

Resolution No. 45

COMMITTEE ASSIGNMENT: Constitution & By-Laws

Re: District Vice President Past 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 & 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 General
16 President, Executive Assistant to the General
17 Secretary-Treasurer, Executive Assistant to the Chief
18 of Staff and Executive Assistant to the Chief of
19 Operations receive one week base salary multiplied b
20 by the number of years the individual has served in
21 an eligible staff position; and

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

25 WHEREAS, the delegates assembled in 1986
26 ultimately decided that since the District Vice

27 Presidents were compensated at \$130/day when they
28 worked and were not considered full-time employees,
29 that the Severance Pay benefit would only apply to
30 the Principal Officers; and

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

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

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

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44 IAFF Convention in Ottawa rescinded severance pay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

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

49 WHEREAS, \$690,837 was in the Accrued Benefit
50 Reserve account to pay the DVP severance benefit
51 before the Ottawa resolution passed; and

52 WHEREAS, \$690,837 is now in the Reserve
53 Fund and the money is still available to pay this
54 benefit without increasing per capita; and

55 WHEREAS, we as a Union promote and fight for
56 fairness and workers' rights and benefits, including
57 Seniority and Longevity pay, every day across the

58 United States and Canada; therefore be it
59 RESOLVED, That the IAFF District Vice
60 Presidents (past & present) who had their severance
61 pay accumulation frozen in June 2021 be paid their
62 accumulated amount upon separation from IAFF
63 employment; and be it further
64 RESOLVED, That \$690,837 be moved from
65 IAFF Reserve Fund account to the Accrued Benefit
66 Reserve account and these funds be used for
67 payment; and be it further
68 RESOLVED, That this is effective on the date the
69 resolution is adopted.

Submitted by: IAFF Local 1784, Memphis

Cost Estimate: **17 ½ cents (\$0.175) to sunset on September 30,
2027**

Annual or Perpetual Designation: **Annual**

COMMITTEE RECOMMENDATION:

CONVENTION ACTION: