

Resolution No. 33

COMMITTEE ASSIGNMENT: Resolutions

**Re: Development of a Comprehensive Work Schedule
 Analysis Toolkit**

1 WHEREAS, IAFF Local 2598 Prince William
2 County Professional Fire Fighters is an affiliated
3 local union of the Virginia Professional Fire Fighters
4 (VPFF) and the International Association of Fire
5 Fighters, representing fire fighters and emergency
6 medical personnel employed by Prince William
7 County Department of Fire and Rescue in the
8 Commonwealth of Virginia; and

9 WHEREAS, Local 2598 has engaged directly in
10 the analysis and advocacy of work schedule reform
11 on behalf of its members, and in doing so has
12 experienced firsthand the substantial time, expertise,
13 and independent research required to responsibly
14 model, evaluate, and present credible scheduling
15 alternatives to management and to the membership;
16 and

17 WHEREAS, the IAFF Biennial Convention is
18 scheduled to convene in August 2026, and Local
19 2598 believes that the following resolution, if
20 adopted by the VPFF and submitted to the IAFF
21 convention, would provide meaningful and lasting
22 benefit to affiliates across North America engaged in
23 similar scheduling analysis and reform efforts; and

24 WHEREAS, the International Association of Fire
25 Fighters represents professional fire fighters and

26 emergency medical workers employed under a wide
27 range of work schedules, including but not limited to
28 average work weeks of forty-two (42), fifty-six (56),
29 seventy-two (72), and other variations; and

30 WHEREAS, excessive work hours are directly
31 linked to increased fatigue, occupational injury, long-
32 term health risks, and diminished operational safety
33 for fire fighters and emergency medical works; and

34 WHEREAS, affiliate leaders across the IAFF are
35 increasingly engaged in efforts to reduce work hours
36 in order to improve member health and safety,
37 recruitment, retention, and long-term workforce
38 sustainability; and

39 WHEREAS, affiliates pursuing work schedule
40 reform are often required to independently research,
41 model, and analyze complex scheduling alternatives,
42 frequently recreating work and analyses already
43 conducted by other IAFF affiliates without the
44 benefit of shared resources or standardized
45 methodologies; and

46 WHEREAS, the absence of a centralized and
47 standardized schedule analysis resource results in
48 significant inefficiencies, inconsistent assumptions,
49 and unnecessary duplication of effort across the
50 IAFF membership; and

51 WHEREAS, a comprehensive, adaptable work
52 schedule analysis toolkit developed and maintained
53 by the IAFF would provide affiliate leaders with
54 credible, data-driven resources to evaluate
55 scheduling alternatives tailored to their operational,
56 contractual, and staffing environments – and would

57 represent a high-value, low-cost investment in the
58 strength of the IAFF and its affiliates; therefore be it

59 RESOLVED, That the Virginia Professional Fire
60 Fighters, assembled in convention, hereby endorses
61 the development of a comprehensive work schedule
62 analysis toolkit by the International Association of
63 Fire Fighters for use by affiliates engaged in
64 scheduling analysis and reform, and hereby directs
65 the VPFF President and Secretary-Treasurer to
66 formally submit this resolution to the International
67 Association of Fire Fighters for consideration and
68 adoption at the IAFF Biennial Convention in August
69 2026, in accordance with all applicable IAFF
70 submission deadlines and procedures; and be it
71 further

72 RESOLVED, That the International Association
73 of Fire Fighters shall build, maintain, and
74 periodically update a comprehensive work schedule
75 analysis toolkit for use by affiliated local unions,
76 state and provincial associations and joint councils;
77 and be it further

78 RESOLVED, That the toolkit shall include, at a
79 minimum, sample work schedules and full year
80 illustrative calendars reflecting a broad range of
81 average weekly work hours, including schedules
82 between forty-two (42) and seventy-two (72) hours
83 per week; and be it further

84 RESOLVED, That the toolkit shall be designed to
85 allow flexibility and customization to account for
86 differing staffing models, operational requirements,
87 contractual provisions, and local conditions, so that

88 affiliates may adapt the toolkit's resources to their
89 specific circumstances without requiring
90 independent analytical development from the ground
91 up; and be it further

92 RESOLVED, That the toolkit shall be made
93 openly and freely available to all IAFF affiliates as
94 an informational and analytical resource, and shall
95 not be construed as mandating any specific work
96 schedule or as limiting the collective bargaining
97 authority of any affiliated local union, state or
98 provincial association or joint council.

Submitted by: Virginia Professional Fire Fighters (VPFF)

Cost Estimate: **None**

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

COMMITTEE RECOMMENDATION:

CONVENTION ACTION: