

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

56TH CONVENTION

OTTAWA, ONTARIO • AUGUST 8-12, 2022

COMMITMENT TO EXCELLENCE
UN ENGAGEMENT POUR L'EXCELLENCE



CONSTITUTION & BY-LAWS

Officer's Oath

I pledge my honor to perform the duties of my office in compliance with the Constitution and By-Laws of the International Association of Fire Fighters and this [local union, state association, or provincial association].

All properties and records of this union will be turned over to my successor in office at the close of my official term.

I will dutifully abide by and promote the positions taken by the majority.

I will dedicate my talents and energies to represent the mandates and directives of this union. I will use my good office to promote unity and harmony – all of which I solemnly promise and swear to keep to the best of my ability.

Constitution and By-Laws of the International Association of Fire Fighters

Organized February 28, 1918
in the
City of Washington, DC

As amended by the Fifty-Sixth Convention
Ottawa, Ontario
August 8-11, 2022

Affiliated with AFL-CIO, CLC

Edward A. Kelly
General President

Frank V. Lima
General Secretary-Treasurer

International Headquarters
1750 New York Avenue, NW
Washington, DC 20006
<http://www.iaff.org>
August 2022

Table of Contents

ARTICLE I – ORGANIZATION	1
Section 1. Name	1
Section 2. Constituency	1
Section 3. Headquarters	1
Section 4. Government	2
Section 5. Fiscal Year	2
Section 6 Officer’s Oath	2
ARTICLE II – JURISDICTION	3
ARTICLE III – MEMBERSHIP	3
Section 1. Active	3
Section 2. Retiree.....	3
Section 3. Honorary	3
Section 4. Maintenance of Good Standing	3
Section 5. Retention of Membership upon Separation from Service	4
ARTICLE IV – INTERNATIONAL CONVENTIONS.....	4
Section 1. Time and Place	4
Section 2. Representation and Delegate Voting of Local Unions	5
Section 3. Representation of State and Provincial Associations and Joint Councils.....	6
Section 4. Qualifications and Election of Delegates and Alternates	7
Section 5. Delegate Credentials	7
Section 6. Committees	8
Section 7. Compensation of Executive Board and Board of Trustees	10
Section 8. Order of Business	10
Section 9. Quorum and Legal Majority	10
Section 10. Convention Guests	10
Section 11. Rules of Order	11
Section 12. Emergency Conventions	11
ARTICLE V – INTERNATIONAL OFFICERS AND ELECTIONS	11
Section 1. Number and Titles	11
Section 2. Eligibility for Office	11
Section 3. Method of Nomination and Election.....	11
Section 4. Installation and Term of Office.....	14
Section 5. Vacancies.....	14
Section 6. Salaries, Allowances and Expenses	15
Section 7. President Emeritus	16
Section 8. Secretary-Treasurer Emeritus	16
Section 9. Vice President Emeritus.....	16
Section 10. Trustee Emeritus.....	17
Section 11. Dual Status of Emeriti Delegates at IAFF Convention	18
ARTICLE VI – AUTHORITY AND DUTIES OF INTERNATIONAL OFFICERS.....	18
Section 1. General President.....	18
Section 2. General Secretary-Treasurer	20
Section 3. Vice Presidents	22
Section 4. Executive Board	23
Section 5. Board of Trustees.....	25
Section 6. Bonding of International Officers and Employees Handling Funds or Property	25
Section 7. Officers’ Reports to Convention.....	26

Section 8. Excusable Absence	26
Section 9. Authorization to Represent the IAFF	26
ARTICLE VII – OFFICERS’ RETIREMENT BENEFITS	26
Section 1. Principal Officers’ Benefits	26
Section 2. Widow’s/Widower’s Benefits.....	27
Section 3. Administrative Committee for the Principal Officers’ Plan.....	27
ARTICLE VIII – REVENUE AND FUNDS	27
Section 1. Sources of Revenue	27
Section 2. Charter Fees.....	27
Section 3. Initiation Fees	28
Section 4. Reinstatement Fees	28
Section 5. Per Capita Tax	28
Section 6. Special Assessments	29
Section 7. Remittance of Revenue	29
Section 8. Solicitation of Local Union Funds	29
Section 9. General Fund	29
Section 10. Emergency Disputes Fund	30
Section 11. Officers’ Retirement Trust.....	31
Section 12. Employees’ Pension Trust Fund	31
Section 13. Staff Representatives’ Pension Trust Fund	31
ARTICLE IX – PUBLICATION OF THE <i>INTERNATIONAL FIRE FIGHTER</i>	32
ARTICLE X – DELEGATES TO AFL-CIO AND CANADIAN LABOUR CONGRESS CONVENTIONS	32
Section 1. Representation to AFL-CIO Conventions.....	32
Section 2. Representation to Canadian Labour Congress Conventions	32
ARTICLE XI – SUSPENSION OF OFFICERS OF SUBORDINATE UNIONS	33
ARTICLE XII – DISSOLUTION	34
Section 1. Dissolution of Association.....	34
Section 2. Voluntary Forfeiture of Charters and Dissolution of Local Unions or Other Subordinate Bodies.....	34
Section 3. Involuntary Forfeiture and Revocation of Charters of Local Unions and Other Subordinate Bodies.....	35
ARTICLE XIII – LOCAL UNIONS	35
Section 1. Proposals for Charters.....	35
Section 2. Payment of Per Capita Tax	36
Section 3. Government Constitution and By-Laws.....	37
Section 4. Initiation Fees, Dues and Assessments	38
Section 5. Membership Qualifications.....	39
Section 6. Maintenance of Good Standing Membership.....	39
Section 7. Suspension of Delinquent Members	39
Section 8. Membership Meetings and Rights of Members	39
Section 9. Audits and Financial Reports.....	40
Section 10. Management, Investment, and Disbursement of Union Funds and Property	40
Section 11. Nominations and Elections of Officers	40
Section 12. Term of Office	41
Section 13. Vacancies in Office.....	41
Section 14. Salaries, Allowances and Expenses of Officers	41
Section 15. Election of Delegates and Alternates to Association Conventions	41
Section 16. Authority and Duties of Officers	41
Section 17. Suspension of Officers of Local Unions	42
Section 18. Forfeiture and Revocation of Local Union Charters and Dissolution of Local Unions	42

Section 19. Bonding of Local Union Officers and Employees	42
Section 20. Misconduct, Charges, Trials, and Appeals.....	42
Section 21. Prohibition of Certain Loans and Payments of Fines	42
Section 22. Assistance of International on Disputes and Grievances	43
Section 23. State/Provincial Affiliation	43
ARTICLE XIV – STATE AND PROVINCIAL ASSOCIATIONS AND JOINT COUNCILS.....	43
Section 1. Proposals for Charters.....	43
Section 2. Elimination of Per Capita Tax	44
Section 3. Admission of Individuals to Membership in State or Provincial Associations or Joint Councils, and Locals in Canadian Territories	44
Section 4. Payments of Fees and Per Capita Taxes on Individual Members of State or Provincial Associations and Joint Councils.....	44
Section 5. Government of State or Provincial Associations and Joint Councils- Constitution and By-Laws.....	44
Section 6. Delegates and Alternates to Conventions	45
Section 7. Election of Officers of State and Provincial Associations and Joint Councils	45
Section 8. Initiation Fees, Dues and Assessments	46
Section 9. Bonding of Officers and Employees.....	46
Section 10. Assistance of International on Disputes and Grievances	47
Section 11. Voluntary Forfeiture of State and Provincial Charter by a Local Union.....	47
Section 12. Organization of State and Provincial Associations	47
Section 13. Affiliation of Retired Fire Fighters	47
ARTICLE XV – MISCONDUCT AND PENALTIES	48
Section 1. Misconduct and Penalties	48
Section 2. Rival Organizations	50
ARTICLE XVI – CHARGES	51
Section 1. Who May Prefer Charges; Statute of Limitations; Multiple Charged Parties	51
Section 2. Form of Charges	51
Section 3. Notice of Charges Against Officers or Members of Local Unions, State or Provincial Associations or Joint Councils	51
Section 4. Notice of Charges Against Association Officers	53
Section 5. Pre-Trial Review Boards	53
ARTICLE XVII – TRIALS.....	54
Section 1. Trials of Officers or Members of Local or Other Subordinate Unions	54
Section 2. Trials Before International Trial Board.....	55
Section 3. Disqualification for Cause and Procedure for Replacing Trial Board Member Unable to Serve	56
Section 4. Chairperson of Trial Board	56
Section 5. Absence of Trial Board Member from Session.....	56
Section 6. Rules for the Conduct of the Trial	57
Section 7. Decision of Trial Board	58
Section 8. Disposition of Decision of Local and Other Subordinate Union Trial Boards.....	59
Section 9. Disposition of International Trial Board Decision	59
Section 10. Service of Decisions	59
Section 11. Further Proceedings	59
Section 12. Trial Board Costs	59
ARTICLE XVIII – APPEALS	60
Section 1. Matters Appealable.....	60
Section 2. Who May Appeal.....	60
Section 3. Appeals to the General President.....	60
Section 4. Appeals to the Executive Board.....	61

Section 5. Appeals to the International Convention.....	62
Section 6. Compliance Pending Appeals.....	63
Section 7. Appeal to Courts of Law or Other Civil Authority	63
Section 8. Enforcement of Decisions.....	64
ARTICLE XIX – WORK JURISDICTION DISPUTE RESOLUTION PROCEDURES	64
Section 1. Principles	64
Section 2. Established Work Relationship.....	64
Section 3. Outside Arbitrator Use; Mediation	64
Section 4. Determination of a Work Jurisdiction.....	65
Section 5. Deciding the Dispute; Recommending Remedies.....	65
Section 6. Executive Board Review	65
Section 7. Costs Imposed by the General President.....	66
ARTICLE XX – AMENDMENTS AND CONVENTION RESOLUTIONS.....	66
Section 1. Who May Submit.....	66
Section 2. How Proposed and Adopted	66
Section 3. Amendments by Executive Board Between Conventions.....	67
ARTICLE XXI – DEFINITIONS	67
Section 1. Approval.....	67
Section 2. Day	67
Section 3. Private Sector.....	67
APPENDIX.....	68
Principal Officers.....	68
Emeriti Officers.....	68
Conventions.....	69
Jack Jessop IAFF Biennial Canadian Policy Conference	70
District Vice Presidents and Trustees	71
FIREPAC History.....	81
Officer Benefits and Allowances.....	82

PREAMBLE

Strength through united action, guided by intelligence is the hallmark of trade union organization. Believing such unity essential for the mutual protection and advancement of the interests and general welfare of fire fighters and emergency medical and rescue workers throughout the United States and Canada and other nations whose professional fire fighters and emergency medical and rescue workers share our International's goals and ideals, we have formed this International Association the objects of which shall be to:

- organize all fire fighters and emergency medical and rescue workers;
- secure just compensation for their services and equitable settlement of their grievances;
- promote as safe and healthy a working environment for fire fighters and emergency medical and rescue workers as is possible through modern technology;
- promote the establishment of just and reasonable working conditions;
- place the members of the Association on a higher plane of skill and efficiency;
- promote harmonious relations between fire fighters and emergency medical and rescue workers and their employers;
- encourage the formation of local unions, state and provincial associations and joint councils;
- encourage the formation of sick and death benefit funds; to promote the research and treatment of burns and other related health problems common to fire fighters and emergency medical and rescue workers;
- encourage the establishment of schools of instruction for imparting knowledge of modern and improved methods of fire fighting and prevention and emergency medical and rescue technology; and
- cultivate friendship and fellowship among its members.

To provide laws for the government of this Association, we adopt this Constitution and By-Laws which shall govern the officers, subordinate bodies and members of this Association in the exercise of their rights and discharge of their duties and obligations in accordance with the high standard of responsibility and conduct therein set forth.

CONSTITUTION AND BY-LAWS

ARTICLE I – ORGANIZATION

Section 1. Name

This organization shall be known as the INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS.

Section 2. Constituency

The Association shall consist of the International, all local unions, state and provincial associations, and joint councils officially chartered by the International as set forth in this Constitution and By-Laws and all members in good standing of such bodies. Joint councils shall be the state or regional subordinate organizations established by the Association to represent fire fighters employed by the federal government.

In addition to the foregoing, effective August, 1988, the Canadian Fire Fighters shall meet every two years in Canada in conference and shall be known as the International Association of Fire Fighters, Canada, (IAFF/Canada), which is established and recognized as a subordinate body of the International Association to be governed exclusively by the IAFF Constitution and By-Laws, with representation and delegate voting of local unions and provincial associations at the Biennial Canadian (Policy) Conference being based on the same formula used by the International Convention, and with such Conference to be governed by the rules adopted at the most recent IAFF Convention; and is authorized to take the following action: IAFF/Canada may present resolutions to the International Conventions meeting biennially in alternate years, IAFF/Canada may adopt resolutions, and IAFF/Canada may exempt Canadian Fire Fighters from policies of the International Association that are harmful to the Canadian Fire Fighters, and all other Canadian professional fire fighters' associations other than the above that are not part of the IAFF will not be recognized.

The National IAFF Canadian Office shall be located in the Ottawa, Canada area.

In addition to the foregoing, effective August 9, 1982, an Organization of State and Provincial Associations may be established and recognized as a subordinate body of the International Association subject to terms and conditions thereafter set forth in Section 11 of Article XIV.

The International and its subordinate affiliates are separate and autonomous bodies. As such, liability for the conduct of any subordinate organization shall not be imputed to this International by reason of affiliation between the subordinate organization and the International.

Section 3. Headquarters

The International headquarters of this Association shall be located in the Washington, DC, area. The headquarters of the General President and General Secretary-Treasurer shall be at the International headquarters of the Association. The headquarters of the

International Vice Presidents and members of the Board of Trustees shall be at the places designated by the Vice Presidents or Trustees within their respective districts and regions.

Section 4. Government

The delegates assembled at International conventions shall be the supreme authority of this Association and shall constitute its highest legislative, executive and judicial body. All decisions and actions of the delegates at conventions shall be binding upon all officers, members and subordinate bodies of this Association. They shall have sole authority to make, amend, revise or modify the laws for the government of this Association except as that authority may be delegated at convention to the officers or Executive Board or except as such laws may be superseded by applicable law.

Between conventions of the International all administrative, executive and judicial powers of the Association shall be vested in the Executive Board except as otherwise expressly provided in this Constitution and By-Laws.

It is the obligation and responsibility of every officer, member and all chartered local unions, state and provincial associations and joint councils to comply with the provisions of this Constitution and By-Laws and the decisions of the Association officers in conformity therewith, and they shall refrain from any conduct which interferes with the performance by the Association or any of its subordinate bodies of their obligations under law or contract, or any conduct which defeats or subverts the lawfully declared and established policies and objectives of the Association, or which may defame it or any of its officers, members or subordinate bodies.

The influence or sympathy of the Association as an organization shall not be enlisted or used in favor of any religious sect. No member of the Association shall discuss any religious matters at meetings of the Association or of its subordinate bodies or criticize the religious beliefs of any other member.

Section 5. Fiscal Year

The fiscal year of this Association shall begin October first (1st) and end September thirtieth (30th) of the succeeding year.

Section 6 Officer's Oath

The following Officer's Oath shall be taken by all officers of the IAFF and its affiliates:

I pledge my honor to perform the duties of my office in compliance with the Constitution and By-Laws of the International Association of Fire Fighters and this [local union, state association, or provincial association].

All properties and records of this union will be turned over to my successor in office at the close of my official term.

I will dutifully abide by and promote the positions taken by the majority.

I will dedicate my talents and energies to represent the mandates and directives of this union. I will use my good office to promote unity and harmony – all of which I solemnly promise and swear to keep to the best of my ability.”

ARTICLE II – JURISDICTION

The jurisdiction of the International Association of Fire Fighters shall be as follows: All full-time, paid employees engaged in fire fighting, emergency medical or rescue service activities, or related services; provided, however, that the Association may allow other categories of employees as required by applicable state, provincial or U.S. or Canadian federal laws, subject to appropriate documentation and the approval of the General President.

ARTICLE III – MEMBERSHIP

Section 1. Active

Any person of good moral character who at the time of making application is engaged in service within the jurisdiction of this Association as set forth in Article II of this Constitution and By-Laws will be eligible for active membership in this Association through its chartered locals, state or provincial associations, and joint councils.

Anyone eligible for membership in the Association shall not be refused membership or upon acceptance, be discriminated against because of age, race, color, religion, creed, national origin, sex, gender identity or expression, sexual orientation, marital or family status, by reason of disability, or status as a military veteran. Local unions are urged to propose amendments to their own constitutions and/or by-laws to reflect these same prohibitions against discrimination.

Section 2. Retiree

IAFF members, who have retired from their respective local unions or otherwise withdrawn from their unions as members in good standing, may be allowed to return at the local's choosing within a time period specified for eligibility for active-retiree membership under the local's constitution and by-laws.

Section 3. Honorary

For meritorious service to the Association or distinguished public service persons may be elected to honorary membership by majority vote of the Executive Board, local or other subordinate unions, or convention delegates. Such membership shall entail no payment of initiation fees, dues or other charges, and shall convey no voice or vote in the affairs of the Association or any of its subordinate unions. Such memberships are subject to revocation for good cause.

Section 4. Maintenance of Good Standing

Membership in good standing in this Association includes any person who has fulfilled the requirement for membership and who has not voluntarily withdrawn from membership, become ineligible for continued membership, or been suspended or expelled

as provided in this Constitution and By-Laws or those of its subordinate unions approved as required therein. Members who fail to pay their dues or assessments within the periods prescribed in Article XIII, Section 4, and Article XIV, Section 4, of this Constitution and By-Laws will be considered delinquent and subject to automatic suspension from membership upon notification by their respective local union or other subordinate body of this Association. Members who are delinquent, under suspension, or otherwise not in good standing are not entitled to any voice or vote in Association meetings either of the International or any of its subordinate bodies nor shall they be eligible for services of the International.

Section 5. Retention of Membership upon Separation from Service

When any member in good standing becomes separated from the fire service, local unions may allow said member to retain active membership or, in lieu thereof, upon request of said member shall be issued a withdrawal card in accordance with Article XIII, Section 5; provided, however, that a member who is duly elected as an officer of this Association, or elected or appointed as a representative of or to an affiliated labor organization, shall retain active membership in said local union; provided further, however, that any active member of a local union or other subordinate body of this Association who is inducted into or activated with the armed forces of the United States or Canada may continue to be carried as an active member of said union with payment of dues, assessments or other union charges waived until such member is relieved from active duty with the armed forces.

Any active member in good standing who is separated from employment due to a layoff may continue to be carried as an active member while remaining on a preferred rehiring list. Payment of such member's per capita shall be waived and he/she shall enjoy all rights of active membership except that the right to vote in the local union on collective bargaining agreements shall be determined by each local union on a case-by-case basis.

Any officer or member of a local union or other subordinate body of the International Association, which ceases to exist because of anti-union action, as a result of which such officer or member is prevented from engaging in fire fighting or related service, may retain their membership by the payment of per capita tax and other assessments to a local union in the same District or to a state or provincial association that permits such membership.

ARTICLE IV – INTERNATIONAL CONVENTIONS

Section 1. Time and Place

Conventions of this Association shall be regularly scheduled biennially prior to August 20 in such city as shall have been selected by a majority of delegates present and voting for Convention Site Cities.

The method of selecting the Convention Site City shall be as follows: After approval by a local's membership to submit a proposal for selection as the convention site, the General President shall compile information on the local's bid to determine if it meets the criteria for selection as the Convention Site City. The IAFF Executive Board shall provide the delegates assembled at convention a list of all the candidate cities that meet

the criteria for selection as the Convention Site City. The delegates at convention shall vote by a standing count for their preference among all candidates for the Convention Site City in four years; provided, however, that each delegate can only vote once. If no candidate for Convention Site City receives a majority vote, the candidate with the fewest votes shall be eliminated, and the process shall be repeated until a candidate receives a majority vote.

In the event that no city bids for a convention and there are thus no candidates for selection at a particular convention, the selection of a site shall be made by the Executive Board.

Should extreme or unusual circumstances be such as to prevent the opening of a convention before August 20 in the city selected by the delegates as its convention site, the Executive Board shall designate a substitute city or substitute date as soon as possible, notification of which shall be promptly sent to all local unions and other subordinate bodies for communication to their delegates.

Section 2. Representation and Delegate Voting of Local Unions

Local unions with a membership of 100 or less shall be entitled to one delegate. Locals with a membership exceeding 100 shall be entitled to delegates as follows:

Number of Members	Number of Delegates
101 to 250	2
251 to 500	3
501 to 750	4
751 to 1000	5
1001 to 1250	6
1251 to 1500	7
1501 to 1750	8
1751 to 2000	9
2001 or more	10

The above formula determines the distribution and maximum delegate representation at a convention.

To be entitled to representation of their delegates in convention, a local union must have its per capita tax paid on its full membership as required by Section 2 of Article XIII and also be current in its repayment of loans from the Emergency Disputes Fund; provided, however, that representation of the local union shall be allocated on the basis of the average amount of per capita tax paid monthly by the local union on its members during the preceding twelve (12) months ending March 31. In the case of new local unions not in existence for the full preceding year, per capita tax paid will be averaged over the period of their existence on a monthly basis.

Questions shall be decided in accordance with the parliamentary provisions set forth in Robert's Rules of Order as stated in Section 11 of this Article IV, except that the call of the roll may be demanded by 30% of the delegates present and voting. Upon such roll call each local union is entitled to one vote for each member of the local union for whom the prevailing full per capita tax has been paid and one-half vote for each retired-active member for whom one-half of the prevailing per capita tax has been paid, determined on

the basis of the average amount of per capita tax paid monthly by the local during the preceding twelve (12) months ending March 31. In the case of new local unions not in existence for the full preceding fiscal year, per capita tax paid will be averaged over the period of their existence on a monthly basis. Local unions entitled to more than one delegate may send less than their authorized number and on roll call votes and election of officers any one or the total of such delegates present and voting may cast the entire vote to which the local is entitled.

Local unions of 200 or less members who do not send a delegate to the convention may be represented by a joint delegate by giving its proxy to another local union delegate (and also the alternate local union delegate), provided the following conditions are observed:

- A. A local union granting a proxy and the delegate and alternate from the local union accepting the proxy must be in the same District of the International Association as such Districts are enumerated in Article V, Section 3 of this Constitution and By-Laws;
- B. A proxy may be authorized only after nomination and election by secret ballot among the members of the local union granting the proxy. Nominees must be named delegates of another local union in the District that has already elected such delegates to go to the convention. Nominations may be made at any meeting of the local union but a notice of when nominations will be held must be given and notice of the date, time, and place of election must be mailed to its membership at least 15 days in advance of such election. Nominations and election may be held at the same meeting provided that the notice has been sent. The election must be conducted by secret ballot, but if only one delegate is nominated to carry the proxy it is not necessary to conduct the election.
- C. No local union delegate may accept proxies to represent membership in excess of 200 and provided further, however, that in no event shall the total of proxy votes carried by all delegates within a local union exceed 300.
- D. Proxy voting at the convention shall be permitted only in a call of the roll vote and in the election of officers and shall be cast by the delegate carrying the proxy.

Section 3. Representation of State and Provincial Associations and Joint Councils

Each state or provincial association or joint council duly chartered by this Association shall be entitled to two delegates at International conventions provided any per capita tax or proportion of fees due the International on individual members admitted to such subordinate unions is current as required by Section 4 of Article XIV.

Each delegate of every state or provincial association or joint council shall be entitled to one vote on all questions before the convention. He/she shall also be entitled to one vote in the election of officers if the delegate has been elected by secret ballot vote of the membership of all local unions comprising the state or provincial association or joint council as set forth in Section 4 of this Article. With respect to those state, provincial associations or joint councils which admit individual members pursuant to Section 3 of

Article XIV of this Constitution and By-Laws, the two delegates shall agree upon a delegate chairperson and he/she shall cast the vote of each such individual member in a call of the roll vote and also in the election of officers if the delegate has been elected by secret ballot vote of the membership as above stated.

Section 4. Qualifications and Election of Delegates and Alternates

Delegates and alternates to International conventions must be members in good standing of the local union, state or provincial association, or joint council from which they hold credentials or International officers who shall be delegates-at-large by virtue of their office.

All delegates and alternates representing local unions must be elected by secret ballot vote of the members in good standing of the local union by which they are accredited to the convention.

All delegates or alternates representing state or provincial associations or joint councils must be elected in either one of two ways: (1) by secret ballot of the members in good standing of all the local unions comprising the state or provincial association or the joint council in which case the delegates of such subordinate organizations shall be entitled to a voice and vote and full participation in the convention proceedings including the election of International officers; or (2) by secret ballot vote of the local union delegates of the state or provincial association or joint council in which case delegates so elected shall be entitled to a voice and vote in all convention proceedings except the right to participate in the election of International officers.

With the exception of proxy credentials, no delegate may represent more than one affiliate nor carry more than one set of credentials to a convention.

No more than one alternate delegate may be issued credentials for each elected delegate.

No International officer of the Association shall be eligible to represent any subordinate union as a delegate or alternate at the convention, but all International officers elected by secret ballot vote shall by virtue of such election and office be delegates-at-large. All delegates-at-large shall be entitled to a voice and vote and full participation in the convention proceedings except the election of International officers, provided that the General President shall vote only when necessary to resolve tie votes.

To cast his/her vote a delegate must be present in person and there shall be no voting by proxy except as permitted by Section 2 of this Article IV on a call of the roll and in Article V, Section 3 in the election of officers.

Section 5. Delegate Credentials

Each elected delegate and alternate delegate shall establish his/her identity and right to a voice and vote in the convention by presenting to the Credentials Committee not later than 5:00 P.M. on the first day of the convention, in person or through a member of his/her delegation, either an IAFF membership card, driver's license, or passport. Subject to the requirements of this Section that all delegate credentials, including proxy representation in voting, be in such form and filed with the International office at such dates as may be specified by the General Secretary-Treasurer, all credentials shall be

registered by the Credentials Committee not later than 5 o'clock P.M. on the first day of the convention in order to qualify registrants as accredited delegates. Such credentials shall attest to the fact that the delegate is a member in good standing of the local union or other subordinate body represented and that he/she has been elected by secret ballot vote by the members of such body as required by this Constitution and By-Laws. Delegates and alternates who arrive after 5 o'clock P.M. of the first day of the convention may be seated if approved by a three-quarter (3/4) majority vote of the convention delegates. The General Secretary-Treasurer shall certify to the Credentials Committee all International officers who are entitled to be delegates-at-large by virtue of their election to office as provided in this Constitution and By-Laws. Alternate delegates elected as such by secret ballot votes of the members they represent may be seated in the absence of regular delegates upon presentation of credentials meeting the foregoing requirements. Alternate delegates attending the convention shall be issued a different colored ribbon or delegate card by the Credentials Committee to distinguish them from the regular delegates. In the event that the alternate is seated because of the absence of the regular delegate, he/she shall surrender his/her alternate delegate ribbon or card to the Credentials Committee which shall issue him/her the regular delegate ribbon or card.

Credentials of delegates, including proxy representation and voting as permitted by the provisions of Section 2 of this Article IV, shall be in such form and filed with the International Office at such dates as may be specified to the local unions concerned by the General Secretary-Treasurer. The online credentialing program will stop accepting proxy credentials that have not been approved by both the president and secretary-treasurer of an affiliate as of 5:00 pm EDT of the cutoff date set by the General Secretary-Treasurer.

The General Secretary-Treasurer shall prepare for the use of the convention and submit to it a printed list showing the number of votes and number of delegates to which each local union and other subordinate body is entitled.

In the event that any of the requirements of this Section of the Constitution is willfully violated by any member or members of this Association, such member or members shall permanently forfeit their membership in the Association.

Section 6. Committees

The General President shall appoint the members of, designate the Chairperson, and convene the convention committees hereafter designated and such other special committees as may be necessary for the official conduct of the business of the convention, unless otherwise ordered.

- A. Credentials Committee. The General President shall appoint a committee to be known as the Credentials Committee. This Committee shall consist of sixteen (16) delegates or alternates. There shall be one committee member representing each IAFF District appointed by the General President in consultation with the respective District Vice President. This committee shall convene on a date to be set by the General President prior to the opening of the convention and at the place where the sessions of the convention are to be held, and shall inquire into the regularity of the credentials of the delegates and alternates and the rights of their accrediting

subordinate unions to representation at the convention. It shall receive the original credentials presented by the delegates as provided in Section 5 of this Article and the certified list of International officers entitled to be delegates-at-large presented to it by the General Secretary-Treasurer and be ready to submit its report at the opening of the convention. It shall also perform such other duties as may be assigned to it by the General President. Should any protests be filed against the seating of any delegate or alternate, the convention shall immediately dispose of all protests prior to proceeding with its other business.

- B. Committee on Constitution and By-Laws. The General President shall appoint a committee to be known as the Constitution and By-Laws Committee. This Committee shall consist of sixteen (16) delegates or alternates. There shall be one committee member representing each IAFF District appointed by the General President in consultation with the respective District Vice President. This committee shall consider all proposed amendments to the Constitution and By-Laws properly submitted as prescribed in this Constitution and By-Laws. After such consideration, it shall prepare a report of its recommendations of approval, rejection or modification of the proposed amendments and shall present such report to the convention delegates for consideration and action. In preparing its report, this committee shall also have the authority to initiate and recommend proposed amendments. The General President shall convene this committee at the place where the sessions of the convention are to be held a sufficient number of days prior to the opening of such convention to permit proper consideration of the proposed amendments referred to it and in order that it may prepare its report and recommendations for submission when requested by the convention.
- C. Committee on Grievances and Appeals. The General President shall appoint a committee to be known as the Grievances and Appeals Committee. This Committee shall consist of sixteen (16) delegates or alternates, none of whom may be an International officer. There shall be one committee member representing each IAFF District appointed by the General President in consultation with the respective District Vice President. All appeals from members, officers, or other legally constituted bodies of the Association shall if presented in accordance with the requirements of Article XVIII of this Constitution and By-Laws, be referred to this committee. Any party to an appeal to the convention may appear before the Grievances and Appeals Committee as provided in Section 5 of Article XVIII of this Constitution and By-Laws. The Grievances and Appeals Committee shall prepare a report of its findings and recommendations with respect to all cases submitted to it and shall present such report to the convention for consideration and action by the delegates. The General President shall convene this committee at the place where the sessions of the convention are to be held a sufficient number of days prior to the opening of the convention to permit proper consideration of the appeals referred to it and in order that it may prepare its report and recommendations for submission when requested by the convention.
- D. Sergeant-at-Arms Committee. The General President shall appoint a Sergeant-at-Arms Committee comprised of a minimum of 32 Alternate

Delegates. Each IAFF District Vice President will recommend Alternate Delegates from their District as committee members to the General President. Each District will have at least two representatives on the committee. Members of this committee will be responsible for admitting delegates to the convention floor and will perform such other duties as may be assigned to them by the General President.

The foregoing committees and such others as are designated by the General President may, with the approval of the General President, utilize the services of the Association's General Counsel in the matter of amendments to the Constitution and By-Laws, preparation of resolutions, legal considerations involved in disposition of appeals, et cetera, to the extent such committees may consider necessary or desirable.

The General President may appoint such other convention committees for the convention as may be necessary or desirable for the efficient and expeditious conduct of its business. Each such committee shall be appointed in the same manner as parts A-C of this section and make a report of its deliberations and recommendations to the convention delegates for such consideration and approval as may be required.

Section 7. Compensation of Executive Board and Board of Trustees

Members of the Executive Board and Board of Trustees shall be paid the same expenses and allowances while attending conventions as they are authorized to receive when on organization work.

Section 8. Order of Business

The following order of business shall govern the convention proceedings unless otherwise ordered by a majority vote of the delegates:

- A. Report of Committee on Credentials
- B. Report of Committee on Rules of Order
- C. Adoption of Minutes of Previous Convention
- D. Roll-call of Officers
- E. Reports of Committees
- F. Report of Executive Board
- G. Good and Welfare
- H. Election of Officers (where applicable)
- I. Selection of Place of Next Convention
- J. Adjournment.

Section 9. Quorum and Legal Majority

Delegates from five percent of the total number of local unions or other subordinate bodies of the Association, provided such unions are representative of at least five districts, shall constitute a quorum at conventions. A majority of such delegates present and voting shall legalize action on all questions except as may otherwise be expressly provided in this Constitution and By-Laws.

Section 10. Convention Guests

The General President, with the approval of the Executive Board, shall have the authority

to invite and authorize the compensation of such convention guests as he/she may deem in the interests of the Association.

Section 11. Rules of Order

Deliberations of the International, including the International's Executive Board meetings and the International Convention, shall be governed by Robert's Rules of Order to the extent that such Rules are not superseded by express provisions of the International's Constitution and By-Laws. Local, state and provincial affiliates may choose to adopt either the most recent edition of Robert's Rules of Order or Atwood's Rules for Meetings to govern their deliberations; provided that, unless a local, state or provincial affiliate's constitution explicitly states otherwise, the president of such affiliate will have the final authority, subject only to internal appeal to the International pursuant to Article XVIII of this Constitution and By-Laws, to decide questions of parliamentary rules and questions involving interpretations of the affiliate's constitution and by-laws.

Section 12. Emergency Conventions

The Executive Board shall have the authority to call an emergency convention at any time an emergency arises requiring such action provided that advance notice shall be given to all local unions and other subordinate bodies of the Association in sufficient time to permit election and accrediting of delegates.

ARTICLE V – INTERNATIONAL OFFICERS AND ELECTIONS

Section 1. Number and Titles

The officers of this Association shall consist of a General President, a General Secretary-Treasurer, sixteen International Vice Presidents and an International Board of Trustees consisting of three members. At the 1992 Biennial Convention, the titles were changed to reflect General President and General Secretary-Treasurer.

The General President, General Secretary-Treasurer, and Vice Presidents shall jointly compose the Executive Board of this Association, the chairperson of which shall be the General President.

Section 2. Eligibility for Office

Any member in good standing of this Association or an incumbent officer, unless ineligible by virtue of provisions of this Constitution and By-Laws or provisions of applicable law, shall be eligible for nomination and election as an officer. No elective officer of this Association shall be entitled to hold more than one office at the same time, nor shall any candidate's name appear more than once on any ballot for elective office.

Section 3. Method of Nomination and Election

All International officers shall be nominated in the regular manner except for candidates for the office of Vice President, who, effective at the Association's 1976 Convention and thereafter, shall be nominated at caucuses of their respective districts. All International officers shall be elected by majority vote through secret ballot of duly accredited IAFF Convention delegates who are entitled to participate in election of International officers,

said elections for the various offices to be conducted as hereinafter provided.

In voting for all officers each local union and other subordinate body of this association shall have the same number of votes to which it is entitled on a roll call vote as heretofore provided in Article IV, Sections 2 and 3. If an affiliate votes by bloc, the ballot shall be cast by the chairperson of the delegation and shall reflect the full voting strength to which the affiliate is entitled. If the ballot is cast by individual delegates, it shall carry the voting strength of the particular delegate as allocated by the General Secretary-Treasurer on an equal basis with the chairperson of the delegation casting the odd votes. In the case of all officers, a majority of all valid votes cast shall be necessary for election. If three candidates are nominated for the same office, none of whom receives a majority of votes on the first ballot, a runoff election will be held between the two candidates having the highest vote. If more than three candidates are nominated for the same office, none of whom receives a majority of the votes on the first ballot, a runoff election will be held among the three candidates having the highest vote. If no candidate receives a majority vote in the runoff election, then a second runoff election will be held between the two candidates having the highest vote.

All elections of officers shall be so conducted that nominations will be made on the day proceeding the time of election.

Effective at the 1988 Biennial Convention, the General President and General Secretary-Treasurer shall be elected for four-year terms; and effective at the 2004 Biennial Convention, the International Vice Presidents and International Trustees shall be elected for four-year terms.

To be eligible for the office of Vice President, a candidate must be a resident of the district which he/she is elected to represent and nominated and elected by the duly accredited delegates from said district only, and a majority vote of those delegates present from said district shall be necessary for election.

The districts, each of which shall be entitled to be represented by a Vice President, shall be geographically located as follows:

District No. 1

New York	New Jersey
----------	------------

District No. 2

Nebraska	Kansas	Iowa	Missouri
----------	--------	------	----------

District No. 3

Maine	Massachusetts	New Hampshire	Connecticut
Vermont	Rhode Island		

District No. 4

District of Columbia	West Virginia	Virginia	Pennsylvania
Delaware	Maryland		

District No. 5

North Dakota	Wisconsin	South Dakota	Minnesota
--------------	-----------	--------------	-----------

District No. 6

British Columbia Northwest Territory	Yukon	Alberta	Saskatchewan
---	-------	---------	--------------

District No. 7

Montana	Washington	Idaho	Alaska
---------	------------	-------	--------

District No. 8

Ohio Michigan	Illinois	Indiana	Kentucky
------------------	----------	---------	----------

District No. 9

Oregon Wyoming	Colorado	Utah	Nevada
-------------------	----------	------	--------

District No. 10

California Guam	New Mexico	Arizona	Hawaii
--------------------	------------	---------	--------

District No. 11

Oklahoma	Texas	Canal Zone	
----------	-------	------------	--

District No. 12

Georgia Florida	North Carolina Puerto Rico	South Carolina	Caribbean Area
--------------------	-------------------------------	----------------	----------------

District No. 13

Ontario	Manitoba		
---------	----------	--	--

District No. 14

Arkansas Mississippi	Alabama	Louisiana	Tennessee
-------------------------	---------	-----------	-----------

District No. 15

Quebec Prince Edward Island	Nova Scotia	Newfoundland	New Brunswick
--------------------------------	-------------	--------------	---------------

District No. 16

All federal fire fighters of the United States and Canada

Delegates representing federal fire fighters may participate in the nomination and election of Vice President of the 16th District only and shall not participate in the nomination or election of Vice Presidents from any other District, anything to the contrary herein notwithstanding. It shall be the duty of the Vice President of the 16th District to work with and for federal fire fighter organizations affiliated with the International Association of Fire Fighters.

To be eligible for office as a member of the Board of Trustees, a candidate must be a resident of the region which he/she is elected by duly accredited delegates from said region only who are entitled to participate in the election of International officers, and a majority vote of such delegates present from said region shall be necessary for election.

The regions, each of which shall be entitled to be represented by a Trustee, shall be geographically located as follows:

Region 1. Canada

Region 2. Eastern United States-Alabama, Arkansas, Connecticut, Delaware, District of Columbia, Florida, Georgia, Illinois, Indiana, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Mississippi, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, Tennessee, Vermont, Virginia, West Virginia, Virgin Islands

Region 3. Western United States-Alaska, Arizona, California, Colorado, Guam, Hawaii, Idaho, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Texas, Utah, Washington, Wisconsin, Wyoming, Canal Zone

All International officers elected as aforesaid by secret ballot vote shall also be delegates-at-large at all conventions of the Association during their term of office by virtue of such office.

Section 4. Installation and Term of Office

The elected officers and trustees shall be installed by the General President or his/her deputy effective thirty (30) days following their election at convention at which time they shall assume the duties of their respective offices. They shall serve until the election and installation of their successors unless relieved of their duties as provided in this Constitution and By-Laws.

Section 5. Vacancies

Should a vacancy occur in any of the International offices due to death, resignation, incapacity or other cause, the vacancy shall be filled in the following manner:

In the event of a vacancy in the office of General President or in the office of General Secretary-Treasurer, the Executive Board shall meet and elect by secret ballot no later than sixty (60) days from the date the office is vacated one of the members of such Board to fill the unexpired term of either or both of such offices vacated. "If, however, the vacancy occurs prior to April 1st of a non-election convention year, the Executive Board member(s) elected by the board will only serve until the next convention at which time an election by the delegates will take place to fill the unexpired term(s).

In the event a vacancy occurs in the office of a Vice President more than sixty (60) days prior to the next convention at which an election for such office is to be held, it shall be filled by nomination and secret referendum election by the local unions of the district in which the vacancy occurs which shall be entitled to one vote for each of its members in good standing as of the time of the election. The state and provincial associations and joint councils shall be entitled to cast the same number of votes as at convention. The nominations shall be submitted and the election conducted under the direction and supervision of the General President and in accordance with the rules issued by him/her implementing these provisions of the Constitution and By-Laws including, but not limited to, the time within which nominations will be received, the terminal date on which all referendum ballots must be postmarked returned, and provisions for runoff

elections in the event more than three (3) candidates are nominated, none of whom receives a majority of the valid ballots cast on the first ballot in which event all candidates other than the three (3) leading contestants shall be dropped and the balloting shall continue until a candidate receives a majority vote necessary for election as Vice President of said district, provided that in the event none of the final three (3) candidates receives a majority of the votes cast the candidate receiving the lowest vote shall be dropped and the ballot conducted on the remaining two (2) candidates. In the event a vacancy occurs within a period of sixty (60) days preceding a convention at which an election for such office is to be held, it shall be filled by election at such convention.

In the event a vacancy occurs on the International Board of Trustees, the General President shall notify each of the other members of the Executive Board, in the region where the vacancy has occurred, to submit the name of one qualified member for the regional vacancy for consideration as successor to fill such vacancy. The General President shall also notify the local unions and other subordinate bodies within the region involved and request their recommendations prior to the submission of a proposed successor. The General President shall select three (3) members from the names submitted as aforesaid who are qualified to fill such vacancy by being a member in good standing of the Association. The three (3) members thus selected shall be submitted by the General President to the Vice Presidents in the region concerned who shall, by majority vote, elect one of the three to fill the vacancy. Each Vice President in the region of the vacancy may vote the number of members in their District working in the region as stated by the General Secretary-Treasurer at the most recent Executive Board meeting. In case none of the three members receives a majority of the votes cast by the Vice Presidents in the region of the vacancy on the first ballot, the member receiving the lowest vote shall be dropped and such Vice Presidents shall vote on the remaining two members.

Section 6. Salaries, Allowances and Expenses

The salaries of all International officers shall be established by majority vote of the delegates at conventions. Each officer shall also be allowed his/her expenses and allowances as authorized by the Executive Board. By action of the convention delegates effective August 4, 1982, the International Executive Board is authorized to approve, deny, or modify cost of living raises (not to exceed the actual cost of living) granted International officers at previous conventions, such action by the Executive Board to be taken on the first day of October of each year based upon the financial condition of the Association as projected in the line item budget.

Upon leaving the employment of the IAFF, the General President and General Secretary-Treasurer shall receive severance pay as established by existing policy in 1982.

Effective October 1, 2022, Vice Presidents shall receive a salary of \$143,455.91. These salaries shall be updated biennially in this Section to reflect all CPI increases.

IAFF Principal Officers shall receive thirty (30) days of vacation leave per calendar year (pro-rated for any partial years of service). No leave amount shall carry over from one calendar year to the next calendar year. Any vacation leave accrued and not used in a calendar year, will be paid to the Principal Officer no later than February of the following calendar year.

IAFF Principal Officers shall receive sick leave as required by law however there shall

be no payout for unused leave accrued prospectively upon adoption.

Section 7. President Emeritus

The position of President Emeritus is hereby established. Such position is granted to Alfred K. Whitehead immediately upon and concurrently with the effective date of their respective retirements as President of this Association. Effective January 27, 2021, President Emeritus status is granted to Harold A. Schaitberger.

This position shall carry with it ex-officio lifetime membership in the International Association of Fire Fighters and automatic selection as a delegate-at-large to each of its conventions.

This position shall also carry with it the duty on the part of the President Emeritus to advise and consult with the General President and/or the Executive Board upon request when such service is desired in the best interests of the International Association. Adopted by International Convention, August 18, 1980.

Section 8. Secretary-Treasurer Emeritus

The position of Secretary-Treasurer Emeritus is hereby established. This position will be occupied by Frank A. Palumbo effective August 2, 1982. Effective August 23, 2010, Secretary-Treasurer Emeritus status is also granted to Vincent J. Bollon. Effective August 15, 2016, Secretary-Treasurer Emeritus status is granted to Thomas H. Miller.

This position shall carry with it ex-officio lifetime membership in the International Association of Fire Fighters and automatic selection as delegate-at-large to each of its conventions.

This position shall also carry with it the duty on the part of the Secretary-Treasurer Emeritus to advise and consult with the General President and/or the Executive Board upon request when such service is desired in the best interests of the International Association.

Section 9. Vice President Emeritus

The position of Vice President Emeritus is hereby established for Brother Jack Bostick to be occupied by him immediately upon and concurrent with the effective date of his retirement as International Vice President of this Association.

Jack Bostick is uniquely qualified for this honor because of his thirty years of dedicated service to this Association which he has performed with conspicuous distinction. He has justly earned the accolade of 'Elder Statesman' of the Executive Board.

The position of Vice President Emeritus is also established for former Vice Presidents Raymond M. Hemmert, effective August 6, 1986; Charles A. Hall, effective August 23, 1994; James R. King, effective August 25, 1994; Russell P. Cerami, effective September 7, 1996; John K. Stephens, effective August 18, 1998; James L. Hill, effective September 19, 1998; Elliott Hastings, effective September 19, 1998; Dominick C. DiPaulo, effective September 1, 2000; Robert E. Palmer, effective September 1, 2000; Charles L. Buss, effective September 1, 2000; Gerald O. Holland, effective September 2, 2000; Michael J.

Crouse, effective August 14, 2002; Ernest A. “Buddy” Mass, effective September 19, 2004; Terry A. Ritchie, effective September 19, 2004; Michael D. McNeill, effective August 11, 2008; Dominick Barbera, effective August 12, 2008; Kevin E. Gallagher, effective July 24, 2012; Bruce A. Carpenter, effective July 24, 2012; James A. Fennell, effective July 24, 2012; A. Michael Mullane, effective August 15, 2016; William V. Taylor, effective August 15, 2016; Lorne A. West, effective August 15, 2016; James Ferguson, effective August 15, 2016; and Lawrence F. Osborne, effective August 6, 2018.

This position shall carry with it ex-officio lifetime membership in the International Association of Fire Fighters and automatic selection as a delegate-at-large to each of its conventions.

This position shall also carry with it the duty on the part of the Vice President Emeritus to advise and consult with the General President and/or the Executive Board upon request when such service is desired in the best interests of the International Association.

In order to be considered for IAFF Vice President Emeritus at convention, the individual must have served as an IAFF Vice President for no less than ten (10) years. Nominations of an individual for IAFF Vice President Emeritus can only be made by an affiliate within the District in which the individual served.

Any Vice President Emeritus elected beginning at the 41st Convention and subsequent conventions and all current Vice President Emeriti shall be given guest status and afforded the following costs: air travel, accommodations at the convention hotel and normal daily expenses while attending convention.

Section 10. Trustee Emeritus

In accordance with Resolution Nos. 97 and 98 of the 1996 Convention, there is hereby established the position of Trustee Emeritus for William McGrane upon the effective date of his retirement; and in accordance with Resolution No. 3 at the 2002 Convention, there is hereby established the position of Canadian Trustee Emeritus for Dennis Lloyd, upon the effective date of his retirement. The position of Trustee Emeritus is also established for former Trustee Robert Greenwood, effective August 11, 2008. This position shall carry with it ex-officio lifetime membership in the International Association of Fire Fighters and automatic selection as a delegate-at-large to each of its conventions.

This position shall also carry with it the duty on the part of the Trustee Emeritus to advise and consult with the General President and/or the Executive Board upon request when such service is desired in the best interests of the International Association.

In order to be considered for IAFF Trustee Emeritus at convention, the individual must have served as an IAFF Trustee for no less than ten (10) years. Nominations of an individual for IAFF Trustee Emeritus can only be made by an affiliate within the Region in which the individual served.

Trustee Emeriti elected beginning at the 43rd Convention and subsequent conventions shall be given guest status and afforded the following costs: air travel, accommodations at the convention hotel and normal daily expenses while attending convention.

Section 11. Dual Status of Emeriti Delegates at IAFF Convention

Effective upon the commencement of the 2002 IAFF Convention, any IAFF Emeritus officer who is seated at an IAFF convention as a delegate or an alternate shall not be granted guest status and may not attend as a delegate-at-large at the same Convention.

ARTICLE VI – AUTHORITY AND DUTIES OF INTERNATIONAL OFFICERS

Section 1. General President

The General President shall be the executive head of the Association and shall preside at all meetings of the Executive Board and at all sessions of Association conventions.

He/She shall also be a delegate-at-large to all conventions of this Association by virtue of his/her office and shall have a voice and vote on all matters before such conventions (except the election of International officers) but shall not exercise such vote except to resolve a tie vote. He/She shall be a member ex officio of all committees. He/She shall submit to each regular convention of the Association a report of his/her official acts during the interim between conventions together with his/her recommendations or suggestions for such improvements or changes in the conduct of the affairs of the Association as in his/her judgment are necessary or desirable to the advancement of its best interests. He/She shall appoint committees at conventions in accordance with the provisions of Section 6 of Article IV. In the interim between conventions he/she shall appoint such committees as are necessary in his/her judgment to conduct the affairs of the Association in an efficient manner; provided, however, that at least one member of the Association's Executive Board will be appointed to each interim committee and; provided further, however, that the General Secretary-Treasurer is hereby designated as a permanent member of the Finance Committee with full voting rights.

Together with the General Secretary-Treasurer, he/she shall sign all orders and checks of the Association which in his/her judgment are lawfully and properly drawn. He/She shall execute such contracts and agreements on behalf of the Association as are necessary for proper discharge of its business and shall submit a copy of all such contracts and agreements to the Executive Board.

In conjunction with the Executive Board and General Secretary-Treasurer, he/she shall have control of all Association publications, printing and releases. He/She shall be the Editor of the official Association publication and may employ an associate editor to aid in the discharge of these duties.

He/She shall have the authority to call a special meeting of the Executive Board either in-person or by virtual format. For in-person meetings, he/she shall give the members of the Board at least ten (10) days' advance notice. For meetings held virtually, he/she shall give the members of the Board at least three (3) days' advance notice. The notice period can be waived by unanimous consent. Any agenda and materials must be provided at least forty eight (48) hours in advance of the meeting.

He/She shall enforce strict observance of the Constitution and By-Laws of the

Association, and he/she shall interpret such laws and decide any disputes or controversies concerning their meaning or application which shall be appealed to him/her. Such interpretations and decisions shall be final and binding unless changed on further appeal to the Executive Board or International Convention as herein provided.

He/She shall pass upon and approve or reject all by-laws or other governing laws of subordinate unions which shall be submitted to him/her for approval prior to printing or issuance thereof as provided in Section 3 of Article XIII.

He/She shall generally supervise the activities of the Vice Presidents and other International representatives and from time to time direct them to provide their professional advice and technical skill to local unions and other subordinate bodies as required in the best interests of the Association and he/she shall enforce the policy of the International prohibiting Staff Representatives or any other employee of the International from engaging in politics or policy making of the International.

Not less than once each month he/she shall submit an itemized statement of all expenses incurred by him/her during the preceding month to the General Secretary-Treasurer.

He/She shall, with the approval of the Executive Board, retain a General Counsel for the Association and employ such legal services as in his/her judgment are necessary for the protection or advancement of the interests of the Association. With the approval of the Executive Board, he/she shall also have the authority to employ such clerical and other assistants as may be necessary for the efficient discharge of his/her duties and pay such salaries as the Board approves.

He/She shall appoint a full time legislative representative who shall be approved by the Executive Board which shall also set the salary to be paid.

He/She shall also discharge on behalf of the Association such duties as may be imposed upon him/her by applicable civil law including the execution and filing of any reports to federal and state authorities, and he/she shall cause to be maintained by the Association such records as the law requires to be kept in support of reports filed by the Association.

The General President shall also be responsible for informing, from time to time as may be required, all local unions, state or provincial associations, and joint councils as to their obligations under applicable law, and he/she shall cause to be issued such instructions as may be necessary for compliance therewith.

He/She is authorized to summarily suspend from office any officer of a local union, state or provincial association or joint council subject to the conditions and requirements of Article XI of this Constitution and By-Laws.

He/She shall also appoint International Trial Boards as provided in Section 2 of Article XVII and shall entertain appeals as prescribed in Section 3 of Article XVIII of this Constitution and By-Laws.

He/She shall have the authority to designate IAFF Vice Presidents from adjacent geographical districts to sit as pre-trial Review Boards to rule on charges in accordance with Article XVI, Section 5, and to appoint IAFF Representatives to act as presiding

officials to assist local trial boards in procedural matters after a request is made by a charging or charged party or a local affiliate responsible for conducting a trial board under Article XVII, Section 1.

He/She shall have the sole authority to appoint representatives for the IAFF to all organizations and committees outside of the IAFF. Such appointments shall be reported to the next IAFF Executive Board meeting.

In addition to the foregoing, he/she shall exercise authority and perform such other duties as are additionally prescribed in this Constitution and By-Laws or which may be delegated or assigned to him/her by the Executive Board or by the delegates at International conventions.

Section 2. General Secretary-Treasurer

The General Secretary-Treasurer shall receive all moneys due the Association from whatsoever source, and shall be the custodian of the official seal and all records, books, papers and property of the Association except as may otherwise be provided in this Constitution and By-Laws. He/She shall also be a delegate-at-large to all conventions of this Association by virtue of his/her office and shall have a voice and vote on all matters before such conventions except the election of International officers. He/She shall keep an accurate journal of all convention proceedings and shall maintain such record. Within one hundred eighty (180) days after the adjournment of a convention he/she shall compile and publish a report of the convention proceedings and shall send and make available electronically a copy thereof to each affiliated local union or other subordinate body, all convention delegates and to each of the members of the Executive Board and Board of Trustees. He/She shall also send and make available electronically to each affiliated local union or other subordinate body, all convention delegates and to each of the members of the Executive Board and Board of Trustees at the earliest possible date following adjournment of the convention a summary of the convention resolutions and their disposition at the convention. He/She shall also keep or cause to be kept minutes of all proceedings of the Executive Board and shall maintain such minutes with the other records of the Association.

He/She shall maintain and keep current a record of all members of the Association together with their local union or other subordinate union affiliation and their addresses. He/She shall submit to each International Convention of the Association at least thirty (30) days before the convention meets a written report showing the number of all local unions and other subordinate bodies and a list of their members in good standing. He/She shall also furnish to the Committee on Credentials at each convention a statement of the financial standing of each local or other subordinate union and the number of delegates it is entitled to seat in the convention. He/She shall also submit to each regular convention of the Association a report of his/her official acts during the interim between conventions together with his/her recommendations or suggestions for such improvement or changes in the conduct of the affairs of the Association relating to his/her authority and duties as in his/her judgment are necessary or desirable to the advancement of its best interests.

He/She shall conduct all necessary correspondence of his/her office and attest all official documents with his/her signature and the seal of the Association and provide him/her and all other International officers and employees with all necessary books, stationery and

supplies. With the approval of the Executive Board, he/she shall employ such clerical and other assistants as may be necessary for the efficient discharge of his/her duties and the general administration of the Association's business, and shall pay such salaries as the Board approves. He/She shall also serve as Secretary of the Executive Board.

He/She shall have charge of all funds of the Association and shall make disbursements by the voucher-check system countersigned by the General President to cover all expenses of operating and administering the business and affairs of the Association as authorized by this Constitution and By-Laws and any resolution adopted by the Executive Board pursuant to authority herein granted.

He/She shall not invest the funds of the Association or any portion thereof in real property, stocks, shares, bonds or other securities without first obtaining in writing the recommendation of a qualified investment authority and without also obtaining approval of the Executive Board.

He/She shall be prepared to exhibit receipts and vouchers upon the examination of his/her books and furnish any requested information to the Board of Trustees or any auditors employed by it or to the Executive Board. In the months of October, January, April, and July he/she shall furnish the Executive Board and the Board of Trustees with an itemized statement compiled by a certified public accountant of all money received and disbursed during the preceding quarter. He/She shall close all accounts of the Association on September 30th of each year. All books of the International shall be open to inspection at any time by the Executive Board or Board of Trustees.

He/She is empowered, either in person or with the assistance of the Vice President of the district in which the local union or other subordinate body is located or with such auditors as he/she may employ with the approval of the Executive Board, to at any time have an audit made of the books and accounts or to examine the books and accounts and membership records of any local union or other subordinate body of this Association.

He/She shall receive all applications for charters to establish local or other subordinate unions of the Association. When accompanied by the required fee and dues and submitted in compliance with all applicable provisions of this Constitution and By-Laws, he/she shall endorse such application for charter and forward it for approval of the General President. If the application is approved, the General Secretary-Treasurer shall prepare and issue the charter as provided in the said Sections and Articles.

He/She shall distribute and make available electronically all properly-submitted convention resolutions prior to said convention, and in accordance with the procedure prescribed in Sections 1 and 2 of Article XX.

He/She shall establish and maintain such Funds, allocate revenue and make disbursements as prescribed in Section 9, 10, 11, and 12 of Article VIII of this Constitution and By-Laws.

He/She shall cause to be printed and furnish to all local unions, other subordinate unions, and members of the Association such charters, manuals of common procedure, membership cards, and forms necessary to the uniform conduct of the business of the Association.

He/She shall also print and issue all membership cards to all individual members of the Association bearing the name of the member, card number, local or other subordinate union designation, and such other inscription as is necessary, and no local union or other subordinate body of the Association shall issue membership cards to any individual member.

He/She shall prepare a statement of all his/her expenses not less than once monthly and be prepared to justify any expenditure if requested by the Executive Board.

He/She shall discharge on behalf of the Association such duties as may be imposed upon him/her by applicable law including the execution and filing of any reports to federal and state authorities, and he/she shall cause to be maintained by the Association such records as the law may require to be kept in support of reports filed by the Association.

He/She shall assign a cost factor to all resolutions presented to the International Convention which, if adopted, require additional expenditures, and increase the per capita by the cost factor. He/She shall also assign a negative cost factor to all resolutions which, if adopted, reduce expenditures, and reduce the per capita by the amount of the negative cost factor.

He/she may hire such consultants on behalf of his/her office as are necessary for proper discharge of his/her duties, subject to approval by the Executive Board of all such contracts and agreements.

In the absence and/or unavailability of the General President, the General Secretary-Treasurer shall carry out the established policies of the Association.

In addition to the foregoing, the General Secretary-Treasurer shall exercise authority and perform such other duties as may be additionally prescribed in this Constitution and By-Laws or which may be delegated or assigned to him/her by the Executive Board, the Board of Trustees, or the convention delegates.

Section 3. Vice Presidents

Vice Presidents shall serve as representatives of the International Association in their respective districts and may advise local unions and other subordinate bodies in such districts regarding International policy and procedure. They shall make available their professional and technical skill and experience to such local unions and other subordinate bodies when so directed by the General President. They shall also organize and install officers of newly chartered local unions or delegate such assignments to other subordinate bodies of the Association and perform any other services in connection therewith upon request of the General President or General Secretary-Treasurer.

The Vice Presidents shall attend all conventions of the Association and meetings of the Executive Board. By virtue of their election as Vice Presidents, they shall be delegates-at-large at all conventions of the Association entitled to a voice and vote and full participation in the convention proceedings except the election of International officers. They shall also preside at such conventions and board meetings when called upon to do so by the General President or, in the General President's absence, by the Executive Board.

The Vice Presidents may recommend state and provincial representatives for appointment by the General President of the IAFF, who may accept or reject the recommendation, to serve at the pleasure and call of the General President.

The Vice Presidents shall furnish itemized accounts of their expenses while in the actual performance of their duties.

Upon direction by the General President, Vice Presidents shall pick up and transmit to the General Secretary-Treasurer the charter of any local union or other subordinate body in their respective districts which has been forfeited by such subordinate body for failure to pay per capita taxes or other fees due the Association or for any of the other reasons prescribed in Article XII of this Constitution and By-Laws governing dissolution of subordinate unions and forfeiture of their charters.

Each of the Vice Presidents shall present a report of his/her official acts and work during his/her term of office to each regular convention of the Association.

In addition to the foregoing, each Vice President shall exercise authority and perform such other duties as are additionally prescribed in this Constitution and By-Laws or which may be delegated or assigned to him/her by the Executive Board or by the convention delegates. (Regarding Vice President's pension benefits, see Article VIII, Section 13.)

Section 4. Executive Board

Except as otherwise provided by this Constitution and By-Laws the Executive Board, which shall consist of the General President, General Secretary-Treasurer, and the sixteen (16) Vice Presidents, shall have full and complete charge of all business of the Association in the interval between conventions, and their decisions shall represent the final judgment of the Association unless appealed to and reversed by the convention delegates as hereafter provided.

In the absence and/or unavailability of both the General President and the General Secretary-Treasurer, the senior International Vice President shall carry out the established policies of the Association.

The Executive Board shall entertain appeals as provided in Section 4 of Article XVIII and trial boards of its members appointed by the General President shall exercise original jurisdiction in all trials of International officers or those resulting from charges preferred by International officers as prescribed in Section 2 of Article XVII. It is also empowered to summarily suspend from office any International officer subject to the conditions and requirements of Section 2 of Article XVII.

The Executive Board shall hold meetings on call of the General President or on call signed by a majority of its members. A special meeting called for by the majority of the Board, shall designate whether it is to be in-person or virtual, and shall have the same minimum notice and agenda/materials requirements as stated for the General President in Section 1 of this Article. Any special meeting called for under this section shall occur no later than fourteen (14) days from the original request, unless otherwise agreed to by those making the request. Eight (8) members shall constitute a quorum competent to transact business. Minutes of all meetings of the Board, which shall include a clear and complete statement of intent of all substantive motions adopted by the Board, shall be

kept by the Secretary of the Board who shall be the General Secretary-Treasurer.

In all matters requiring action by the Executive Board, and when the Executive Board is not in formal session, the Executive Board may act by letter, electronic mail, teleconference, or videoconference; provided, however, that whenever action is sought by any of the foregoing methods, all members of the Executive Board shall be polled for their vote. Such action so taken by a majority of the members of the Executive Board shall constitute action of the Executive Board as though the Executive Board were in formal session; provided, however, that any such action shall be recorded at the next formal session of the Executive Board.

Per capita voting on Executive Board roll call votes shall be allowed when a minimum of thirty per cent (30%) of the Executive Board supports a motion for a per capita vote.

The Executive Board shall exercise general supervision and control over the investments and disbursements of the funds or property of the Association by the General Secretary-Treasurer and authorizations for expenditure of funds by the General President as specified in this Constitution and By-Laws, or authorized by any resolutions adopted at Association conventions, or resolutions adopted by the Executive Board between conventions pursuant to authority herein granted said Board to authorize the management, investment and expenditure of the property and funds of the Association in accordance with its established practices, customs, and procedures, including, but not limited to, expenditures for charitable, educational, legislative, economic, political, social, and cultural purposes in the interests and for the benefit of the Association and its members.

The money and property of this Association shall be used solely for the benefit of the Association and its members and not for the personal gain or profit of any officer or member. The officers, agents, representatives, and employees of this Association who handle its funds or property shall be held to this standard of conduct and accountable for any breach thereof under this Constitution and By-Laws and as provided by law. The Board shall also have authority to require from all International officers and representatives an itemized account of all money expended by them and may disapprove any expenditure not authorized by this Constitution and By-Laws or resolutions adopted thereunder.

In authorizing expenditures or loans neither the Executive Board nor any officer acting on behalf of it or this Association shall directly or indirectly make any loans to any officer or employee of the Association.

When conditions require it in the best interests of the Association, the Executive Board is empowered to authorize the General Secretary-Treasurer to transfer a specified amount of money from one fund to another; provided, however, that no transfer of any direct contributions made by the General President or General Secretary-Treasurer to the Officers' Retirement Plan Trust as provided in Section 11 of Article VIII shall be made from such fund.

The funds of this Association shall not be obligated or used directly or indirectly to pay the fine of any officer or employee convicted of any willful violation of the Labor-Management Reporting and Disclosure Act of 1959, but this prohibition shall not prevent the assumption by the Association of the costs of defending the Association, any

subordinate body thereof, or any of their officers, agents, representatives or employees in any civil or criminal proceedings in which they may become involved for alleged violations of law.

The Executive Board shall conduct the trial of any officer of a local union, state or provincial association or joint council summarily suspended from office by the General President subject to the provisions of Article XI, and it shall pass upon any proposed revocation by the General President of the charter of any local union or other subordinate body of the Association.

The Executive Board shall present through its Secretary a report of its official acts to each regular convention of the Association together with its recommendations or suggestions for such improvement or changes in the conduct of the affairs of the Association as in its judgment are necessary or desirable to the advancement of its best interests.

Section 5. Board of Trustees

The Board of Trustees shall examine the books of the Association at least once each year and at such other times as they deem necessary. The Trustees shall have full access to all books and records of the General Secretary-Treasurer and the General President in their various capacities related to financial matters of the Association.

The Trustees shall engage a certified public accountant, who shall be independent from any person or firm performing accounting services for the Association, the IAFF Financial Corporation (“IAFF-FC”) or International Association of Fire Fighters Foundation (“Foundation”), to perform an audit of the accounts of the IAFF at least once a year, which shall include reviewing the annual independent audits of the Foundation and the IAFF-FC. The certified public accountant and Trustees shall have full access to all books, records, journals, contracts, reports and the like of the General President and General Secretary-Treasurer. Upon completion of the accounting firm’s audit and the Trustees’ due diligence review, the Board of Trustees shall make a report of their findings to the Executive Board as well as the delegates at each convention. Reports shall include any reports/findings of the accounting firm or any external vendor the Trustees may engage as well as any violations of policy, the Constitution & By-Laws or any recommendations in the report with regard to resolving any financial irregularities in the review or any financial policy changes that they regard as necessary to IAFF fiscal functions. The Board of Trustees shall attend all Executive Board meetings to stay updated on financial matters and decisions made in committees and Board meetings and the facts and reasoning behind them. The Trustees shall attend IAFF hosted events as approved by the General President. Together with the General Secretary-Treasurer, the Board of Trustees shall also be responsible for bonding of all officers and employees as provided by this Constitution & By-Laws and required by applicable law and shall be the custodian of all such bonds which shall be held in trust for the benefit of the IAFF.

Section 6. Bonding of International Officers and Employees Handling Funds or Property

All officers and employees of the International who handle funds or property of the Association shall be bonded in such amounts as may be required by the Board of Trustees and the General Secretary-Treasurer in compliance with applicable law, the expense of

such bonding shall be borne by the Association, and all bonds shall be held in trust for the benefit of the Association by the Board of Trustees.

Section 7. Officers' Reports to Convention

Each officer, the Executive Board, and the Board of Trustees shall prepare reports biennially of their work and official acts and submit such reports to the General-Secretary Treasurer no later than sixty (60) days prior to the opening of the convention. Such reports shall be made available electronically to the delegates and alternates no later than the opening of the convention.

Section 8. Excusable Absence

Members of the Executive Board and the Board of Trustees shall attend all conventions and meetings required by the Constitution and By-Laws unless prevented from doing so because of illness or other good reason that is excusable by the General President.

Section 9. Authorization to Represent the IAFF

Without prior written approval of the General President, no IAFF member or officer may represent the IAFF in any legal, administrative, or International union proceeding or any forum or proceedings whatsoever; provided, however, that nothing therein shall alter the authority and duties of the General Secretary-Treasurer, Vice Presidents, or Trustees, as set forth in this Constitution and By-Laws.

ARTICLE VII – OFFICERS' RETIREMENT BENEFITS

Section 1. Principal Officers' Benefits

- A. Any IAFF Principal Officer shall be eligible to receive retirement compensation after satisfying the requirements for receipt of benefits under the IAFF Staff Representatives' Plan. The annual retirement benefit for Principal Officers shall be computed as follows: six percent of final 12-months compensation for each year of service for years 1 – 4, a total of 24% of final 12-months compensation credited for years 1 – 4; five percent of final 12-months compensation for each year of service for years 5 – 8, a total of 20% of final 12-months compensation credited for years 5 – 8; four percent of final 12-months compensation for each year of service for years 9 – 12, a total of 16% of final 12-months compensation credited for years 9 – 12; three percent, 3% of final 12-months compensation for each year of service for years 13 – 16, a total of 12% of final 12-months compensation credited for years 13 – 16; two Percent, 2%, of final 12-months compensation for each year of service for years 17 – 20, a total of 8% of final 12-months compensation for years 17 – 20; and one percent, 1%, of final 12 months compensation for each year of service for years 21 – 24, a total of 4% of final compensation for years 21 – 24, with any partial year of service prorated according to the number of full months served in that year.
- B. Only time as a principal officer may be used in calculating retirement and/or surviving spouse benefits.
- C. No retirement compensation or surviving spouse benefits shall be paid by the

Association to any principal officer or his/her surviving spouse if such principal officer is removed from office or suspended or expelled as provided in this Constitution and By-Laws prior to completion of one full term of service as a principal officer.

- D. Effective February 1, 2021, the amount of the annual retirement benefit to which a Principal Officer may be entitled to shall be increased equal to the increase in the Consumer Price Index, U.S. City – urban wage earners, over the period since the last salary increase.
- E. Effective August 10, 2022, no future IAFF Principal Officers will receive benefits in accordance with this Article VII. Once there are no Principal Officers receiving benefits in accordance with this Article VII, Article VII will be deleted from the IAFF Constitution and By-Laws. Principal Officers not receiving benefits in accordance with this Article VII will receive retirement benefits in accordance with the IAFF Staff Representatives' Plan.

Section 2. Widow's/Widower's Benefits

A surviving spouse of a principal officer shall be entitled to a monthly benefit of fifty percent (50%) of the amount the officer was receiving or twenty-five percent (25%) of his/her monthly pay if he/she died while holding office.

Section 3. Administrative Committee for the Principal Officers' Plan

The Administrative Committee will administer the Principal Officers Benefit Plan as outlined in this Article.

ARTICLE VIII – REVENUE AND FUNDS

Section 1. Sources of Revenue

The revenue of this Association shall be derived from charter fees and per capita taxes, the amounts of which shall be established by vote of the delegates at regular Association conventions; from the Association's proportion of initiation and reinstatement fees, the rates of which shall be established by majority vote in local unions and other subordinate bodies as provided in Section 4 of Article XIII and Section 8 of Article XIV; all of which rates shall be subject to the minimum amounts hereafter prescribed in this Article; from special assessments as provided in Section 6 of this Article; from amounts earned through investment and miscellaneous receipts; from the sale of necessary supplies at prices to be fixed by the General Secretary-Treasurer; and from subscriptions to the official publication.

Section 2. Charter Fees

Local unions organized under a subordinate to the International Association of Fire Fighters shall pay the General Secretary-Treasurer one hundred fifty dollars (\$150.00) for their charter, books and seal. State and provincial associations and joint councils shall also pay a charter fee of one hundred fifty dollars (\$150.00).

Section 3. Initiation Fees

Ten dollars (\$10.00) of each initiation fee paid to local unions by applicants for membership shall be paid by the local union to the Association.

Where state or provincial associations or joint councils admit to membership persons not eligible to membership in a local union, ten dollars (\$10.00) of the initiation fee shall be paid to the Association.

Section 4. Reinstatement Fees

Ten dollars (\$10.00) of each reinstatement fee paid to local unions shall be remitted to the Association.

Where state or provincial associations or joint councils reinstate individuals to membership, ten dollars (\$10.00) shall be paid to the Association.

Section 5. Per Capita Tax

All per capita tax increases are effective on October 1 of each year.

The total accumulated per capita tax resulting from resolutions adopted at convention (any fraction rounded off to the next higher cent by the General Secretary-Treasurer) is as follows:

Effective October 1, 2022, the per capita tax is sixteen dollars and seventy-three cents (\$16.73) for each active member per month and eight dollars and thirty-seven cents (\$8.37) for each retired-active member.

As a result of Resolution 1 at the 2021 Convention, the per capita tax shall be adjusted for each future year based on the U.S. National Consumer Price Index (CPI-W) as issued by the Department of Labor measured from April 1 through March 31, not to be less than 1.5 percent (1.5%) but in no instance will it exceed 3.5 percent (3.5%) per active member and retired-active member. This increase shall become effective on October 1 of each year. At all times, the per capita tax for each retired-active member shall be one-half of the adjusted per capita tax for active members.

Included in the foregoing total, as a result of Resolution 50 at the 2018 Convention, the IAFF per capita allocation for the FIREPAC Education Account shall be adjusted to two dollars and twenty-five cents (\$2.25) effective September 1, 2018, with the proviso that at no time will this per capita tax be used for any other purpose than the FIREPAC Education Fund, except as herein noted and with the further proviso that effective October 1, 2005, and each year thereafter, the per capita allocation to FIREPAC will be adjusted for inflation consistent with any COLA resolution passed by the delegates at future conventions.

In accordance with Resolution 2 enacted at the 2006 Convention, effective September 1, 2007, and thereafter on each October 1, the per capita allocations to the Redmond Health & Safety Symposium (per Resolution 4 at the 2018 Convention) and the Emergency Disputes Fund (EDF) will be adjusted for inflation consistent with any COLA resolution passed by the delegates to IAFF Conventions.

These amounts shall be paid monthly to the International Association by all local unions and by all state and provincial associations or joint councils admitting to membership persons ineligible for local union membership.

Section 6. Special Assessments

Special assessments may be levied by the International Association under unusual and emergency circumstances when it is otherwise unable to meet its financial obligations from existing funds upon approval of:

- A. A majority vote by the Executive Board of a per capita tax assessment on all local unions in the United States and Canada.
- B. The majority vote cast by local unions in which each local union shall be entitled to one vote for each of its members in good standing. The amount of the assessment shall be submitted and the referendum conducted under the direction and supervision of the General President in accordance with rules issued by him/her implementing these provisions of the Constitution and By-Laws including, but not limited to, the time within which the referendum on the assessment will be issued, the terminal date on which all referendum ballots must be postmarked returned to the International, and the date on which the assessment will be effective. Any local union of the Association which fails to comply and pay the special assessment within 30 days of the invoice date shall be considered delinquent and it shall be notified by the General Secretary-Treasurer of such delinquency. If the delinquency is still in arrears 60 days from the date of such notice, the local union and all of its members shall be automatically suspended from membership in good standing of this Association.

Section 7. Remittance of Revenue

All money due to the Association by local unions, state or provincial associations or joint councils shall be remitted by check or money order made payable to the General Secretary-Treasurer, International Association of Fire Fighters, or via electronic funds transfer, as provided by the Association. Said monies are due in the office of the General Secretary-Treasurer within 30 days of the invoice date.

Section 8. Solicitation of Local Union Funds

Any local union shall be free to solicit funds from local unions of this Association located in the same state or province or from the subordinate body with which it is affiliated. Any subordinate body shall be free to solicit funds from local unions of this Association which are affiliated with the subordinate body. Except as heretofore provided, no local union or subordinate body shall solicit funds from other local unions or subordinate bodies without first securing the approval of the International Executive Board.

Section 9. General Fund

A general fund shall be maintained and administered by the General Secretary-Treasurer from which all general expenses of the Association shall be paid except as hereafter specified or otherwise directed by the convention delegates. All revenue received by the

Association from the sources specified in Section 1 of this Article shall be placed in the general fund.

Section 10. Emergency Disputes Fund

The General Secretary-Treasurer shall establish and maintain an Emergency Disputes Fund which will be used, subject to procedures established by the General President and Executive Board, to financially assist in the resolution of emergency disputes in which affiliates of this association may become involved.

Financial assistance from the Emergency Disputes Fund shall be in the form of either interest-free loans or grants. Such loans or grants shall be considered proper only when requests for such financial assistance are made in conjunction with job actions, disciplinary actions against union officers for union related activities, employer's refusal to implement an arbitration award, or such other occurrences as may be considered bona fide emergencies by the Executive Board of the IAFF. Where a request for an interest-free loan falls into the category of "such other occurrences as may be considered bona fide emergencies" it requires at least 75% majority approval of the Board. A majority of the Executive Board is necessary for approval of requests for an interest-free loan in all other cases enumerated above.

A unanimous vote of the Executive Board is necessary for the approval of any request for a grant.

Effective August 1986 loans once made cannot be converted to grants at a later date; provided, however, this provision shall not be applied retroactively to loans already made prior to August 1986.

A schedule of repayment shall be required in the case of all interest-free loans with a maximum term of five years; provided, however, that the repayment schedule may be extended by a unanimous vote of the International Executive Board.

Effective September 1, 2006, thirty-two cents (\$.32) of the per capita tax received monthly by the Association will be allocated to this fund; provided, however, that when one-half per capita tax is received from local unions for retired-active members sixteen cents (\$.16) will be allocated to the fund. The Emergency Disputes Fund shall be treated as a separate fund and the per capita tax allocated to it as provided in this Section shall not be transferable to the general fund and shall be used only for the purpose of emergency dispute issues as heretofore provided. Effective September 1, 2007, and thereafter on each October 1, the per capita allocation to the Emergency Disputes Fund shall be adjusted for inflation consistent with any COLA resolution passed by the delegates to IAFF Conventions. Effective October 1, 2023, and thereafter, an additional seven- and one-half cents (7 ½ cents) in monthly per capita tax, will be collected by the Association, and allocated to the Emergency Disputes Fund.

Section 11. Officers' Retirement Trust

A principal officers' retirement plan trust shall be established from which benefits payable to principal officers upon their retirement shall be made. This fund shall be financed by allocations from the general fund determined annually and made at the beginning of the Association's fiscal year by the General Secretary-Treasurer on the basis of actuarial advice. Such allocated revenue shall be subject to use only for the specific purpose of funding the principal officers' retirement trust referred to herein and shall not revert to the General Fund or be diverted to any other funds or used for any other purposes except as may be authorized by the appropriate trust document(s).

Section 12. Employees' Pension Trust Fund

The General Secretary-Treasurer shall establish and maintain an Employees' Pension Trust Fund which shall constitute an irrevocable trust separate and apart from other funds and revenues of the Association and from which all benefits payable by the Association to employees under their pension trust plan shall be disbursed. Revenues necessary to finance this plan on a sound actuarial basis shall be annually determined and allocated by the General Secretary-Treasurer from the general fund at the beginning of each fiscal year on the basis of actuarial advice and after approval of each such allocation by the Executive Board. Such allocated revenue shall be subject to use only for the specific purposes of the Employees' Pension Trust Plan and shall not revert to the general fund or be diverted to any other funds or used for any other purposes.

Section 13. Staff Representatives' Pension Trust Fund

The General Secretary-Treasurer shall establish and maintain a Staff Representatives' Pension Trust Fund that shall constitute an irrevocable trust separate and apart from other funds and revenues of the Association and from which all benefits payable by the Association to staff representatives and other designated employees under their pension trust plan shall be disbursed. Revenues necessary to finance this plan on a sound actuarial basis shall be annually determined and allocated by the General Secretary-Treasurer from the General Fund at the beginning of each fiscal year on the basis of actuarial advice and after approval of each such allocation by the Executive Board. Such allocated revenue shall be subject to use only for the specific purposes of the Staff Representatives' Pension Trust Plan and shall not revert to the General Fund or be diverted to any other funds or used for any other purposes.

With the adoption of Resolution 113 at the 1992 IAFF Convention in Vancouver, BC, the International Vice Presidents shall be included in the IAFF Staff Representatives' Pension Plan, excluding, however, those International Vice Presidents in Canada whose inclusion in the Plan cannot be accommodated due to requirements and/or obligations contained in Canadian law. For such excluded Vice Presidents, the General Secretary-Treasurer shall establish and maintain a separate Canadian Officers' retirement plan which provides benefits to participants that are equivalent to the benefits provided by the IAFF Staff Representatives' Pension Plan (including all amendments thereto) so long as consistent with applicable law. To calculate their pension benefit, Vice Presidents in either plan shall receive (to the extent they are eligible) past service credit for service performed as a Vice President beginning on or after September 1, 1988, calculated on base salary only. Monies that were paid to the Vice Presidents from existing per capita

for their office expenses shall be used instead to fund the Vice Presidents' pension benefits plus an additional one and one-half cents per capita. Further, pursuant to the adoption of Resolution 19 at the 1996 IAFF Convention in Honolulu, Hawaii, and Resolution 30 adopted at the 1998 IAFF Convention in Lake Buena Vista, Florida, only IAFF District Vice Presidents who were the current incumbents in their districts at the 1994 Convention shall be given prior service credit toward retirement for each year in which the Vice President held office as an IAFF District Vice President. Any cost associated with the extension of prior service credit for IAFF District Vice Presidents pursuant to Resolution 19 in 1996 and Resolution 30 in 1998 shall be funded from per capita. Vice Presidents in any IAFF pension plan shall not be permitted to increase their retirement benefits without convention action.

ARTICLE IX – PUBLICATION OF THE *INTERNATIONAL FIRE FIGHTER*

The *International Fire Fighter* shall be the name of the official publication of the Association which will be published under the direction and supervision of the General President in accordance with policies approved by the Executive Board.

Instructions and information from the officers of the Association which may be required by this Constitution and By-Laws, by applicable law or otherwise, shall be included in issues of the *International Fire Fighter*. Decisions of the courts and of arbitrations affecting fire fighters, contract provisions, and safety and health data of continuing importance and concern to the membership will also be included.

The subscription price of the publication shall be determined annually by the Executive Board and set forth in the publication.

ARTICLE X – DELEGATES TO AFL-CIO AND CANADIAN LABOUR CONGRESS CONVENTIONS

Section 1. Representation to AFL-CIO Conventions

The General President, together with the Vice President of the District in which the convention of the American Federation of Labor and Congress of Industrial Organizations is held, shall represent this Association as delegates at such conventions together with such other officers or members as may be designated as delegates by the Executive Board.

Section 2. Representation to Canadian Labour Congress Conventions

The Vice President of the District in which the convention of the Canadian Labour Congress is held shall represent this Association as delegate at such conventions together with such other officers or members as may be designated as delegates by the Executive Board.

ARTICLE XI – SUSPENSION OF OFFICERS OF SUBORDINATE UNIONS

The General President shall have authority to summarily suspend from office any officer of a local union, state or provincial association, or joint council of this Association for failure to comply with the provisions of this Constitution and By-Laws, the established policies of this Association, or for incompetence, negligence, failure of duty, or for embezzlement, larceny, breach of fiduciary responsibility, or other misconduct as hereinafter prescribed in Article XV.

Within thirty (30) days following any suspension from office, the General President shall serve such officer with specific written charges and he/she shall have a hearing within thirty (30) days before a trial board consisting of three (3) members of the Executive Board to be selected and appointed by the General Secretary-Treasurer; provided, however, that for good cause shown such trial board may extend the time for hearing. Unless otherwise agreed by the accused, such hearings are to be conducted at the city or town in which the suspended officer is employed. In the event that the General Secretary-Treasurer may be involved directly or indirectly in charges against the accused officer, the remaining members of the Executive Board not so involved, by majority vote, shall designate one of its members not so involved as the appointing officer.

The appointing officer shall submit the names of seven (7) members of the Executive Board to the accused of which the accused shall reject four (4), the remaining three (3) to constitute the trial board.

The suspended officer may have in attendance at the hearing with him/her a representative or counsel of his/her choice and such witnesses as he/she may desire. A verbatim transcript of the proceedings must be taken at the hearing and a copy thereof will be furnished to the accused officer. The trial board shall render its decision in writing within thirty (30) days after the completion of such hearing and mail a copy to the suspended officer and local union or other subordinate union or other subordinate body in which he/she held office. If cleared of the charges against him/her, the officer shall be immediately reinstated in the office from which suspended; if found guilty of the charges by the trial board, the suspension shall become permanent and the office shall be declared vacant.

Any officer removed from office under the provisions of this Article may make an appeal, subject to compliance with the requirements of Section 6 of Article XVIII, from the decision of the trial board to the full Executive Board less the General President who suspended the officer and brought the charges and the three (3) members who composed the trial board and made the decision and any other member who might be involved directly or indirectly in the charges, with the right of further appeal to the International Convention in accordance with the procedure prescribed in Section 5 of Article XVIII and compliance with the provisions of Section 6 of Article XVIII.

Unless reinstated by action of the convention or unless modified by the decision and order of the Executive Board or by the convention, any person permanently suspended from office pursuant to this Article shall not again be eligible for office in the Association or in any of its subordinate bodies unless and until such disqualification is lifted by action of the International Convention but his/her rights as a member of the Association and any

subordinate body thereof shall not otherwise be impaired unless specific written charges are preferred against him/her and proceedings conducted as hereinafter required by the provisions of Articles XVI and XVII by virtue of which he/she is suspended or expelled from membership.

ARTICLE XII – DISSOLUTION

Section 1. Dissolution of Association

This International Association shall not be dissolved so long as seven or more local unions or other subordinate bodies in good standing acknowledge its jurisdiction and authority and continue to comply with this Constitution and By-Laws. In the event that less than seven local unions or other subordinate bodies acknowledge the jurisdiction and authority of the Association, it shall be dissolved by order of the Executive Board. All real and personal property belonging to the Association shall thereupon be liquidated into cash by public or private sale conducted under the supervision of the Executive Board and the cash remaining after the sales are completed and all debts and expenses have been paid shall be remitted in equal shares to the members of the Association who were in good standing at the time dissolution was ordered.

Section 2. Voluntary Forfeiture of Charters and Dissolution of Local Unions or Other Subordinate Bodies

There shall be no voluntary forfeiture of the charter or dissolution of any local union unless the majority of its membership in good standing vote to forfeit the charter, and there shall be no voluntary forfeiture of the charter or dissolution of any state or provincial association unless the majority of member locals of such state or provincial association vote to forfeit its charter, or of any joint council unless the majority of members of such council vote to forfeit its charter. Voluntary forfeiture of a charter or dissolution shall be determined only by a referendum vote of the local union or other subordinate body membership. This referendum shall be conducted by secret ballot after at least thirty (30) days written notice has been made to all members of such local union or other subordinate body stating that a proposal to forfeit the charter will be submitted to a referendum ballot. Such written notice shall also be communicated by a local union seeking dissolution to any state or provincial association or joint council of which it may be a member. The referendum shall be initiated only by motion of the membership in good standing of such local union or by the governing authority of such other subordinate body.

Where local unions of the Association become merged with other local unions of the IAFF as a result of city or township consolidations, unifications or mergers required by state, provincial or municipal action, the local unions which do not survive the merger and lose their identity shall be regarded as dissolved by operation of civil law.

Upon notice of such dissolutions to the General Secretary-Treasurer and through him/her to the Executive Board, such dissolutions shall be recorded in the books of the Association and their charters returned and cancelled.

In the event of any voluntary proposal of merger of one or more local unions of the Association with another local union of the IAFF which is not caused by action of

municipal or other civil authority, no such merger shall be consummated without approval of the General President and Executive Board upon such terms and conditions as they may authorize. Two or more existing IAFF locals who wish to merge voluntarily must obtain approval by a referendum vote of each local's membership by whatever means selected by the locals, and such affected locals must comply with the then current policy of the IAFF Executive Board and consult with the IAFF Vice President of the District to include written verification after a showing of interest and prior to the vote. To be recorded as a voluntary forfeiture, the affiliate's per capita must be paid current with notification to the General Secretary-Treasurer of such voluntary forfeiture, dissolution by merger or by operation of civil law.

Section 3. Involuntary Forfeiture and Revocation of Charters of Local Unions and Other Subordinate Bodies

Upon approval by the Executive Board the General President may revoke the charter of and dissolve any local union or other subordinate body for failure to pay the established per capita tax and the Association's proportion of other fees due on all its members as heretofore provided in Article VIII or for failure to report to the Association on its full membership, or for failure or refusal to comply with the provisions of this Constitution and By-Laws or with the directives of the General President, the Executive Board issued thereunder or those of the International Convention, or for the purpose of correcting corruption or financial malpractice in such local union or other subordinate body. The validity of any such revocation and dissolution may be appealed pursuant to the provisions of Article XVIII of this Constitution and By-Laws.

For purposes of this Section any local union or other subordinate body of the Association which fails to pay its per capita tax, assessments, or other required fees to the Association at the end of a three-month period after notification by the General Secretary-Treasurer that such per capita tax, assessments, or fees are in arrears shall be subject to revocation of its charter and dissolution. Any local union or other subordinate body whose charter has been revoked for failure to pay per capita tax or other fees due the Association as aforesaid may have such charter reinstated upon payment of all arrearages if such reinstatement is approved by the General President and the Executive Board, provided, however, that in exceptional cases warranting such action the General President, with the approval of the Executive Board, shall have the authority to waive such arrearages.

ARTICLE XIII – LOCAL UNIONS

Section 1. Proposals for Charters

Except as otherwise provided herein, three or more persons of the same city or town who are qualified for active membership in this Association in accordance with this Constitution and By-Laws may submit a proposal to charter a local union; provided, however, that charters shall not be granted to applicants in any city or town wherein a chartered local union in good standing of this Association already exists unless said chartered local union consents to the granting of this additional charter. Small numbers of fire fighters in two or more cities or towns desiring to amalgamate and form one central local union, may, however, propose and obtain charters provided, however, that any withdrawal of a local union after such amalgamation and formation of a separate local union must be with the consent of the central or master county or local union and no new

charter shall be granted without such consent except with the approval of the International Executive Board.

All proposals for a charter must include the professional fire fighters within the city, town, or county covered by the charter. No charter will be issued for a local union composed exclusively of supportive groups such as civilian paramedics, fire alarm dispatchers, fire inspectors or other nonprofessional services, without the consent of the existing local. Such proposal for membership must include prior notification of the affected state or provincial association, if any, and will only become effective upon concurrence of the IAFF Executive Board. Persons qualified to submit proposals for a charter as aforesaid may obtain a charter proposal form and membership application form upon request from the International Vice President of the District in which such proposed union is located. Such forms shall be answered in full and returned to the International Vice President accompanied by a check or money order covering the established charter fee and initiation fee and one month's dues for each applicant. The charter fee, one month's per capita taxes on each of the applicants and the Association's established proportion of the initiation fees, as provided in Article VIII of this Constitution and By-Laws, shall promptly be remitted to the General Secretary-Treasurer. Chartered locals may propose to expand their original, chartered jurisdiction to add additional unorganized jurisdictions, as defined in Article II.

Following receipt of a proposal to charter a local union, or each jurisdictional expansion of a current local union, the International Vice President shall accept or reject said proposal subject to approval of the General President.

When a charter proposal is approved by the General President, the General Secretary-Treasurer shall assign a number to the local union, prepare its charter, and send such charter to the International Vice President of the District involved and send copies of this Constitution and By-Laws, Seal and other necessary supplies to the temporary secretary of the newly chartered local union. The General Secretary-Treasurer shall also prepare a letter of instructions and information to assist the new members in establishing the new local union, and the International Vice President shall, either personally or through his/her designated representative visit the newly chartered local union upon installation of the charter and provide such assistance in its initial organization as may be necessary.

Each duly qualified applicant for membership who appears as one of the signatories to the charter proposal shall be issued a membership card by the General Secretary-Treasurer bearing the date of issuance of the local union charter.

If a proposal to charter a local union is rejected, the signatories to the proposal shall be promptly notified of such action by the General Secretary-Treasurer and their applications and checks or money orders returned. Rejection of such applications shall be without prejudice to the rights of such persons to apply for membership to an existing local union or state or provincial association or joint council and without prejudice to their rights to submit at a future date another proposal to charter a local union.

Section 2. Payment of Per Capita Tax

A per capita tax shall be paid each month to the Association by each local union on each member of said union in the amount established at biennial conventions by vote of the

delegates, and shall be subject to change only at conventions of the Association by vote of the delegates as provided in Section 1 of Article VIII.

Any local union of the Association which fails to comply and pay its full per capita tax as aforesaid within 30 days of the invoice date shall be considered delinquent and it shall be notified by the General Secretary-Treasurer of such delinquency. If the delinquency is still in arrears 60 days from the date of such notice, the local union and all of its members shall be automatically suspended from membership in good standing of this Association; provided, however, that automatic suspension shall not occur in the event the Executive Board gives its approval to exempt a particular local union from such automatic suspension. The notice of delinquency issued by the General Secretary-Treasurer shall be sent to the President and Secretary-Treasurer of the delinquent local union, the President of the appropriate State or Provincial Association with which the local union is affiliated, if any, and also to the International Vice President of the District involved.

Any local union which is under suspension shall not have a voice or vote in any matters of the International nor shall it be eligible for services of the International.

A suspended local union and its membership may be reinstated in this Association upon payment of all arrearages; provided, however, that the General President with the consent of the Executive Board shall, for good cause shown, have the authority to waive payment of all or a portion of such arrearages.

Section 3. Government Constitution and By-Laws

Each local union, its officers, representatives, and members shall recognize, observe, and be bound by the provisions of this Constitution and By-Laws and interpretations thereof rendered by the General President as provided herein, the resolutions, decisions and directives of the Executive Board or officers of the Association when made in conformity with the authority granted by this Constitution and By-Laws, and the resolutions adopted and policies established by the delegates at conventions.

Local unions shall adopt a constitution or by-laws, supplementary to the Association's Constitution and By-Laws which shall establish procedures for the conduct of the local's internal affairs and business; provided, however, that the local's constitution or by-laws make express reference to the governing authority of all applicable provisions of this Constitution and By-Laws, and particularly those governing local unions as set forth in this Article, and provided, further, that none of the provisions of such local union constitution or by-laws shall be in conflict with any of the provisions of this Constitution and By-Laws, and that following adoption by the local union but prior to printing or issuance all local constitutions or by-laws shall be submitted to the General President for his/her approval.

In addition to the foregoing requirements, local unions shall submit to the General Secretary-Treasurer a current copy of their respective constitution and by-laws before February 1, 2011, and every four years thereafter. In all cases, whether for approval of changes or for quadrennial submission, affiliates shall submit the constitution and by-laws in a searchable electronic format acceptable to the IAFF.

Local unions may choose to adopt either the most recent edition of Robert's Rules of Order or Atwood's Rules for meetings to govern their deliberations; provided that, unless

a local union's constitution explicitly states otherwise, the president of such local union will have the final authority, subject only to internal appeal to the International pursuant to Article XVIII of this Constitution and By-Laws, to decide questions of parliamentary rules and questions involving interpretations of the local union's constitution and by-laws. Local unions shall amend immediately their constitutions and by-laws to conform to amendments or changes to the Association's Constitution and By-Laws. Any proposed amendments, revisions or modifications to such constitutions or by-laws shall likewise be submitted following adoption by the local union for approval by the General President prior to printing or issuance.

Section 4. Initiation Fees, Dues and Assessments

Initiation fees and reinstatement fees shall be established by the membership of each local union, the established proportion of which must be paid to the Association as heretofore provided in Article VIII.

Monthly dues shall be established by the membership of each local union, but they shall be no less than an amount sufficient to permit payment of the per capita tax per member per month by each local union to the Association in the amount established at conventions as provided in Article VIII, and also cover the necessary expenses of conducting the business of the local. All such dues shall be paid monthly by each member to the local union of which he/she is a member. If he/she fails to make payment by the fifteenth day following the month such dues are payable, he/she shall be notified by the Secretary-Treasurer or Secretary of the local union that he/she is delinquent and will be automatically suspended and lose his/her good standing if payment is not made within sixty (60) days following such notification. The Secretary-Treasurer or Secretary of all local unions shall make a monthly report to the General Secretary-Treasurer of any members who are delinquent in their dues and any members who have been suspended from membership for non-payment of dues after notification as aforesaid.

No membership cards shall be issued by any local union to any of its members except the uniform membership cards printed and issued by the General Secretary-Treasurer as provided in Section 2 of Article VI.

Whenever increases in the rates of initiation fees, reinstatement fees, dues, or assessments of local unions are proposed, notice of such proposal shall be given to the members and a date set for submission of the proposed increase which shall be at least thirty (30) days after such notice is given. On the date set, local unions shall submit the proposal for approval in either of two ways at the option of the local union:

- A. By majority vote of the members in good standing voting by secret ballot at a general or special membership meeting, or
- B. By majority vote of the members in good standing voting in a referendum conducted by secret ballot.

If the proposed increase receives approval by a majority of the members in good standing voting by either of the two procedures aforesaid, it shall be adopted; otherwise it shall stand rejected.

The requirements of a “secret ballot” vote mean the expression by ballot, voting machine, or otherwise of a choice by the member cast in such a manner that such member cannot be identified with his vote.

