# 2021 Resolutions

<table>
<thead>
<tr>
<th>Resolution</th>
<th>Cost Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Resolution #1</strong>&lt;br&gt;Per Capita Increase to Reflect Budget Adjustment for PFFM Headquarters Operation</td>
<td>FY22 $0.00&lt;br&gt;FY23 $0.10</td>
</tr>
<tr>
<td>Convention &amp; By-Laws Committee</td>
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<tr>
<td><strong>Resolution #2</strong>&lt;br&gt;Article VI, Section 2 – Executive Board Salaries</td>
<td>FY22 $0.12*&lt;br&gt;FY23 $0.13</td>
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<tr>
<td>Convention &amp; By-Laws Committee</td>
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<tr>
<td><strong>Resolution #3</strong>&lt;br&gt;Increase of Salaries for Members of the Professional Staff</td>
<td>FY22 $0.09*&lt;br&gt;FY23 $0.13</td>
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<tr>
<td>Convention &amp; By-Laws Committee</td>
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<tr>
<td><strong>Resolution #4</strong>&lt;br&gt;Article III, Section 11 – Local’s Assignment by District - IAFF Local 5318 Lee</td>
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<td><strong>Resolution #5</strong>&lt;br&gt;Article III, Section 11 – Local’s Assignment by District - IAFF Local 5312 Newbury</td>
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<td><strong>Resolution #7</strong>&lt;br&gt;Article III, Section 11 – Local’s Assignment by District - IAFF Local 5281 Truro</td>
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<td><strong>Resolution #8</strong>&lt;br&gt;Article III, Section 11 – Local’s Assignment by District - IAFF Local 5298 Berlin</td>
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<table>
<thead>
<tr>
<th>RESOLUTION</th>
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<tbody>
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<td>RESOLUTION #9</td>
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<tr>
<td>ARTICLE III, SECTION 11 – LOCAL’S ASSIGNMENT</td>
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<tr>
<td>BY DISTRICT - IAFF LOCAL 5299 GEORGETOWN</td>
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<tr>
<td>RESOLUTION #10</td>
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<td>ARTICLE III, SECTION 11 – LOCAL’S ASSIGNMENT</td>
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<td>BY DISTRICT - IAFF LOCAL 5305 BOXFORD</td>
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<td>ARTICLE III, SECTION 11 – LOCAL’S ASSIGNMENT</td>
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<td>BY DISTRICT - IAFF LOCAL 5311 TEMPLETON</td>
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<td>RESOLUTION #12</td>
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<td>ARTICLE XVIII, SECTION 2 – PUBLIC RELATIONS FUND</td>
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<td>ARTICLE XVIII, SECTION 3 – DEFENSE FUND</td>
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<td>RESOLUTION #14</td>
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<td>AUTHORIZED EXPENSES – VICE PRESIDENT SALARY</td>
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<tr>
<td>ADJUSTMENT</td>
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<td><em>Policy &amp; Legislative Committee</em></td>
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<td>RESOLUTION #15</td>
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<td>PROFESSIONAL STAFF</td>
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<td><em>Policy &amp; Legislative Committee</em></td>
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<td>RESOLUTION #16</td>
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<td>ARTICLE III, SECTION 6A – BALLOT CERTIFICATION</td>
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<td>ARTICLE IV, SECTION 4A – BOND</td>
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<tr>
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<table>
<thead>
<tr>
<th>Resolution</th>
<th>Article/Section</th>
<th>Description</th>
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<tr>
<td>#18</td>
<td>III, Section 5</td>
<td>Trustee, Term of Office</td>
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<td>#19</td>
<td>III, Section 14</td>
<td>Maximum Assigned Locals</td>
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<td>#20</td>
<td>XVIII, Section 5</td>
<td>Cope Fund</td>
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<td>#21</td>
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<td>Sergeant-at-Arms</td>
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<td>#22</td>
<td>XI, Committees</td>
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<td>#23</td>
<td>XI, Committees</td>
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<td>#24</td>
<td>VIII, Section 15</td>
<td>Emeritus Title for Former District</td>
<td>FY22 $0.005*</td>
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<tr>
<td>#25</td>
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<td>PFFM Biennial Convention, Hosting of</td>
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<tr>
<td>#26</td>
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<td>Endorsement Philosophy of the PFFM</td>
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*Per Capita increases marked FY22 shall commence on November 1, 2021, with no retroactive per-capita increase.
<table>
<thead>
<tr>
<th>Resolution #27</th>
<th>Article XI, Section 2 – Executive Board Salaries</th>
<th>Cost Estimate</th>
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<tr>
<td></td>
<td>Constitution &amp; By-Laws Committee</td>
<td>FY22 $0.04*</td>
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<td>FY23 $0.04</td>
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<tr>
<th>Resolution #28</th>
<th>Article VIII, Section 15 – PFFM Biennial Convention, Hosting of</th>
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<tr>
<th>Resolution #29</th>
<th>Article XI, Section 16 – Human Relations Committee</th>
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<thead>
<tr>
<th>Resolution #30</th>
<th>Presentation of the Joseph J. Cantalupa Lifetime Service Award</th>
<th>FY22 $0.000*</th>
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<td>Constitution &amp; By-Laws Committee</td>
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<thead>
<tr>
<th>Resolution #31</th>
<th>Presentation of the Kenneth J. Donnelly Excellence in Leadership Award (2020 Recipient)</th>
<th>FY22 $0.000*</th>
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<tbody>
<tr>
<td></td>
<td>Constitution &amp; By-Laws Committee</td>
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<tr>
<th>Resolution #32</th>
<th>Presentation of the Kenneth J. Donnelly Excellence in Leadership Award (2021 Recipient)</th>
<th>FY22 $0.000*</th>
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<tr>
<th>Resolution #33 (Late File)</th>
<th>Per Capita Increase to Reflect Budget Adjustment for PFFM Headquarters Lease Extension</th>
<th>FY22 $0.00*</th>
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<tr>
<td></td>
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<tr>
<td></td>
<td>May 1, 2022</td>
<td>FY22 $0.23</td>
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<td>FY23 $0.23</td>
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<tr>
<th>Resolution #34 (Late File)</th>
<th>Occupational Hazards Related to PFAS Chemicals Used in Firefighters Personal Protective Equipment</th>
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<tr>
<th>Resolution #35 (Late File)</th>
<th>Article XVIII, Section 8 – Members Assistance Program</th>
<th>FY22 $0.05*</th>
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# 2021 RESOLUTIONS (5)

## TOTAL PROPOSED DUES ADJUSTMENT

<table>
<thead>
<tr>
<th>Resolution</th>
<th>FY22 Dues</th>
<th>FY23 Dues</th>
<th>FY22 Adjustment</th>
<th>FY23 Adjustment</th>
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<tr>
<td><strong>STARTING PER CAPITA</strong></td>
<td>$15.94</td>
<td>$16.48</td>
<td>$0.75</td>
<td>$0.75</td>
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<td>$0.00</td>
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<tr>
<td><strong>SUB TOTAL</strong></td>
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<td>$16.58</td>
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<td><strong>RESOLUTION #2</strong></td>
<td>$0.12</td>
<td>$0.13</td>
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<td><strong>SUB TOTAL</strong></td>
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<td><strong>RESOLUTION #3</strong></td>
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<td><strong>SUB TOTAL</strong></td>
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<td>$16.84</td>
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<tr>
<td><strong>RESOLUTION #14</strong></td>
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<tr>
<td><strong>SUB TOTAL</strong></td>
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<td><strong>RESOLUTION #24</strong></td>
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<td><strong>SUB TOTAL</strong></td>
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<td><strong>RESOLUTION #27</strong></td>
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<tr>
<td><strong>SUB TOTAL</strong></td>
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<td>$16.88</td>
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<tr>
<td><strong>RESOLUTION #30</strong></td>
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<tr>
<td><strong>SUB TOTAL</strong></td>
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<td>$16.88</td>
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<td><strong>RESOLUTION #31</strong></td>
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<td><strong>SUB TOTAL</strong></td>
<td>$16.195</td>
<td>$16.88</td>
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<td><strong>RESOLUTION #32</strong></td>
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<tr>
<td><strong>RESOLUTION #33</strong></td>
<td>$0.00</td>
<td>$0.23</td>
<td>$0.00</td>
<td>$0.23</td>
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<td><strong>SUB TOTAL</strong></td>
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<td>$16.48</td>
<td>$17.11</td>
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<td>$16.48</td>
<td>$17.11</td>
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</table>

**NET CHANGE:** $0.75 $0.75

**ENTERING 45TH CONVENTION:** $17.11 $0.75

*Per Capita increases marked FY22 shall commence on November 1, 2021, with no retroactive per-capita increase.*
RESOLUTION NO. 1

Constitution & By-Laws Committee

RE: PER CAPITA INCREASE TO REFLECT BUDGET ADJUSTMENT FOR PFFM HEADQUARTERS OPERATION

WHEREAS: Since 2012 the PFFM has been located in a commercial occupancy; and

WHEREAS: Expenses associated with all facets of running a professional commercial business increase by an average inflationary rate of 3% per year; and

WHEREAS: Through our own internal auditing process no increase was assessed for FY14 or FY15; and

WHEREAS: Through our own internal auditing process the Organization only required a 1% increase in the operating budget of the PFFM Headquarters for FY16, FY17, FY18 and FY19; and

WHEREAS: The Organization only required 1.11% increase for FY20, and 1.17% increase for FY21; and

WHEREAS: Through internal auditing, prudent financial management, as well as review and competitive bidding of all vendor contracts, the organization will require no per capita increase in FY22, and an increase in the per capita dues equal to .66% of the annual budget in FY23 to maintain the current level of service; therefore be it

RESOLVED: That effective November 1, 2021, no increase shall be made to the per capita dues; and be it further

RESOLVED: That effective July 1, 2022, the per capita due of the PFFM shall be increased by ten cents ($0.10).

/s/ Executive Board, PFFM

COST ESTIMATE:

$0.00 effective November 1, 2021.
$0.10 effective July 1, 2022.

COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 2

Constitution & By-Laws Committee

RE: ARTICLE VI, Section 2 – EXECUTIVE BOARD SALARIES

WHEREAS: The members of the Executive Board perform their elected duties in a prompt, efficient and professional manner; and

WHEREAS: Their dedication, experience and performance provide a quality of service to our membership, which is worthy of recognition and commensurate compensation; therefore be it

RESOLVED: That effective July 1, 2021, the salaries of the Executive Board and positions listed in Article 6 of the Constitution and By-Laws shall be increased by 3%; and be it further

RESOLVED: That effective July 1, 2022, the salaries of the Executive Board and positions listed in Article 6 of the Constitution and By-Laws shall be increased by 3%.

/s/ Executive Board, PFFM

COST ESTIMATE: $0.12 effective November 1, 2021.

$0.13 effective July 1, 2022.

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RESOLUTION NO. 3

RE: INCREASE OF SALARIES FOR MEMBERS OF THE PFFM PROFESSIONAL STAFF

WHEREAS: The members of the PFFM Professional Staff perform their duties in a prompt, efficient and professional manner; and

WHEREAS: Their dedication, experience and performance provide a quality of service to our membership which is worthy of recognition and commensurate compensation; therefore, be it

RESOLVED: That effective July 1, 2021, the salaries of the PFFM Professional Staff shall be increased by 3%; and be it further

RESOLVED: That effective July 1, 2022, the salaries of the PFFM Professional Staff shall be increased by 3%.

/s/ Executive Board, PFFM

COST ESTIMATE: $0.09 effective November 1, 2021.
$0.13 effective July 1, 2022.

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RESOLUTION NO. 4

Constitution & By-Laws Committee

RE: ARTICLE III, Section 11 – LOCAL’S ASSIGNMENT BY DISTRICT
PERMANENT ASSIGNMENT OF LEE IAFF LOCAL 5318 TO DISTRICT 5 WITHIN THE PFFM

WHEREAS: The delegates assembled at Convention of the PFFM must vote the permanent assignment and listing of all Locals by District; therefore, be it

RESOLVED: That Article III, Section 11, of the Constitution and By-Laws of the PFFM, be amended to list the permanent assignment of Lee Fire Fighters IAFF Local 5318, to District 5.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 5

Constitution & By-Laws Committee

RE: ARTICLE III, Section 11 – LOCAL’S ASSIGNMENT BY DISTRICT
PERMANENT ASSIGNMENT OF NEWBURY IAFF LOCAL 5312 TO
DISTRICT 3 WITHIN THE PFFM

WHEREAS: The delegates assembled at Convention of the PFFM must vote the permanent assignment and listing of all Locals by District; therefore, be it

RESOLVED: That Article III, Section 11, of the Constitution and By-Laws of the PFFM, be amended to list the permanent assignment of Newbury Fire Fighters IAFF Local 5312, to District 3.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RESOLUTION NO. 6
Constitution & By-Laws Committee

RE: ARTICLE III, Section 11 – LOCAL’S ASSIGNMENT BY DISTRICT PERMANENT ASSIGNMENT OF TYNGSBOROUGH IAFF LOCAL 5297 TO DISTRICT 4 WITHIN THE PFFM

WHEREAS: The delegates assembled at Convention of the PFFM must vote the permanent assignment and listing of all Locals by District; therefore, be it

RESOLVED: That Article III, Section 11, of the Constitution and By-Laws of the PFFM, be amended to list the permanent assignment of Tyngsborough Fire Fighters IAFF Local 5297, to District 4.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 7

Constitution & By-Laws Committee

RE: ARTICLE III, Section 11 – LOCAL’S ASSIGNMENT BY DISTRICT
PERMANENT ASSIGNMENT OF TRURO IAFF LOCAL 5281 TO
DISTRICT 8 WITHIN THE PFFM

WHEREAS: The delegates assembled at Convention of the PFFM must vote the
permanent assignment and listing of all Locals by District; therefore, be it

RESOLVED: That Article III, Section 11, of the Constitution and By-Laws of the
PFFM, be amended to list the permanent assignment of Truro Fire
Fighters IAFF Local 5281, to District 8.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 8

Constitution & By-Laws Committee

RE: ARTICLE III, Section 11 – LOCAL’S ASSIGNMENT BY DISTRICT
PERMANENT ASSIGNMENT OF BERLIN IAFF LOCAL 5298 TO
DISTRICT 7 WITHIN THE PFFM

WHEREAS: The delegates assembled at Convention of the PFFM must vote the
permanent assignment and listing of all Locals by District; therefore, be
it

RESOLVED: That Article III, Section 11, of the Constitution and By-Laws of the
PFFM, be amended to list the permanent assignment of Berlin Fire
Fighters IAFF Local 5298, to District 7.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 9

Constitution & By-Laws Committee

RE: ARTICLE III, Section 11 – LOCAL’S ASSIGNMENT BY DISTRICT
PERMANENT ASSIGNMENT OF GEORGETOWN IAFF LOCAL 5299
TO DISTRICT 3 WITHIN THE PFFM

WHEREAS: The delegates assembled at Convention of the PFFM must vote the permanent assignment and listing of all Locals by District; therefore, be it

RESOLVED: That Article III, Section 11, of the Constitution and By-Laws of the PFFM, be amended to list the permanent assignment of Georgetown Fire Fighters IAFF Local 5299, to District 3.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RE: ARTICLE III, Section 11 – LOCAL’S ASSIGNMENT BY DISTRICT
PERMANENT ASSIGNMENT OF BOXFORD IAFF LOCAL 5305 TO
DISTRICT 3 WITHIN THE PFFM

WHEREAS: The delegates assembled at Convention of the PFFM must vote the permanent assignment and listing of all Locals by District; therefore, be it

RESOLVED: That Article III, Section 11, of the Constitution and By-Laws of the PFFM, be amended to list the permanent assignment of Boxford Fire Fighters IAFF Local 5305, to District 3.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 11

Constitution & By-Laws Committee

RE: ARTICLE III, Section 11 – LOCAL’S ASSIGNMENT BY DISTRICT
PERMANENT ASSIGNMENT OF TEMPLETON IAFF LOCAL 5311 TO
DISTRICT 4 WITHIN THE PFFM

WHEREAS: The delegates assembled at Convention of the PFFM must vote the
permanent assignment and listing of all Locals by District; therefore, be
it

RESOLVED: That Article III, Section 11, of the Constitution and By-Laws of the
PFFM, be amended to list the permanent assignment of Templeton Fire
Fighters IAFF Local 5311, to District 4.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 12

Constitution & By-Laws Committee

RE: ARTICLE XVIII Section 2 – PUBLIC RELATIONS FUND

WHEREAS: The PFFM Constitution and By-Laws maintains Article XVIII, Section 1 – Reserve Fund; and

WHEREAS: The language of Article XVIII, Section 1 reads; “Effective July 1, 2001, the Secretary-Treasurer shall establish a reserve fund. Such Fund will equal no less than 17% of the fiscal year budget. Expenditures from this fund between biennial conventions may only be utilized when the PFFM faces an unforeseen fiscal emergency. Any expenditure shall require a two-thirds vote of the Executive Board.”; and

WHEREAS: The assets of Restricted Reserves are currently in the excess of 70% of the fiscal 2021 budget, and

WHEREAS: The current Restricted Reserves are held in a high yield account where the larger the principle value the higher the interest rate; and

WHEREAS: The assets of the Restricted Reserves above the minimum 17% can be used for any one of a number of purposeful uses, to include but not limited to Public Relations or Defense related expenses with Executive Board approval; and

WHEREAS: The Current Lease Agreement for the PFFM Headquarters is scheduled to terminate on 05/31/2022; and

WHEREAS: Due to the unpredictable costs of real estate it may be necessary to seek an alternate PFFM Headquarters location for the future; and

WHEREAS: All anticipated and unforeseen expenses associated with any future Lease or Purchase and Sales, to include but not limited to: security deposit, relocation and build-out expenses and such will need to be funded from the PFFM Restricted Reserves; and

WHEREAS: The Delegates will not be assembled again until the 45th Biennial Convention in 2023; therefore, be it

RESOLVED: That one-hundred thousand dollars ($100,000.00) from the Public Relations Fund be transferred to the Reserve Fund to further accelerate growth through a higher monthly interest rate; and be it further

RESOLVED: That if at any time these assets are to be used for any one of a number of purposeful uses, to include but not limited to Public Relations or real
estate related expenses, it will require a two-thirds vote of the Executive Board.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RE: ARTICLE XVIII Section 3 – DEFENSE FUND

WHEREAS: The PFFM Constitution and By-Laws maintains Article XVIII, Section 1 – Reserve Fund; and

WHEREAS: The language of Article XVIII, Section 1 reads; “Effective July 1, 2001, the Secretary-Treasurer shall establish a reserve fund. Such Fund will equal no less than 17% of the fiscal year budget. Expenditures from this fund between biennial conventions may only be utilized when the PFFM faces an unforeseen fiscal emergency. Any expenditure shall require a two-thirds vote of the Executive Board.”; and

WHEREAS: The assets of Restricted Reserves are currently in the excess of 70% of the fiscal 2021 budget, and

WHEREAS: The current Restricted Reserves are held in a high yield account where the larger the principle value the higher the interest rate; and

WHEREAS: The assets of the Restricted Reserves above the minimum 17% can be used for any one of a number of purposeful uses, to include but not limited to Public Relations or Defense related expenses with Executive Board approval; and

WHEREAS: The Current Lease Agreement for the PFFM Headquarters is scheduled to terminate on 05/31/2022; and

WHEREAS: Due to the unpredictable costs of real estate it may be necessary to seek an alternate PFFM Headquarters location for the future; and

WHEREAS: All anticipated and unforeseen expenses associated with any future Lease or Purchase and Sales, to include but not limited to: security deposit, relocation and build-out expenses and such will need to be funded from the PFFM Restricted Reserves; and

WHEREAS: The Delegates will not be assembled again until the 45th Biennial Convention in 2023; therefore, be it

RESOLVED: That one-hundred thousand dollars ($100,000.00) from the Defense Fund be transferred to the Reserve Fund to further accelerate growth through a higher monthly interest rate; and be it further

RESOLVED: That if at any time these assets are to be used for any one of a number of purposeful uses, to include but not limited to Defense or real estate
related expenses, it will require a two-thirds vote of the Executive Board.

/s/ Executive Board, PFFM

COST ESTIMATE: **NONE**

COMMITTEE RECOMMENDATION: **CONCURRENCE**

CONVENTION ACTION: **PASSED**
RESOLUTION NO. 14

Policy & Legislative Committee

RE: AUTHORIZED EXPENSES - VICE PRESIDENT SALARY ADJUSTMENT

WHEREAS: The Policy Book of the Professional Fire Fighters of Massachusetts maintains a section titled: “Authorized Expenses”; and

WHEREAS: Item 7 of that section, “Vice President Salary Adjustment”, reads: “Effective July 1, 2003, the salary of the effected Vice President shall be adjusted each year in the month of November to meet the Social Security earnings necessary to qualify for the exception. All wages and stipends will be calculated as earnings. This adjustment is a one-time payment and will not increase the yearly salaries. The Executive Board and delegates of the November state meeting must approve the adjustment.”; and

WHEREAS: This policy has not been acted on in several years; therefore, be it

RESOLVED: That Item 7 of “Authorized Expenses” be amended to read: “Effective November 1 2021, the salary of the affected Vice President shall be adjusted each year in the month of November to meet the Social Security earnings necessary to qualify for the exception. All wages and stipends will be calculated as earnings. This adjustment is a one-time payment and will not increase the yearly salaries.”

/s/ Executive Board, PFFM

COST ESTIMATE: UNKNOWN

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RESOLUTION NO. 15

Policy & Legislative Committee

RE: PROFESSIONAL STAFF

WHEREAS: The Policy Book of the Professional Fire Fighters of Massachusetts maintains a section titled: “Professional Staff”; and

WHEREAS: Currently the PFFM Professional Staff includes the Staff Positions of: Executive Assistant to the President, Executive Assistant to the Secretary-Treasurer, Media and Special Events, Membership Director, Pension & Retirement Liaison, and Office Manager; and

WHEREAS: The Members of the Professional Staff include all appointed positions within the PFFM responsible for the daily planning, coordination, and execution, of the PFFM headquarters operation; and

WHEREAS: The COPE (Committee on Politcial Education) Director, the EMS (Emergency Medical Services) Director and the Members Assistance Program (MAP) Director positions contribute similarly and immensely to the daily mission of the PFFM Headquarters operation; therefore, be it

RESOLVED: That the COPE (Committee on Politcial Education) Director, the EMS (Emergency Medical Services) Director, and the Members Assistance Program (MAP) Director positions be reclassified as Professional Staff; and be it further

RESOLVED: That Policy Book of the Professional Fire Fighters of Massachusetts section titled: “Professional Staff” be amended to include the COPE (Committee on Politcial Education) Director, the EMS (Emergency Medical Services), and Members Assistance Program (MAP) Director positions; and be it further

RESOLVED: That these new Professional Staff positions receive all current and any future benefits awarded to the PFFM Professional Staff.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RE: ARTICLE III, Section 6A – BALLOT CERTIFICATION

WHEREAS: Article III, Section 6A, paragraph 2 of the PFFM Constitution and By-Laws reads:

“The individual ballots will be maintained for thirty (30) days after the election, after which they will be destroyed.”, and

WHEREAS: Following the 43rd Biennial Convention of the PFFM, the PFFM Constitution and By-Laws was amended to include all of the changes presented, voted and approved through a vote of the delegates assembled at convention; and

WHEREAS: The amended PFFM Constitution and By-Laws is then submitted to the Legal Department of the International Association of Fire Fighters for review and approval; and

WHEREAS: The IAFF Legal Department has submitted written notification requiring that Article III, Section 6A, paragraph 2 of the PFFM Constitution and By-Laws be amended to read:

“The ballots and all other records of an election shall be preserved by the Secretary-Treasurer for one (1) year following an election.”, therefore, be it

RESOLVED: that Article III, Section 6A, paragraph 2 of the PFFM Constitution and By-Laws be amended to read:

“The ballots and all other records of an election shall be preserved by the Secretary-Treasurer for one (1) year following an election.”

/s/ Executive Board, PFFM

COST ESTIMATE: NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RESOLUTION NO. 17

Constitution & By-Laws Committee

RE:  ARTICLE IV, Section 4A – BOND

WHEREAS: Article IV, Section 4A, of the PFFM Constitution and By-Laws reads:

“The Secretary-Treasurer will ensure Bonds equal to fifteen (15) percent of the organization’s funds handled on a yearly basis shall be maintained for all officers and employees of the PFFM; the expense of which will be borne by the organization.”,

WHEREAS: Following the 43rd Biennial Convention of the PFFM, the PFFM Constitution and By-Laws was amended to include all of the changes presented, voted and approved through a vote of the delegates assembled at convention; and

WHEREAS: The amended PFFM Constitution and By-Laws was then submitted to the Legal Department of the International Association of Fire Fighters for review and approval; and

WHEREAS: The IAFF Legal Department has submitted written notification requiring that Article IV, Section 4A, of the PFFM Constitution and By-Laws be amended to read:

“The Secretary-Treasurer will ensure Bonds equal to fifteen (15) percent of the organizations funds handled on a yearly basis shall be maintained for all officers and employees of the PFFM. The expense of the first five thousand dollars ($5,000) of bond shall be borne by the International. If additional bond is necessary, the PFFM shall pay the additional premium.”,

therefore, be it

RESOLVED: That Article IV, Section 4A, of the PFFM Constitution and By-Laws be amended to read:

“The Secretary-Treasurer will ensure Bonds equal to fifteen (15) percent of the organization’s funds handled on a yearly basis shall be maintained for all officers and employees of the PFFM. The expense of the first five thousand dollars ($5,000) of bond shall be borne by the International. If additional bond is necessary, the PFFM shall pay the additional premium.”

/s/ Executive Board, PFFM

COST ESTIMATE:  NONE
COMMITTEE RECOMMENDATION:  CONCURRENCE
CONVENTION ACTION:  PASSED
RESOLUTION NO. 18

Constitution & By-Laws Committee

RE: ARTICLE III, Section 5 – TRUSTEE, TERM OF OFFICE

WHEREAS: Article III, Section 5, of the PFFM Constitution and By-Laws reads:

“Starting with the 2011 Biennial Convention, Trustees shall be elected in accordance with Article 3, Section 2 of the Constitution and By-Laws. A Trustee shall be elected at the 2009 Biennial Convention and shall serve a term of two (2) years and a Trustee shall be elected at the 2010 Legislative Convention and serve a term of one (1) year.”, and

WHEREAS: Article III, Section 1, of the PFFM Constitution and By-Laws lists each of the officers of the PFFM to include the PFFM Trustees, and

WHEREAS: Article III, Section 2, of the PFFM Constitution and By-Laws, paragraph 1 reads in pertinent part:

“All PFFM officers shall be elected by the duly accredited delegates assembled at convention...” and “Said officers shall be elected biennially, and they shall hold office for a period of two years or until their successors are elected and qualified.”; and

WHEREAS: Article III, Section 5, - Trustee, Term of, was established in 2011 to realign the Trustees with the other officers of the PFFM with regards to term of office and election process; and

WHEREAS: Article III, Section 2, of the PFFM Constitution and By-Laws, clearly defines that the Trustees shall be elected biennially at Convention and shall hold office for a period of two years or until their successors are elected and qualified; therefore, be it

RESOLVED: Article III, Section 5, of the PFFM Constitution and By-Laws be stricken from the Constitution and By-Laws.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RESOLUTION NO. 19

Constitution & By-Laws Committee

RE: ARTICLE III, Section 14 – MAXIMUM ASSIGNED LOCALS

WHEREAS: Article III, Section 14, of the Constitution and By-Laws of the PFFM reads:

“During the period between Biennial Conventions if any District exceeds forty (40) assigned Locals, the Executive Board shall submit to the next Biennial Convention, a resolution reassigning Locals among the Districts so that no District exceeds forty (40) permanently assigned Locals.”,

WHEREAS: Each year, the PFFM has continued to welcome new members and new IAFF Locals; and

WHEREAS: Often times the new Local is geographically located in close proximity to an existing PFFM District; and

WHEREAS: Due to the forty (40) Local limit per district, the new Local is assigned to a District remote from their location; and

WHEREAS: Locals would have better access to their District Vice President if they are assigned to the closest geographical District; therefore, be it

RESOLVED: That Article III, Section 14, be stricken from the Constitution and By-Laws.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RE: ARTICLE XVIII Section 5 – COPE FUND

WHEREAS: The PFFM Constitution and By-Laws maintains Article XVIII, Section 5 – Cope Fund; and

WHEREAS: The language of Article XVIII, Section 1 reads; “Effective July 1, 2001, the Secretary-Treasurer shall establish a reserve fund. Such Fund will equal no less than 17% of the fiscal year budget. Expenditures from this fund between biennial conventions may only be utilized when the PFFM faces an unforeseen fiscal emergency. Any expenditure shall require a two-thirds vote of the Executive Board.”; and

WHEREAS: The assets of Restricted Reserves are currently in the excess of 70% of the fiscal 2021 budget, and

WHEREAS: The current Restricted Reserves are held in a high yield account where the larger the principle value the higher the interest rate; and

WHEREAS: The assets of the Restricted Reserves above the minimum 17% can be used for any one of a number of purposeful uses, to include but not limited to Public Relations, Defense or COPE related expenses with Executive Board approval; and

WHEREAS: The Current Lease Agreement for the PFFM Headquarters is scheduled to terminate on 05/31/2022; and

WHEREAS: Due to the unpredictable costs of real estate it may be necessary to seek an alternate PFFM Headquarters location for the future; and

WHEREAS: All anticipated and unforeseen expenses associated with any future Lease or Purchase and Sales, to include but not limited to: security deposit, relocation and build-out expenses and such will need to be funded from the PFFM Restricted Reserves; and

WHEREAS: The Delegates will not be assembled again until the 45th Biennial Convention in 2023; therefore, be it

RESOLVED: That one-hundred and fifty thousand dollars ($150,000.00) from the COPE Fund be transferred to the Reserve Fund to further accelerate growth through a higher monthly interest rate; and be it further

RESOLVED: That if at any time these assets are to be used for any one of a number of purposeful uses, to include but not limited to Defense or real estate
related expenses, it will require a two-thirds vote of the Executive Board.

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 21

Resolution Committee

RE: SERGEANT -AT- ARMS

WHEREAS: The Policy Book of the Professional Fire Fighters of Massachusetts maintains a section titled: “Sergeant-At-Arms”; and

WHEREAS: Item 4 of that section, “Stipend”, reads:

“A. Meetings & Legislative Convention
A stipend of Fifty Dollars ($50) will be provided for the Master-At-Arms and the Sergeants-At-Arms, for all monthly and special meetings; and, the PFFM Legislative Convention. The Master-At-Arms will receive reimbursement for travel, meals, tolls, and parking.

B. Biennial Convention
Compensation for the Master-At-Arms at the biennial convention of the PFFM shall include: Per Diem, room reservation, meals and travel to and from the convention, from their place of residence.” and

WHEREAS: The duties, responsibilities and workload of the Master-At-Arms and the Sergeants'-At-Arms has grown most notably at conventions and seminars; and

WHEREAS: It is the policy of this organization to adequately compensate our staff and appointed personnel; therefore, be it

RESOLVED: That item 4 be amended to read:

“A. Meetings & Special Meetings
A stipend of Fifty Dollars ($50) will be provided for the Master-At-Arms and the Sergeants-At-Arms, for all monthly and special meetings. The Master-At-Arms shall receive reimbursement for travel, meals, tolls, and parking.

B. Conventions & Seminars
Compensation for the Master-At-Arms, and Sergeants'-At-Arms at conventions and seminars of the PFFM shall be at a rate approved by the Executive Board. The Master-At-Arms and Sergeants'-At-Arms shall receive reimbursement for travel, meals, tolls, and parking.”

/s/ Executive Board, PFFM

COST ESTIMATE: NONE
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 22

Constitution & By-Laws Committee

RE: ARTICLE XI COMMITTEES

WHEREAS: Article XI of the PFFM Constitution and By-Laws designates Committees, Committee assignments, appointments, and compensation; and

WHEREAS: The PFFM has recently acquired an appointment of Commissioner to the Public Employee Retirement Administration Commission (PERAC); and

WHEREAS: The appointment to the PERAC commission is vital to the future of each of our 12,000 members’ Pension and financial future; and

WHEREAS: The demands of this appointment require regular attendance to meetings, hearings, and such; and

WHEREAS: Currently, the PFFM Constitution and By-Laws does not possess language pursuant to this appointment; and

WHEREAS: Current Committee appointments listed in Article XI of the Constitution and By-Laws establish language and compensation requirements for each appointment; therefore, be it

RESOLVED: That Article XI of the PFFM Constitution and By-Laws be amended to include: “ARTICLE XI – Section 23 PERAC Committee”; and be it further

RESOLVED: That the newly established ARTICLE XI – Section 23 PERAC Committee include the following language:

“Any member or members of the PFFM appointed to sit on the Board of Commissioners of PERAC, shall receive the sum of twelve-thousand dollars ($12,000.00) annually, paid one thousand dollars ($1,000.00), monthly as compensation for the work performed in that capacity.”

/s/ Executive Board, PFFM

COST ESTIMATE: NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RE:  ARTICLE XI COMMITTEES

WHEREAS: Article XI of the PFFM Constitution and By-Laws designates Committees, Committee assignments, appointments, and compensation; and

WHEREAS: The PFFM has a long history of supporting Veterans of the Armed Services; and

WHEREAS: The PFFM has countless members of the National Guard and Reserves currently in our organization; and

WHEREAS: There are many municipalities that seem to be blissfully unaware of which benefits our National Guard and Reserve members are entitled to and therefore the likelihood of our members missing out on duly earned benefits is high; and

WHEREAS: Some members are having to fight their municipality in order to receive said benefits; and

WHEREAS: Often times these fights can last months or even years; and

WHEREAS: This process can cost our members and/or their families monies and benefits and place an undue hardship on the member and/or their family; therefore, be it

RESOLVED: That the PFFM create a USERRA (Uniform Services Employment and Re-Employment Act) Rights Liaison, appointed by the President, to help our National Guard and Reserve members better understand what benefits they are entitled to and to help them “work” with their respective municipality to ensure that the members are getting all the benefits they are entitled to, including but not limited to: time off, pay status/rates, continuation of health benefits and any other benefits they are due or entitled to; and be it further

RESOLVED: That Article XI of the PFFM Constitution and By-Laws be amended to include: “ARTICLE XI – Section 24 USERRA Committee.

/s/ Executive Board, PFFM

COST ESTIMATE:  NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RE:  EMERITUS TITLE FOR FORMER DISTRICT 7 VICE PRESIDENT
DANNY HARTWELL

WHEREAS: Article VIII section 9, Emeritus, qualifications for, states: The title of Vice President Emeritus, is established for such officer who shall have served (5) terms or (10) years or more as a Delegate-at-Large and/or member of the executive board of this organization and,

WHEREAS: Former District 7 Vice President Danny Hartwell has served this organization for many years and,

WHEREAS: Danny Hartwell has supported his district with professionalism, dedication and undivided commitment and,

WHEREAS: Danny Hartwell has made personal sacrifices to better serve his members and the district and,

WHEREAS: Danny Hartwell has mentored numerous members of his district to help them become better union leaders and,

WHEREAS: District seven of the PFFM has benefited in numerous ways from his leadership as the District Vice President and,

WHEREAS: Brother Hartwell meets this organization’s requirements to qualify for the position of Emeritus; therefore, be it

RESOLVED: That the Professional Fire Fighters of Massachusetts at the 2021 Biennial Convention bestow the status of Vice President Emeritus to Danny Hartwell; and be it further resolved

RESOLVED: That Article VIII, of the PFFM Constitution and By-Laws be amended to include Danny Hartwell in the position of Vice President Emeritus, effective October 27, 2021.

/s/ Executive Board, PFFM
Worcester Local 1009
Leominster Local 1841
Sudbury Local 2023
Bellingham Local 2071
Shrewsbury Local 4613
Northborough Local 3057
Milford Local 2140
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**COST ESTIMATE:**  
$0.005 effective November 1, 2021.

**COMMITTEE RECOMMENDATION:** CONCURRENCE

**CONVENTION ACTION:** PASSED
RESOLUTION NO. 25

Constitution & By-Laws Committee

RE: ARTICLE VIII, Section 15 – PFFM BIENNIAL CONVENTION, HOSTING OF

WHEREAS: Article VIII, Section 15, paragraph one (1), of the PFFM Constitution and By-Laws reads:

“Any Local with intention to host the next biennial convention of this organization, will make such proposal at the preceding biennial convention. The Secretary/Treasurer and Trustees will then visit the proposed site(s) and report their findings to the PFFM Executive Board. The PFFM Executive Board will make their recommendations at the next monthly meeting of the organization.”,

WHEREAS: The timeline for this review of proposed convention locations is inadequate; and

WHEREAS: The existing language does not permit the entire delegate body to vote on the recommendations of the Executive Board; and

WHEREAS: Article VIII, Section 15, paragraph two (2), of the PFFM Constitution and By-Laws reads:

“In the event that no city, town, or district makes an appeal to host the convention, or if the facility, services, technology, or available lodging is insufficient for the needs of the convention, the Executive Board shall locate an alternative location. The Executive Board will then make their recommendations to the delegates assembled at the next Monthly State Meeting, and the final decision for the convention location will be made by a vote of the Delegates.”,

WHEREAS: The existing language does not specifically address what qualifies as the sufficient need of the convention; and

WHEREAS: At each convention the organization adds multiple Locals to the membership each with a minimum of six (6) delegates; and

WHEREAS: The current total Delegate body representing all of the Locals in this organization is one thousand three hundred eighty-six (1386) delegates; and

WHEREAS: The timeline necessary for the Executive Board to locate, plan, make necessary holds, and negotiate rates, is insufficient; and
WHEREAS: The International Association of Firefighters (IAFF) has a more clearly defined bidding process and criteria for hosting of conventions; therefore, be it

RESOLVED: That the PFFM adopt a Bidding process and criteria list similar to that of the International Association of Firefighters (IAFF); and be it further

RESOLVED: That the new bidding process and minimal criteria be structured based upon the growing number of Locals and delegates within this organization; and be it further

RESOLVED: Article VIII, Section 15, of the PFFM Constitution and By-Laws be amended to read:

“The PFFM Executive Board has established procedures for Locals who wish to bid to host the Biennial Convention. The purpose of these procedures is to offer Locals and the PFFM Executive Board a more clearly defined timeline and minimal criteria necessary to accommodate the needs of the PFFM Biennial Convention.

