

The Secretary-Treasurer shall:

1. Record, or have recorded, all proceedings of the MPFFU.
2. Keep all records and the official seal.
3. Maintain membership records for each Local.
4. Receive, deposit, and record all revenues received.
5. Submit to the State Convention a written report of all revenues received and disbursed.
6. Shall conduct all necessary correspondence from within the MPFFU office. All official correspondence will bear either the signature of the President or Secretary-Treasurer along with the drafter of said correspondence.
7. He/she shall be a delegate to the Convention of the MPFFU and a delegate or alternate to the Convention of the International Association of Fire Fighters and the Michigan State AFL-CIO.
8. The MPFFU Secretary-Treasurer shall maintain an up-to-date MPFFU Policy book, which contains all board policies that are pertinent to the operation of the MPFFU but are not appropriate to be included in the MPFFU Constitution and By-laws.

## **SECTION 3. Duties of the Vice-Presidents**

The DVP's duties shall be to associate themselves with every local in their district. The DVP shall be required to contact each local in the district at least once per quarter.

Each DVP shall submit a detailed written report at each quarterly MPFFU Executive Board meeting. The written report shall list the date the local was contacted, the local union officer spoken to, and the most current information on each local.

The DVP shall make available their professional and technical skills and experience for the internal development and growth of local unions as approved by the President.

The DVPs shall attend all meetings of the Executive Board. By virtue of their office as Vice President, they shall be Delegates-at-Large at the MPFFU Convention, entitled to a voice and vote and full participation in the Convention proceeding.

Each of the DVPs shall present a report of his/her official acts and work during the term of office to the Convention. Each DVP shall also make a written report of activities to the MPFFU President quarterly.

A DVP shall be notified before another MPFFU Board member performs a service or attends a function of a Local in his/her district.

Each of the DVP's may be called to function as a member of the MPFFU LODD and Serious Injury Task Force and act in accordance with the policies and guidelines adopted for said Task Force. In instances where advanced approval from the MPFFU President cannot be attained, the District VP shall have the authority to authorize such activities as may be necessary for the first 24 hours of action following notification of an incident.

#### **SECTION 4. Duties of the Executive Board**

The Executive Board shall have full and complete charge of all business of the MPFFU in the interval between Conventions.

The decisions of the Executive Board shall represent the final judgment of the MPFFU unless appealed and reversed by the Convention Delegates or unless appealed by referendum in accordance with Article 6, Section 6.

General supervisory responsibility for the conduct of State Union affairs shall be vested in the Executive Board, unless otherwise provided in this State Union Constitution and By-laws. The MPFFU Executive Board shall approve any revisions proposed in the following areas:

1. The location(s) of any MPFFU office.
2. The terms of any office leases.
3. The terms of any retainer agreement for a legal counselor.
4. The terms of any retainer agreement for a lobbyist.
5. The terms of any employment agreement for MPFFU employees.
6. The number of persons employed by the MPFFU.

The MPFFU may engage the services of a legislative representative who shall represent the MPFFU in regard to introducing and monitoring pending legislation before the Michigan Legislature. This Legislative Representative shall only be hired upon the approval of the MPFFU Executive Board.

If the President and the Secretary-Treasurer are unable to agree on the location(s) of the MPFFU office(s), the Executive Board shall determine the appropriate site(s) that best serve the membership of the MPFFU.

The names and addresses of MPFFU members shall not be given to any organization or business without the approval of the MPFFU Executive Board.

The MPFFU Executive Board shall approve the registration fee for all conferences, seminars, and the MPFFU Convention.

The MPFFU Executive Board shall notify Locals within forty-five (45) days of the adoption of any new policy or change in any existing policy.

All Executive Board officers shall submit detailed, written annual reports to the MPFFU Secretary-Treasurer no later than April 30th of the State Convention year.

The MPFFU shall establish an investment policy for MPFFU funds and will provide copies of these policies to every MPFFU Local and the MPFFU Executive Board will annually review the policy and make amendments if necessary.

### **SECTION 5. Executive Board Convention Directives**

Prior approval of the MPFFU Executive Board is necessary before spending more than \$5000 on office equipment.

All charitable donation expenditures from the MPFFU general account shall receive prior approval of the Executive Board.

The MPFFU shall develop an orientation program which explains the history and services provided by the MPFFU and the IAFF and other aspects about unionism. This program shall be offered at least twice per year for any member of the MPFFU to attend.

### **SECTION 6. Duties of the Trustees**

Each Trustee shall be considered a non-voting member of the MPFFU Executive Board. The Board of Trustees shall audit the books of the Union quarterly and it shall be done in conjunction with either the quarterly MPFFU Committee Meeting or the quarterly MPFFU Executive Board Meeting. They shall with the Secretary-Treasurer, engage a certified public accountant to conduct an audit of the accounts of this Union and they shall have full access to all books and records of the Secretary-Treasurer pertaining to financial matters of the Union.

The Trustees shall review the record of daily compensation disbursements on a monthly basis. The Trustees shall, on a quarterly basis, submit a written report of any daily compensation disbursement claims they feel are invalid. This report shall be submitted to the Executive Board at least two weeks prior to a scheduled Executive Board meeting.

They shall issue a written report of their findings on the examination of the books to the Executive Board and to the delegates at each Convention. They shall be Delegates to the State Convention during their term of office by virtue of such office.

Trustees shall receive daily compensation payments for MPFFU audits, for attendance at district meetings in their own Trustee regions, for attendance at the MPFFU Executive Board meetings and conventions and for attendance at any other function approved, in advance, by the MPFFU President.

Attendance by Trustees at other meetings when not acting in their capacity as a Trustee shall be compensated at the \$100 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.

Each of the Trustees may be called to function as a member of the MPFFU LODD and Serious Injury Task Force and act in accordance with the policies and guidelines adopted for said Task Force.

### **SECTION 7. Bonding of Officer and Employees**

All officers and employees of the MPFFU who manage funds or property of the State Union shall be bonded in such amounts as may be required by the Trustees and the International General Secretary-Treasurer, in compliance with applicable law. The expense of the first \$5,000 of Bond shall be borne by the International. If additional premium is necessary, the MPFFU shall pay the additional premium. The MPFFU shall have sufficient bond to cover at least ten (10%) percent of its current liquid assets.

## **SECTION 8. Standing Committees**

The following MPFFU Standing Committees were created by Convention action and shall be established until disbanded by the MPFFU Executive Board or convention action: EMS Committee, Safety and Health Committee, Union Education Committee, Political Education Committee, PSO Committee, Behavioral Health Committee, Recruitment & Retention Committee, and Contract Data Committee.

Effective July 1, 2022, twenty-five cents per capita is earmarked for the Behavioral Health Committee.

Effective July 1, 2022, fifty cents per capita is earmarked for the Recruitment & Retention Committee.

Effective July 1, 2022, forty cents per capita is earmarked for the Contract Data Committee.

Effective May 2, 2012, ten cents per capita is earmarked for PSO Committee activities.

The MPFFU President shall appoint at least one MPFFU District Vice President to serve on each of these committees that remain active. The MPFFU DVP serving on these committees shall be responsible to give a report at each MPFFU Executive Board meeting on the proceedings of each committee meeting and the items they are working on. The MPFFU DVP serving on each committee will solicit input from the other MPFFU Executive Board members and he/she shall that input with the other committee members.

## **SECTION 9. Ad-Hoc Committees**

### **Affiliation Advisory Board**

Effective July 1, 2018, the MPFFU President shall appoint a five-member advisory board of Local Union Leaders whose purpose will be to work with the MPFFU Executive Board to develop and implement strategies to encourage and facilitate getting all full-time firefighters to affiliate with the MPFFU.

The priority of this advisory board will be to arrange a meeting individually with the leadership of IAFF locals not currently affiliated with the MPFFU to establish a framework and timeline to get these non-members to re-affiliate with the MPFFU.

This advisory board will also assist with the development of programs to maintain 100% membership in existing locals and to encourage other full-time firefighters to organize and join the IAFF and MPFFU.

## **SECTION 10. Line of Duty Death and Serious Injury Task Force**

The MPFFU shall establish a *"Line of Duty Death and Serious Injury Task Force"* that will be designated to provide assistance, if requested, to any MPFFU local in good standing immediately following a line of duty death or serious injury. The policies adopted for this Task Force shall be constructed in a way that will allow for reasonable assistance for each local while working within the parameters of the fire department and families to whom these incidents impact. The Task Force shall consist of any combination of MPFFU DVP's and Trustees necessary to complete the many tasks associated with these events under the policies adopted by the MPFFU Executive Board.

## **SECTION 11. Conduct of Officers**

All elected officers of the MPFFU shall respect and honor all convention endorsements by conducting themselves in a manner consistent with the endorsement of the MPFFU Convention.

# **ARTICLE 8 – SALARIES, COMPENSATION, and REIMBURSEMENTS**

## **SECTION 1. Expenses and Reimbursements**

The MPFFU shall pay necessary and legitimate expenses incurred by the Officers and Executive Representatives of the MPFFU, while engaged in MPFFU business.

Each member of the MPFFU Executive Board and the MPFFU Trustees shall receive a monthly communications allowance of \$213 in lieu of any reimbursement for costs associated with obtaining and maintaining the necessary communication devices needed to perform their duties including computers, software, cell phones, and internet access.

Such expenses include, but are not limited to, meals, lodging, and transportation. Mileage reimbursement shall be paid at the rate established by the Internal Revenue Service.

Claims for expenses shall be itemized and presented to the President for approval. The President shall forward the approved expenses for payment to the Secretary-Treasurer.

No loss of time from work shall be paid to any MPFFU officer or committee member.

The MPFFU shall not pay for traffic violations.

## **SECTION 2. Principal Officers Salary**

Effective July 1, 2022, the salaries for the President and Secretary-Treasurer shall be \$57,402 per year.

Effective May 8, 2010, the President and Secretary-Treasurer shall not receive any daily compensation payments in addition to their salary.

## **SECTION 3. Daily Compensation**

Effective July 1, 2022, the daily compensation payment for approved MPFFU activities shall be \$266 per day.

Any MPFFU member requested by the MPFFU President to represent the MPFFU at any function shall receive the recognized daily compensation rate.

MPFFU Committee Chairpersons shall receive the recognized Daily Compensation Payment for each day they meet.

MPFFU members serving as instructors at MPFFU Seminars and Conferences shall receive the recognized Daily Compensation Payment for each day they instruct.

## **SECTION 4. District Vice President Compensation**

The MPFFU DVPs shall receive daily compensation payments for any function approved in advance by the MPFFU President, including but not limited to:

- MPFFU Executive Board Meetings and Conventions.
- Two administrative days per month, contingent on submission of a detailed written report at each quarterly MPFFU Executive Board meeting as required in Article 7, Section 3.

Attendance by District Vice Presidents at other meetings when not acting in their capacity as a District Vice President shall be compensated at the \$110 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.

No daily compensation payment shall be made for the following activities:

- Installation of officers or members of a Local other than a new Local
- Attendance at social or charitable functions of a Local (golf outings, etc.)
- Attendance at award, presentations, or ceremonial functions
- Attendance at retirement or funeral ceremonies

- Providing service to the Vice President's own Local

### **SECTION 5. Standing Committees**

Effective July 1, 2022, members of the MPFFU Standing Committees shall be paid \$110 per meeting, plus reimbursement for mileage, as authorized in advance by the MPFFU President.

### **SECTION 6. Executive Board and Office Staff**

When attending functions, members of the MPFFU Executive Board shall retain receipts for reimbursement of meals or they shall use a credit card for meals. Executive Board members shall use their good judgment in determining what a reasonable amount to spend on meals is.

Members of the MPFFU office staff shall be paid a \$50 daily compensation rate, in addition to their salary, when they are required to stay away from home overnight within the State, for any required work within the State on Saturday or Sunday, and for each day they are representing the MPFFU at meetings or Conferences outside the State of Michigan.

### **SECTION 7. Travel Expenses and Air Fare**

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

### **SECTION 8. Compensation for Transition of MPFFU Officers**

Upon request of a newly elected MPFFU President or Secretary-Treasurer, the outgoing principal officer may be compensated for transition services up to a maximum of thirty (30) service days.

Upon request of a newly elected MPFFU District Vice President, with the approval of the MPFFU President, the outgoing District Vice President may be compensated for transition services up to a maximum of six (6) service days.

The rate of pay for each day of transition services will be equal to the currently daily compensation rate as listed in Article 8, section 3 of the MPFFU Constitution and By-laws.

Additional days for transition services may be granted with the approval of the MPFFU Executive Board.

## **ARTICLE 9 – PER CAPITA REVENUE and EXPENDITURES**

### **SECTION 1. Fiscal Year and Line-Item Budget**

The fiscal year of the MPFFU shall be from January 1<sup>st</sup> to December 31<sup>st</sup>. The MPFFU shall maintain its finances with a line-item budget. The Secretary-Treasurer and President shall submit the proposed line-item budget to the Executive Board for their amendments and approval. After the line-item budget is approved, changes shall only be made with Executive Board approval.

### **SECTION 2. Sources of Revenue**

The revenue of the MPFFU shall be derived from per capita taxes, initiation fees, outside fundraising efforts, and from special assessments as provided for in this Constitution and By-laws.

### **SECTION 3. Initiation Fees, Per Capita Taxes, and Remittance of Revenue**

Initiation fees, per capita taxes, and remittance of revenue to the MPFFU by affiliate locals shall be by check or money order in accordance with Article 3, Section 2.

### **SECTION 4. Delinquent Per Capita Taxes and Reinstatement**

Delinquent per capita taxes for a period of three months shall result in suspension from the MPFFU in accordance with Article 3, Section 7.

## **SECTION 5. Special Assessments and Increases**

Increases in initiation fees, per capita taxes dues, or assessments, shall be adopted in accordance with Section 8 of Article XIV of the International Constitution and By-laws as follows:

- A. By majority vote of the delegates voting at a regular convention of such association or council, or at a special convention held upon not less than thirty (30) days written notice to each local union affiliated with said association or council; or
- B. By majority vote of all members in good standing of such association or council voting in a membership referendum conducted by secret ballot; or
- C. By majority vote of the members of the Executive Board (or similar governing body) of such association or council provided authority for such action exists in the constitution or by-laws of said association or council and provided that such increase by the Executive Board shall be effective only until the next regular convention of the said association or council.

## **SECTION 6. Expenditures**

The funds and property of the MPFFU shall be used solely for the benefit of the MPFFU and its affiliated locals. The funds are not to be used as loans to any officer or member of the Association. The MPFFU officers and members who manage the funds or property shall be held to this standard of conduct and accountable for any breach thereof under this Constitution and by-laws and as provided by law.

Prior approval of the MPFFU Executive Board is necessary before spending more than \$5000 on office equipment.

All charitable donation expenditures from the MPFFU general account shall receive prior approval of the Executive Board.

## **ARTICLE 10 – WSU LABOR SCHOOL SCHOLARSHIP**

The delegates assembled at the 52<sup>nd</sup> Biennial MPFFU Convention voted to establish the Danny Delegato/Larry McColl Scholarship Program. The MPFFU will annually award two members of the MPFFU up to \$750 to attend the Wayne State University Labor School Program. These scholarships will be based on an application process that will be determined by the MPFFU Political Education Committee. Final approval of the committee's recommendations for the awards will be made by the MPFFU Executive Board.

## **ARTICLE 11 – LOCAL UNIONS**

### **SECTION 1. MPFFU Responsibilities**

It shall be the responsibility of the MPFFU to provide any new or re-affiliating local with, but not limited to, the following within thirty (30) calendar days of official affiliation or re-affiliation:

- MPFFU Certificate of Affiliation
- MPFFU Constitution & By-laws and current policies
- Per capita and membership forms
- Data base survey form
- Minutes of the most recent MPFFU Executive Board and standing committee meetings.
- MPFFU Directory of Officers of all affiliate locals
- Current calendar of MPFFU events

The MPFFU shall establish a training program for local presidents that will provide each Local President with the education and tools needed to effectively perform the duties that they were elected to conduct. Each Local President will be given a President Orientation Package to do his/her job.

The MPFFU shall make contact by telephone with all new Local Presidents within one week of notification to the MPFFU of the new Local President and the MPFFU will arrange a one-day training session for the new President whenever such training is deemed to be necessary by the MPFFU President.

The MPFFU shall provide to a Local President, upon request, a listing of all MPFFU members who reside in the city/township of the requesting Local. This list is to be used only for the purpose of identifying friendly voters in the Local in the city or township of the Local.

The MPFFU encourages locals to waive the dues of members during deployment for active military duty.

The MPFFU shall encourage all locals to join and participate in the AFL-CIO Central Labor Body in their area.

The MPFFU shall encourage all locals to join and participate in the Michigan AFL-CIO labor programs and political events.

The MPFFU shall provide its members with education and training to increase awareness of the dangers of Hepatitis C in the workplace and that the MPFFU investigate the feasibility of developing a statewide program for testing fire fighters.

The MPFFU shall try to hold an annual political action/education seminar. The seminar will be designed to assist all local affiliates in political activity regardless of whether or not the local union has an established political action fund.

The MPFFU encourages all members to contribute to the MPFFU Fire PAC to what level their personal finances will allow.

The MPFFU shall encourage all affiliates to strive for, and to maintain, an on-duty, around the clock, career fire fighter staff.

The MPFFU shall encourage all affiliates to negotiate contract language that prohibits members of their departments from volunteering or working as paid-on-call fire fighters for other fire departments on their days off.

The MPFFU shall encourage all affiliates to negotiate contract language that prohibits members of their departments from working as employees of private ambulance service providers on their days off.

The MPFFU will discourage and oppose any effort by a MPFFU Local or a representative of the IAFF to organize and/or accept private EMS workers into an existing IAFF Local.

The MPFFU shall encourage all members to be tested for placement on the National Bone Marrow Donor Registry and the MPFFU will pay for any members lost wages/benefits if that member is selected as a matched candidate for bone marrow donation.

The MPFFU shall encourage all members to participate in the Secretary of State Organ donor program.

The MPFFU shall take the appropriate political and legislative action necessary to protect the Civil Service status of fire fighters working at airport facilities. The MPFFU shall education all members of the MPFFU and the IAFF about the potential negative ramifications of Airport Authority Systems.

All members of the MPFFU shall adhere to the policy adopted by the delegates at the 2006 MPFFU Convention regarding the use of cell phones and pagers during MPFFU functions.

The MPFFU strongly encourages all locals to have a financial analysis of their community done by the IAFF on an annual basis and that a copy of the financial analysis be sent to the MPFFU for posting in the members' only section of the MPFFU website at the local's discretion.

Effective July 1, 2008, whenever possible, communications from the MPFFU to Local Union officers will be sent via email instead of by USPS mail. All communications from the MPFFU to Local Union officers will also be posted in the member's only section of the MPFFU website for a minimum of thirty (30) days. The MPFFU Executive Board is authorized to return to using the USPS to mail communications to each local union officer if they feel that it is in the best interest of the organization.

The MPFFU encourages all members retiring from their Affiliate Local to stay involved and become and an Active-retiree and continue supporting the MPFFU and the IAFF.

The MPFFU urges all affiliate locals to adopt language in their Local Constitution and By-laws to include retirees as active-retiree members following the example set forth by the IAFF Constitution and By-Laws.

The MPFFU urges all affiliate Locals to allow Active-Retirees to be as involved in Local business as the Affiliate Local Constitution and By-laws permit or allow.

The MPFFU urges all Locals to allow Active-Retirees to be as involved in MPFFU and IAFF business as the Affiliate Local Constitution and By-laws permit or allow-

The MPFFU shall provide educational opportunities for members to learn about the value and advantages of VEBA Trusts and MERP plans.

The MPFFU shall explore all options and the feasibility for establishing an MPFFU VEBA Trust plan.

## **SECTION 2. Local Affiliate Responsibilities**

It is the responsibility of each local president to make sure that the MPFFU office is notified, in writing, within five (5) business days of any change of officer and/or officer address changes, phone numbers, fax numbers, and email addresses.

The Local Union President shall notify the MPFFU of the deployment of any member into the active military.

A member Local desiring assistance of the MPFFU in resolving disputes or grievances shall submit all documentation concerning the grievance or dispute to the President of the MPFFU.

All locals shall submit copies of any Act 312 awards and grievance arbitration decisions to the MPFFU office as soon as they become available.

No officer, member, or subordinate union of the MPFFU shall resort to any court of law or equity or other civil authority for the purpose of securing an opinion or decision in connection with any alleged grievance or wrong until such party shall have first exhausted all remedies by appeal or otherwise provided in this Constitution and By-laws not consistent with applicable law for the settlement and disposition of such alleged rights, grievances or wrongs.

Only members of Locals that have an up-to-date collective bargaining agreement on file in the MPFFU Office will be allowed to attend the MPFFU Conventions, Conferences, Seminars, and district meetings.

All Locals should have an up-to-date copy of their Local Union Constitution and By-laws on file with the MPFFU.

Any Local or individual wishing to sell items such as T-shirts, mugs, hats, etc. at any MPFFU function, must receive prior approval from the MPFFU Executive Board. Items such as T-shirts, hats, mugs, silk-

screening, embroidery, and printing, must be Union made or American made. The Local or individual should receive approval by the MPFFU Executive Board prior to ordering or purchasing the products. The MPFFU will provide a list of Union suppliers upon request.

Members of the MPFFU attending the IAFF Convention shall oppose any attempts to organize and/or represent paid on call, part paid, and/or part time scheduled fire fighters.

Every Local Union Executive Board member should review the IAFF and MPFFU websites on a regular basis and all Local Union Presidents should strongly encourage each member of their local to register with the MPFFU website.

Every Local Union Executive Board member should give serious consideration to making an automatic monthly deduction payment of five dollars from their savings or checking account or a credit card to the MPFFU Fire PAC.

Local Union Presidents should take the time to explain the importance of political action to their members and they should also attempt to get at least five members from their local to voluntarily participate in the MPFFU Fire PAC program.

Every Local Union Executive Board shall be required to consult with their MPFFU DVP prior to scheduling any type of activity that involves the expectation of participation from other MPFFU local union members and/or MPFFU Executive Board members.

No MPFFU member shall plan, solicit, support, or take part in any firefighter union rally, informational picket, door to door canvassing, or protest at council and/or township meeting locations, unless these events are approved and sanctioned in advance by the affected Local Union Executive Board.

Immediately following the 50th MPFFU Convention in Lansing 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.

The MPFFU strongly encourages any member that has knowledge of 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.

### **SECTION 3. Withdrawals and Suspensions**

Any MPFFU affiliated local that withdraws or has their membership suspended from the MPFFU shall forfeit and return their Certificate of Affiliation.

## **ARTICLE 12 – PROCEDURE FOR ENDORSEMENT OF CANDIDATES & Fire PAC DONATIONS**

The guidelines for the MPFFU Endorsement of Candidates, the MPFFU Political Contributions, and MPFFU Attendance at Political Functions dated June 1, 1998, are hereby incorporated into the Constitution and By-laws of the MPFFU.

### **SECTION 1. Endorsement of Candidates**

#### **I. PURPOSE**

The MPFFU has been involved with electoral politics for many years and is often required to make decisions concerning which candidates will or will not receive the support of the MPFFU. The following procedure will ensure that these decisions are made in a fair and consistent manner.

#### **II. DEFINITIONS**

A. *State Level Candidates* – All candidates seeking statewide elected positions (Governor, Supreme Court, etc.), all State Legislature seats (House & Senate), and all congressional seats (Washington).

B. *Local Candidates* – All candidates seeking municipal, township or county positions including any local governmental jurisdictions within a county.

C. *Candidate Screening* – This is the process by which local union interviews announced candidates within their jurisdiction and make recommendations for endorsements to the MPFFU Executive Board.

In the event that there may be more than one local represented within a candidate's district, every effort should be made to conduct joint screening sessions. The method by which local unions choose their representatives for screening or whether to do screenings at all is left to each local's discretion.

Any recommendation as to endorsements, however, must be forwarded in writing and must be signed by the President and the Secretary of the local.

Candidate screening meetings for the positions of Governor, Supreme Court Justice, Secretary of State, Attorney General, and any other office that serves the entire state will be set by the MPFFU Executive Board.

All locals will be notified of the time and place of the screening meeting(s).

Any local choosing to recommend an endorsement of a candidate to the executive board on any of these positions must do so within fourteen calendar days following the screening meeting(s).

### **III. ENDORSEMENT OF LOCAL CANDIDATES:**

The endorsement of local candidates shall be accomplished by a vote of the local union whose jurisdiction resides within the candidate's district. In the event that more than one local union is within the candidate's district, a joint endorsement is encouraged.

The MPFFU will not endorse a local candidate unless requested by 75% of the locals in the candidate's jurisdiction. Any formal endorsement shall be transmitted to the candidate in writing.

### **IV. ENDORSEMENT OF STATE LEVEL CANDIDATES:**

The endorsement of state level candidates shall be accomplished by the MPFFU Executive Board after giving local unions an opportunity to screen candidates and make recommendations as to who should be endorsed.

The MPFFU shall inquire about the candidates position on staffing levels. The MPFFU will take this opportunity to educate and discuss the importance of staffing requirements for the safety of both firefighters and the general public.

If no recommendation is forthcoming in a given race, the Board will hear the recommendation of the Principal Officers and proceed.

If a recommendation is presented in a timely manner, the Executive Board must hear both the local union's recommendation and any recommendation from the Principal Officers prior to making their decision.

If the Board chooses by a majority vote to override the recommendation of a local union, it must allow an opportunity for the local to present arguments on their behalf, either in person or in writing.

The endorsement of a state level candidate by the MPFFU shall be accomplished by a majority vote of the Executive Board and shall represent the position of the State organization and all of its affiliated locals.

## **V. TIMING**

The state level candidates' endorsement process shall be triggered by the filing deadlines for each candidate's election or at a time selected by the MPFFU Executive Board.

Local unions will be informed of the Executive Board's decision to initiate the endorsement process for a state level office.

Local unions will be afforded the opportunity to screen appropriate candidates and forward their recommendation(s) to the State Executive Board.

Local unions that do not wish to make recommendations on candidates may inform the Executive Board of their decision not to participate in writing or by failing to respond to the endorsement request within the designated time.

Each election, primary and general, shall be considered a separate election for which recommendations are sought. The MPFFU Executive Board shall then review the recommendations, endorse candidates, and publish a list of the MPFFU endorsed candidates.

## **VI. REVOKING AN ENDORSEMENT**

The MPFFU Executive Board shall have the right at any time upon a majority vote to revoke an endorsement of a candidate. No such vote shall be taken without first informing the local unions within the candidate's district and giving them an opportunity to make comments and recommendations to the Executive Board.

## **VII. FIREFIGHTER CANDIDATES**

Although the MPFFU encourages its members to run for political office at the local, state, and federal levels, Fire Fighter candidates for political office should not expect to automatically be endorsed by the MPFFU or other MPFFU Local Unions just because they are a firefighter.

It is recommended that they follow the steps listed below to maximize the possibility of obtaining the support and endorsement of the MPFFU and/or other firefighters

1. If possible, register to attend the IAFF Political Academy well in advance of your decision to actually run for any elected position. If you are unable to attend the IAFF Political Academy, there are several members of the MPFFU that have attended the academy in the past and they may provide you with valuable information you may find useful in making your decision to run for office.
2. Make sure you are an active participant in the Michigan Professional Fire Fighters Union PAC program.
3. Send written communication to the MPFFU indicating your interest in running for political office well in advance of making your final decision to run for a specific office. The MPFFU will assist you by providing advice and many valuable resources and tools to assist you. They will also share their knowledge about the other potential candidates for the office you wish to run for. The MPFFU will coordinate a meeting with the leadership of any fire fighter locals that may be located in the district you are thinking about running in.

It is important for any firefighter candidate to recognize that the MPFFU will follow the Guidelines and Procedures for Endorsement of Candidates, regardless of whether one of the candidates is/was a MPFFU member.

## **SECTION 2. Donation of Fire PAC Funds to Candidates**

Decisions to donate PAC fund money to candidates on the State Level and State-wide ballot proposal issues shall be made by a majority vote of the MPFFU Executive Board.

The MPFFU Executive Board will use the answers to the following questions as guidelines when making their decisions:

- Has the candidate been endorsed by the MPFFU using the recommended screening process?
- Has the candidate been endorsed by the State AFL-CIO?
- Has the candidate been a supporter of fire fighter and labor issues in the past?
- Does the candidate have a chance to win the election?
- Do we have a local in the candidate's district?
- Can we make an impact on the candidate's election?
- Does the candidate need the money?
- How much money do we have to spend in this election?

A majority vote of the MPFFU Executive Board will determine if the MPFFU will support or oppose a ballot proposal issue and if a contribution is to be made.

The MPFFU President is authorized to deviate from this process whenever he determines it is in the best interest of the MPFFU to do so.

### **SECTION 3. Procedures for Selection and Attendance at Political Functions**

The MPFFU receives hundreds of invitations to political fund-raisers and functions each year.

Attendance at these functions accomplishes several objectives:

- Shows support for the candidate holding the function.
- Provides an opportunity to talk to the candidate directly.
- Provides an opportunity to talk with others in attendance.
- Increases the visibility of the MPFFU.

Attendance to these political functions is determined by the money available in the MPFFU Fire PAC fund. The procedure outlined below shall be followed in determining which political functions we will attend and who will represent the MPFFU at these functions:

- A committee consisting of the MPFFU President, Secretary-Treasurer and Lobbyist will select the functions that will be attended. This committee will prioritize these functions, as necessary.
- Only members of the MPFFU Executive Board and/or the MPFFU Lobbyist will attend the functions in addition to a member of a local who lives in the legislator's district. The final decision on who attends will be made by the MPFFU President.
- Only members of the MPFFU Executive Board and/or the MPFFU Lobbyist will attend the functions designated for the Democratic or Republican Party or caucuses.
- The above process will provide a guideline for the MPFFU President to use. The MPFFU President is authorized to deviate from this process whenever he determines it is in the best interest of the MPFFU to do so.

## **ARTICLE 13 – LEGAL ASSISTANCE PROGRAMS**

### **SECTION 1. MPFFU Intervention in Court of Appeals & Supreme Court Cases**

The MPFFU may intervene, financially and through MPFFU legal counsel, in any court cases that reach the Michigan Court of Appeals and/or the Michigan Supreme Court.

Any court cases where the MPFFU intervenes must include issues that will impact fire fighters statewide, as determined by the MPFFU Executive Board.

MPFFU local unions pursuing cases before the Michigan Court of Appeals and the Michigan Supreme Court must adhere to the following conditions prior to initiating litigation in order to receive financial and legal assistance from the MPFFU:

- (a) Provide a legal analysis and opinion on the case from the local union's attorney.
- (b) Provide financial information on the current status of legal fees and projected future costs of the litigation.
- (c) Provide all documents and information requested by the MPFFU general counsel for the purpose of reviewing and evaluating the case.
- (d) The MPFFU Executive Board reserves the right to withdraw legal and financial support in any case should such action be in the best interest of fire fighters statewide.

Failure to follow the above procedures will be cause for denial of financial assistance from the MPFFU for litigation in the Appeals Court and the Supreme Court. The MPFFU Executive Board will evaluate each request and retains the right to grant or deny financial assistance for court cases.

## **SECTION 2. MPFFU Legal Defense Fund**

Effective July 1, 2022, two dollars (\$2.00) per member, per month shall be designated for the purpose of establishing the MPFFU Legal Defense Fund. The purpose of this fund is to support locals with legal expenses for issues that may impact union protected rights, such as, but not limited to: PA 312 rights, safety issues, pensions, and retiree health care.

The monies contained in this fund may be invested in stable to moderate risk investments so long as the greater amount of \$50,000 or 25% of the fund balance remains liquid for immediate use. The MPFFU Secretary-Treasurer shall make available an annual report of the status of this fund as well as any of its disbursements. This report shall be reviewed and approved by the MPFFU Trustees.

Requests for assistance from this fund shall be submitted to the MPFFU Executive Board and will require a majority vote for approval. The MPFFU Executive Board will base its decision on the merits of the case and its ramifications as it relates to the MPFFU and its Locals. The MPFFU may seek an opinion from its legal counsel before rendering a decision. Legal costs related to seeking this opinion may be paid from this account.

The MPFFU may utilize this fund to take an offensive strategy to initiate a legal challenge, as identified by MPFFU District Vice Presidents or MPFFU Legal Counsel, where a winnable case would strengthen the rights of our MPFFU union members. The MPFFU may also utilize this fund to potentially overturn damaging court precedents which negatively affect our rights or benefits. The target local must approve such an action with a two-thirds majority vote to allow the MPFFU to proceed.

If this fund remains unutilized for a period of five (5) years, regardless of the funding level, the per capita assessment shall cease, and the funds may be dispersed only as approved by a majority vote taken by the delegates at an MPFFU State Convention.

## **ARTICLE 14 – MILLAGE GRANT PROGRAM**

The MPFFU shall 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.) Twenty cents (\$0.20) per capita was allocated to fund this program on May 2, 2012.

## **ARTICLE 15 – NEW LOCAL GRANT PROGRAM**

Upon request and submission of appropriate invoices or itemized expenses, newly organized MPFFU Locals will be eligible for a grant of up to \$4000 to assist the local with any expenses related to organizing or negotiating their initial collective bargaining agreement.

## **ARTICLE 16 – IDEAOLOGICAL AGENDA**

The MPFFU Executive Board will explore all options and the feasibility of establishing an MPFFU VEBA trust and in addition, the MPFFU will encourage all affiliate locals to utilize the IAFF MERP plan. The MPFFU will provide educational opportunities for MPFFU locals to learn about the value and advantages of VEBA trusts and MERP plans.

The MPFFU shall set as a high priority legislative goal to seek opportunities to memorialize minimum staffing as a mandatory subject of bargaining, allowing minimum staffing to be recognized by city charters and collective bargaining agreements. The MPFFU and its officers will utilize all available resources including but not limited to: IAFF resources, NFPA standards, NIST studies, or other documents that could further this legislative goal. The MPFFU Executive Board shall report back to the membership the status of this legislative goal at the 2024 Convention.

The MPFFU is strongly opposed to the organization of paid on-call and volunteer fire fighters by the United Auto Workers Union (U.A.W.).

The MPFFU opposes Armed Tactical EMS being provided by IAFF/Michigan Professional Fire Fighters Union affiliates.

The MPFFU has designated the last weekend in July as the official MDA/MPFFU “FILL THE BOOT” weekend and all MPFFU Locals are encouraged to participate in this worthy program.

The MPFFU strongly encourages and recommends that all local unions do whatever is necessary to exclude PSO departments from their mutual aid pacts and that every local should lobby their local elected officials and the taxpayers in their community to charge appropriate monetary compensation for providing mutual aid assistance to communities in their mutual aid pact. (5/12)

The MPFFU encourages all merging Locals to merge into their ranks all IAFF members of the other merging Local as close to full seniority as possible using a single seniority list by hired dates. The merging members should be given a classification as close to where their classification would be currently as if they were always with the merging local. (5/14)

The MPFFU EMS committee encourages all locals to keep open communications with the stake holders in each of their communities and be an active participant in the delivery of pre-hospital care. Any local that may need assistance or have questions on implementing a community-based pre-hospital resource to its community should contact the MPFFU EMS committee. Each local should keep in mind that we as first responders are on the front line of each call for service in our communities and being the best at allocating the right resources at the right time, we can have a dramatic impact on assisting each of the stake holders of the healthy community initiative in providing and allocating available resources to assist in accomplishing these goals. (5/14)

## **ARTICLE 17 – LEGISLATIVE AGENDA**

The legislative program of the MPFFU shall include attempts to pass the following legislation:

- Cancer Presumption Legislation 5/96
- Infectious Disease Presumption Legislation 5/96
- Elimination of the Fireman’s Rule 6/00
- Anti-Public Safety Legislation (illegal to combine Police and Fire Departments) 6/02
- Make minimum staffing a mandatory subject of bargaining.

## **ARTICLE 18 – RIVAL ORGANIZATIONS OF THE MPFFU**

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. The MPFFU Executive

Board will consider the request at the next regularly scheduled board meeting. It shall take a two-thirds vote of the MPFFU Executive Board to declare that an organization is a rival organization. The MPFFU Executive Board may vote to revoke the designation of rival organization by a two-thirds vote at any time they deem appropriate.

On May 3, 2012, delegates assembled at the MPFFU Convention voted to designate the **Police Officers Association of Michigan (POAM)** a rival organization of the Michigan Professional Fire Fighters Union.

On May 3, 2012, delegates assembled at the MPFFU Convention voted to designate **Health Link Medical Transportation** a rival organization of the Michigan Professional Fire Fighters Union.

On May 7, 2014, delegates assembled at the MPFFU Convention voted to designate **Medstar Ambulance Company** a rival organization of the Michigan Professional Fire Fighters Union.

On May 7, 2014, delegates assembled at the MPFFU Convention voted to designate **Huron Valley Ambulance Company, including all related affiliates** a rival organization of the Michigan Professional Fire Fighters Union.

## **ARTICLE 19 – MISCONDUCT, PENALTIES and APPEALS**

Any member charged with misconduct as defined in Article XV of the International Constitution and By-laws shall be served with written specific charges as required in Article XVI of the International Constitution and By-laws and be given a reasonable time to prepare his/her defense and afforded a hearing as provided in Article XVII of the International Constitution.

Appeals may be made in accordance with Article XVIII of the International Constitution and By-laws; such appeal must be filed with the General President of the International within 30 days of the action to be appealed.

The Executive Board may revoke the membership of any Local where a majority of the Executive Board finds evidence that the Local has been guilty of disloyalty or that its actions have been detrimental to the welfare of the State Union.

When the Executive Board revokes the membership of a Local pursuant to this Article of the MPFFU Constitution and by-laws, it shall provide the Local with a written report detailing the evidence upon which its decision was based. Said Local may appeal the decision of the Executive Board at the MPFFU Convention.

Except as otherwise provided by this Constitution and By-laws, such as in the case of automatic suspension or involuntary forfeiture of Local membership for failure to pay per capita taxes, any final order or decision of the MPFFU shall be final unless appealed. Such appeals shall be taken in accordance with Article XVIII of the International Constitution and By-laws.

## **ARTICLE 20 – AMENDMENTS and CONVENTION RESOLUTIONS**

### **SECTION 1. Amendment of Constitution and by-laws**

This Constitution and by-laws shall not be amended except by two-thirds (2/3) of either delegates present voting at convention or special convention, or by referendum of each local by mail, with each Local receiving the same number of votes as delegates to which it is entitled to at a Convention. Such referendum shall be conducted in the manner prescribed by the Executive Board. Each Local shall be notified of the referendum results and the tabulated totals of the affirmative and negative votes.

### **SECTION 2. Pre-filed Resolutions**

The Secretary-Treasurer must receive pre-filed resolutions at least five (5) days prior to the opening day of the Convention. Each resolution submitted for consideration shall be prepared in such method as to

quote what is deleted and striking through those words (i.e., ~~However~~) and underlining all new words which are to be added (i.e., However). Pre-filed resolutions not proposing amendments to this Constitution and by-laws shall require a majority vote of the Delegates for adoption. Pre-filed resolutions proposing amendments to this Constitution and by-laws shall require a two-thirds (2/3) vote for adoption.

### **SECTION 3. Late Resolutions**

All late-filed resolutions shall require approval of the Resolutions Committee or a majority vote of the Convention delegates for introduction to the Convention body.

### **SECTION 4. Adopted Amendments**

The proposed amendments, revisions, or modifications to the MPFFU Constitution and By-laws shall be submitted following adoption for approval by the International Association of Fire Fighters General President prior to printing and issuance.

## **ARTICLE 21 – IAFF and AFL-CIO CONVENTIONS**

By virtue of their election to office, the MPFFU President and Secretary-Treasurer are the duly elected delegates to the IAFF convention. If the President or Secretary-Treasurer is unable to attend, the IAFF delegates shall be elected from the delegates by secret ballot at the MPFFU convention per the International Constitution and by-laws, Article XIV, Section 4.

By virtue of his election as President of the MPFFU, or his/her designee, shall be a delegate to the Michigan State AFL-CIO convention.

## **ARTICLE 22 – DISSOLUTION**

There shall be no voluntary dissolution of the MPFFU unless the majority of the member locals of the MPFFU vote to forfeit its charter. Voluntary dissolution shall be determined only by a referendum vote of the subordinate body membership. This referendum shall be conducted by secret ballot after at least thirty (30) days written notice has been made to all members of each MPFFU local stating that a proposal to forfeit the charter will be submitted to a referendum ballot.

In the event that the MPFFU is dissolved, all real and personal property belonging to the MPFFU shall thereupon be liquidated into cash by public or private sale, conducted under the supervision of the Executive Board, and the cash remaining after the sales are completed and all debts and expenses have been paid, shall be remitted to the International Association of Fire Fighters.

AMENDED: March 29-30, 2022, at the MPFFU 54th Biennial Convention in Grand Rapids, MI

CHANGES REVIEWED AND APPROVED: July 12, 2022 by the Executive Board of the MPFFU.

CHANGES REVIEWED AND APPROVED: xxxxxxx, by the International Association of Fire Fighters.

## Emeritus, Lifetime, and Honorary Members

Emeritus Status	Member Name	Effective Date	Convention Location
President	Dan Delegato*	June 17, 1994	Marquette, MI
President	Gary Thomas*	May 31, 1996	Big Rapids, MI
President	Larry McColl	June 17, 1998	Port Huron, MI
President	Paul Hufnagel	May 6, 2010	Detroit, MI
President	Mark Docherty	Mar 30, 2022	Grand Rapids, MI

Lifetime Status	Name	Effective Date	Convention Location
4 <sup>TH</sup> DVP	Stephen Parsell	May 31, 1996	Big Rapids, MI
6 <sup>th</sup> DVP	John Swiatkowski	May 31, 1996	Big Rapids, MI
4 <sup>th</sup> DVP	Thomas Fisher	May 31, 1996	Big Rapids, MI
Sec/Treasurer	Raymond Zaborski*	June 6, 2002	Lansing, MI
2 <sup>nd</sup> DVP	David Tiesma	June 6, 2002	Lansing, MI
1 <sup>st</sup> DVP	Stephen Swenor	June 6, 2002	Lansing, MI
2 <sup>nd</sup> DVP	Thomas Oosting*	June 6, 2002	Lansing, MI
3 <sup>rd</sup> DVP	Frank Trigger	June 6, 2002	Lansing, MI
Local 1600	Robert McAlvey*	May 6, 2004	Southfield, MI
Northern Trustee	Gary Weins	May 4, 2006	Grand Rapids, MI
6 <sup>th</sup> DVP	Edward Rigley	May 7, 2008	Bay City, MI
3 <sup>rd</sup> DVP	Greg Weisbarth	May 8, 2008	Bay City, MI
1 <sup>st</sup> DVP	Kevin Pirlot	May 6, 2010	Detroit, MI
Local 355	James Amar	May 2, 2012	Lansing, MI
4 <sup>th</sup> DVP	Joseph Grutza	May 8, 2014	Traverse City, MI
5 <sup>th</sup> DVP	W. James Leve	May 4, 2016	Dearborn, MI
Western Trustee	David Weisenberg	May 4, 2016	Dearborn, MI
Eastern Trustee	Edward J. Hosmer	May 4, 2016	Dearborn, MI

Honorary Status	Name	Effective Date	Convention Location
Legal Counsel	Ted Sachs*	June 2, 2000	Dearborn, MI
Photographer	Bill Eisner	June 6, 2002	Lansing, MI
Medical Director	Dr. Robert Aranosian*	May 5, 2004	Southfield, MI
Fire Fighter Training	Deward Beeler	May 8, 2008	Bay City, MI
IAFF GST	Thomas Miller	May 3, 2016	Dearborn, MI
Legal Counsel	Ronald Helveston	Mar 30, 2022	Grand Rapids, MI

\* - Deceased

## Previous Convention Sites

Year	MPFFU	IAFF
2022	Grand Rapids	Ottawa, Canada
2020	Cancelled	Zoom
2018	Bay City	Seattle, Washington
2016	Dearborn	Las Vegas, Nevada
2014	Traverse City	Cincinnati, Ohio
2012	Lansing	Philadelphia, Pennsylvania
2010	Detroit	San Diego, California
2008	Bay City	Las Vegas, Nevada
2006	Grand Rapids	Toronto, Ontario
2004	Southfield	Boston, Massachusetts
2002	Lansing	Las Vegas, Nevada
2000	Dearborn	Chicago, Illinois
1998	Port Huron	Lake Buena Vista, Florida
1996	Big Rapids	Honolulu, Hawaii
1994	Marquette	Detroit, Michigan
1992	Warren	Vancouver, British Columbia
1990	Flint	St. Louis, Missouri
1988	Battle Creek	Miami Beach, Florida
1986	Lansing	Las Vegas, Nevada
1984	Alpena	Cincinnati, Ohio
1982	Ann Arbor	Chicago, Illinois
1980	Marquette	Toronto, Ontario