

## **Resolution No. 10**

### **COMMITTEE ASSIGNMENT: Constitution & By-Laws**

#### **Re: Appointments and Confirmation of IAFF Senior Staff**

1           WHEREAS, the International Association of Fire  
2           Fighters has a long and successful history of electing  
3           strong and courageous leaders who have been willing  
4           to sacrifice their time and talents to better our great  
5           union; and

6           WHEREAS, the positions of General President,  
7           General Secretary-Treasurer, and District Vice  
8           President are elected by the membership, and are  
9           thus held accountable to the members in both their  
10          words and deeds; and

11          WHEREAS, the elected officers of this great  
12          union take the oath office, which requires their  
13          adherence to the words written in the oath and the  
14          rules set forth in our Constitution and By-Laws; and

15          WHEREAS, the importance of unity, a common  
16          position, and messaging has never been more  
17          important than now, as our great union continues to  
18          provide services to our membership while  
19          simultaneously battling the COVID-19 pandemic and  
20          the various groups that have openly attacked  
21          organized labor and the principles that we stand for;  
22          and

23          WHEREAS, it is recognized that the IAFF  
24          leadership team, which is comprised of our General  
25          President, General Secretary-Treasurer, and the  
26          District Vice Presidents, are tasked to oversee the  
27          work that has been assigned to the IAFF either by  
28          convention resolution or by direction of the IAFF

29 Executive Board, and to assure it is accomplished  
30 with the best interest of this union; and

31 WHEREAS, there are certain senior staff  
32 positions within the IAFF that are appointed to  
33 accomplish much of the work, and conversely, the  
34 impacts of these appointments can dramatically  
35 affect the operations and goals of the IAFF; and

36 WHEREAS, appointed senior staff employees  
37 ultimately work for the membership, represent the  
38 membership, and are viewed internally and  
39 externally as part of our organization; and

40 WHEREAS, depending on their actions prior to  
41 appointment, background and experience, the  
42 appointment may or may not be beneficial to the  
43 membership of this great union; and

44 WHEREAS, having a procedure to discuss and  
45 vet a candidate who seeks a senior staff position  
46 within our union would provide our organization  
47 with a higher level of transparency, security, and the  
48 likelihood of appointing a candidate who would  
49 exhibit and hold true our values, principles, and  
50 interests; therefore be it

51 RESOLVED, That the IAFF Constitution and By-  
52 Laws add a new section to Article VI that would be  
53 Section 10 and it reads as follows:

54 Prior to the General President or General  
55 Secretary-Treasurer making an appointment to  
56 any position of Chief of Staff, Chief of  
57 Operations, Assistant to the General President,  
58 Assistant to the General Secretary-Treasurer,  
59 or Director, such candidates will be  
60 interviewed by the IAFF Executive Board after  
61 an appropriate background check is completed.

62            Confirmations to the senior staff positions  
63            listed above will be taken up by the Executive  
64            Board at a meeting called for such purpose. To  
65            be confirmed, the candidate must receive a  
66            majority vote of the IAFF Executive Board  
67            and per capita voting is disallowed for senior  
68            staff position confirmation votes. The results  
69            of the vote shall be a matter of record for the  
70            IAFF and available for review by the  
71            membership if so requested.

Submitted by: Ricky J. Walsh, 7<sup>th</sup> District Vice President  
                  Andrew K. Pantelis, 4<sup>th</sup> District Vice President  
                  Alaska Professional Fire Fighters Association,  
                  A-2  
                  Montana State Council of Professional Fire  
                  Fighters, A-25  
                  Pennsylvania Professional Fire Fighters  
                  Association, A-37  
                  Professional Fire Fighters of Idaho, A-11  
                  Professional Fire Fighters of Maryland, A-19  
                  Virginia Professional Fire Fighters, A-44  
                  Washington State Council of Fire Fighters, A-45

Cost Estimate:

**COMMITTEE RECOMMENDATION:**

**CONVENTION ACTION:**