

Resolution No. 5
COMMITTEE ASSIGNMENT: Constitution & By-Laws
Re: DVP Longevity Pay

1 WHEREAS, over the course of the IAFF's storied
2 history, our International Union has worked non-stop
3 to improve the lives and livelihoods of professional
4 firefighters in North America; and

5 WHEREAS, the successes of our Union are
6 directly tied to the IAFF members who have been
7 elected to our Executive Board and served our
8 International Union to develop the programs and
9 policies that we now enjoy today; and

10 WHEREAS, because the IAFF is subject to the
11 employment laws of Washington, D.C., the District
12 Vice Presidents (DVPs) have been considered full-
13 time workers since 1992; and

14 WHEREAS, the salaries of IAFF District Vice
15 Presidents have evolved as the workload and
16 responsibility for these officers has increased over
17 the years; and

18 WHEREAS, the District Vice Presidents do not
19 receive Sick Leave or Vacation time and all other
20 employees of the IAFF do receive this benefit; and

21 WHEREAS, the IAFF currently offers Severance
22 Pay equal to 2 weeks' salary per year of employment
23 to the IAFF Principal Officers and 1 week salary per
24 year of employment to the General President's and
25 General Secretary-Treasurer's Executive Staff; and

26 WHEREAS, the delegates at the 1984 and 1986

27 IAFF conventions discussed the idea of DVPs
28 receiving severance; and

29 WHEREAS, the delegates assembled in 1986
30 ultimately decided that since the District Vice
31 Presidents were compensated at \$130/day when they
32 worked and were not considered full-time, that the
33 Severance Pay benefit would only apply to the
34 Principal Officers; and

35 WHEREAS, the IAFF Executive Board created a
36 Severance Policy for retiring District Vice Presidents
37 that the delegates assembled at the 56th IAFF
38 convention in Ottawa rescinded only as it applies to
39 the DVPs; and

40 WHEREAS, the IAFF Severance Benefit for
41 Principal Officers should more appropriately be
42 retitled 'Longevity Benefit'; and

43 WHEREAS, we as a Union promote and fight for
44 workers' rights and benefits, including Seniority and
45 Longevity pay, every day across the United States
46 and Canada; therefore be it

47 RESOLVED, That the Delegates assembled at the
48 57th IAFF Convention in Boston, MA rename the
49 Severance Pay benefit for Principal Officers to
50 'Longevity Pay'; and be it further

51 RESOLVED, That the IAFF District Vice
52 Presidents be included in the Longevity Pay program
53 equal to the current Principal Officers' severance
54 benefit of two weeks' salary for each year of
55 employment; and be it further

56 RESOLVED, That the Severance Pay benefit of
57 one week of salary for each year of employment for

58 IAFF Senior Staff remain in place; and be it further
59 RESOLVED, That the Longevity Pay program be
60 applied retroactively to the current members of IAFF
61 Executive Board and prospectively to future
62 Executive Board members; and be it further
63 RESOLVED, That any accrued benefit liability up
64 to this date be paid from the current Accrued Benefit
65 Reserve; and be it further
66 RESOLVED, That the Longevity benefit shall
67 only be paid upon the retirement of a respective
68 Principal Officer and/or District Vice President; and
69 be it further
70 RESOLVED, That the relevant sections of the
71 IAFF Constitution and By-Laws be amended to
72 reflect this change.

Submitted by: Memphis Fire Fighters Association, IAFF Local
1784, Tennessee Professional Fire Fighters
Association, Chattanooga Fire Fighters
Association, IAFF Local 820, Texas State
Association of Fire Fighters, Council Bluffs
Professional Firefighters Association, IAFF
Local 15, Joplin Professional Fire Fighters, IAFF
Local 59, Professional Fire Fighters Association
of Mississippi, Murfreesboro Fire Fighters
Association, IAFF Local 3035, Professional Fire
Fighters Association of Alabama, Professional
Fire Fighters Association of Louisiana, Nashville
Fire Fighters Association Local 140, Arkansas
Professional Fire Fighters A0004, Bossier City,
Louisiana, Local 1051

Cost Estimate: **32.25 cents (\$0.3225)**

[29.5 cents (\$0.295) to sunset 9/30/2025]

Annual or Perpetual Designation: **Annual**

COMMITTEE RECOMMENDATION:

CONVENTION ACTION: