

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS



2018
CONSTITUTION AND BY-LAWS
AS AMENDED AUGUST 2018
ADDINGTON STEWART, PRESIDENT

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CONSTITUTION

MISSION STATEMENT

Mission Statement of the International Association of Black Professional Firefighters is to create a liaison between our Brothers and Sisters of color globally. To collect and evaluate data on all deleterious conditions impacting all areas where injustices exist in the fire service, in our communities, and implement action to correct them.

PREAMBLE

Whereas we, The International Association of Black Professional Fire Fighters, are aware of the increasing complexity of our problems and those of our Brothers and Sisters within the community, feel called upon to form an organization for the purpose of studying and solving such problems; in order to take our place in the vanguard of civilization, we hereby form ourselves into an organization for the purpose of cultivating and maintaining professional competence among fire fighters, and establishment of unity and brotherhood, also keeping alive the interest among retired members for the avowed purpose of improving the social status of our Race, and increasing professional efficiency.

ARTICLE I

Name

This organization shall be known as:
“INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE
FIGHTERS”,
(hereinafter referred to as IABPFF).

ARTICLE II

PURPOSE

- Section 1: To create a liaison between Brothers and Sisters of color globally, to collect and evaluate data on all deleterious conditions incumbent in all areas where minorities exist, to compile information concerning the injustices that exist in the working conditions in the Fire Service, and implement action to correct them.
- Section 2: To promote interracial progress throughout the Fire Service, and to see that competent Brothers and Sisters of color are recruited and employed as fire fighters, wherever they reside, and to aid in motivating them to seek advancement to elevated ranks throughout the Fire Service.
- Section 3: To engage in cultural, educational and public service activities; to establish and maintain high moral intellectual standards; and to govern, supervise and regulate all chapters of the IABPFF established under the authority and sanction of this organization

ARTICLE III

ARTICLES OF ORGANIZATION

The IABPFF exists as an incorporated not for profit membership organization. The “Articles of Organization” comprise this Constitution and By-Laws, as from time to time amended, and its articles of association, if any. In the absence of separate articles of association, “the Constitution and By-Laws” shall be deemed to be the articles of organization.

All matters not covered by the Constitution and Bylaws and other basic documentation of the IABPFF shall be governed by the current edition of Robert’s Rules of Order, Newly Revised.

ARTICLE IV

MEMBERSHIP

- Section 1: The Membership of the “INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS” shall comprise those who are fire service professionals in a bona fide Black Fire Fighting organization, and that organization (hereinafter referred to as local association) is a member of the “INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS”.
- Section 2: The IABPFF may admit to membership, individual fire service professionals.
- Section 3: In addition to the above described membership in sections 1 & 2, the following are the classes of non-voting memberships shall be established:
A) students, B) corporate, C) associate, D) honorary.
- Section 4: Good Standing. Good Standing shall be defined as being current in all dues, and/or assessments, and not under suspension for any infraction of the Constitution and by-laws of the IABPFF.
- Section 5: All members in good standing shall be permitted to attend all appropriate meetings; only members described above in Section 1 & 2 can vote and participate in the business matter concerning the IABPFF.
- Section 6: **Lifetime Membership** – A member of the IABPFF who possess the following qualifications may request lifetime membership:
- (1) Have retired from active duty in the fire service profession;
 - (2) In good standing with the IABPFF for at least 51% of fire service career, including meeting all financial obligations.

Application and Approval Process - In order to apply for lifetime membership, members who meet the prescribed qualifications must complete and submit a Lifetime Membership Application along with a fee of two hundred and fifty dollars (\$250.00) to the International Treasurer. The International Treasurer will verify the information submitted and certify that the applicant is eligible for lifetime membership. If the applicant is not certified, then the payment submitted with the application will be refunded.

Once the *Lifetime Membership Application* has been validated and approved, the member will receive written notification from the IABPFF President/Representative. The member’s local chapter president (if applicable) will also be notified of the approved lifetime membership status.

Payment Options - The lifetime membership fee must be submitted to the International Treasurer using one of the following payment options:

- (1) One (1) time lump sum payment of \$250.00.
- (2) Annual dues of \$20.75 for 2019, starting in 2020, the dues will be \$25 per year will then be required to maintain active membership, after first initial payment of \$250.00. All deadline dates are to be adhered to in order not to incur late fees as stated in Bylaws Article III.
- (3) Should the IABPFF dues increase, Lifetime Membership dues will also increase to be $\frac{1}{2}$ (one- half) of the base dues for the IABPFF.
 - i. (Example: \$41.50 IABPFF dues per member= \$20.75 per retired member/year)
 - ii. **Method of Payment** - Payments should be submitted in the form specified by the IABPFF
 - iii. **Lifetime Member Recognition** – Once a member has been approved for lifetime membership and the applicable fee has been paid in full, the member will be awarded the following recognitions items: Membership Card.
 - iv. **Lifetime Membership Privileges** – A lifetime member will be required to pay yearly International dues of \$20.75 in 2019 or the *current rate* in order to maintain membership as a lifetime member. (See dues increase clause above)
 - v. **Grandfather Clause**- All members who paid the lifetime membership fee prior to August 1, 2018, will maintain their status; the \$20.75 fee or the current rate; will be applicable in order to maintain active membership in the IABPFF, thereafter, in the upcoming new fiscal year beginning January 2019.

Section 7: All monies collected or received (membership dues, revenue from IABPFF merchandise or use of the IABPFF logo, etc.) by any entity shall be forwarded to the appropriate IABPFF Region/representative with the proper annual membership roster and/or documentation of revenue collected. A separate roster listing Lifetime Members shall be forwarded also. The IABPFF shall keep a separate file of Lifetime Members.

Section 8: A criterion for non-voting membership classification as identified in Section 3 shall be as follows. **Student** members shall comprise those persons who are cadets, apprentice or students in a bona fide fire studies program. **Corporate** members shall comprise those companies or corporations that support and adhere to the mission, purpose and aims of the IABPFF and by their financial or in-kind contributions have demonstrated their support. **Associate** members shall comprise those organizations and/or Associations who mirror the mission, purpose and aims of the IABPFF. **Honorary** members shall comprise those individuals who have demonstrated their support of the IABPFF but do not fall under any other previously stated membership criteria. Each petition must be recommended by a local association of the IABPFF.

DISCLAIMER

No rights or privileges of a regular member shall be granted to any **Student, Corporate, Associate, or Honorary** members, nor shall any regular IABPFF dues be levied upon them. Other stipulations (financial or other) may be required during the application process by the International Executive Board.

ARTICLE V REPRESENTATION AT CONVENTION

Section 1: Representation at the International Biennial Convention shall be by members according to Article IV, Sections 1 through 5 in good standing. All voting shall be by members according to Article IV, Section 1 and 2 here after known as delegates effective 2021.

ARTICLE VI TIME OF CONVENTION

Section 1: The IABPFF shall convene biennially in a destination selected by the Convention Planning Committee and approved by the IABPFF Executive Board; effective 2021.

The International Biennial Convention shall begin no earlier than August 1st or; no later than October 31st.

- Section 2: The International Biennial Convention Committee has the authority and responsibility to formulate and carry out all plans of future conventions. This committee shall hold its meetings as soon as possible after the International Biennial Convention location is determined, not to exceed 180 days.
- Section 3: The membership of the International Biennial Convention Committee shall consist of, but not limited to, the International President, and Treasurer, Regional Director or the host Region, President of the Host City, Meeting Planners and one (1) other member of the International Executive Board to be named by the President.
- Section 4: The International Biennial Convention shall start at the beginning of the first day Monday and continue until the business of the IABPFF is concluded; but not to exceed 5 (five) calendar days.
- Section 5: The Executive Council shall be convene during the odd years when the International Biennial Convention is not convened.

ARTICLE VII

INTERNATIONAL OFFICERS AND DUTIES

Section 1: The Officers of the IABPFF shall be the following: However, other officers as from time to time may be necessary;

Elected International Officials

International President
Executive Vice President
Recording Secretary
Corresponding Secretary
Treasurer
Financial Secretary
Sergeant at Arms
Elected Regional Directors

Members shall not serve in more than one International Executive Board position, simultaneously. If the term of office of one position has not expired, the member must resign from his/her current elected International Executive Board position before accepting another elected position on the International Executive Board.

Section 2: The governing body of the IABPFF shall be the International Executive Board. The International Executive Board shall develop the basic policies and direction, ensure the needs of the IABPFF select and hire the Executive Director and to evaluate the Executive Director's performance, set IABPFF financial objectives, monitor their achievements and select the Board of Trustees for the IABPFF Foundation.

Section 3: The International Executive Board shall be the highest legislative and policy-making body of the IABPFF. The International Executive Board shall possess all legislative and policy-making authority of the International Biennial Convention except the power to amend the Constitution and the power to act as the final authority on appeals.

The International Executive Board shall have the authority to make binding interpretations of the Constitution, bylaws and policies of the IABPFF, and the rulings and decisions of the International Executive Board shall remain in full force.

Shall be the duty of the IABPFF Executive Board who also act on the mandates of the membership presented at the IABPFF Convention, approve appointment of the Executive Director from the IABPFF President.

The International Executive Board shall be composed of the International President, who serves as the chairperson; Executive Vice President, Recording Secretary, Corresponding Secretary, Treasurer, Financial Secretary, Sergeant at Arms, Immediate Past President and Regional Directors.

Section 4: The International Executive Board shall meet immediately following final adjournment of the International Biennial Convention, and shall hold at least two general meetings in each year. During any International Biennial Convention year, the International Executive Board shall hold one general meeting immediately preceding the International Biennial Convention. Meetings will be held on the call of the International President or the call of the majority of the members of the International Executive Board upon written notice to the International President. A majority of the members of the International Executive Board shall constitute a quorum for the transaction of business.

The Corresponding Secretary shall give reasonable notice (as per Article VIII Section 4) of the time and place of all general meetings to all International Executive Board and subordinate bodies. In addition to the two general meetings, special meetings may be called by the International President or by the majority of the members of the International Executive Board upon written notice to the International President. The Corresponding Secretary shall give notice as per Article VIII Section 4 of the time, purpose and place of the special meetings to all International Executive Board members. All meetings of the International Executive Board shall normally be open to all members of IABPFF. Meetings may be closed if the International Executive Board decides, by majority vote, that serious injury or damage might otherwise be done to IABPFF or any individual.

Section 5: The International Executive Board shall create from its membership a Committee on Organization. Other committees may be created by the International Executive Board as it deems necessary. Each committee shall, from time to time, review the policies and practices of the IABPFF falling within the scope of the committee's assignment, and shall recommend to the International Executive Board such changes in policies and practices as the committee deems advisable.

The International President shall serve as ex-officio member of all such committees of the IABPFF.

Section 6: The International Executive Board shall receive from the International President, in advance of each fiscal year, a proposed budget for the upcoming year. The Executive Board shall receive from the Treasurer, at the same time and in writing, any criticisms, objections, or comments on the budget. The proposed budget shall be subject to revision and approval by the International Executive Board. The International Executive Board shall, approve the budget and establish an annual stipend for the International President.

Section 7: The International Executive Board shall approve the appointment by the Treasurer of a Certified Public Accountant, who shall audit all IABPFF accounts immediately following the close of each fiscal year, or at the discretion of the International President or International Executive Board.

Section 8: The International President shall act in such a manner as to adhere to the principles, philosophy and approved programs of the body and exhibit the skills and leadership necessary to assure the success of ventures undertaken by this body.

The International President shall be spokesperson and coordinator for all business affairs of the IABPFF. He or she shall appoint necessary committee chairpersons and oversee the operations of all committees. He or she shall conduct and maintain order at all meetings of the IABPFF. He or she shall be chief administrator.

The International President shall be accountable for his or her actions to the majority of the membership and his or her policies shall reflect their wishes.

The President shall:

- (1) Serve as Chair of the IABPFF Executive Board;
- (2) Serve as Chair of the IABPFF Convention Committee;
- (3) Preside over the IABPFF Convention;
- (4) Enforce the IABPFF Constitution and By-Laws;
- (5) Appoint IABPFF Committees, Legal Advisor, Executive Director and Parliamentarian; and additional board responsibilities;
- (6) Recommend to the IABPFF Executive Board the removal of any elected or appointed International or Regional officer who fails to perform the duties of the office required;
- (7) Strengthen public relations and maintain cooperative relations with other organizations;

- (8) Work with the Executive Director to ensure the established policies of the IABPFF are executed;
- (9) Work with the Regional Directors in coordinating their efforts and maintaining unity in the IABPFF;
- (10) The President, after election of new President, will serve as a voting member of the Executive Board;
- (11) Be responsible for IABPFF reports at Conventions which include financial status and future projections of the IABPFF.

Section 9: The Executive Vice President shall render assistance to the International President as may be required of him/her. It shall be his/her duty to fill the vacancy when the International President is absent, and to preside at meetings in his or her absence or at the request of the International President.

He or She shall:

- (1) Assist with the development and implementation of the IABPFF Constitution and By-Laws;
- (2) Conduct training sessions for Regional Directors;
- (3) Serve as liaison between IABPFF members and IABPFF Executive board to strengthen relationships and understanding;
- (4) Serve as chair of the Internal Affairs Committee.

Section 10: The Recording Secretary shall be responsible for the minutes at all regular or special International Executive Board meetings. He or she shall have access to all records and minutes of all IABPFF meetings where minutes are kept.

He or she shall in the absence of the International President and Executive Vice President perform the duties of the International President.

He or She Shall:

- (1) Record the minutes of all IABPFF meetings;
- (2) Review and transcribe all minutes of the IABPFF meetings for accuracy;
- (3) Finalize a report of said minutes to the IABPFF membership within 30 days after the close of the International Biennial Convention.

- Section 11: The Corresponding Secretary shall be responsible for the records of all correspondence in the names of the IABPFF. He or she shall notify the membership of meetings, pending business, etc., as required by the Constitution and By-Laws and Policies, or as directed by the International President.
- He or she shall give at least thirty (30) days written notice to each International Executive Board member of the time and date of all regular or special meetings.
- He or she shall keep an accurate membership roster of all members of the IABPFF in good standings with the IABPFF.
- He or She shall work directly with the Regional Directors and Corresponding secretaries.
- Section 12: The Treasurer shall be the chief custodian of the funds of this Association, and shall countersign all checks with the International President, or in his absence, with the Executive Vice President.
- He or she shall make monthly reports to the International Executive Board and forthwith deposit any monies received by the IABPFF. He or she shall upon request, open the books to any member of the International Executive Board or by petition of six (6) members in good standings of the IABPFF with written request via the Regional Director.
- He or She Shall:
- (1) Compile and disseminate all fiscal information to chapters;
 - (2) Stimulate the economic growth and financial stability of the IABPFF;
 - (3) Collect Membership / Chapter / Regional dues;
 - (4) Advise the IABPFF Executive Board of the financial status of the organization.
- Section 13: The Financial Secretary shall prepare semi-annual and annual comparative statements. He or She shall serve on registration committee and work directly with the Convention Committee.
- Section 14: The Sergeant-At-Arms shall enforce order at the meetings, and shall make certain that all equipment necessary to conduct the meeting is properly arranged.
- Section 15: The Regional Directors shall serve as representatives of the IABPFF in their respective regions and are empowered and charged with the

responsibility to advise local associations and members regarding International policies and procedures.

He or She shall:

- (1) Enforce the IABPFF Constitution and By-Laws in the Region in which He or She is director;
- (2) Stimulate growth and development in the Region, encourage the chapters in the achievement of the IABPFF goals and carry on regional correspondence and communications with chapters in the region through letters, newsletters and / or other appropriate means;
- (3) Assist and advise the chapters in the region;
- (4) Serve as the presiding officer at meetings of the Regional Conference;
- (5) Appoint a Regional Board as necessary to serve for the term;
- (6) Investigate applications for the establishment of a new IABPFF chapter and make recommendations to the IABPFF Executive Board;
- (7) Report to the IABPFF Executive Board on activities of the office;
- (8) Shall appoint a Parliamentarian(s) if necessary, for Regional meetings and Conferences;
- (9) Shall appoint state representatives to assist with recruiting efforts of the IABPFF;
- (10) Work directly with the IABPFF Vice President on training.

They shall perform all other duties delegated to them by the International President. The Regional Directors shall chair one (1) regional meeting each year.

- Section 16: The International President, the Executive Vice President and Treasurer shall be bonded in an amount set by the International Executive Board.
- Section 17: Committee Chairs. The Committee Chairs shall convene committee meeting prior to the International Executive Board Biennial Meetings. The Committee Chairs shall make recommendations in writing to the International Executive Board and Executive Council on issues pertinent to their committee.
- Section 18: Executive Director. The Executive Director shall manage and direct all activities of the IABPFF National Office subject to the policies of the International Executive Board. The Executive Director shall define the duties of the staff, supervise their performance, establish their titles, and delegate responsibilities of management.

ARTICLE VIII ELECTIONS

- Section 1: Election of the International President, Executive Vice President, Recording Secretary, Corresponding Secretary, Treasurer, Financial Secretary, and Sergeant at Arms shall be by ballot in the even numbered years. “Write-in votes” are not allowed. The seven (7) Regional Directors shall be in the odd numbered years at the Regional Conference. All terms of office shall be two (2) years or until a successor is elected.
- Section 2: If in the event of a tie vote for the office of International President, the election shall be determined by a majority roll call vote of local associations in attendance at the International Biennial Convention. In the event of a tie; in any other Elected Position on the International Executive Board, the position shall be filled by majority vote of the International Executive Board.
- Section 3: Criterion for Candidacy
- (1) Minimum of four years as a member in good standing locally, regionally and nationally. Individual members, where no local association exist, shall be in good standings regionally and nationally.
 - (2) All candidates must have attended at least one Regional Conference and at least one International Biennial Convention within the previous four years.
 - (3) All candidates must submit to the national office/IABPFF Recording Secretary through their Regional Director a “Letter of Candidacy”. The candidate’s Chapter President and Regional Director must sign this letter. Attesting to the fact that he/she has met the above requirements. Individual members, where no local association exist, must have their Regional Director’s signature.
 - (4) Members must declare their candidacy for International Executive Office six (6) months prior to the starting date of the International Biennial Convention by a “Letter of Candidacy” submitted to the national office/IABPFF Recording Secretary six (6) months prior to the starting date of the International Biennial Convention. The Recording Secretary will then forward a copy of the “Letter of Candidacy” to the Corresponding Secretary.

ARTICLE IX

AMENDMENTS

- Section 1: This Constitution shall not be amended except by a two-thirds (2/3) vote of delegates in attendance at the International Biennial Convention in the even numbered years. All constitutional changes must be in the hands of the Corresponding Secretary ninety (90) days before the International Biennial Convention and a copy of the amendments must be emailed to the Regional Directors electronically (60) days before the International Biennial Convention for distribution to the local organizations. The Amendments shall be posted in the members' section of the website concurrently with the emailing. Regional Directors shall acknowledge receipt of the amendments and such acknowledgement posted on the IABPFF website in the members' section. It will be incumbent upon the Regional Directors to facilitate the distribution of the proposed amendments to the local chapters in the manner they deem most expeditious.
- Section 2: The International Executive Board shall review and make a recommendation to the *Biennial International Convention* on any proposal to amend the Constitution.
- Section 3: Any amendment to the Constitution, unless otherwise provided in the amendment, shall become effective upon adjournment of the *Biennial International Convention* at which the amendment is adopted.
- Section 4: The Constitution and Bylaws of the IABPFF shall be made available electronically on the website in the secure section. All amendments and revisions shall be updated electronically no later than 30 days after acceptance by the body at the Convention.

ARTICLE X

QUORUM

- Section 1: Delegates at the International Biennial Convention represent no less than one-quarter (1/4) of the local associations, in good standing by June 30 of the even year, this shall constitute a quorum.

ARTICLE XI

VACANCIES IN OFFICE

Section 1: Vacancies occurring on the International Executive Board (except Regional Directors) because of death, resignation or other reasons, shall be filled only after all local associations in good standings at time of vacancy occurred are notified to submit names of possible replacements. The International President shall select an interim officer for a period not to exceed sixty (60) days.

These names shall be placed on a ballot and mailed to all local associations in good standing for their vote. The voting strength of each local association shall be what it was at the Last International Biennial Convention.

ARTICLE XII

EXECUTIVE COUNCIL

Section 1: The Executive Council shall consist of the International Executive Board and the Presidents of each local association or their designated representative. Representatives from one third (1/3) of the local association shall constitute a quorum of any Executive Council meeting.

Section 2: The Executive Council shall serve as the hearing board on all resolutions or petitions calling for the removal from office of any Executive Officer, with full authority to remove said officer from office.

Section 3: They shall perform all other duties delegated to them by the International President.

Section 4: There shall be an Executive Council meeting during an odd year.

ARTICLE XIII

REMOVAL AND REINSTATEMENT

- Section 1: Any officer may be removed from office for just cause if approved by two-thirds (2/3) vote of the Executive Council present.
- Section 2: Any member may be terminated for just cause if approved by two-thirds (2/3) vote of the Executive Council present.
- Section 3: Any local association may be suspended for just cause if approved by two-thirds (2/3) vote of the Executive Council present.
- Section 4: CAUSE, shall be defined as any acts of incompetence, disloyalty, or negligence in performance of duties which is detrimental to the welfare of IABPFF and its local associations.
- Section 5: Application for reinstatement as an affiliated member/organization of the IABPFF shall be acted upon by the Executive Board, after payment of past financial obligations and/or any assessments due and payable during the period of disaffiliation.

ARTICLE XIV

INDEMNIFICATION

- Section 1: Members of the IABPFF serving in an elected or appointed capacity and employees of the IABPFF shall be indemnified against expenses actual and necessary incurred in connection with the defense of any action, suit or proceedings in which they are made a party by reason of being or having been a member serving in an elective or appointed capacity.

ARTICLE XV

DISSOLUTION OF THE ASSOCIATION

Section 1: The IABPFF shall use its funds only to accomplish the objective and purpose specified in these by-laws and no part of the said funds shall inure, or be distributed to members of the IABPFF. On dissolution of the IABPFF, funds remaining shall be distributed to two or more regularly organized and qualified charitable, educational organizations or foundations to be selected by the International Executive Board.

ARTICLE XVI

CREATION OF A REGION

The process for creating a new region takes two years.

Section 1: INITIATION PROCESS

The process for creating a new region may be initiated by either of three ways. Before March 1 of the even year:

- a. A written petition may be signed and filed by members in good standing who total: 1.) at least 20% of the total number of members residing in the affected proposed region; and 2.) at least 5% of the members residing in each affected region, or
- b. Each affected regional board adopts a resolution to consider the creation of a new region, or
- c. The majority of the established regional directors adopt a resolution to consider the creation of a new region.

