

Resolution No. 10
COMMITTEE ASSIGNMENT: Policy
Re: Increase Organizing Resources

1 WHEREAS, one of the fundamental objectives of
2 the International Association of Fire Fighters, as
3 stated in the preamble of our Constitution & By-
4 Laws, is to “organize all fire fighters and emergency
5 medical and rescue workers”; and

6 WHEREAS, a strong and continuously growing
7 membership is essential to increasing the IAFF’s
8 bargaining power, political and legislative influence,
9 and overall capacity to secure the highest standards
10 of wages, benefits, health & safety protections, and
11 working conditions for fire fighters and EMS
12 professionals across the United States & Canada; and

13 WHEREAS, strategic investment in organizing
14 raises standards industry-wide, brings the benefits of
15 union representation to unorganized fire fighters, and
16 ensures the long-term strength, viability, and future
17 success of our Union; and

18 WHEREAS, the IAFF’s organizing program
19 encompasses both internal and external growth,
20 targeting both public and private sector fire fighters
21 and EMS professionals, including industrial fire
22 fighters, as well as active-retiree members, in order
23 to achieve maximum union density and
24 representation; and

25 WHEREAS, in 2024 the IAFF made a strategic
26 investment in organizing by dedicating staff and

resources to establish a dedicated Organizing Department, which has produced significant results; and

WHEREAS, in 2024 the IAFF organized 70 new Locals/departments and increased total union membership by 9,600 new union members net; and

WHEREAS, in 2025 the IAFF grew overall membership by over 10,000 new union members net and organized 88 new Locals/departments; and

WEHREAS, since the inception of the Organizing Department in 2024 the IAFF has achieved a 100% win-rate in all private sector NLRB elections even in the face of fierce anti-union campaigns run by union-busting law firms and increased the IAFF's Industrial/private sector union membership by more than 22%; and

WHEREAS, the Organizing Department has assisted in several first-contract negotiations in the private sector, including at Chattanooga Automotive Industrial Fire Fighters Union Local I-104 at the Tennessee Volkswagen plant who won 27% across-the-board wage increases over 3 years; and

WEHREAS, to continue increasing our internal union membership, the IAFF Organizing Department has executed new internal organizing programs and services, including sending over 8,000 Member Folders in 2025 upon request from hundreds of Locals to use in new recruit classes and other internal organizing initiatives; and

WHEREAS, on May 1, 2026, the IAFF has reached yet another record high of 366,047 total

58 union members; and

59 WHEREAS, according to the U.S. Fire
60 Administration employment data, as of April 1, 2026,
61 81.6% of all career fire fighters in the U.S. are Active
62 IAFF members; and

63 WHEREAS, this same USFA data shows that
64 there are still 68,000 potential IAFF members who
65 work as career fire fighters but still need to join the
66 IAFF; and

67 WHEREAS, the investment in organizing has
68 proven highly successful, and resources should be
69 expanded to meet the organizing and retention needs
70 of the IAFF – both internally and externally – in
71 order to grow our membership, enhance our political
72 power, and improve the lives and livelihoods of
73 firefighters and emergency medical professionals
74 across the United States and Canada; therefore be it

75 RESOLVED, That IAFF per capita tax shall be
76 increased by five cents (\$0.05) to provide additional
77 staff and resources needed to enhance the IAFF's
78 organizing and retention capabilities.

Submitted by: IAFF Executive Board

Cost Estimate: **5 cents (\$0.05)**

Annual or Perpetual Designation: **Annual**

COMMITTEE RECOMMENDATION:

CONVENTION ACTION: