

Resolution No. 44

COMMITTEE ASSIGNMENT: Constitution & By-Laws

Re: District Vice President Severance 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 District Vice Presidents do not
6 receive Sick Leave or Vacation time and all other
7 full-time employees of the IAFF including the
8 Principal Officers (General President and General
9 Secretary-Treasurer) do receive these benefits; and

10 WHEREAS, the IAFF Principal Officers currently
11 receive severance pay equal to 2 weeks base salary
12 per year as a Principal Officer and the Chief of Staff,
13 Chief of Operations, Assistants to the General
14 President, Assistants to the General Secretary-
15 Treasurer, Executive Assistant to the Chief of Staff
16 and Executive Assistant to the Chief of Operations
17 receive one week base salary multiplied by the
18 number of years the individual has served in an
19 eligible staff position; and

20 WHEREAS, the delegates at the 1984 and 1986
21 IAFF conventions discussed the idea of DVPs
22 receiving severance pay; and

23 WHEREAS, the delegates assembled in 1986
24 ultimately decided that since the District Vice
25 Presidents were compensated at \$130/day when they
26 worked and were not considered full-time employees,

27 that the Severance Pay benefit would only apply to
28 the Principal Officers; and

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

33 WHEREAS, the IAFF Executive Board created a
34 Severance Policy for District Vice Presidents in 2012
35 which was the same as the principal officers, and all
36 DVPs who left employment from 2012-2021
37 received severance pay; and

38 WHEREAS, the IAFF Executive Board froze
39 future accumulation of severance pay in June 2021;
40 and

41 WHEREAS, the delegates assembled at the 56th
42 IAFF Convention in Ottawa rescinded severance pay
43 only as it applies to DVPs; and

44 WHEREAS, per the resolution in Ottawa,
45 severance payment for DVPs can only be granted by
46 convention action; and

47 WHEREAS, we as a Union promote and fight for
48 fairness and workers' rights and benefits, including
49 Seniority and Longevity pay, every day across the
50 United States and Canada; therefore be it

51 RESOLVED, That the IAFF District Vice
52 Presidents be included in the severance pay program
53 (equal to the current Principal Officers) receiving two
54 weeks salary at the base pay rate for each year in the
55 DVP position; and be it further

56 RESOLVED, That the Severance benefit shall
57 only be paid upon separation of employment from

58 the IAFF; and be it further
59 RESOLVED, That time from which the severance
60 pay was frozen (June 18, 2021 until August 15,
61 2026) will not count toward accumulation of years of
62 service for severance pay; and be it further
63 RESOLVED, That the relevant sections of the
64 IAFF Constitution & By-Laws be amended to reflect
65 this change effective August 15, 2026.

Submitted by: IAFF Local 1784, Memphis

Cost Estimate: **2 ¾ cents (\$0.0275)**

Annual or Perpetual Designation: **Annual**

COMMITTEE RECOMMENDATION:

CONVENTION ACTION: