

Resolution No. 25

COMMITTEE ASSIGNMENT: Health & Safety

Re: Research on Pseudofolliculitis Barbae

1 WHEREAS, respiratory protection such as SCBA
2 are essential protective equipment for firefighters
3 saving lives and reducing the burdens of occupational
4 disease; and

5 WHEREAS, Occupational Safety and Health
6 Administration (OSHA) research and standards have
7 helped to greatly improve firefighter health and
8 safety; and

9 WHEREAS, current OSHA standards on facial
10 hair present concerns for employers and unions
11 trying to find reasonable accommodations for
12 firefighters with medical conditions such as
13 Pseudofolliculitis Barbae; and

14 WHEREAS, the inability to obtain reasonable
15 accommodations has been a threat to job security and
16 attempts to comply with grooming standards have
17 resulted in the hospitalization of members with
18 Pseudofolliculitis Barbae; and

19 WHEREAS, the VPPF, its affiliated locals and
20 the IAFF are the union for all firefighters regardless
21 of background; and

22 WHEREAS, our diversity and solidarity make our
23 union and the fire service strong; and

24 WHEREAS, SCBA technology continues to
25 improve potentially creating opportunities that did
26 not exist before; and

27 WHEREAS, no individual fire department or
28 local has the capacity on its own to undertake the
29 research necessary to amend OSHA standards; and

30 WHEREAS, the VPPF passed a resolution at its
31 convention in May 2024 to forward this issue to the
32 IAFF; therefore be it

33 RESOLVED, That the IAFF will work with
34 OSHA to undertake the research necessary to adjust
35 standards to allow for reasonable accommodations
36 for Pseudofolliculitis Barbae and related conditions;
37 and be it further

38 RESOLVED, That the IAFF will support said
39 entity in said research to the best of its ability.

Submitted by: Virginia Professional Fire Fighters, A0044

Cost Estimate: **None**

Annual or Perpetual Designation: **N/A**

COMMITTEE RECOMMENDATION: Adopt

CONVENTION ACTION: Adopted