The PFFM shall establish a list of minimal criteria necessary to host the Biennial Convention based on seventy five percent (75%) of the total delegate strength of the organization, and provide the list to each Local president.

A. Timeline for Proposals
- Bids to host the Biennial Convention shall be submitted to the Executive Board no later than November 1 of the even year.
- Bids will be reviewed by the Executive Board to ensure all minimum criteria is met.
- If the proposed locations do not meet the minimum criteria the PFFM shall locate an alternate location to be presented.
- The PFFM shall secure hotel sleeping room rates and similar expenses for each proposed facility to be presented to the delegates.
- A resolution will be drafted and presented at the next Biennial Convention (7 months following bid submission) to be voted on by the delegates.
- If more than one resolution is presented, a secret ballot vote of the delegates will be conducted.
- The proposed location that receives the most votes by the delegates assembled at Convention shall be selected as the next Convention location.

B. Procedure for Submission of Convention Bid (Local Responsibility)
- Locals that wish to submit bid proposals to host the Biennial Convention must forward a PFFM Convention submission form along with a letter of intent to the PFFM Secretary-Treasurer no later than November 1, on the even year prior to the Convention at which the vote will take place.
If the proposed location meets the minimum criteria, the Local submitting the request shall be directed to draft a resolution to be presented at the next Biennial Convention.

C. Procedure for Submission of Convention Bid (PFFM Responsibility)

- The PFFM shall visit each proposed location.
- The PFFM shall secure hotel sleeping room rates and similar expenses for each proposed location.
- If no location is presented, or if the presented locations do not satisfy the minimum requirements, an alternate location will be selected.
- The PFFM will prepare a report for each proposed location to be submitted to the Convention Delegates before voting.”

/s/ Executive Board, PFFM

COST ESTIMATE: NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RE: ENDORSEMENT PHILOSOPHY

WHEREAS: It is vital to the success of the PFFM to be involved and influential in all levels of governmental politics; and

WHEREAS: The PFFM is proud to endorse candidates that support firefighter specific issues; and

WHEREAS: Social issues increasingly dominate the political discussion in the media and with our members in firehouses; and

WHEREAS: It is more essential than ever that the PFFM continue to view and judge political candidates through a very narrow lens of issues; therefore, be it

RESOLVED: That the PFFM Policy Book be amended to include a section titled “Endorsement Philosophy” to read:

“In the divisive world of partisan politics, the PFFM must continue to view endorsement of political candidates that focuses on firefighter labor-specific issues. Our members come from many diverse backgrounds and have a wide range of opinions. It would be impossible for our over 12,000 members to agree upon all issues.

What brings us together, the foundation that forms our union, are the core values of our profession and our union. The PFFM’s core values include health and safety, working conditions, retirement security, hours, and wages. These core values are the driving force behind every one of our political endorsements.

Politicians at every level of government make decisions that impact our profession, and we must continue being politically active to remain a successful union. The PFFM will continue to be an influential force in Massachusetts politics and will continue to do so by supporting politicians who support our core values.

While members may personally disagree with a political endorsement made by the PFFM, they can have faith that endorsements are made with a focus on the core values of our great union. The political endorsement of the PFFM is not a mandate for our members to vote a certain way but rather a recommendation based on the values that firefighters collectively agree upon. The PFFM respects its members’ right to vote for whomever they choose. The PFFM ask our members to understand and support the PFFM’s endorsement is
based on firefighter labor specific issues of the political candidates support for our core values - **health and safety, working conditions, retirement security, hours, and wages.**

We support those who support us.”

/s/ Executive Board, PFFM

COST ESTIMATE: **NONE**

COMMITTEE RECOMMENDATION: **ACCEPTED AS AMENDED**

CONVENTION ACTION: **PASSED**
RESOLUTION NO. 27 – AS AMENDED

Constitution & By-Laws Committee

RE: ARTICLE VI, Section 2 – EXECUTIVE BOARD SALARIES

WHEREAS: The PFFM Trustees perform their elected duties in a prompt, efficient and professional manner; and

WHEREAS: Their dedication, experience and performance provide a quality of service to our membership, which is worthy of recognition and commensurate compensation; and

WHEREAS: With the exception of the annual COLA increase of 3%, the Trustee annual salary has not been adjusted since 2007, when the Delegates of the 37th Biennial Convention voted for a one-time adjustment increase of the District Vice Presidents’ and Trustee’s salaries by $500 (five-hundred dollars); and

WHEREAS: The Trustee annual salary is currently 38% less than that of the District Vice Presidents, 44% less than that of the Legislative Agents, and 54% less than that of the Information Officer; therefore, be it

RESOLVED: That effective November 2, 2021, the base salaries of the Trustees positions listed in Article 6 of the Constitution and By-Laws shall be increased by $2,000 (Two Thousand Dollars), and be it further

RESOLVED: That effective July 1, 2022, the base salaries of the Trustees positions listed in Article 6 of the Constitution and By-Laws shall be increased by $2,000 (Two Thousand Dollars).

/s/ Executive Board, PFFM

COST ESTIMATE: $0.04 effective November 2, 2021.
$0.04 effective July 1, 2022

COMMITTEE RECOMMENDATION: NON-CONCURRENCE
CONVENTION ACTION: PASSED AS AMENDED
RESOLUTION NO. 28

Re: Hosting of the 2023 Professional Fire Fighters of Massachusetts Biennial Convention by Worcester Fire Fighters Local 1009

WHEREAS: The Professional Fire Fighters of Massachusetts has a long history of moving the organization forward through biennial conventions; and

WHEREAS: The Professional Fire Fighters of Massachusetts has grown to its highest membership in its history; and

WHEREAS: The Biennial Convention needs to accommodate delegates from all Locals represented in this great union; and

WHEREAS: Worcester Fire Fighters Local 1009 has a long history of strong union activism; and

WHEREAS: The city of Worcester has the facilities to accommodate the biennial convention with the growing number of delegates expected to be assembled; and

WHEREAS: The central location of Worcester in Massachusetts provides for convenience of attendance for all Locals throughout the Professional Fire Fighters of Massachusetts; therefore, be it


/s/ Worcester Fire Fighters Local 1009

COST ESTIMATE: None
COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 29

Constitution & By-Laws Committee

RE:  ARTICLE XI Section 16 - HUMAN RELATIONS COMMITTEE

WHEREAS: Article XI, Section 16 of the PFFM Constitution and By-Laws establishes a Human Relations Committee; and

WHEREAS: The PFFM Human Relations Committee (HRC) was established in September 2020, and meets regularly; and

WHEREAS: The HRC has recognized the need for representation of our retired members; and

WHEREAS: The HRC has discussed the rise in Asian hate crimes and the need for other members of our membership to be represented; and

WHEREAS: Article XI, Section 16, paragraph three (3) of the PFFM Constitution and By-Laws reads: “The make-up of the HRC shall be two (2) Black, two (2) Caucasian males, two(2) Hispanic, two (2) Women, and two (2) other than represented; therefore, be it

RESOLVED: That the PFFM Human Relations Committee (HRC) be expanded to include one retired member and two (2) additional members other than represented; and be it further

RESOLVED: Article XI, Section 16, paragraph three (3) of the PFFM Constitution and By-Laws be amended to read: “The make-up of the HRC shall be two (2) Black members, two (2) Caucasian males members, two(2) Hispanic members, two (2) Female members, one (1) retired member, and four (4) members other than those already represented.”

/s/ Human Relations Committee, PFFM

COST ESTIMATE:  NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RESOLUTION NO. 33 (LF1).

Constitution & By-Laws Committee

RE: PER CAPITA INCREASE TO REFLECT BUDGET ADJUSTMENT FOR PFFM HEADQUARTERS LEASE EXTENSION

WHEREAS: The Associated Fire Fighters of Massachusetts voted on 1975 to establish and Organizational Headquarters; and

WHEREAS: Since that day the Professional Fire Fighters of Massachusetts has maintained a constant presence in close proximity to the Massachusetts State House and Government Center; and

WHEREAS: Since 2011, the PFFM has maintained a Headquarters Operation at 2 Center Plaza in Government Center; and

WHEREAS: The current Lease is set to expire on May 1, 2022; and

WHEREAS: The PFFM Executive Board took a proactive and thorough approach to exploring multiple real estate options in and around the State House and Government Center; and

WHEREAS: The PFFM Executive Board has determine that the best and most financially prudent course of action at this time would be to negotiate a reasonable extension to our existing Lease agreement; and

WHEREAS: The Lease extension will require an increase in the Headquarters Operation budget line item; and

WHEREAS: The PFFM President and Secretary-Treasurer have proposed the reallocation of current assets in an effort to defray the per capita increase; therefore, be it

RESOLVED: That effective November 1, 2021, the monthly per capita tax obligation for the Committee on Political Education (COPE) be reduced by twenty-five cents ($0.25) from seventy-five cents ($0.75) to fifty cents ($0.50) per member per month; and be it further

RESOLVED: That effective November 1, 2021, the per capita due the General Fund be increased by twenty-five cents ($0.25) cents and assigned to the Office Operation Line Item; and be it further

RESOLVED: That effective May 1, 2022, the per capita tax of the PFFM shall be increased by twenty-three cents ($0.23) and assigned to the Office Operation Line Item; and be it further
RESOLVED: That effective July 1, 2022, the per capita tax of the PFFM shall be increased by twenty-three cents ($0.23) and assigned to the Office Operation Line Item.

/s/ Executive Board, PFFM

COST ESTIMATE: $0.00 effective November 1, 2021
$0.23 effective May 1, 2022
$0.23 effective July 1, 2022.

COMMITTEE RECOMMENDATION: CONCURRENCE
CONVENTION ACTION: PASSED
RESOLUTION NO. 34 (LF2)

Resolutions Committee

RE: OCCUPATIONAL HAZARDS RELATED TO PFAS CHEMICALS USED IN FIREFIGHTER PERSONAL PROTECTIVE EQUIPMENT

WHEREAS: Studies have concluded that PFAS (Polyfluoroalkyl substances) have been linked to cancer and numerous severe illness to include but not limited to, liver damage, thyroid disease, developmental issues, reduced fertility, high cholesterol, obesity, and hormone suppression; and

WHEREAS: Bunker gear manufactures use fluoropolymer textiles materials in the manufacture of firefighter personal protective gear; and

WHEREAS: These textile materials are treated extensively with PFAS chemicals; and

WHEREAS: Studies have determined that significant quantities of these PFAS chemicals shed from the bunker gear materials and are absorbed into the body; and

WHEREAS: The International Association of Fire Fighters (IAFF) has taken an aggressive approach to attempt to remove and ban PFAS chemical use in firefighter personal protective gear; and

WHEREAS: Studies have concluded that until such time that PFAS chemicals are banned from use in firefighter personal protective gear, that the best protection against exposure to these toxic chemicals is to limit exposure time by only wearing bunker gear when engaging in emergency operations; therefore, be it

RESOLVED: That the PFFM aggressively educate our affiliate leaders and members of the dangers these chemicals pose to their health and the increased risks of occupational illnesses and cancers; and be it further

RESOLVED: That the PFFM strongly recommend our affiliate leaders and members should attempt to minimize their exposure time by only donning their bunker gear in the performance of emergency operations.

/s/ Fall River Local 1314

COST ESTIMATE: NONE

COMMITTEE RECOMMENDATION: CONCURRENCE

CONVENTION ACTION: PASSED
RESOLUTION NO. 35 (LF3)  

Constitution & By-Laws Committee  

RE:  ARTICLE XVIII, Section 8 – MEMBERS ASSISTANCE PROGRAM  

WHEREAS:  The PFFM remains committed to providing quality services to our membership and affiliate Locals; and  

WHEREAS:  The demand for services provided by the Members Assistance Program continues to increase with the recognition and treatment of firefighter occupational post-traumatic stress; and  

WHEREAS:  The PFFM Members Assistance Program has and continues to provide invaluable support and services to countless members and affiliate Locals; and  

WHEREAS:  The continued demand for these services requires more hours and increases the workload of the Director of the Members Assistance Program; and  

WHEREAS:  One of the core values of the PFFM is to ensure that our members are always properly compensated for work they perform; therefore, be it  

RESOLVED:  That the Director of the Member’s Assistance Program receive a monthly increase of five hundred dollars ($500.00); and be it further  

RESOLVED:  That the PFFM Constitution and By-Laws Article XVIII Section 8 Paragraph three (3) be amended to read:  “Effective July 1, 2019, the position of Director of Member’s Assistance Program Committee shall be established. This Director shall be appointed by the President and receive the sum of eighteen-thousand dollars ($18,000.00) annually paid one thousand five hundred dollars ($1,500.00) monthly as compensation for the work performed in this capacity.”  

/s/ IAFF Dist. 3 VP Colbert  
Somerville Local 76  
Lynn Local 76  

COST ESTIMATE: $0.05 effective November 1, 2021. 
COMMITTEE RECOMMENDATION: CONCURRENCE 
CONVENTION ACTION: PASSED