

Resolution No. 27

COMMITTEE ASSIGNMENT: Policy

Re: Artificial Intelligence Curriculum Designer

1 WHEREAS, the Training, Education, and Grants
2 Administration Division of the IAFF exists to
3 advance the professional development, operational
4 readiness, and occupational safety of fire fighters and
5 emergency medical workers across the United States
6 and Canada through the development and delivery of
7 high-quality training, education, and grant-funded
8 programs; and

9 WHEREAS, artificial intelligence technologies
10 are being deployed at an accelerating pace by
11 municipalities, fire departments, and emergency
12 service agencies across North America, including
13 algorithmic scheduling and staffing systems,
14 predictive analytics platforms, workplace
15 surveillance technologies, and AI-enhanced incident
16 management tools, with direct and consequential
17 impacts on the working conditions, privacy, and
18 collective bargaining rights of IAFF members; and

19 WHEREAS, many of these AI deployments are
20 proceeding without adequate transparency, without
21 meaningful input from fire fighters or their union
22 representatives, and without proper evaluation of
23 algorithmic bias, data accuracy, or compliance with
24 existing collective bargaining agreements, exposing
25 members to systems that can undermine hard-won
26 labor protections and place their livelihoods and

27 safety at risk; and

28 WHEREAS, IAFF affiliates and local unions
29 confronting problematic AI implementations often
30 lack the specialized technical expertise necessary to
31 evaluate the accuracy and validity of AI system
32 claims made by management, to negotiate effective
33 protective contract language, or to mount evidence-
34 based challenges to AI-driven decisions affecting
35 their members; and

36 WHEREAS, the IAFF currently lacks dedicated
37 internal capacity to research, evaluate, and respond to
38 artificial intelligence technologies as they affect the
39 fire service, leaving the Union without the
40 institutional expertise required to protect members,
41 advise affiliates, and shape policy on one of the most
42 consequential technological shifts in the history of
43 the profession; and

44 WHEREAS, artificial intelligence also presents
45 significant opportunities for the fire service,
46 including AI-assisted training simulations, predictive
47 health and wellness analytics, and enhanced incident
48 command decision support tools, and the IAFF must
49 develop the internal capacity to educate its members
50 on both the risks and the responsible applications of
51 these technologies; and

52 WHEREAS, no standardized, labor-focused
53 curriculum currently exists to prepare fire fighters,
54 local officers, or affiliate leaders to understand,
55 evaluate, or negotiate around artificial intelligence
56 systems, representing a critical and urgent gap in the
57 IAFF's training portfolio; and

58 WHEREAS, the development of model AI
59 policies and contract language that locals can adopt
60 and adapt will be essential to ensuring that IAFF
61 affiliates across both nations are equipped to protect
62 worker rights while enabling beneficial AI
63 applications in their jurisdictions; and

64 WHEREAS, addressing this gap requires the
65 creation of a dedicated staff position within the
66 Training, Education, and Grants Administration
67 Division with the expertise to design and deliver AI
68 curriculum, build and evaluate AI models, provide
69 direct technical assistance to locals, and serve as the
70 IAFF's internal authority on artificial intelligence as
71 it intersects with fire service operations and labor
72 relations; and

73 WHEREAS, establishing this position represents
74 a foundational investment that will position the IAFF
75 to expand its capabilities, influence, and leadership in
76 the area of artificial intelligence across the fire
77 service and the broader labor movement; therefore be
78 it

79 RESOLVED, That the assembled body at this
80 IAFF Convention in Arlington, Texas vote to fund
81 the creation of one new Artificial Intelligence
82 Curriculum Designer, Policy Evaluator, and
83 Consultant position, classified up to a Program
84 Coordinator, within the Training, Education, and
85 Grants Administration Division of the IAFF; and be
86 it further

87 RESOLVED, That the individual serving in this
88 position shall be responsible for designing and

89 delivering AI-focused curriculum for IAFF members
90 and affiliates; evaluating AI systems deployed by
91 municipalities and fire departments for their impacts
92 on worker rights, privacy, and collective bargaining
93 agreements; providing direct technical assistance to
94 locals confronting problematic AI implementations;
95 developing model AI policies and contract language
96 for affiliate adoption; and conducting ongoing
97 research on emerging artificial intelligence
98 technologies relevant to fire service operations and
99 labor relations.

Submitted by: IAFF Executive Board

Cost Estimate: **6 ¼ cents (\$0.0625)**

Annual or Perpetual Designation: **Annual**

COMMITTEE RECOMMENDATION:

CONVENTION ACTION: