

TITLE: Reproductive Hazards

COMMITTEE: Occupational Health and Safety

EFFECTIVE DATE: February 2012

POLICY:

The IAFF Executive Board supports the NFPA 1582, Standard on Medical Requirements for Fire Fighters (2007 Edition), relating to reproduction hazards of fire fighters. Most importantly, the IAFF believes that fire fighters that are pregnant should not be treated any differently from other medical conditions that may inhibit their abilities to perform their jobs. The IAFF further recognizes that the employer may legally do more and provide pregnancy benefits greater than those provided for other off-the-job injuries. The fire department should have an officially designated physician who must be responsible for guiding, directing, and advising all fire fighters regarding their reproductive health and suitability for various duties. The IAFF believes that the fire department has the responsibility to counsel all employees-male and female-about the potential reproductive risks to themselves and the health risks to their potential offspring. Any fire fighter who becomes pregnant must be offered the opportunity at any time during the pregnancy to be voluntarily removed from fire fighting duties and other duties involving the hazards or physical stress that might endanger the fetus and be reassigned to other duties without loss of pay or benefits. When fire fighters can no longer be medically certified as being capable of performing fire fighter duties, the fire fighter should be reassigned to other duties. When the fire fighter is no longer pregnant, the fire fighter must be reinstated to the position held before being pregnant.

PURPOSE: Assists affiliates in developing policies on pregnancy and reproductive hazards.

CANCELLATION:

REFERENCE: February 2012, Minutes #183, Page 45
December 2002, Minutes #144, Page 71 (Retained)
February 1992, Minutes #98, Page 32-33