



JACK JESSOP IAFF CANADIAN POLICY CONFERENCE 2025

Human Relations Committee Election Procedures

Human Relations Committee

1. The Human Relations Committee shall consist of sixteen (16) members nominated and elected at the annual IAFF Human Relations Conference, with each Local in attendance allowed one vote, and two (2) members nominated and elected at the IAFF Canadian Conference.

Hispanic:	Place One and Two
Black:	Place Three and Four
Women:	Place Five and Six
Caucasian (male):	Place Seven and Eight
Other than already represented:	Place Nine and Ten
Canadian:	Place Eleven and Twelve (elected at the IAFF Canadian Policy Conference)
Disabled/Handicapped:	Place Thirteen and Fourteen
LGBTQ:	Place Fifteen and Sixteen
Veteran:	Place Seventeen and Eighteen
2. All Human Relations committee members elected at the 2004 and subsequent Human Relations Conferences will serve a four-year term.

Human Relations Election Committee

1. An election committee for the Canadian Human Relations positions will be appointed by the Canadian District Vice Presidents.
2. The election committee will prepare the official election ballot and conduct the election.

Nomination Procedures

1. Nominations will be held on the first full day of the IAFF Canadian Policy Conference.
2. Nominations of candidates do not require a second. No nominating speeches, seconding speeches or acceptance speeches will be permitted.
3. Following the close of nominations, candidates will have two (2) hours to accept their nomination in writing. Absent written acceptance, the nomination will be considered to have been declined.

Voting and Election Procedures

1. The election will be held in the morning on the second full day of the Conference.
2. Voting will take place between 8 a.m. and 9 a.m. in an area designated by the elections committee.
3. The top two candidates with the most votes will serve on the Human Relations Committee.
4. In the event of a tie for the second place candidate, a run-off election will be held on the third morning of the Canadian Policy Conference as described in item 2 above.



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5. Each registered Local and provincial association in attendance will be issued one ballot at the time of voting to vote for only two candidates.
 - a. The president or chair of each registered Local delegation shall be the official voting delegate. The president can designate another delegate. Such designation will be in writing, signed by the Local president and submitted to the Election Committee prior to dispensing of ballots.
 - b. IAFF Human Relations Committee members, officers, and invited IAFF members as guest speakers shall have the right to vote only if they are the designated voting delegate from their IAFF Local.
6. Any ballots marked with more than two candidates will void the ballot.
7. No proxy or write-in voting will be permitted.
8. Each candidate will be allowed one observer to be present at the ballot tabulation.
9. Elections committee will count the ballots and report the results to the body of the IAFF Canadian Policy Conference.