

**From:** Schaitberger Harold **Sent:** Tuesday, November 04, 2008 12:21 PM  
**To:** #District VPs; #Assistants to the GP; Blume, Jane **Cc:** #ccCOS and Chris  
**Subject:** IAFC Letter

*Gentlemen,*

*My response to the IAFC based on the statement that was reported on firehouse.com is attached to this email, and will also be posted on the IAFF website.*

President Grorud,

Recently, the IAFC passed a position statement concerning “individuals’ rights to serve their communities in multiple capacities” in emergency services. This is clearly an off-the-mark, defensive response to a resolution passed by the delegates at the IAFF’s 2008 Convention in August which clarified some language concerning secondary employment that has been in the IAFF Constitution for decades.

Despite the transparent wording in the statement that the IAFC “recognizes the right of organizations” to govern themselves, your statement is clearly an attempt to meddle in the IAFF’s internal affairs.

First, be clear – the IAFF is a labor organization. As such, it exists to protect our members’ jobs, working conditions, benefits and their safety at work. The IAFC represents management.

We do not and would not allow any outside group or individual to have a say in the way we conduct the business of representing our own members and affiliates on this or any issue.

The IAFF and IAFC work together on fire service issues wherever possible, but, as you know, we also sometimes disagree. On the issue of secondary employment, we absolutely disagree. The IAFC should have just left it at that.

For the record, please advise your membership that the IAFF's clear position remains that secondary employment of IAFF members – which, for the IAFF includes part-time, paid on-call, volunteer or otherwise as a fire fighter, emergency medical services or public safety worker – is wrong, is unsafe and is against the IAFF's Constitution when it negatively affects another IAFF member's safety or livelihood by engaging in work that adversely impacts the interests of any affiliate or the IAFF.

This is an internal IAFF policy that, if violated – and if the violating party is charged by a local affiliate, and the charges are found to have merit following the IAFF's internal review process – could affect the charged party's membership status in the IAFF.

In August, our 292,000 members, through the elected leaders they send to our Convention, re-affirmed their support for this position on secondary employment. The IAFF is bound to enforce the will of its members, and we do so proudly.

The logic is simple: If you want to be an IAFF member, you must follow our internal rules. This is not an issue that welcomes or warrants an opinion from the IAFC – it's purely an IAFF issue.

*Fraternally,*

**Harold A. Schaitberger**

**General President**

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