Section 5. Membership Qualifications

Any person of good moral character who at the time of making application is engaged in service within the jurisdiction of this Association as set forth in Article II of this Constitution and By-Laws will be eligible for active Association membership in any local union serving the city or town in which such applicant is located. Any local union is authorized to confer honorary membership upon any person subject to the provisions of Section 3 of Article III.

Local unions may issue withdrawal cards only to those members who leave the fire service or EMS in good standing or who are precluded by law or local ordinance or contractually from maintaining union membership by virtue of their fire department position.

Former members holding withdrawal cards for the above reasons who become reemployed within the jurisdiction of any IAFF local union shall be subject to automatic reinstatement to active membership upon deposit of their withdrawal cards with the local union and resumption of dues. No reinstatement fee shall be charged upon reentry into the organization.

Section 6. Maintenance of Good Standing Membership

“Membership in good standing” includes any person who has fulfilled the requirements for membership in the local union and who has not voluntarily withdrawn there from, became ineligible for continued membership, or been suspended or expelled as provided in this Constitution and By-Laws or the valid provisions of his/her local union constitution or by-laws.

When any member in good standing aforesaid is separated from the service, local unions may allow said member to retain active membership or in lieu thereof, upon request of said member, shall issue a withdrawal card in accordance with Section 5 of this Article; provided, however, that a member who is duly elected as an officer of this Association, or elected or appointed as a representative of or to an affiliated labor organization, shall retain his/her active membership in said local union.

Section 7. Suspension of Delinquent Members

Members who fail to pay their dues and assessments as required by this Constitution and By-Laws will be considered delinquent and subject to automatic suspension from membership upon notification by the local union as provided in Section 4 of this Article. Members who are delinquent or under suspension are not entitled to any voice or vote in the local union or in the affairs of the Association.

Section 8. Membership Meetings and Rights of Members

Regular or special meetings of the local union shall be held as prescribed in the local union’s constitution or by-laws and every member in good standing of a local union shall

have the right to attend any such meeting and to participate in its deliberations and voting, and to express at such meeting their views upon candidates in an election of the local or upon any business properly before the meeting, subject, however, to such reasonable rules as the local union shall establish pertaining to the conduct of its meetings including its right to enforce reasonable rules governing the responsibility of every member to their local union as an institution and prohibiting conduct which would interfere with the local union's or this Association's performance of their legal or contractual obligations.

Members shall also have the right to meet and assemble freely with other members and express their views, arguments or opinions provided, however, that in so doing they are not guilty of misconduct as set forth in this Constitution and By-Laws or as may be prescribed in the local union's constitution or by-laws.

Section 9. Audits and Financial Reports

All local unions shall have an independent inspection of all of their books and accounts performed annually. This inspection may be accomplished internally or externally in accordance with the local's constitution and by-laws. A financial report of this inspection, on a form as provided by the General Secretary-Treasurer's office, shall be prepared, signed and forwarded each year to the General Secretary-Treasurer within 180 days of the close of the local's fiscal year.

Local union books and accounts are subject to audit at any time by the General Secretary-Treasurer as provided by Section 2 of Article VI, and he/she shall have full access to all financial records and membership lists of local unions.

Section 10. Management, Investment, and Disbursement of Union Funds and Property

The money and property of the local union shall be used solely for the benefit of the union and its members and not for the personal gain or profit of any officer or member. Local union officers, agents, representatives and employees who handle the local's funds or property shall be held to this standard of conduct and accountable for any breach thereof under this Constitution and By-Laws and as provided by law. Such officers as are given the responsibility under the local union's constitution or by-laws shall manage, invest and expend its funds and property only in accordance with applicable provisions of the local's governing laws or this Constitution and By-Laws and any resolutions properly adopted thereunder. Otherwise, funds and property may not be invested, used or disbursed except upon approval of the membership at regular or special local union meetings.

Section 11. Nominations and Elections of Officers

Those local unions whose membership is not composed exclusively of individuals employed by municipal or state governments and who are thus subject to the requirements of the Labor-Management Reporting and Disclosure Act of 1959, as amended, must observe all of the specific provisions set forth in Title IV of said law governing nominations and elections of local union officers. Those local unions whose membership is composed exclusively of individuals employed by the federal government and who are thus subject to the requirements of the Civil Service Reform Act of 1978

must observe the provisions set forth in Title VII of said law governing elections of union officers.

Except as may otherwise be provided in other articles of this Constitution and By-Laws, nominations and election of officers of all other local unions of this Association shall be conducted in the form or manner, and in accordance with the procedures, established by the local union's constitution and by-laws.

Locals are encouraged to adopt a fair, reasonable and legally acceptable provision in their by-laws or election rules to govern resolution of a tie vote occurring in the final ballot of any election for local office. In the absence of such a provision, the winning candidate for office shall be selected by the drawing of lots in the presence of both candidates.

Local unions shall not allow for write-in candidates for election to local union office unless they have a provision in their constitution and by-laws explicitly allowing for the same.

Section 12. Term of Office

Local union officers shall be elected to terms of office to be determined by each local union and set forth in its constitution or by-laws. Officers shall serve until the election and installation of their successors unless relieved of their duties as provided in this Constitution and By-Laws or as prescribed in the local's constitution or by-laws.

Section 13. Vacancies in Office

Vacancies occurring in local office because of death, resignation, incapacity or other cause shall be filled for the unexpired term in such form or manner as may be determined by local unions and set forth in their constitution or by-laws.

Section 14. Salaries, Allowances and Expenses of Officers

Salaries, allowances and expenses of local union officers shall be determined and established by the membership of the respective local unions.

Section 15. Election of Delegates and Alternates to Association Conventions

All delegates and alternates of local unions to conventions of this Association must be elected by secret ballot vote of the members in good standing of the local union, and the credentials presented by such delegates and alternates must so certify.

No International officer of this Association shall be eligible to be a delegate or alternate from any local union, but all such officers shall be delegates-at-large at Association conventions by virtue of their election as International officers as provided in this Constitution and By-Laws.

Section 16. Authority and Duties of Officers

Local unions of the Association shall establish (subject to the requirements of Section 11 of this Article) such offices as they determine to be advisable for the conduct of their affairs and prescribe the authority and duties of such officers in the local's constitution or

by-laws consistent with the provisions of this Constitution and By-Laws and applicable law.

Section 17. Suspension of Officers of Local Unions

Officers of local unions may be suspended from office by the General President subject to the conditions and requirements of Article XI of this Constitution and By-Laws.

Section 18. Forfeiture and Revocation of Local Union Charters and Dissolution of Local Unions

Charters of local unions may be forfeited or revoked and local unions dissolved only in compliance with the provisions of Article XII of this Constitution and By-Laws.

Section 19. Bonding of Local Union Officers and Employees

All officers and employees of each local union of this Association shall be bonded in such amounts as may be required by the Board of Trustees and the General Secretary-Treasurer in compliance with applicable law. The expense for the first \$5,000 of bond shall be borne by the International. Additional bond to cover affiliates who may require a greater amount of bond may be obtained at the affiliate's expense through the International's bonding company.

Section 20. Misconduct, Charges, Trials, and Appeals

Except for nonpayment of dues, assessments, or other lawful charges as required under this Constitution and By-Laws, no member of a local union guilty of misconduct as defined in Article XV hereof shall be subject to reprimand, fine, suspension, expulsion or other discipline unless such member has been served with written specific charges as required by Article XVI and given a reasonable time to prepare his defense and afforded a hearing as provided by Article XVII of this Constitution and By-Laws.

Officers of local unions may be suspended from office by the General President as prescribed in Article XI of this Constitution and By-Laws, or they may be suspended from such office in accordance with lawful provisions of the local union's constitution or by-laws, but their right to continue membership shall not be suspended nor shall they be fined or disciplined other than removal from office except after written charges and proceedings as above specified in the first paragraph of this Section.

Local union charters may become forfeited or be revoked and a local union dissolved only as prescribed in Article XII of this Constitution and By Laws.

Section 21. Prohibition of Certain Loans and Payments of Fines

The membership of any local union shall not authorize, and no local union or officer shall directly or indirectly make any loans to any officer or employee of the local union which results in a total indebtedness on the part of such officer or employee to the local union in excess of two thousand dollars (\$2,000.00).

The funds of any local union shall not be obligated or used directly or indirectly to pay the fine of any officer or employee convicted of any willful violation of the Labor-

Management Reporting and Disclosure Act of 1959, but this prohibition shall not prevent the assumption by any local union of the costs of defending the union or any officer, agent, representative or employee thereof in any civil or criminal proceedings in which they may become involved for alleged violations of law.

Section 22. Assistance of International on Disputes and Grievances

Upon request to the General President by any local union and after approval by the local union's membership and upon clearance with and the approval of the Vice President of the District in which such local is located, the International Association will render all reasonable and possible assistance within its financial capabilities in the handling of local disputes and grievances.

Section 23. State/Provincial Affiliation

The IAFF shall work diligently to organize state, provincial and federal fire fighter associations in those states, provinces or regions in which such associations do not now exist.

All local unions of this International are urged to affiliate with their respective state, provincial or federal fire fighters associations.

In keeping with the solidarity of the Trade Union Movement this International strongly urges and encourages the affiliation of all local unions with state and provincial AFL-CIO and CLC Associations and Local Councils.

ARTICLE XIV – STATE AND PROVINCIAL ASSOCIATIONS AND JOINT COUNCILS

Section 1. Proposals for Charters

A majority of the local unions located in any one state, province or federal installation may submit a proposal to charter a state or provincial association or joint council. Joint councils shall be the state or regional subordinate organizations established and chartered by the Association to represent fire fighters employed by the federal government.

Local unions qualified to submit proposals for a charter as aforesaid may obtain a charter application upon request from the International Vice President of the District in which such state or provincial association or joint council is located. Such form shall be answered in full and returned to the International Vice President accompanied by a check or money order covering the established charter fee which shall be promptly remitted to the General Secretary-Treasurer.

Following receipt of a proposal to charter a state or provincial association or joint council, the International Vice President shall accept or reject said proposal subject to approval of the General President to whom the charter application shall be transmitted through the General Secretary-Treasurer at the time the charter fee is remitted. If the proposal is rejected, the local unions filing the application shall be promptly notified of such action by the General Secretary-Treasurer and the charter fee returned. Rejection of such an application shall be without prejudice to the right of the local unions to submit another proposal at a future date.

When such a charter proposal is accepted, the General Secretary-Treasurer shall prepare the charter and send it to the International Vice President of the District involved and send copies of this Constitution and By-Laws and other necessary supplies to the person or persons designated for receipt thereof with appropriate notification to all local unions affiliated in the state or provincial association or joint council. The General Secretary-Treasurer shall also prepare a letter of instructions and information to assist the said association or council in its initial organization and the International Vice President of the District shall, either personally or through his authorized representative, visit the newly chartered organization and provide such assistance as may be necessary.

Section 2. Elimination of Per Capita Tax

No per capita tax shall be charged state or provincial associations or joint councils on members of chartered local unions affiliated with such associations or councils.

Section 3. Admission of Individuals to Membership in State or Provincial Associations or Joint Councils, and Locals in Canadian Territories

In addition to their membership of affiliated local unions within the state, province or federal installation, state or provincial associations or joint councils may admit to membership only individuals from cities and towns wherein statutes prohibit the formation of a fire fighter's local or wherein no local exists provided that such applicants otherwise meet the qualifications for membership in this Association. The General Secretary-Treasurer shall issue regular membership cards to all such individuals admitted to membership marked "State and City" where such members are employed. Provincial associations may also admit to membership an IAFF local situated in a Canadian territory wherein no provincial association exists that borders the provincial association's province.

Section 4. Payments of Fees and Per Capita Taxes on Individual Members of State or Provincial Associations and Joint Councils

Each state or provincial association or joint council shall establish and collect sufficient initiation fees and dues from each individual admitted to membership to permit payment to the International of its established proportion of such fees and per capita tax on such members as provided in Article VIII, and the Secretary of each such organization shall remit the same by check or money order to the General Secretary-Treasurer as in the case of local unions. All such members shall be subject to the same requirements with respect to payment of dues, maintenance of good standing, and the issuance of membership cards as provided for local unions.

Section 5. Government of State or Provincial Associations and Joint Councils- Constitution and By-Laws

Each chartered state or provincial association or joint council shall recognize, observe and be bound by the provisions of this Constitution and By-Laws and interpretations thereof rendered by the General President as provided therein, decisions and directives of the Executive Board or Officers of the Association, and the resolutions adopted and policies established by the delegates at conventions.

Said associations or councils shall adopt a constitution and by-laws, or by-laws, supplementary to the Association's Constitution and By-Laws which shall establish procedures for the conduct of their internal affairs and business; provided, however, that such constitutions and by-laws make express reference to the governing authority of all applicable provisions of this Constitution and By-Laws, and particularly those governing associations and councils as set forth in this Article, and provided, further, that none of the provisions of such constitutions and by-laws shall be in conflict with any of the provisions of this Constitution and By-Laws, and that prior to printing or issuance all associations' or councils' constitutions and by-laws shall be submitted to the General President for his/her approval.

State and provincial affiliates may choose to adopt either the most recent edition of Robert's Rules of Order or Atwood's Rules for Meetings to govern their deliberations; provided that, unless a state or provincial affiliate's constitution explicitly states otherwise, the president of such affiliate will have the final authority, subject only to internal appeal to the International pursuant to Article XVIII of this Constitution and By-Laws, to decide questions of parliamentary rules and questions involving interpretations of the affiliate's constitution and by-laws.

State or Provincial Associations and Joint Councils shall amend immediately their constitutions and by-laws to conform to amendments or changes to the Association's Constitution and By-Laws. Any proposed amendments, revisions or modification to such constitutions and by-laws shall likewise be submitted following adoption for approval by the General President prior to printing and issuance.

In addition to the foregoing requirements, state and provincial associations and joint councils shall submit to the General Secretary-Treasurer a current copy of their respective constitution and by-laws before February 1, 2011, and every four years thereafter. In all cases, whether for approval of changes or for quadrennial submission, affiliates shall submit the constitution and by-laws in a searchable electronic format acceptable to the IAFF.

Section 6. Delegates and Alternates to Conventions

Each state or provincial association or joint council shall be entitled to two delegates at International Conventions, and such delegates and alternates shall be elected by secret ballot in accordance with the procedure and requirements as theretofore provided in Section 4 of Article IV.

Section 7. Election of Officers of State and Provincial Associations and Joint Councils

In general, elections of officers of both state and provincial associations may be conducted in the form and manner and in accordance with the procedures established by the constitution and by-laws of such state and provincial associations with two important exceptions: first, if a state association includes within its membership one or more local unions composed in whole or in part of non-governmental employees of private employers, such state associations shall comply with all nomination and election requirements of Title IV of said law applicable to election of officers of intermediate labor organizations; provided however, that this first exception shall not apply to provincial associations; and second, any officers of either state or provincial associations

who are also elected as delegates to the International Convention may not participate in the election of International officers at said convention unless they are separately elected as delegates by secret ballot vote of the members in good standing of all local unions comprising the state or provincial association as theretofore provided in Section 4 of Article IV of this Constitution and By-Laws.

Election of officers of joint councils shall be conducted in compliance with the requirements of Title VII of the Civil Service Reform Act of 1978.

State and provincial associations and joint councils are encouraged to adopt a fair, reasonable and legally acceptable provision in their by-laws or election rules to govern resolution of a tie vote occurring in the final ballot of any election for office. In the absence of such a provision, the winning candidate for office shall be selected by the drawing of lots in the presence of both candidates. State and provincial associations and joint councils shall not allow for write-in candidates for election to office within their association or joint council unless they have a provision in their constitution and by-laws explicitly allowing for the same.

Section 8. Initiation Fees, Dues and Assessments

Initiation fees, reinstatement fees and monthly dues shall be established by the membership of each state or provincial association or joint council, but such charges shall be sufficient in amount to cover necessary expenses of the subordinate union and permit payments to the International of its established proportion thereof as provided in Article VIII.

Whenever increases in the established rates of initiation fees, reinstatement fees, dues or assessments of state or provincial associations or joint councils are proposed, they shall be adopted only after approval in accordance with the following procedure:

- A. By majority vote of the delegates voting at a regular convention of such association or council, or at a special convention held upon not less than thirty (30) days written notice to each local union affiliated with said association or council; or
- B. By majority vote of all members in good standing of such association or council voting in a membership referendum conducted by secret ballot; or
- C. By majority vote of the members of the Executive Board (or similar governing body) of such association or council provided authority for such action exists in the constitution or by-laws of said association or council and provided that such increase by the Executive Board shall be effective only until the next regular convention of the said association or council.

Section 9. Bonding of Officers and Employees

All officers and employees of each state or provincial association or joint council of this Association who handle funds or property of such association or council shall be bonded in such amounts as may be required by the Board of Trustees and the General Secretary-

Treasurer in compliance with applicable law. The expense for the first \$5,000 of bond shall be borne by the International. Additional bond to cover affiliates who may require a greater amount of bond may be obtained at the affiliate's expense through the International's bonding company.

Section 10. Assistance of International on Disputes and Grievances

Upon request of any state or provincial association or joint council to the General President for financial aid in the handling of disputes, grievances, or similar activities on behalf of its membership, and after approval by such membership and upon clearance with an approval of the Vice President of the District in which such association or council is located, the International Association will render all reasonable and possible assistance within its financial capabilities.

Section 11. Voluntary Forfeiture of State and Provincial Charter by a Local Union

There shall be no voluntary forfeiture of the charter of a state or provincial association by a local union unless the majority of its membership in good standing votes to forfeit the charter.

Voluntary forfeiture of a charter shall be determined only by a referendum vote of the local union. This referendum shall be conducted by secret ballot after at least thirty (30) days written notice has been made to all members of such local union, stating that a proposal to forfeit the charter will be submitted to a referendum ballot. Such written notice shall also be communicated by the local union seeking forfeiture to the International General President and will be promptly communicated to the International Vice President for that state or province and the affected state or provincial association president. The referendum shall be initiated only by motion of the membership in good standing of such local union.

Section 12. Organization of State and Provincial Associations

Effective August 9, 1982, the Association is authorized, through its appropriate officers, to issue a charter establishing an organization of State and Provincial Associations provided that a majority of existing state and provincial associations choose to unite in such an organization. If such an organization is established, its authority under this Constitution and By-Laws shall be subject to the following conditions and restrictions:

- A. It may adopt resolutions and a constitution and/or by-laws which are subject to the approval of the Association's General President and not in conflict with the Association's Constitution and By-Laws or its established policies.
- B. Through regularly elected delegates of state or provincial associations it may present resolutions to the Association's conventions.

Section 13. Affiliation of Retired Fire Fighters

State and Provincial Associations shall amend their respective constitutions and/or by-laws to allow affiliation of retired fire fighters for the purpose of political education and political action.

ARTICLE XV – MISCONDUCT AND PENALTIES

Section 1. Misconduct and Penalties

Except as otherwise provided in this Constitution and By Laws, any officer or member of the Association, or of any local union, or of a state or provincial association, or joint council, after charges, trial, and conviction of any of the following offenses, may be reprimanded, fined, removed from office, suspended, or expelled as the evidence and circumstances may warrant in the judgment of the officer or officers or legally constituted tribunal by whom he/she is tried as hereafter provided in Article XVII. The following shall constitute misconduct:

- A. Refusal or failure without justifiable cause to comply with or abide by the provisions of this Constitution and By-Laws, the valid decision of any officer or officers thereof or the valid decisions of the Executive Board or those of the Association convention, or the valid provisions of applicable constitutions and by-laws of local unions, state or provincial associations or joint councils.
- B. Committing any act of fraud, embezzlement, larceny, or misappropriation of any funds or property or other thing of value belonging to the Association or any local union or other subordinate body thereof, or refusing, failing or neglecting to comply with the provisions of this Constitution and By-Laws requiring a full and accurate accounting of all funds, property, books, and records for examination and audit.
- C. Libeling or slandering or causing to be libeled or slandered any officer or member of the Association or of any local union or other subordinate body thereof, except in the form of charges of misconduct properly filed against an officer or member as provided by this Constitution and By-Laws.
- D. Failing, refusing or neglecting to appear, without proper cause, as a prosecuting witness after filing charges against a member or officer of this Association.
- E. Advocating or encouraging any labor or any other rival organization, or acquiring or maintaining membership in any such organization including volunteer fire departments or associations.
- F. Maintaining membership in, or engaging in any subversive activity in support of any authoritarian, totalitarian, terrorist or other organization which advocates the overthrow of the democratic forms of government under which our members live.
- G. Acquiring membership by fraud, false representation or deceit.

- H. Filing false charges against any officer or member of the Association or of any local union or other subordinate body of the Association; provided, however, that it is understood that for the purposes of this provision false charges are not merely charges of which an officer or member is acquitted but rather charges which are filed recklessly or in bad faith without substance, foundation, or reasonable basis of support.
- I. Committing any physical assault upon any officer, member, representative or employee of the Association or of any subordinate body thereof while such person is engaged in the performance of his duties for the International or subordinate unions.
- J. Engaging in conduct detrimental to the best interests of the Association or its subordinate unions which places or tends to place them in disrepute with other labor organizations, employers, or the public.
- K. Failure or refusal to abide by the rules of order or parliamentary procedure established for the conduct of meetings of the Association, a local union, or other subordinate body of this Association or at International conventions.
- L. Conduct unbecoming a member of this Association; provided, however, that utilization of this provision shall be valid only when the charges are set forth in specific terms specifying the act or acts or conduct alleged to be unbecoming a member.
- M. Refusal or failure without good reason to accept service of charges and stand trial on such charges.
- N. Working a secondary job part-time, paid on call, volunteer or otherwise as a firefighter, emergency medical services worker, public safety or law enforcement officer, or as a worker in a related service, whether in the public or private sector, where such job is within the work jurisdiction of any affiliate or which adversely impacts the interests of any affiliate or the IAFF. Upon a finding of guilt of working a secondary job in violation of this subsection, it is recommended that the penalty include disqualification from holding office in any affiliate and/or expulsion from membership for the period that the misconduct persists. Charges filed for the misconduct described in this subsection shall be preferred by a member of the charged party's local and/or a member of an adversely affected affiliate.

Section 2. Rival Organizations

With the approval of the Executive Board the General President may appoint a five (5) member Executive Board Committee to investigate and determine if the charges against any outside organization warrant the declaring of the term “rival organization”, and report the committee’s recommendation to the full Executive Board. An outside organization may be declared a rival organization by two-thirds (2/3) vote of the Executive Board.

Upon receipt of a request by the charging party involved or by an affiliate of the Association to remove the declaration of rival organization from an outside organization, the Executive Board must consult with all parties involved and may vote to revoke the designation of rival organization by a two-thirds (2/3) majority vote; provided, however,

that if the charging party is deceased or the charging affiliate is dissolved, the Executive Board may of its own motion consider revoking a declaration of rival organization.

ARTICLE XVI – CHARGES

Section 1. Who May Prefer Charges; Statute of Limitations; Multiple Charged Parties

Any member in good standing may prefer charges of misconduct as defined in Article XV against any officer or member of the Association or of any of its subordinate unions. Charges must be filed within six (6) months from when the charging party either knew or should have known of the alleged misconduct. The charging party or parties may name up to seven (7) charged parties in any set of charges alleging the same misconduct, in which case such charges will be adjudicated as a single trial board proceeding.

Section 2. Form of Charges

All charges shall be preferred in the following way:

- A. Be in writing.
- B. Be signed by the party or parties preferring same.
- C. Contain a statement of the facts out of which such charges originated and set forth the specific act or acts alleged to constitute misconduct, the dates, places, and persons involved.
- D. State the nature of the violation or violations alleged.
- E. Refer to the Articles and Sections of this Constitution and By-Laws, the constitution or by-laws of the subordinate union, the established policies, decisions, rules or regulations or other governing laws which it is alleged have been or are being violated.

Section 3. Notice of Charges Against Officers or Members of Local Unions, State or Provincial Associations or Joint Councils

Notice of charges against any officer or member of a local union or other subordinate organization of this Association shall be sent by the officer or member preferring the charges by mail or by email to the local union, association, or joint council with which the accused is affiliated, and a copy sent by a trackable or traceable delivery method to the accused. Upon request of the party preferring the charges, the Vice President of the District concerned or his/her designee, not to include the person preferring the charges, shall serve the charges by hand-delivery on the accused and must testify to the date, time and location of the service before the local trial board convened to hear the charges.

Notice of charges shall also be contemporaneously filed, using the same manner as

outlined above, upon the General President's office, as well as upon the Vice President for the District or Districts encompassing the local, association or joint council of each of

the parties to the case. Such notice shall also be provided to the state or provincial association, to the extent that any of the parties to the charges are members of locals belonging to the state or provincial association. Failure to accomplish such notice shall be grounds for dismissal of the charges.

Section 4. Notice of Charges Against Association Officers

Notice of charges against any officer of the International shall be sent by the member preferring the charges by certified mail with return receipt where available, and if not available, then by registered mail to the General Secretary-Treasurer for delivery by him/her after duplication of sufficient copies to each member of the Executive Board, and by sending by certified mail with return receipt where available, and if not available, then by registered mail a copy of said charges to the accused. If the General Secretary-Treasurer is the party accused, the original of the charges shall be sent to the General President for delivery to the members of the Executive Board as aforesaid.

Where charges are filed against either the General President or General Secretary-Treasurer of the Association, notice and a copy of such charges shall be sent to all local unions of the Association. Where charges are filed against an International Vice President or Trustee, notice and copy of the charges shall be sent to all local unions in the Vice President's District or Trustee's Region. In the event charges are filed against any Department Head of the International, notice and a copy of the charges shall be sent to all local unions of the Association.

Section 5. Pre-Trial Review Boards

A charged party, including any International officer, may request review of any charge or charges by a Pre-Trial Review Board to be convened at the next meeting of the IAFF Executive Board. The Pre-Trial Review Board has the authority to dismiss some or all charges if it concludes, after review of written submissions by all parties, that such charges are frivolous, retaliatory, or de minimis. If the Pre-Trial Review Board determines that a charge should go to trial, a Trial Board must be convened within one hundred and twenty (120) days of the decision. There shall be no appeal from the Pre-Trial Review Board's decision.

A. Filing of a Request:

A request that the General President convene a Pre-Trial Review Board must be mailed or emailed to the General President and the District Vice President no later than thirty (30) days after service of the charges, with a copy of the request mailed by a trackable or traceable delivery method at the same time to all other parties. The party requesting a Pre-Trial Review Board must include a declaration with the request affirming that a copy of the request has been mailed to the other parties, and list in the declaration the names and addresses to whom a copy of the request has been sent. Where the request for Pre-Trial Review is received less than forty-five (45) calendar days before commencement of the next Executive Board meeting, the matter will be heard at the next following Executive Board meeting, unless all of the parties involved agree otherwise. If the General President is involved as a party, the request to convene a Pre-Trial Review Board shall be submitted to the General Secretary-Treasurer.

B. Statements by Parties:

Any party wishing to submit a written statement related to a Pre-Trial Review Board's consideration of a case may do so. Any such statement must be received by the General President's office, either by regular or overnight mail, facsimile or e-mail, no later than thirty (30) calendar days before commencement of the Executive Board meeting at which the Pre-Trial Review Board will be convened. Parties submitting statements shall, at the same time, mail or email a full copy of the written statement, including exhibits, to all other parties.

C. Convening of Pre-Trial Review Board:

If the General President is involved as a party, the General Secretary-Treasurer shall be the person to convene a Pre-Trial Review Board. If the General President and General Secretary-Treasurer are both involved as parties, the International Vice President who is elected by the General President and approved by the parties shall convene a Pre-Trial Review Board. In all other situations, the General President shall convene a Pre-Trial Review Board of three Vice Presidents from panels the General President has regularly established, from districts adjacent to the district wherein the charges were filed. No Vice President can sit on a Pre-Trial Review Board for a charge arising from the Vice President's District. Those Vice Presidents who serve on a Pre-Trial Review Board will be recused from considering any further appeals in the same case.

ARTICLE XVII – TRIALS

Section 1. Trials of Officers or Members of Local or Other Subordinate Unions

Whenever charges are preferred against an officer or member of a local union or an officer or member of a state or provincial association or joint council (collectively, "subordinate unions"), the charged party will be tried within one hundred and twenty (120) days. The appointing officer shall have the authority to extend this timeframe with cause for up to sixty (60) days. If the charged party requests a review board pursuant to Article XVI, Section 5, then the 120-day period will run from the date of the decision by the review board.

The District Vice President of the District in which the charges arose will be the appointing officer of the trial board. If the District Vice President is involved in the case in some manner, the General President will appoint another District Vice President as the appointing officer.

The trial board will be selected in the following manner: The appointing officer will obtain from the General Secretary-Treasurer's Office a randomly generated list of seven (7) members in good standing of the subordinate union in which the charges arose, and submit the list to the charging party. The charging party will have seven (7) days from receipt of the list to strike two (2) names; the appointing officer will then submit the remaining five (5) names to the charged party. The charged party then will have seven (7) days from receipt of the list to strike two (2) names. The remaining three (3) names will constitute the trial board. If either party fails to act within the required time, the appointing officer will act in its place by striking the names by lot.

If the appointing officer determines that the officers or members of the subordinate union are either directly or indirectly involved as parties, witnesses, or otherwise, to such an extent that it would be inappropriate to draw the trial board from the members in good standing of the subordinate union, or in the event that the required number of members of the subordinate union refuse to serve as members of the trial board, the appointing officer will inform the parties, provide the General Secretary-Treasurer's Office with a list of three (3) to seven (7) neighboring subordinate unions, the General Secretary-Treasurer's Office shall randomly select a subordinate union from the provided list, and the appointing officer will obtain from the General Secretary-Treasurer's Office a randomly generated list of seven (7) members in good standing from among the membership of the neighboring subordinate union. Once that list is obtained, the appointing officer will proceed with the selection process as described above. The decision of a trial board composed of members of a neighboring subordinate union or unions will be deemed to be the decision of the subordinate union in which the charges arose, the reasonable costs of which shall be borne by such subordinate union. The decision of the trial board will be reported to the subordinate union in which the charges arose.

When there is more than one charging or charged party, an effort will be made to obtain agreement among such group to strike two (2) names. In the absence of agreement among such groups of charging or charged parties within the required time, the appointing officer will strike two (2) names by lot.

If an International officer or officers prefers charges against an officer or member of a subordinate union, members of the Executive Board of the Association, who will be designated as provided in Section 2 of this Article, will conduct the trial.

The General President, at the request of the charging or charged party, or the local that is responsible for conducting the trial board, may appoint Representatives to preside over and assist local trial boards by ruling on procedural matters but not making a decision on the merits. The cost of these Representatives including travel, lodging, meals, and per diem shall be paid by the local where the case arose or as determined by the General President.

Section 2. Trials Before International Trial Board

Whenever charges are preferred by or against an International officer of the Association, the accused shall be tried within one hundred twenty (120) days before a trial board of three (3) members of the Executive Board to be selected and appointed in the following manner by the General President unless he/she is directly or indirectly involved in the conduct giving rise to the charges in which case the General Secretary-Treasurer shall act as the appointing officer; provided, however, that in the event both the General President and the General Secretary-Treasurer are so involved in the conduct giving rise to the charges, the remaining members of the Executive Board not

so involved by majority vote shall designate one of its members not so involved as the appointing officer. (If the charged party requests a Review Board pursuant to Article XVI, Section 5, then the 120- day period shall run from the date of the decision by the Review Board.) The appointing officer shall submit the names of seven (7) members of the Executive Board to the accused of which the accused shall reject four (4), the remaining three (3) to constitute the International Trial Board.

The accused shall make his selection no later than seven (7) days following said submission at the expiration of which time in the absence of election by the accused the appointing officer shall designate the members of the International Trial Board.

In the event that charges preferred against an International officer are of such a nature as to require immediate summary action to safeguard the interests of the Association, such as those involving larceny, embezzlement, unlawful conversion of Association funds or property of the like, the International Trial Board shall immediately refer the matter to the Executive Board. If the majority of the Executive Board (less any member or members disqualified because he/she or they are involved in the charges) decide, after review of the charges and any investigation it considers necessary, that the charges are not frivolous or lacking in substance and are of such a nature as to require immediate summary action to protect the funds or property of the Association, it is empowered to and shall immediately suspend the accused officer or officers from any further duties or authority on behalf of the International pending completion of the trial by the International Trial Board. Thereafter, the trial shall proceed as hereafter provided in this Article, and the vacancy in the office of the suspended officer shall be filled temporarily as provided in Section 5 of Article V. If the accused is acquitted of the charges, he/she shall be immediately reinstated in office upon such acquittal.

Section 3. Disqualification for Cause and Procedure for Replacing Trial Board Member Unable to Serve

No name submitted for selection as a member of a trial board shall be that of anyone directly or indirectly involved as a party, witness, or otherwise, in the conduct giving rise to the charges, and in the event any of the members are so involved they shall be disqualified to sit as a member of the trial board, and the appointing officer shall submit three (3) additional names to the accuser, who shall strike one (1), and shall submit the remaining two (2) to the accused, who shall strike one (1), and the remaining member shall sit as a substitute member. The accused and accuser shall in all cases each have seven (7) days to make their respective strikes after said submission failing which the appointing officer will designate the substitute member. The procedure described herein shall also apply to replace an individual selected by the accused to serve on a trial board who is unable or unwilling to serve on the trial board for any reason.

Section 4. Chairperson of Trial Board

Prior to proceeding with the trial, the members of the trial board shall elect one of their group as chairperson. The Chairperson shall preside at the trial and rule upon all questions and points of order.

Section 5. Absence of Trial Board Member from Session

It shall be the duty of each member of a trial board to attend all sessions of the trial. In

the event that a member is unavoidably absent from a session of the trial, it may proceed provided a majority of the trial board members are present. Thereafter, the absent member shall remove himself/herself from the trial board and may not participate in any further proceedings or in the findings or decision of the trial board.

Section 6. Rules for the Conduct of the Trial

Except as otherwise provided herein, trial boards may issue their own set of rules for conducting the trial, formulated in consultation with the parties, and distributed to the parties in writing at least fourteen (14) days before the trial. Additional rules of procedure may be determined by a trial board during the course of a trial if situations not covered by the rules adopted should occur.

A simple manual of trial procedure will be prepared by the International and made available to each of its affiliates for assistance and guidance in conducting the trial. The trial board shall have the authority prior to receiving testimony and other evidence to entertain a motion to dismiss the charges in a case without further trial on the ground that such charges are patently frivolous or lacking in substance or otherwise subject to dismissal without the necessity of testimony or other evidence. If the trial board is satisfied after hearing argument for and against motion to dismiss that the motion is well taken, it shall dismiss the charges and the trial shall be concluded.

Unless otherwise agreed by the charged party, the trial will be held in the city or town in which the charged party is employed, or in an adjacent city or town if the trial board chairperson determines that it would be more appropriate for the proper functioning of the trial. The trial will be held within one hundred twenty (120) days after the charged party receives the charges, and after at least fourteen (14) days' notice to the parties of the composition of the trial board, and the date and place of the trial. If the charged party requests a review board pursuant to Article XVI, Section 5, then the 120-day period will run from the date of the decision of the review board. If a trial board fails for any reason to convene within 120 days, a new trial board will be formed, and the trial will be held as soon as possible thereafter, but in no event later than 90 days from the selection of the new trial board.

Each party to the case shall have the privilege of designating any person, including any member in good standing of the Association except a member of the trial board or other member involved in the proceedings to act as his counsel in the trial proceedings.

It is the intention of the Association to discourage the appearance of lawyers in these hearings, and legal formalities shall not control the proceedings.

For good cause shown the accused or party preferring charges may request a postponement of the date set for trial. Such motion shall be addressed to the Chairperson of the trial board and shall be subject to approval or rejection within the discretion of the members of the trial board.

Either party may be granted a postponement, for a reasonable period of time, of a trial at the discretion of the trial board if a showing is made that there is a concurrent court or administrative agency case involving substantially the same issues and parties and that continuation of the trial board may prejudice the rights of either party. The trial board may postpone the trial either on request or on its own motion. A party may appeal a

denial or grant of such a motion within ten (10) days to the General President. Such appeal shall be sent to the General President by certified mail with return receipt where available, and if not available, then by registered mail. The General President shall issue a decision no later than ten (10) days after receipt of the appeal. Such decision shall be final and binding on all parties.

Upon request by the accused, the trial shall be open to such members of the Association who desire to attend and the trial board shall so provide in its rules for the conduct of the trial.

Each trial board shall have the option either to select a qualified stenographer to take the official verbatim transcript of the trial proceedings or record such proceedings electronically. In the event electronic recordings are utilized, the trial board shall also designate one of its members to take official minutes of the proceedings. All documents or other items offered as exhibits shall also be preserved by the trial board as a part of the record. If an electronic recording is used, either the accused or charging party shall be permitted to listen to it subsequent to the trial under the supervision of a member of the trial board and if either of such parties decides to take an appeal from the decision of the trial board, a transcription of the electronic recording shall be made. A copy of the official minutes and transcripts shall be furnished upon request to either party to the case without charge.

Should the accused fail to appear for trial after due notice, or should he/she appear but refuse to comply with the rules for the conduct of the trial prescribed in this Constitution and By-Laws or formulated by the trial board, or should he/she engage in conduct designed to obstruct his/her trial, then in that event the trial board shall proceed to conduct the trial in his/her absence. The accused, the party preferring charges, counsel for either party, or any witnesses or spectators who are guilty of misconduct before the trial board, at the discretion of the Chairperson of the trial board, shall be excluded thereafter from the trial proceedings and the trial shall continue in their absence.

After all evidence has been presented and arguments made by all parties or their counsel, the trial board shall conclude the trial and, as soon as may be practicable, assemble for consideration of its decision.

Section 7. Decision of Trial Board

The decision of the trial board shall be by majority vote of its members, shall be reduced to writing, and shall contain a statement of the pertinent facts involved, the violations charged, reference to all relevant Articles and Sections of this Constitution and By-Laws or other governing laws involved, a pronouncement of the guilt or innocence of the party charged, and the penalty to be imposed in the event the verdict is one of guilt which shall be reprimand, fine, suspension from office, or suspension or expulsion from membership.

When the charges are deemed frivolous, de minimis, or retaliatory by a decision of the trial board, all costs associated with the trial board, including attorney expenses, shall be borne by the charging party. Failure of the charging party to pay the costs and expenses of a convened trial board, within sixty (60) days from the date of the decision and any decision on appeal, shall result in suspension of the charging party until such time that all costs are paid in full.

All decisions of trial boards shall be rendered within sixty (60) days from the commencement of the trial; provided, however, that this time may be extended by the Board for good cause shown with the consent of both the accused and the charging party or parties.

Section 8. Disposition of Decision of Local and Other Subordinate Union Trial Boards

- A. Local Unions. Decisions of local union trial boards shall be submitted to the president of the local union and shall be read at the next regular meeting. Decisions of the trial board shall be final and binding unless reversed or modified upon appeal as provided for in Article XVIII, Sections 2, 3, 4, 5, 6, and 7 of this Constitution and By-Laws.
- B. State and Provincial Associations and Joint Councils. Decisions of trial boards of state and provincial associations and joint councils shall be final and binding unless reversed or modified upon appeal as provided in Article XVIII.

Section 9. Disposition of International Trial Board Decision

The decision of an International Trial Board shall be final and binding unless reversed or modified on appeal as provided in Article XVIII. All decisions of International Trial Boards shall be submitted to the General Secretary-Treasurer.

Section 10. Service of Decisions

The trial board will send copies of its decision to all parties, the president of the subordinate union in which the charges arose, the District Vice President, and the General President, by certified mail with return receipt where available, and if not available, then by registered mail.

Section 11. Further Proceedings

Either party to a case may appeal from the decision of any subordinate union trial board or International Trial Board in accordance with the provisions of Article XVIII.

Section 12. Trial Board Costs

In the case of charges between members of different locals, and in the absence of an agreement, the General President may impose costs for the conduct of the trial upon any local whose members are involved in the proceedings. To the extent possible, the General President will divide the costs equally between all locals involved unless he determines that fairness and equity warrant higher costs being imposed upon one or more locals or on the non-prevailing party or parties or local. The reasons for the cost allocations shall be discussed in a written decision by the General President. Appeal of the General President's decision may be made to the Executive Board.

ARTICLE XVIII – APPEALS

Section 1. Matters Appealable

Except as otherwise provided by this Constitution and By-Laws such as in the case of automatic suspension of members for failure to pay dues or automatic forfeiture of subordinate union charters for failure to pay per capita taxes, any final order or decision of a local union or other subordinate union or of a legally constituted tribunal thereof or any decision or order of any International officer or officers or of the Executive Board or any legally constituted tribunal of the Association shall be appealable.

Section 2. Who May Appeal

Any member in good standing or any local union or other subordinate union of this Association adversely affected by any order or decision as aforesaid may take an appeal as hereinafter provided.

Section 3. Appeals to the General President

Except when he/she is directly involved in the order or decision from which appeal is taken, all appeals shall be referred initially to the General President for review and decision.

Appeals shall be in writing, shall be made within thirty (30) days from the receipt of the order or decision from which appeal is taken, and shall be sent by certified mail with return receipt where available, and if not available, then by registered mail to the headquarters of the General President. The appealing party must clearly label any correspondence intended to serve as an appeal by writing or typing the word “APPEAL” on the cover page of any such correspondence and on the envelope in which it is sent. Copies of the appeal shall be sent by certified mail with return receipt where available, and if not available, then by registered mail to the adverse party (in the case of trial board decisions) or to the party whose order or decision is being appealed. The party filing the appeal must include a statement in the appeal affirming that a copy of the appeal has been sent to the adverse party or the party whose order or decision is being appealed, and list the names and addresses to whom a copy of the appeal has been sent. The opposing party or party whose order or decision is being appealed must also affirm that a copy of the opposing statement has been sent to the appealing party as part of the opposing statement.

The appeal shall contain a resume of the facts, the decision or order involved, and such argument (but no new evidence in the case of appeals from trial board decisions) as the appealing party deems necessary for the proper consideration of the appeal. Upon receipt of the appeal, the General President shall secure from the custodian thereof the official record of the trial and action of the trial board and local union (if any) and shall review such proceedings and decisions in his/her consideration of the appeal.

Upon receipt of a copy of the appeal, the opposing party or party whose order or decision is being appealed may file a statement in opposition with the General President accompanied by such statement and argument (but no new evidence in the case of appeals from decisions of trial boards) as such party may consider necessary for proper consideration of the opposing position. Such opposing statement shall be sent by certified mail with return receipt where available, and if not available, then by registered mail within thirty (30) days after copies of the appeal have been received, and a copy of such

statement shall be sent by certified mail with return receipt where available, and if not available, then by registered mail to the appealing party. After the appeal and opposing statement (if any) are received, the General President shall render his/her decision on the appeal in writing within a reasonable time compatible with his/her other duties and obligations but no later than sixty (60) days thereafter, and shall send copies of such decisions by certified mail with return receipt where available, and if not available, then by registered mail to all parties in interest. He/She shall have the authority to affirm, reverse, or modify the order or decision appealed from and, in the case of an appeal from a trial board decision, he/she may also change or modify any penalty imposed or remand the case to the local union or trial board for further proceedings consistent with his/her decisions.

Decisions of the General President on appeals shall be final and binding unless a further appeal is taken as provided herein.

Section 4. Appeals to the Executive Board

The Executive Board shall entertain two classes of appeals as follows:

- A. All original appeals which the General President is disqualified to decide as provided in Section 3 of this Article, by reason of being involved as the party issuing the order or decision from which appeal is taken or by being the accused, shall be taken initially to the Executive Board and addressed to the General Secretary-Treasurer and shall be filed within thirty (30) days from the receipt of the order or decision from which appeal is taken. The Executive Board shall receive the Appeal, opposing position, and record of the trial (if a trial board decision is appealed) in accordance with the procedure heretofore prescribed in Section 3 of this Article governing appeals to the General President, and the Board shall render the original decision on appeal; and
- B. Any party in interest who is dissatisfied with the decision of the General President on appeal may make a further appeal from such decision to the Executive Board within thirty (30) days after receipt of a copy of the General President's decision on appeal. Such appeal shall be sent by certified mail with return receipt where available, and if not available, then by registered mail to the General Secretary-Treasurer and copies similarly mailed to all other parties in interest. The party appealing shall file a brief statement of the reasons why the General President's decision on the prior appeal should be reversed by the Executive Board and may submit in written form, by memorandum or brief, such detailed argument as he/she desires in support of his/her reasons for seeking reversal. He/She shall also attach a copy of the General President's decision from which appeal is taken. A copy of all such appeals and accompanying papers shall be sent by certified mail with return receipt where available, and if not available, then by registered mail by the party appealing to the opposing party or parties at the time the appeal is transmitted to the Executive Board. Such opposing party or parties may file a statement in opposition to the appeal with the Executive Board within thirty (30) days after a copy of the appeal and supporting papers have been received together with such memorandum or brief in support of the opposing statement as may be

desired. A copy of such statement and supporting papers shall be sent by certified mail with return receipt where available, and if not available, then by registered mail to the appealing party at the same time the opposing statement is mailed to the Executive Board through the General Secretary-Treasurer.

After receipt of appeals and opposing statements as aforesaid, the General Secretary-Treasurer shall make available to the Executive Board the entire record in the case which shall include the written appeal, opposing statement (if any), all prior appeals and decisions, all supporting statements and arguments filed with such appeals and (in the case of appeals from decisions of trial boards) the complete record of the Trial. The General Secretary-Treasurer shall also notify the parties to the appeal by certified mail with return receipt where available, and if not available, then by registered mail of the date the appeal has been referred to the Executive Board for review and decision.

Upon receipt of the appeal and all accompanying papers, the Executive Board shall review the entire record in the case and shall reach decision by majority vote of those members of the Executive Board participating, which decision shall be rendered in writing within a reasonable time compatible with the other duties and obligations of the members of the Board but no later than ninety (90) days after the receipt of all papers on the appeal from the General Secretary-Treasurer. Such decision may affirm, reverse, or modify the decision or order from which appeal is taken and, in the case of decisions in disciplinary cases originating with trial boards or local unions, may change or modify the penalty imposed or remand the case to the local union or trial board for further proceedings consistent with the decision on appeal of the Executive Board. Copies of all appeal decisions by the Executive Board shall be sent to all parties in interest by certified mail with return receipt where available, and if not available, then by registered mail.

If, in the judgment of the Executive Board, it is desirable to hear the parties to an appeal on oral argument in further support of their positions, the Board may schedule a hearing for such purpose at a time and place to be set by it and shall advise the parties accordingly, but otherwise no right of the parties to have an oral hearing or argument in support of their positions shall exist.

The decision of the Executive Board shall be final and binding subject to further appeal to the International convention as hereafter provided.

Section 5. Appeals to the International Convention

Any party qualified to take an appeal under Section 2 of this Article who is adversely affected by any order or decision originating with the Executive Board from which appeal may be taken under this Constitution and By-Laws may appeal to the International Convention, or any party in interest who is dissatisfied with the decision of the Executive Board on an appeal may further appeal the matter to the International Convention, by sending notice of such intent to appeal to the General Secretary-Treasurer within thirty (30) days after receipt of a copy of the Executive Board's decision or order or decision on appeal. Such notice shall be sent by certified mail with return receipt where available, and if not available, then by registered mail and a copy thereof similarly mailed to the other party or parties in interest.

Appeals may also be taken directly to the International Convention by any subordinate

union whose charter has been forfeited or revoked by the General President after approval of the Executive Board as provided in Article XII of this Constitution and By- Laws.

Upon the convening of the next regular convention of the Association all appeals from appeal decisions of the Executive Board, or appeals from original decisions or orders originating with the Executive Board, or appeals from charter revocations shall be referred to the Committee on Grievances and Appeals of the convention. The General Secretary-Treasurer shall transmit the entire record of each appeal taken as aforesaid for review by this Committee.

The Grievances and Appeals Committee shall review the entire record in each appeal and shall permit, upon request, parties in interest to appear before it accompanied by counsel of their choosing in support of their positions on appeal. The Committee shall allow such parties to make an oral argument and file written statements and argument but shall receive no new evidence.

After hearing the parties and reviewing the entire record of each appeal submitted to it, the Grievances and Appeals Committee shall prepare a separate written report on each case recommending affirmance, reversal, or modification of the decision from which appeal is taken including any penalties imposed. Such reports shall be read separately to the delegates of the International Convention by the Chairperson of the Grievances and Appeals Committee. At the conclusion of each report, the delegates of the convention shall by majority vote sustain, reverse, or modify the recommendations of its committee.

The decision of the International Convention on any appeal shall be final and binding.

Section 6. Compliance Pending Appeals

No appeal shall be recognized or considered unless the party filing the appeal has accepted and complied with the requirements of any decision or order from which an appeal is taken; provided, however, that if the General President or the International Executive Board concludes that for good cause shown, including possible irreparable injury, compliance in a particular case should be stayed in order to prevent such injury from occurring during the pendency of the appeal, such compliance may be stayed or modified by the General President with respect to appeals submitted to him/her or by the Executive Board with regard to appeals submitted to it or to the International Convention; and provided, further, that in all disciplinary cases where fines in excess of fifty dollars (\$50.00) are imposed, fifty dollars (\$50.00) shall be required to be paid no later than fifteen (15) days after the thirty (30) days appeal period as a condition of any proper appeal from the decision under which such fine was imposed.

Section 7. Appeal to Courts of Law or Other Civil Authority

No officer or member or subordinate union of this Association shall resort to any court of law or equity or other civil authority for the purpose of securing an opinion or decision in connection with any alleged grievance or wrong concerning any case arising within the Association or any of its subordinate unions until such party shall have first exhausted all remedies by appeal or otherwise provided in this Constitution and By-Laws not inconsistent with applicable law for the settlement and disposition of such alleged rights, grievances or wrongs.

The General President, the Executive Board and the International Convention are hereby empowered to refuse or defer consideration, or to refuse, defer or withhold decisions in any matter pending in any court of law as circumstances in their judgment may warrant and justify.

Section 8. Enforcement of Decisions

In the event of noncompliance by a member with a final decision handed down by a trial board or appellate body, the Executive Board may suspend from all privileges of the Association such member until the provisions of the decision have been complied with.

ARTICLE XIX – WORK JURISDICTION DISPUTE RESOLUTION PROCEDURES

Section 1. Principles

The principles set forth in this Article shall be applicable to affiliates of this Association.

Section 2. Established Work Relationship

Each affiliate shall respect the established work relationship of every other affiliate. For purposes of this Article, the term “established work relationship” shall be deemed to exist as to any work of the kind which the members of an affiliate have customarily performed at a particular work site, whether their employer is a city, county or other governmental agency or private company, and shall include any work performed under a mutual aid agreement that has the approval of the affected affiliates.

No affiliate shall by agreement or collusion with any employer or by exercise of economic pressure seek to obtain work for its members where an established work relationship exists with any other affiliate, except to recover work previously performed within its jurisdiction by its members or with the consent of such other affiliate. For a period of five (5) years from the date an affiliate loses work to another affiliate, the original affiliate shall be entitled to initiate actions to recover that work without collusion and/or interference from any other affiliate.

Section 3. Outside Arbitrator Use; Mediation

Upon request by an affiliate, the General President shall determine whether or not a work jurisdiction dispute exists between two or more affiliates requiring the use of an outside arbitrator to resolve the matter. There shall be no appeal from the General President’s decision to submit a jurisdictional dispute to arbitration. If the General President rejects a request for arbitration, the decision is appealable only to the Executive Board to be heard at their next regular meeting. After consultation with the General President and after review of written submissions of the parties, the Executive Board shall issue a decision affirming or denying the General President’s decision.

Prior to determining whether or not a work jurisdiction dispute exists, the General President may first order mediation of matters between the parties, and appoint a mediator from outside the district(s) involved. Authorized travel and expenses for the appointed mediator shall be borne by the IAFF. No statements or admissions made

before the mediator shall be admissible before the arbitrator, and the mediator shall not participate in, advise, or comment on any proceedings related to the dispute.

Section 4. Determination of a Work Jurisdiction

Upon determination that a work jurisdiction dispute exists between two or more affiliates, the General President shall provide a list of five arbitrators from the American Arbitration Association or from the Labor Minister, from which the parties shall alternately strike names, charging party striking first, until a single arbitrator remains. The arbitrator shall have the authority to schedule deadlines for all necessary actions, including the receipt of documents, and to schedule appropriate hearings that shall be conducted according to procedures of the American Arbitration Association, or in accordance with the applicable provincial labor code concerning arbitration procedures, as appropriate, except that the deadline for the submission of documents shall not exceed fifteen (15) days from the appointment of the arbitrator, and the arbitrator's final decision shall be issued no later than forty-five (45) days from the closing of written and oral arguments. The arbitrator in coming to his/her decision shall review the written arguments, oral testimony, and written evidence submitted by each party to the dispute, as well as reviewing any arguments or evidence that may be submitted by the General President or the relevant District Vice President.

Section 5. Deciding the Dispute; Recommending Remedies

In deciding the dispute, the arbitrator is bound by the definition of work jurisdiction contained in this Constitution and By-Laws, by the current jurisdictions of the affiliates involved as stated in their constitutions and by-laws, by the affiliates' charters, by any written agreement between the affiliate(s) and the Association, by past practice, and by the written arguments and evidence submitted by the parties. The arbitrator may also consider any relevant labor laws or regulations, or labor board certifications. The arbitrator shall not be bound by any other decisions involving work jurisdiction disputes between affiliates. Each case must be decided on its own merits. It shall be within the arbitrator's authority to issue a report to the Executive Board. This report shall determine the facts, assign fault between the parties (if appropriate), and make recommendations to the Executive Board on suitable remedies for the dispute.

Section 6. Executive Board Review

The IAFF Executive Board shall review the arbitrator's report, and they shall have the authority to announce the jurisdiction of affiliates and to reassign members to a particular local, when members are found by the arbitrator to have been improperly admitted to another local. If the Executive Board is unable to reassign members due to applicable laws, then the Executive Board may impose a penalty of up to one year's dues for members lost by the local whose jurisdiction has been violated. The Executive Board may also levy reasonable fines or assessments on any affiliate found to have violated the jurisdiction of another affiliate. All fines and assessments shall be considered a part of a local's financial obligation for purposes of representation at the International Convention under Article IV, Section 2, and are payable to the local whose jurisdiction has been violated. The Executive Board's decision is final and binding with no further appeal.

Section 7. Costs Imposed by the General President

In the case of a work jurisdiction dispute between affiliates, and in the absence of an agreement, the General President may impose costs for the conduct of the hearing upon any affiliate that is involved in the proceedings. To the extent possible, the General President will divide the costs equally between all affiliates involved unless he/she determines that fairness and equity warrant higher costs being imposed upon one or more affiliates or on the non-prevailing affiliate(s). The General President shall discuss the reasons for the cost allocations in a written decision. Any appeal of the General President's decision shall be made to the Executive Board only.

ARTICLE XX – AMENDMENTS AND CONVENTION RESOLUTIONS

Section 1. Who May Submit

Amendments to this Constitution and By-Laws or resolutions for convention action may be submitted only by local unions, state and provincial associations or joint councils of this Association, or by its International officers or the Executive Board, or by the delegates at International Conventions as hereafter provided.

Section 2. How Proposed and Adopted

Amendments or resolutions proposed by a local union, state, provincial association, joint council or by International officers or by the Executive Board shall be subject to adoption by a majority vote of the delegates present and voting at a biennial convention. All such amendments or resolutions to be considered by any convention of this Association (including the IAFF/Canada) must be received by the General Secretary-Treasurer no later than 50 days immediately preceding the opening of the convention and no later than 5:00 p.m. EDT of the cut-off date in order that all such amendments and resolutions may be distributed and made available electronically to the membership preceding said convention accompanied by a summary statement prepared by the General Secretary-Treasurer of the estimated costs respecting any resolution which in his/her judgment involves cost factors. Resolutions may be submitted by mail, fax or email to the General Secretary-Treasurer's office no later than 50 days prior to the opening of the convention. In emergency situations, herein defined as a situation occurring between the 50-day period immediately preceding the convention and the convention itself, including the days during which it is in session, which manifestly is of such a nature as to require the late submission of an amendment or resolution, such emergency resolutions may be received upon unanimous consent of the convention delegates.

The Association shall not accept or process resolutions which may be considered defamatory or libelous, and any affiliate wishing to submit a Convention resolution that seeks to censure, condemn or otherwise criticize any person, including fire department personnel, or entity shall submit a draft of such resolution to the Association, along with sufficient documentation to support the allegations therein, at least sixty (60) days prior to the Convention for review by the General President, who shall, if deemed necessary, rewrite the draft resolution to remove any language therein that may be considered defamatory or libelous and, who shall return the resolution as modified to the affiliate for its review and approval, and any resolution that is modified in this manner shall be submitted for consideration and action by the Convention delegates only if the sponsoring affiliate first approves of the resolution in its modified form. A certain time is to be set

aside at the Convention for discussion and voting by the Convention delegates on the censure motions, and this time shall be included in the Rules of the Convention.

All amendments shall become operative immediately upon their adoption by the delegates unless otherwise expressly provided.

Section 3. Amendments by Executive Board Between Conventions

The Executive Board shall have authority between conventions to amend this Constitution and By-Laws as necessary to remove any conflict between its provisions and those of any applicable federal or state law or to exempt its Canadian local unions and provincial associations and its local unions and state associations in the United States from application of any of its provisions required by federal law wherever practicable and after securing any necessary governmental approval thereof. The Board is also empowered to modify such provisions as necessary to conform to amendments adopted at conventions.

ARTICLE XXI – DEFINITIONS

Section 1. Approval

Whenever the word “approval” appears in this Constitution and By-Laws or in written policies or resolutions of the International Association, it shall mean “prior approval” unless specifically written to the contrary.

Section 2. Day

Whenever the word “day” appears in this Constitution and By-Laws, it shall mean calendar day unless specifically written otherwise.

Section 3. Private Sector

The IAFF will use the following definition in determining policies toward private-sector fire protection: “Private-sector fire protection” includes employees of a non-governmental, private-sector enterprise, whether profit or nonprofit, which provides fire fighting and related services.

APPENDIX

Principal Officers

<u>President</u>	<u>Secretary-Treasurer</u>
Thomas G. Spellacy [^] 1918-1919	William A. Smith [^] 1918-1920
Samuel A. Fink (Acting) [^] 1919-1919	George A. Richardson* [^] 1920-1956
Fred W. Baer [^] 1919-1946	William D. Buck* [^] 1956-1957
John P. Redmond [^] 1946-1957	John C. Kabachus* [^] 1957-1964
William D. Buck [^] 1957-1968	Albert E. Albertoni* [^] 1964-1972
William H. McClennan* [^] 1968-1980	Frank A. Palumbo* [^] 1972-1980
John A. Gannon* [^] 1980-1988	Martin E. Pierce, Sr.* [^] 1980-1982
Alfred K. Whitehead* [^] 1988 - 2000	Alfred K. Whitehead [^] 1982-1988
Harold A. Schaitberger* 2000-2021	Vincent J. Bollon* [^] 1988-2009
Edward A. Kelly 2021-Present	Thomas H. Miller* 2010-2016
	Edward A. Kelly 2016-2021
	Frank V. Lima 2021-Present

*Emeritus Status

[^]Deceased

Emeriti Officers

<u>Name and Title</u>	<u>Date Conferred</u>
Jack Bostick, Vice President [^]	August 1980
Ron Usher, Vice President [^]	August 1988
Raymond C. Fogarty, Vice President [^]	August 1988
William J. Copeland, Vice President [^]	August 1988
Raymond Hemmert, Vice President [^]	August 1988
Gordon R. Anderson, Vice President [^]	August 1992
Charles Hall, Vice President [^]	August 1994
James R. King, Vice President [^]	August 1994
William McGrane, Trustee	August 1996

Russell P. Cerami, Vice President^	August 1996
Tony Wilcox, Vice President ^	August 1998
John Stephens, Vice President ^	August 1998
James L. Hill, Vice President	August 1998
Elliot Hastings, Vice President	August 1998
Dominick C. DiPaulo, Vice President	August 2000
Robert E. Palmer, Vice President	August 2000
Charles L. Buss, Vice President ^	August 2000
Gerald O. Holland, Vice President	August 2000
Vernon Cook, Vice President ^	August 2000
Michael J. Crouse, Vice President	August 2002
Dennis Lloyd, Trustee	August 2002
Ernest A. "Buddy" Mass, Vice President	August 2004
Terry A. Ritchie, Vice President	August 2004
Dominick F. Barbera, Vice President ^	August 2008
Michael McNeill, Vice President ^	August 2008
Robert Greenwood, Trustee ^	August 2008
Kevin Gallagher, Vice President	July 2012
Bruce Carpenter, Vice President	July 2012
James A. Fennell, Vice President	July 2012
William V. Taylor, Vice President	August 2016
Lorne West, Vice President	August 2016
James T. Ferguson, Vice President	August 2016
A. Michael Mullane, Vice President ^	August 2016
Lawrence F. Osborne, Vice President	August 2018

^Deceased

Conventions

<u>Number</u>	<u>Location</u>	<u>Date</u>
1st	Washington, DC	February 1918
2nd	Portland, Oregon	September 1919
3rd	St. Louis, Missouri	September 1920
4th	Columbus, Ohio	September 1921
5th	Tulsa, Oklahoma	September 1922
6th	Montreal, Quebec	September 1923
7th	Kansas City, Missouri	September 1924
8th	Philadelphia, Pennsylvania	October 1926
9th	Milwaukee, Wisconsin	September 1928
10th	Halifax, Nova Scotia	September 1930
11th	San Diego, California	August 1932
12th	Cedar Point, Ohio	August 1934
13th	Asbury Park, New Jersey	September 1936
14th	Atlanta, Georgia	August 1938
15th	Des Moines, Iowa	September 1940
16th	Columbus, Ohio	September 1942
17th	Louisville, Kentucky	September 1944
18th	Toledo, Ohio	September 1946
19th	Houston, Texas	September 1948
20th	Milwaukee, Wisconsin	September 1950

21st	Seattle, Washington	September 1952
22nd	Miami, Florida	August 1954
23rd	Montreal, Quebec	August 1956
24th	Wichita, Kansas	August 1958
25th	Buffalo, New York	August 1960
26th	San Antonio, Texas	August 1962
27th	San Diego, California	August 1964
28th	Indianapolis, Indiana	August 1966
29th	Toronto, Ontario	August 1968
30th	Miami Beach, Florida	August 1970
31st	Los Angeles, California	August 1972
32nd	Baltimore, Maryland	August 1974
33rd	Denver, Colorado	August 1976
34th	Las Vegas, Nevada	August 1978
35th	Toronto, Ontario	August 1980
36th	Chicago, Illinois	August 1982
37th	Cincinnati, Ohio	August 1984
38th	Las Vegas, Nevada	August 1986
39th	Miami Beach, Florida	August 1988
40th	St. Louis, Missouri	August 1990
41st	Vancouver, British Columbia	August 1992
42nd	Detroit, Michigan	August 1994
43rd	Honolulu, Hawaii	August 1996
44th	Lake Buena Vista, Florida	August 1998
45th	Chicago, Illinois	August 2000
46th	Las Vegas, Nevada	August 2002
47th	Boston, Massachusetts	August 2004
48th	Toronto, Ontario	August 2006
49th	Las Vegas, Nevada	August 2008
50th	San Diego, California	August 2010
51st	Philadelphia, Pennsylvania	July 2012
52nd	Cincinnati, Ohio	July 2014
53rd	Las Vegas, Nevada	August 2016
54th	Seattle, Washington	August 2018
55th	Virtual	January and March 2021
56th	Ottawa, Ontario	August 2022

Jack Jessop IAFF Biennial Canadian Policy Conference

<u>Number</u>	<u>Location</u>	<u>Year</u>
1st	Winnipeg, MB	1989
2nd	Victoria, BC	1991
3rd	Saskatoon, SK	1993
4th	Fredericton, NB	1995
5th	Richmond, BC	1997
6th	Mississauga, ON	1999
7th	St. John's, NL	2001
8th	Victoria, BC	2003
9th	London, ON	2005

10th	Sydney, NS	2007
11th	Vancouver, BC	2009
12th	Markham, ON	2011
13th	Halifax, NS	2013
14th	Calgary, AB	2015
15th	Kingston, ON	2017
16th	St. John's, NL	2019
17th	Virtual	2022

District Vice Presidents and Trustees

1918 - Present (Elected at Convention Years Listed)

1918

1st	Samuel A. Fink	2nd	Fred W. Baer	3rd	Edward J. Coveney
4th	Raymond E. Oden	5th	Owen Dunn	6th	George J. Richardson
7th	W. R. Brown	8th	Sidney Johnson	9th	L.N. Riley
10th	R. M. Bradshaw	11th	John F. Kerwin	12th	William H. Leslie
Trustees:					
	Frederick Dobbratz		A J. Schaefer		William F. Gillooley

1919

1st	Seth Jones	2nd	William J. Cawker	3rd	Edward J. Coveney
4th	Raymond E. Oden	5th	Owen C. Dunn	6th	George J. Richardson
7th	W. R. Brown	8th	Sidney Johnson	9th	L. N. Riley
10th	S. E. Johnson	11th	John Kerwin	12th	William H. Leslie
13th	J. B. Dalphond				
Trustees:					
	Samuel A. Fink		C. A. Watson		William F. Gillooley

1920

1st	Seth Jones	2nd	W. J. Cawker	3rd	Edward F. Looney
4th	W. P. Monroe	5th	Hugh O'Donnell	6th	C. A. Watson
7th	J. A. Buck	8th	Joseph W. Kirby	9th	Lester N. Riley
10th	H. E. Anderson	11th	John F. Kerwin	12th	J. A. Sullivan
13th	J. B. Dalphond				
Trustees:					
	Joseph M. Toohey		E. L. Carlin		William F. Gillooley

1921

1st	James M. Simester	2nd	W. J. Cawker	3rd	Edward F. Looney
4th	W. P. Monroe	5th	Hugh O'Donnell	6th	Albert Higgin
7th	J. A. Buck	8th	Joseph W. Kirby	9th	Lester N. Riley
10th	H. E. Anderson	11th	John F. Kerwin	12th	Charles M. Doty
13th	Donald Dear				
Trustees:					
	Charles M. Nixon		E. L. Carlin		William F. Gillooley

1922

1st	James M. Simester	2nd	W. J. Cawker	3rd	Edward F. Looney
4th	W. P. Monroe	5th	Hugh O'Donnell	6th	Albert Higgin
7th	J. A. Buck	8th	Joseph W. Kirby	9th	Lester N. Riley
10th	H. E. Anderson	11th	John F. Kerwin	12th	Charles M. Doty
13th	Donald Dear				
Trustees:					
	Charles Nixon		E. L. Carlin		William F. Gillooley

1923

1st	James M. Simester	2nd	W. J. Cawker	3rd	Edward F. Looney
4th	W. P. Monroe	5th	Hugh O'Donnell	6th	Albert Higgin
7th	E. W. Powell	8th	Joseph W. Kirby	9th	Lester N. Riley
10th	H. E. Anderson	11th	John F. Kerwin	12th	Charles M. Doty
13th	Donald Dear				
Trustees:					
	Arthur Beaulieu		E. L. Carlin		William F. Gillooley

1924

1st	James M. Simester	2nd	W. J. Cawker	3rd	Edward F. Looney
4th	W. P. Monroe	5th	Hugh O'Donnell	6th	Albert Higgin
7th	E. W. Powell	8th	Daniel Sullivan	9th	Lester N. Riley
10th	H. E. Anderson	11th	John F. Kerwin	12th	Jesse Watkins
13th	Donald Dear				
Trustees:					
	Arthur Beaulieu		E. L. Carlin		John J. Gann

1926

1st	A. Holterbach	2nd	A. F. Wesselny	3rd	Edward F. Looney
4th	Robert J. Cole	5th	Hugh O'Donnell	6th	Albert Higgin
7th	E. W. Powell	8th	Scott Power	9th	Lester N. Riley
10th	H. E. Anderson	11th	Charles A. Boger	12th	Jesse Watkins
13th	Donald Dear				
Trustees:					
	Arthur Beaulieu		E. L. Carlin		John J. Gann

1928

1st	Edward J. Chapman	2nd	A. F. Wesselny	3rd	Edward F. Looney
4th	Robert J. Cole	5th	Hugh O'Donnell	6th	Neil MacDonald
7th	E. W. Powell	8th	Scott Power	9th	A. J. Dooney
10th	H. E. Anderson	11th	Charles A. Boger	12th	Jesse Watkins
13th	Donald Dear				
Trustees:					
	Arthur Beaulieu		E. L. Carlin		John J. Gann

1930

1st	Vincent J. Kane	2nd	A. F. Wesselny	3rd	Edward F. Looney
4th	John Heinz	5th	Hugh O'Donnell	6th	Neil MacDonald
7th	E. W. Powell	8th	John P. Redmond	9th	A. J. Dooney
10th	H. E. Anderson	11th	Charles A. Boger	12th	Jesse Watkins
13th	Joseph S. Noel				
Trustees:					
	Arthur Beaulieu		E. L. Carlin		John J. Gann

1932

1st	Vincent J. Kane	2nd	A. F. Wesselny	3rd	Edward F. Looney
4th	John Heinz	5th	Hugh O'Donnell	6th	Neil MacDonald
7th	E. W. Powell	8th	John P. Redmond	9th	A. J. Dooney
10th	Ex.Bd. Appointed	11th	R. W. Granger	12th	Jesse Watkins
13th	Ex. Bd. Appointed				
Trustees:					
	Arthur Beaulieu		E. L. Carlin		John J. Gann

1934

1st	Vincent J. Kane	2nd	A. F. Wesselny	3rd	Edward F. Looney
4th	John A. Flaherty	5th	Hugh O'Donnell	6th	Neil MacDonald

7th	Max Maximilian	8th	John P. Redmond	9th	A. J. Dooney
10th	Ex. Bd. Appointed	11th	James A. Petris	12th	Jesse Watkins
13th	Thomas Vyles				
Trustees:	James M. Cody		E. L. Carlin		John J. Gann
<u>1936</u>					
1st	Vincent J. Kane	2nd	A. F. Wesselny	3rd	Edward F. Looney
4th	John A. Flaherty	5th	Hugh O'Donnell	6th	Albert Higgin
7th	Max Maximilian	8th	John P. Redmond	9th	A. J. Dooney
10th	E. Bd. Appointed	11th	James A. Petris	12th	Jesse Watkins
13th	Thomas Vyles				
Trustees:	James M. Cody		E. L. Carlin		John J. Gann
<u>1938</u>					
1st	Vincent J. Kane	2nd	A. F. Wesselny	3rd	Edward F. Looney
4th	John P. Coyne	5th	Walter Zechel	6th	Albert Higgin
7th	Max Maximilian	8th	John P. Redmond	9th	A. J. Dooney
10th	Ex. Bd. Appointed	11th	James A. Petris	12th	Hugh L. Kilgore
13th	Thomas Vyles				
Trustees:	John J. O'Doherty		E. L. Carlin		
<u>1940</u>					
1st	Vincent J. Kane	2nd	William D. Buck	3rd	Edward F. Looney
4th	John P. Coyne	5th	Walter Zechel	6th	Albert Higgin
7th	Max Maximilian	8th	John P. Redmond	9th	A. J. Dooney
10th	Milton J. Terry	11th	James A. Petris	12th	Hugh L. Kilgore
13th	Thomas Vyles				
Trustees:	John J. O'Doherty		E. L. Carlin		James M. Cody
<u>1942</u>					
1st	Vincent J. Kane	2nd	William D. Buck	3rd	Joseph C. Lehan
4th	John P. Coyne	5th	Walter Zechel	6th	Albert Higgin
7th	Max Maximilian	8th	John P. Redmond	9th	A. J. Dooney
10th	Milton J. Terry	11th	Bert Hayman	12th	Hugh L. Kilgore
13th	James Preston				
Trustees:	John J. O'Doherty Eastern		James M. Cody Western		William Hottel Canadian
<u>1944</u>					
1st	Vincent J. Kane	2nd	William D. Buck	3rd	Joseph C. Lehan
4th	John P. Coyne	5th	Walter Zechel	6th	Albert Higgin
7th	William E. Brower	8th	John P. Redmond	9th	S. P. Stevens
10th	Milton J. Terry	11th	Bert Hayman	12th	Hugh L. Kilgore
13th	James Preston				
Trustees:	John J. O'Doherty Eastern		James M. Cody Western		William Hottel Canadian
<u>1946</u>					
1st	John P. Crane	2nd	William D. Buck	3rd	Joseph C. Lehan
4th	John P. Coyne	5th	James Deach	6th	John A. Staton
7th	William E. Brower	8th	George T. Slocum	9th	S. P. Stevens