Section 2: HEARING

(1) Each affected region must hold a meeting on the (re)organization prior to submitting the petition or resolution. At that meeting allocation of assets, formation and rules of governance must be discussed. Joint meetings may be held.

- a. If, by April 1, the affected region(s) agreed on precise allocation of assets, formation and rules of governance, each affected region has until May 15 to adopt a resolution ordering the creation of the region.
 - b. If, by April 1, the affected region(s) do not agree on precise allocation of assets, formation and rules of governance, each affected region has until May 15 to adopt a resolution denying the creation of the region.
 - c. If, by April 1, in the case of established regional directors presenting for consideration the creation of a new region, the established regional directors have until May 15 to adopt a resolution ordering or denying the creation of the region.
- (2) In both cases, the resolution shall state the region's rationale for ordering or denying the reorganization.

Section 3: FAILURE TO ADOPT A RESOLUTION

If a region fails to adopt a resolution either ordering or denying the creation of new region before the applicable date, it is considered a denial of the new region by that existing region.

Section 4: PROCESS DECISION POINT

- a. If any of the affected regions denies the (re)organization and no petition to the International Executive Board to review the petitions is filed, then the process ends and there is no (re)organization.
- b. If all of the affected regions grant the (re)organization and no petition for the International Executive Board to review is filed, then a referendum is held.

Section 5: INTERNATIONAL EXECUTIVE BOARD (IEB) REVIEW

The International Executive Board shall review a proposed (re)organization petition:

- a. If all of the affected regions grant the (re)organization and a petition for IEB review, signed by at least 10% of the number of electors residing in the affected regions, is filed.
- b. If any of the affected regions deny the (re)organization and a petition for IEB review, is filed.

The petition for IEB review must be filed by June 15.

Section 6: GENERAL MEETING

Upon receipt of a petition for review, the IEB shall hold a General Meeting at the Executive Council on the proposed (re)organization. After the General Meeting and after consulting with the Executive Boards of the affected region(s), but before October 1, the IEB may either move for (re)organization or denial of (re)organization.

Section 7: PROCESS SECOND DECISION POINT:

- (1) If the IEB does not grant the reorganization, there is no reorganization.
- (2) If the IEB grants the (re)organization, a referendum(s) is held at the Spring Conference in the odd year of the affected regions.

Section 8: REFERENDUM

If the (re)organization is granted by the affected regions and the IEB, before the reorganization may take effect, it must also be approved at a referendum by delegates residing in the territory of the proposed new region. Thus, a referendum will be held in the new region proposed to be created by the reorganization.

Section 9: ORDER OF REORGANIZATION IF APPROVED AT REFERENDUM

- (1) If a majority of votes cast in the referendum is in favor of the reorganization the reorganization takes effect and the regional boards of the affected districts shall make and file an order of region reorganization with the Corresponding Secretary of the IABPFF. The reorganization shall take effect on the following January 1.
- (2) Contents of the Order to Create a Region
 - a. Every order that creates a new region shall:
 - i. Describe the territory of the regions from which territory is detached to create the new region, state the new region created by the order and describe the territory of the new region created by the order.
 - ii. Name the new region.
 - iii. Designate the number of board members, the terms of initial members of the board, and the method of election of board members.
 - iv. Direct the election of board members and designate the date of the first election of board members.
 - v. Fix the month and place for the first annual meeting of the new region, if one is to be held.

Section 10: LIMITATION ON FURTHER REORGANIZATION

No region created by reorganization under this section may consolidate with another region, or have all of its territory attached to another region, within 10 years after the effective date of the reorganization, unless the new action is to “undo” the creation of the region.

ARTICLE XVII

DISSOLUTION OF A REGION

Section 1: INITIATION OF PROCEDURES

- (1) The dissolution of a region may be initiated by the adoption of a resolution by the affected region stating it will consider dissolving the region.
- (2) The Regional Board adopting the resolution shall send a certified copy of the resolution to the Corresponding Secretary of the International Executive Board (IEB).

Section 2:

INTERNATIONAL EXECUTIVE BOARD ACTIONS

In the January following the adoption of the resolution to dissolve, the Regional Board may order the region dissolved by adopting a resolution ordering the dissolution. If the order is approved by the IEB, the dissolution becomes effective the following January 1st.

Section 3:

FAILURE TO ADOPT A RESOLUTION

Failure of Regional to adopt a resolution either ordering or denying the dissolution before March 1st constitutes a denial of the dissolution.

Section 4:

ADVISORY REFERENDUM

- (1) If the IEB determines that the region shall dissolve, an advisory referendum on the dissolution shall be held if either of the following happens:
 - a. At the time of adopting the resolution ordering the dissolution, the IEB directs the holding of an advisory referendum; *or*
 - b. Before the 2nd Tuesday of July a petition for an advisory referendum, signed by at least ten (10) percent of the members in good standing residing in the affected region, is filed with the Corresponding Secretary of the IEB.
- (2) If a referendum is required, it shall be held at the Fall Conference of each region following the receipt of the petition or adoption of the resolution.

Section 5:

BOARD REVIEW

- (1) After the adoption of the resolution to dissolve, or after the advisory referendum, if one is required, the International Executive Board (IEB) shall review the resolution and before the following January 1st issue an order either affirming or denying the region's dissolution order.

- (2) If the IEB determines that the region shall dissolve, it shall also assign the region's territory, assets and liabilities to one or more other regions.

Bylaws

BYLAWS

ARTICLE I

ORDER OF BUSINESS

- Section 1:
1. Opening
 2. Invocation
 3. Roll Call of Officers
 4. Roll Call of Delegates
 5. Adoption of Minutes
 6. Report of Officers
 7. Report of Committees
 8. Unfinished Business
 9. New Business
 10. Election of Officers
 11. Naming Place of Next Meeting
 12. Announcement
 13. Benediction

- Section 2: The order of business may be transposed at any time by a majority of the delegates in the meeting.

ARTICLE II

RULES OF ORDER

- Section 1: In the absence of other authority, the current edition of Robert's Rules of Order New Revised shall govern the deliberations of the IABPFF.

- Section 2: The rules of order for conventions of the International Association of Black Professional Fire Fighters shall be as follow:

- 1) No credentials will be accepted for registration after opening of nomination of officers.
- 2) Unless otherwise specified by the International Convention Committee, the Convention sessions shall be called to order at 9:00 a.m. by the International President; remain in session until 12:00 noon; reconvene at 1:30 p.m. and remain in session until 5:00 p.m., unless otherwise specified by the body. Every effort shall be made to see that sessions start as scheduled.
- 3) Officers of the IABPFF will be allowed one (1) vote as an officer in accordance with the Constitution and By-Laws.

- 4) No speaker shall be recognized on any one subject the second time, until everyone has had the opportunity to be heard.
- 5) Due to the time element of the Convention, speakers shall limit their speeches to five (5) minutes. Additional time may be allowed with the permission of the delegates through the Chair.
- 6) Invited guests or observers may be allowed the privilege of the floor at the pleasure of the President, providing there are no objections from the delegates. Should an objection arise, a majority vote will be necessary to decide the issue.
- 7) Any time a committee considers a resolution, the delegate representing the maker shall be consulted prior to the final action being taken.
- 8) In the interest of time, a committee's recommendation on resolutions shall be considered a motion and shall require a second.
- 9) When a roll call vote has been ordered, no adjournment shall take place until the result has been announced and no delegate will be allowed to enter or leave the room while the vote is being taken without the permission of the Convention Delegates.
- 10) A motion shall not be open for discussion until it has been seconded and so stated from the chair. (A committee's recommendation is accepted as per rule #8).
- 11) When a question is pending before the Convention, no motion shall be in order unless to recess or adjourn, to call for the previous question, to postpone indefinitely, to postpone for a certain time, or to divide or amend, which motion shall have precedence in order named.
- 12) A motion to lay on the table shall not be debatable except as limited by Robert's rules for meetings.
- 13) The report of a committee shall be subjected to amendments and substitutions from the floor of the Convention in the same manner as other motions and resolutions.
- 14) It shall require a majority vote to order the previous question in the Convention.
- 15) If a delegate, while speaking, were called to order, he or she shall, at the request of the Chair, take his or her seat until the question of order is decided and member is recognized from the Chair.
- 16) No delegates shall interrupt another in his or her remarks except to call a point of order, or a point of information, and he or she shall state his or her point upon recognition from the Chair.
- 17) Should two (2) or more delegates' rise to speak at the same time, the Chair shall decide who is entitled to speak first.
- 18) All resolutions, except those under Article IX Section 1, shall bear the signature of the introducer, along with the name of the local association and the city which the introducer or introducer represent. All resolutions shall be in the hands of the Recording Secretary or their named assistant, no later than 5:00 pm., or at the close of business, whichever is later, the first day of the Convention. No resolutions shall be entertained after this time without a two-thirds (2/3) vote of the Convention Delegates.
- 19) Not more than one (1) committee shall be permitted to caucus during sessions of the Convention.
- 20) A majority must be presented in a committee meeting to constitute a quorum of the committee.
- 21) Election result shall be announced at 10:00 a.m. on the third day and all officers shall be installed at the banquet.

- 22) In order to speak, a delegate must be recognized at a microphone, at the call of the Chair, after which he or she will identify themselves by name and local association prior to speaking.
- 23) The President shall appoint a Parliamentarian.

Section 3: Amendments to these By-Laws may be made in the same manner as provided for in Article IX of the Constitution.

ARTICLE III

REVENUE

Section 1: The dues of the IABPFF shall be derived from a per capita tax of forty-one dollars and fifty cents (\$41.50) per year, per member, beginning January 1, 2019. Starting on January 1, 2020 dues will increase to fifty dollars (\$50.00) per member until amended. Dues are payable January 1st on and before March 1st of each year, and are considered late if received after March 1st. Dues received by the IABPFF Treasurer after October 1st shall be counted for the following year.

Section 2: There shall be a 10% penalty assessed each local association or individual member where no local association exists for the late payment of dues.

Section 3: The fiscal year of the IABPFF shall begin January 1st and end December 31st.

Section 4: Each local association that is a member of the IABPFF and any local association that joins the IABPFF shall be assessed and organizational membership fee of one hundred dollars (\$100.00) per annum, payable on the first of January each year. This assessment applies when a local association has five (5) or more members.

Section 5: The Regional Director shall receive 25% of the dues (minus \$3.00 per member which supports the IBFF (International Black Firefighters Foundation) paid to the IABPFF after said dues are paid from each individual member and local association including any other monies due.

Section 6: Delinquent dues for four (4) quarters without prior knowledge of the IABPFF Executive Board shall be deemed Disaffiliation from the IABPFF. Disaffiliation shall occur, if charges stemming from an Internal Investigation warrant upon four (4) quarters of nonpayment of dues. Application for reinstatement as an affiliated member, Chapter/City, shall be acted upon the IABPFF Executive Board after payment of financial obligations and/or assessments due prior to disaffiliation.

ARTICLE IV
OBLIGATION OF CANDIDATES
(Have all present stand)

Do you, of your own free will, sincerely promise to abide by the laws of the International Association of Black Professional Fire Fighters?

Answer: (I do).

Do you also promise to bear true allegiance to the INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS and all to which it stands?

Answer: (I do).

Do you further promise that you will never knowingly wrong a brother or sister or see them wronged, if in your power to prevent it, and that you will endeavor to subordinate every selfish impulse to the task of elevating the material, intellectual and moral condition of the entire membership?

Answer: (I do).

You are now an officer of the “INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS,” and I give you my right hand in full acknowledgement thereof.

Policies

ARTICLE I

POLICY STATEMENTS


- Section 1. We, the IABPFF, do not condone strikes by fire fighters.
- Section 2. We, the IABPFF, authorize the present Women's Auxiliaries of affiliate IABPFF organizations to form a Nation Women's Auxiliary.

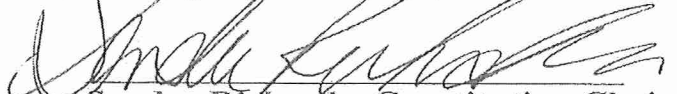
Policies


1. The IABPFF shall open and close each International Biennial Convention with a prayer.
2. The IABPFF will establish a pre-registration discount for each International Biennial Convention.
3. "Smoke" will be the official name of the IABPFF's newsletter.
4. The national charity of the IABPFF will be the "UNITED NEGRO COLLEGE FUND".
5. The IABPFF shall stand against discrimination, violence and extremism.
6. The IABPFF shall take a stand for Affirmative Action and condemn any organization, elected official or government agency found either engaging or having engaged in actions and activities against Affirmative Action.
7. The International Executive Board shall extend a proclamation to the local organization for hosting the International Biennial Convention.
8. The IABPFF shall solicit money at any Regional and National functions for the "IABPFF Legal Defense Fund".
9. The IABPFF's standard guidelines shall be used for funeral rituals and services.
10. The IABPFF's guidelines shall be used by the Protocol Chairperson.
11. These Policies shall be amended by two-thirds (2/3) vote of the IABPFF Executive Board present and voting at the International Biennial Convention.

In of the parties who have set their hands this 25th day of January, 2019

International Association of Black Professional Fire Fighters,
Inc.


Addington C. Stewart, President


Sandra Richards, Constitution Chair


Keisha Wilson, Recording Secretary

ORGANIZED OCTOBER 2, 1970
IN THE CITY OF HARTFORD, CONN.

UPDATED FEBRUARY, 1988

AMENDED, SEPTEMBER 1, 1988

AMENDED, MARCH 2000

AMENDED, AUGUST 2004

AMENDED, AUGUST 2006

AMENDED, AUGUST 2008

AMENDED, AUGUST 2012

AMENDED, AUGUST 2014

AMENDED, AUGUST 2018