10th	Milton J. Terry	11th	Bert Hayman	12th	Hugh L. Kilgore
13th	James Preston	14th	A. T. Kessler		
Trustees:	John J. O'Doherty Eastern		James M. Cody Western		William Hottel Canadian
<u>1948</u>					
1st	John P. Crane	2nd	William D. Buck	3rd	Joseph C. Lehan
4th	John P. Coyne	5th	James Deach	6th	John A. Staton
7th	William E. Brower	8th	George T. Slocum	9th	S. P. Stevens
10th	Milton J. Terry	11th	Bert Hayman	12th	William W. Turner
13th	James Preston	14th	A. T. Kessler		
Trustees:	John J. O'Doherty Eastern		James M. Cody Western		William Hottel Canadian
<u>1950</u>					
1st	John P. Crane	2nd	William D. Buck	3rd	Joseph C. Lehan
4th	John P. Coyne	5th	James Deach	6th	John A. Staton
7th	William E. Brower	8th	George T. Slocum	9th	S. P. Stevens
10th	Milton J. Terry	11th	Jack Bostick	12th	William W. Turner
13th	R. Swanborough	14th	A. T. Kessler		
Trustees:	John J. O'Doherty Eastern		James M. Cody Western		William Hottel Canadian
<u>1952</u>					
1st	Michael F. Smith	2nd	William D. Buck	3rd	Joseph C. Lehan
4th	John P. Coyne	5th	James Deach	6th	John A. Staton
7th	William E. Brower	8th	George T. Slocum	9th	S. P. Stevens
10th	S. H. Shawver	11th	Jack Bostick	12th	William W. Turner
13th	R. Swanborough	14th	A. T. Kessler	15th	D. A. Vanasse
Trustees:	John J. O'Doherty Eastern		James M. Cody Western		William Hottel Canadian
<u>1954</u>					
1st	Michael F. Smith	2nd	William D. Buck	3rd	Joseph C. Lehan
4th	Raymond Fogarty	5th	James Deach	6th	Hector Wright
7th	William E. Brower	8th	George T. Slocum	9th	S. P. Stevens
10th	S. H. Shawver	11th	Jack Bostick	12th	H. E. Blackmon
13th	Charles Chambers	14th	A. T. Kessler	15th	D. A. Vanasse
Trustees:	John J. O'Doherty Eastern		James M. Cody Western		William Hottel Canadian
<u>1956</u>					
1st	Howard Barry	2nd	William D. Buck	3rd	John C. Kabachus Daniel J. Lawler (Feb. – June 1958)
4th	Charles J. Loesche	5th	James Deach	6th	Hector Wright
7th	William E. Brower	8th	George T. Slocum	9th	S. P. Stevens
10th	James J. Gallagher	11th	Richard E. Gray	12th	H. E. Blackmon
13th	Charles Chambers	14th	A. T. Kessler	15th	D. A. Vanasse
Trustees:	John J. O'Doherty Eastern		James M. Cody Western		William Hottel Canadian

1958

1st	James King	2nd	Vernon Cook	3rd	William H. McClennan
4th	Raymond Fogarty	5th	Robert Fitzgerald	6th	Hector Wright
7th	Jack Waller	8th	George T. Slocum	9th	S. P. Stevens
10th	Albert E. Albertoni	11th	Jack Bostick	12th	E. C. Wilcox
13th	Charles Chambers	14th	Raymond L. Perry	15th	Andrea Plante
Trustees:					
	John J. O'Doherty Eastern		Steven Barnes Western		Lorne MacRostie Canadian

1960

1st	James King	2nd	Vernon Cook	3rd	William H. McClennan
4th	Raymond Fogarty	5th	Robert Fitzgerald	6th	Harry Langhout
7th	Jack Waller	8th	George T. Slocum	9th	S. P. Stevens
10th	Oscar Castorina, Jr.	11th	Jack Bostick	12th	E. C. Wilcox
13th	Charles Chambers	14th	Raymond L. Perry	15th	Percy Clark
Trustees:					
	John J. O'Doherty Eastern		Lyle Cass Western		Lorne MacRostie Canadian

1962

1st	James King	2nd	Vernon Cook	3rd	William H. McClennan
4th	Raymond Fogarty	5th	Robert Fitzgerald	6th	Eric Simmons
7th	Jack Waller	8th	Robert Tighe	9th	S. P. Stevens
10th	H. C. Harmelink	11th	Jack Bostick	12th	E. C. Wilcox
13th	Charles Chambers	14th	Raymond L. Perry	15th	Percy Clark
Trustees:					
	John J. O'Doherty Eastern		Lyle Cass Western		Walter Child Canadian

1964

1st	James King	2nd	Vernon Cook	3rd	William H. McClennan
4th	Raymond Fogarty	5th	Harland Lippolt	6th	Eric Simmons
7th	Walt Lambert	8th	Cornelius Shea	9th	Harry E. Williams
10th	H. C. Harmelink	11th	Jack Bostick	12th	E. C. Wilcox
13th	Bernard Bonser	14th	Raymond L. Perry	15th	Percy Clark
Trustees:					
	John J. O'Doherty Eastern		Lyle Cass Western		Lloyd H. Bell Canadian

1966

1st	James King	2nd	Vernon Cook	3rd	William H. McClennan
4th	Raymond Fogarty	5th	Harland Lippolt	6th	Gordon R. Anderson
7th	Walt Lambert	8th	Ralph W. Burden	9th	Harry E. Williams
10th	H. C. Harmelink	11th	Jack Bostick	12th	E. C. Wilcox
13th	Bernard Bonser	14th	Raymond L. Perry	15th	Percy Clark
Trustees:					
	John J. O'Doherty Eastern		Lyle Cass Western		Lloyd H. Bell Canadian

1968

1st	James King	2nd	Joe McMahon	3rd	Martin E. Pierce, Sr.
4th	Raymond Hemmert	5th	Harland Lippolt	6th	Gordon R. Anderson
7th	Walt Lambert	8th	Daniel T. Delegato	9th	Harry E. Williams
10th	H. C. Harmelink	11th	Jack Bostick	12th	Charles A. Hall
13th	Bernard Bonser	14th	Raymond Oliver	15th	Percy Clark
16th	Nicholas F. Herbst				

Trustees:

Robert Welch
EasternLyle Cass
WesternJohn Melnick
Canadian**1970**

1st	Frank A. Palumbo	2nd	Joe McMahon	3rd	Martin E. Pierce, Sr.
4th	Raymond Hemmert	5th	Ed Durkin	6th	Gordon R. Anderson
7th	Walt Lambert	8th	Daniel T. Delegato	9th	L. Keith Henning
10th	Vincent Riddle	11th	Jack Bostick	12th	Charles A. Hall
13th	Bernard Bonser	14th	Raymond L. Perry	15th	Andre Plante
16th	Nicholas F. Herbst				

Trustees:

James P. Neelon
EasternLyle Cass
WesternJohn Melnick
Canadian**1972**

1st	Patrick Managan Jr.	2nd	Joe McMahon	3rd	Martin E. Pierce, Sr.
4th	Raymond Hemmert	5th	Ed Durkin	6th	Gordon R. Anderson
7th	James Martinez	8th	Thomas L. Dale	9th	Ron Usher
10th	Vincent Riddle	11th	Jack Bostick	12th	Charles A. Hall
13th	William Goldson	14th	J. E. Brown	15th	Andre Plante
16th	Nicholas F. Herbst				

Trustees:

James P. Neelon
EasternLyle Cass
WesternJohn Melnick
Canadian**1974**

1st	Patrick Managan Jr.	2nd	Joe McMahon	3rd	Martin E. Pierce, Sr.
4th	Raymond Hemmert	5th	Ed Durkin	6th	Gordon R. Anderson
7th	James Martinez	8th	Thomas L. Dale	9th	Ron Usher
10th	Vincent Riddle	11th	Jack Bostick	12th	Charles A. Hall
13th	William Goldson	14th	L. F. Peters	15th	Andre Plante
16th	Lauren A Weigel				

Trustees:

James P. Neelon
EasternLyle Cass
WesternJohn Melnick
Canadian**1976**

1st	Thomas P. Flynn	2nd	Joe McMahon	3rd	Martin E. Pierce, Sr.
4th	Raymond Hemmert	5th	Ed Durkin	6th	Gordon R. Anderson
7th	James Martinez	8th	John A. Gannon	9th	Ron Usher
10th	Vincent Riddle	11th	Jack Bostick	12th	Charles A. Hall
13th	William Goldson	14th	L. F. Peters	15th	Alvin G. Blakely
16th	Lawrence Weigel				

Trustees:

James P. Neelon
EasternLyle Cass
WesternJohn Melnick
Canadian**1978**

1st	Richard J. Vizzini	2nd	Joe McMahon	3rd	Martin E. Pierce, Sr.
4th	Raymond Hemmert	5th	Charles R. Merkle	6th	William J. Copeland

7th	James Martinez	8th	John A. Gannon	9th	Michael D. McNeill
10th	John K. Stephens	11th	Jack Bostick	12th	Charles A. Hall
13th	William Goldson	14th	Clarence J. Perez	15th	Alvin G. Blakely
16th	Wayne Johnson				
Trustees:					
	James P. Neelon Eastern		George Bottom Western		William A. Laird Canadian

1980

1st	Thomas F. Reilly	2nd	Joe McMahon	3rd	T. Dustin Alward
4th	Raymond Hemmert	5th	Charles R. Merkle	6th	William J. Copeland
7th	James L. Hill	8th	Earle DeGuise	9th	Ron Usher
10th	John K. Stephens	11th	Jack Bostick	12th	John S. Glenn
13th	Elliott Hastings	14th	Clarence J. Perez	15th	Alvin G. Blakely
16th	Wayne Johnson				
Trustees:					
	John J. Jennings Eastern		George Bottom Western		William A. Laird Canadian

1982

1st	Donald Faughnan	2nd	Joe McMahon	3rd	T. Dustin Alward
4th	Raymond Hemmert	5th	Leroy H. Waite	6th	William J. Copeland
7th	James L. Hill	8th	Earle DeGuise	9th	Ron Usher
10th	John K. Stephens	11th	Ernest "Buddy" Mass	12th	John S. Glenn
13th	Elliott Hastings	14th	Kuhron Huddleston	15th	Alvin G. Blakely
16th	Wayne Johnson				
Trustees:					
	John J. Jennings Eastern		George Bottom Western		William A. Laird Canadian

1984

1st	James J. McGowan	2nd	Robert E. Palmer	3rd	A. Michael Mullane
4th	Russell P. Cerami	5th	Leroy H. Waite	6th	William J. Copeland
7th	James L. Hill	8th	Earle DeGuise	9th	Michael D. McNeill
10th	John K. Stephens	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Elliott Hastings	14th	Clarence J. Perez	15th	James A. Fennell
16th	David W. Canfield				
Trustees:					
	William McGrane Eastern		Joseph Driscoll Western		William A. Laird Canadian

1986

1st	James J. McGowan	2nd	Robert E. Palmer	3rd	A. Michael Mullane
4th	Russell P. Cerami	5th	William L. Jordan	6th	Terry A. Ritchie
7th	James L. Hill	8th	Earle DeGuise	9th	Michael D. McNeill
10th	John K. Stephens	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Elliott Hastings	14th	Clarence J. Perez	15th	James A. Fennell
16th	David W. Canfield				
Trustees:					
	William McGrane Eastern		Joseph Driscoll Western		William A. Laird Canadian

1988

1st	Dominick DiPaulo	2nd	Robert E. Palmer	3rd	A. Michael Mullane
4th	Russell P. Cerami	5th	William L. Jordan	6th	Terry A. Ritchie
7th	James L. Hill	8th	Gerald O. Holland	9th	Michael D. McNeill
10th	John K. Stephens	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera

13th	Elliott Hastings	14th	Kuhron Huddleston	15th	James A. Fennell
16th	David W. Canfield				
Trustees:	William McGrane Eastern		Joseph Driscoll Western		William A. Laird Canadian
<u>1990</u>					
1st	Dominick DiPaulo	2nd	Robert E. Palmer	3rd	A. Michael Mullane
4th	Russell P. Cerami	5th	Charles L. Buss	6th	Terry A. Ritchie
7th	James L. Hill	8th	Gerald O. Holland	9th	Michael D. McNeill
10th	John K. Stephens	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Elliott Hastings	14th	Kuhron Huddleston	15th	James A. Fennell
16th	Michael J. Crouse				
Trustees:	William McGrane Eastern		Robert Greenwood Western		William A. Laird Canadian
<u>1992</u>					
1st	Dominick DiPaulo	2nd	Robert E. Palmer	3rd	A. Michael Mullane
4th	Russell P. Cerami	5th	Charles L. Buss	6th	Terry A. Ritchie
7th	James L. Hill	8th	Gerald O. Holland	9th	Michael D. McNeill
10th	John K. Stephens	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Elliott Hastings	14th	Kuhron Huddleston	15th	James A. Fennell
16th	Michael J. Crouse				
Trustees:	William McGrane Eastern		Robert Greenwood Western		Dennis Lloyd Canadian
<u>1994</u>					
1st	Dominick DiPaulo	2nd	Robert E. Palmer	3rd	A. Michael Mullane
4th	Russell P. Cerami	5th	Charles L. Buss	6th	Terry A. Ritchie
7th	James L. Hill	8th	Gerald O. Holland	9th	Michael D. McNeill
10th	James T. Ferguson	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Elliott Hastings	14th	Kuhron Huddleston	15th	James A. Fennell
16th	Michael J. Crouse				
Trustees:	William McGrane Eastern		Robert Greenwood Western		Dennis Lloyd Canadian
<u>1996</u>					
1st	Dominick DiPaulo	2nd	Robert E. Palmer	3rd	A. Michael Mullane
4th	William V. Taylor	5th	Charles L. Buss	6th	Terry A. Ritchie
7th	James L. Hill	8th	Gerald O. Holland	9th	Michael D. McNeill
10th	James T. Ferguson	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Elliott Hastings	14th	Danny Todd	15th	James A. Fennell
16th	Michael J. Crouse				
Trustees:	Neal Santangelo Eastern		Robert Greenwood Western		Dennis Lloyd Canadian
<u>1998</u>					
1st	Dominick DiPaulo	2nd	Robert E. Palmer	3rd	A. Michael Mullane
4th	William V. Taylor	5th	Charles L. Buss	6th	Terry A. Ritchie
7th	Paul Harvey	8th	Gerald O. Holland	9th	Michael D. McNeill
10th	James T. Ferguson	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Bruce Carpenter	14th	Danny Todd	15th	James A. Fennell
16th	Michael J. Crouse				

Trustees:	Neal Santangelo Eastern		Robert Greenwood Western		Dennis Lloyd Canadian
<u>2000</u>					
1st	Kevin Gallagher	2nd	Louie A. Wright	3rd	A. Michael Mullane
4th	William V. Taylor	5th	Joseph M. Conway Jr.	6th	Terry A. Ritchie
7th	Paul Harvey	8th	Thomas Miller	9th	Michael D. McNeill
10th	James T. Ferguson	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Bruce Carpenter	14th	Danny Todd	15th	James A. Fennell
16th	Michael J. Crouse				
Trustees:	Mark Ouellette Eastern		Robert Greenwood Western		Dennis Lloyd Canadian
<u>2002</u>					
1st	Kevin Gallagher	2nd	Louie A. Wright	3rd	A. Michael Mullane
4th	William V. Taylor	5th	Joseph M. Conway Jr.	6th	Terry A. Ritchie
7th	Paul Harvey	8th	Thomas Miller	9th	Michael D. McNeill
10th	James T. Ferguson	11th	Ernest "Buddy" Mass	12th	Dominick F. Barbera
13th	Bruce Carpenter	14th	Danny Todd	15th	James A. Fennell
16th	Nick Davila				
Trustees:	Mark Ouellette Eastern		Robert Greenwood Western		Keith Hamilton Canadian
<u>2004</u>					
1st	Kevin Gallagher	2nd	Louie A. Wright	3rd	A. Michael Mullane
4th	William V. Taylor	5th	Joseph M. Conway Jr.	6th	Lorne West
7th	Ricky J. Walsh	8th	Thomas Miller	9th	Michael D. McNeill
10th	James T. Ferguson	11th	Roy "Sandy" McGhee	12th	Dominick F. Barbera
13th	Bruce Carpenter	14th	Danny Todd	15th	James A. Fennell
16th	James B. Johnson				
Trustees:	Mark Ouellette Eastern		Robert Greenwood Western		Keith Hamilton Canadian
<u>2008</u>					
1st	Kevin Gallagher	2nd	Mark Woolbright	3rd	A. Michael Mullane
4th	William V. Taylor	5th	Joseph M. Conway Jr.	6th	Lorne West
7th	Ricky J. Walsh	8th	Paul Hufnagel	9th	Randall Atkinson
10th	James T. Ferguson	11th	Roy "Sandy" McGhee	12th	Larry Osborne
13th	Bruce Carpenter	14th	Danny Todd	15th	James A. Fennell
16th	James B. Johnson				
Trustees:	Mark Ouellette Eastern		Tony Mejia Western		A.J. "Alex" Forrest Canadian
<u>2012</u>					
1st	William Romaka	2nd	Mark Woolbright	3rd	A. Michael Mullane
4th	William V. Taylor	5th	Thomas Thornberg	6th	Lorne West

7th	Ricky J. Walsh	8th	Paul Hufnagel	9th	Randall Atkinson (Aug. 2012 – Sep. 2012) Ray Rahne
10th	James T. Ferguson	11th	Roy “Sandy” McGhee	12th	Larry Osborne
13th	Fred LeBlanc	14th	Danny Todd	15th	David Burry
16th	James B. Johnson				
Trustees:	Mark Ouellette Eastern		Tony Mejia Western		A.J. “Alex” Forrest Canadian

2014

1st	William Romaka	2nd	Mark Woolbright	3rd	A. Michael Mullane (Aug. 2014 – Jan. 2016) Jay Colbert
4th	William V. Taylor	5th	Thomas Thornberg	6th	Lorne West
7th	Ricky J. Walsh (2016) Kelly Fox (2016)	8th	Paul Hufnagel	9th	Ray Rahne
10th	James T. Ferguson	11th	Roy “Sandy” McGhee	12th	Larry Osborne
13th	Fred LeBlanc	14th	Danny Todd	15th	David Burry
16th	James B. Johnson				
Trustees:	Mark Ouellette Eastern		Tony Mejia Western		A.J. “Alex” Forrest Canadian

2016

1st	James M. Slevin	2nd	Mark Woolbright	3rd	Jay Colbert
4th	Andrew K. Pantelis	5th	Thomas Thornberg	6th	Michael Hurley
7th	Kelly Fox (Aug. 2016 – Aug. 2017) Ricky Walsh	8th	Mark Sanders	9th	Ray Rahne
10th	Frank V. Lima	11th	Roy “Sandy” McGhee	12th	Larry Osborne
13th	Fred LeBlanc	14th	Danny Todd	15th	David Burry
16th	James B. Johnson				
Trustees:	Mark Ouellette Eastern		Tony Mejia Western		A.J. “Alex” Forrest Canadian

2018

1st	James M. Slevin	2nd	Mark Woolbright	3rd	Jay Colbert
4th	Andrew K. Pantelis	5th	Thomas Thornberg	6th	Michael Hurley (Aug. 2018 – Nov. 2018) Michael Carter
7th	Ricky Walsh	8th	Mark Sanders	9th	Ray Rahne
10th	Frank V. Lima	11th	Roy “Sandy” McGhee	12th	Walter Dix
13th	Fred LeBlanc	14th	Danny Todd	15th	David Burry
16th	James B. Johnson				
Trustees:	Mark Ouellette Eastern		Tony Mejia Western		A.J. “Alex” Forrest Canadian

2021

1st	James M. Slevin	2nd	Mark Woolbright	3rd	Jay Colbert
4th	Andrew K. Pantelis	5th	Thomas Thornberg	6th	Michael Carter
7th	Ricky Walsh	8th	Mark Sanders	9th	Michael Frainier
10th	Stephen Gilman	11th	Roy “Sandy” McGhee	12th	Walter Dix
13th	Fred LeBlanc	14th	Danny Todd	15th	David Burry
16th	James B. Johnson				
Trustees:					
	Mark Ouellette		Tony Mejia		A.J. “Alex” Forrest
	Eastern		Western		Canadian

*Prior to 2004, elections were held every 2 years.

FIREPAC History

<u>Year</u>	<u>Resolution No.</u>	<u>Amount</u>	<u>Total</u>
1986	26	.04	.04
1987	26	.04	.08
1990	25	.05	.13
1992	82	.07	.20
1994	64	.10	.30
1996	30	.15	.45
1998	4	.10	.55
2000	3	.10	.65
2001	3	.15	.80
2002	45	.20	1.00
2004	21	.10	1.10
2005	COLA	.03	1.13
2006	COLA	.04	1.17
2008	COLA	.05	1.25
2010	COLA	.04	1.29
2010	36	.25	1.54
2012	COLA	.11	1.65
2014	COLA	.02	1.67
2016	COLA	.04	1.71
2017	COLA	.04	1.75
2018	50	.50	2.25
2018	COLA	.04	2.29
2019	COLA	.04	2.33
2021*	COLA	.04	2.37
2021	COLA	.07	2.44
2022	COLA	.09	2.53

Effective October 1, 2005, and each year thereafter, the per capita allocation to FIREPAC will be adjusted for inflation consistent with any COLA resolution passed by the delegates at future conventions.

* Effective February 1, 2021

Officer Benefits and Allowances

General President and General Secretary-Treasurer Benefits and Allowances

IAFF Principal Officers' Retirement Plan

**No newly-elected IAFF Principal Officer elected after August 10, 2022 will participate in the IAFF Principal Officers' Retirement Plan in accordance with Resolution 6-2022 adopted at the 56th IAFF Convention.*

IAFF Staff Representatives' Pension Plan (U.S. Principal Officers)

Canadian Officers' Retirement Plan (Canadian Principal Officers)

401(k) Plan – eligible to enroll with own funds/contributions, not eligible for employer match

Health, Dental, Vision, and Prescription Coverage

Life Insurance

Accidental Death & Dismemberment

Business Travel Accidental Death & Dismemberment

Health, Dependent Care, and Transit Flexible Spending Account

Annual Leave – annual leave accrued and unused in a calendar year paid out annually

Sick Leave – not eligible for payout

Severance – upon separation, two weeks of pay at the “base pay rate” for the position at the time of separation multiplied by the number of years, including partial years, the individual has served as a Principal Officer

Per Diem for Business Travel

Leased Vehicle

Training and Professional Development Reimbursement

Home Office Rent

District Vice Presidents Benefits and Allowances

IAFF Staff Representatives' Pension Plan (U.S. DVPs)

Canadian Officers' Retirement Plan (Canadian DVPs)

401(k) Plan – eligible to enroll with own funds and eligible for employer match after six (6) months of employment

Health, Dental, Vision, and Prescription Coverage

Life Insurance

Accidental Death and Dismemberment

Business Travel Accidental Death and Dismemberment

Health, Dependent Care, and Transit Flexible Spending Account

Per Diem for Business Travel

Training and Professional Development Reimbursement

Annual Home Office Allowance of \$5,200 Per Year – in lieu of being provided IAFF office space

Board of Trustees Benefits and Allowances

Trustees will receive compensation of \$60,000 annually, with COLA adjustments consistent with the IAFF Constitution & By-Laws and will have no eligibility for pension benefits.

Per Diem for Business Travel



International Association of Fire Fighters
1750 New York Ave., NW, Washington, DC 20006
www.iaff.org