

CONSTITUTION & BY LAWS



United Phoenix Fire Fighters Association
Local No. 493
Organized November 6, 1936 Phoenix, Arizona
2024 Revision

ARTICLE I

Name

Section 1. This organization shall be known as the United Phoenix Fire Fighters Association, Local 493 of the International Association of Fire Fighters.

Section 2. References in this Constitution and By Laws to “Local” or “Local Union” shall refer to the Local as set forth in Section 1, and references to “Association” or “International” shall refer to the “International” shall refer to the International Association of Fire Fighters.

Section 3. This Local Union, its officers, representatives and members shall recognize, observe and be bound by the provisions of the Constitution and By-Laws of the International Association and interpretations rendered by the IAFF General President, the resolutions, decisions and directives of the executive Board or Officers of the Association when made in conformity with the authority granted by the Constitution and By- Laws of the International, and the policies established by the delegates at Conventions. Article 13 of the Constitution and By-Laws of the International is recognized as providing the basic rules governing this local.

ARTICLE II

Jurisdiction – Objective

Section 1. Jurisdiction shall be as follows: All members of the city of Phoenix, Glendale, Tempe, Chandler, Peoria, and Surprise Fire Departments in the State of Arizona.

Section 2. The objective of this Local shall be: To further the interest of its members through honor and integrity, to encourage a higher degree of skill and efficiency, and a cultivation of friendship and fellowship amongst its members.

Section 3. This organization shall be non-partisan and non-sectarian.

ARTICLE III

Membership

Section 1. The membership of this Local shall be composed of Active, Active/Retired, Retiree, and Associate/Honorary

Section 2. Active: Any person in good moral character, who at the time of making application is engaged in the service within the jurisdiction of this Local, as given in Article II, Section 1, will be eligible for Active membership. Application for Active membership shall be endorsed by three (3) members of the Local and shall require two-thirds (2/3) vote of the members present at a regular meeting. Anyone eligible for membership in this local shall not be refused membership or, upon acceptance, be discriminated against because of race, color, creed, national origin, gender, sexual orientation or by reason of disability.

Section 3. Active/Retired: Any member in good standing who retires, shall be offered Active/Retired membership. Active/Retired members are permitted to vote on union business pertaining to the geographical chapter they retired from, including elections for officers, delegates for conventions and contracts. Active/Retired members are not eligible to hold elected office position or attend conventions as a delegate. Active/Retired membership may be revoked for due cause. Active/Retired members will be enrolled in the IAFF Alumni and maintain membership in the Professional Fire Fighters of Arizona.

Section 3.1: Retiree: was a status that was recognized by this Local prior to the 2024 by-law revision. Consistent with the IAFF by-laws this status is not recognized by the IAFF, and does not confer IAFF rights or benefits. This status does not include rights to voting for officers, delegates for conventions and contracts. Existing Retiree members may change their status to Active/Retired with no penalty and begin paying Active/Retired dues.

Section 4. Associate/Honorary: Associate and Honorary members may participate in union related activities but shall have no voice or vote. Associate/Honorary members are not entitled to any representation. "This category of membership is not recognized by the IAFF, and does not confer IAFF rights or benefits."

Section 5. Chief Officer: Any Active member who promotes to or is assigned as a Chief Officer: Phoenix members will become members of the Phoenix Fire Command Officers Association. Chief Officer's in other chapter cities will remain members of their respective chapter.

Section 6. Maintenance of Good Standing: Membership in good standing includes any person who has fulfilled the requirements for membership in this Local who has not voluntarily withdrawn, become ineligible for continued membership or has been suspended or expelled as provided in the Constitution and By-Laws of the International Association of Fire Fighters, or the Constitution of this Local.

Section 7. Delinquent Members: Members who fail to pay their dues or assessments within the periods prescribed by the Internationals Constitution and By-Laws, or as required by this Constitution, shall be notified by the Treasurer that they are delinquent and will automatically be suspended and lose their good standing if payment is not made within sixty (60) days, following such notification. Delinquent and suspended members are not entitled to a voice or vote in the Local or in the affairs of the Association.

ARTICLE IV Meetings

Section 1. Regular meetings of this Local shall be held on the second Wednesday and Thursday of the month at a location agreed upon by a majority of elected Executive Board members. Upon approval of the Executive Board the monthly meetings shall be canceled. There shall however, be a minimum of four monthly meetings held each year. Six meetings will be scheduled at the beginning of each year and only canceled upon approval of the Executive Board. The President, with approval of the Executive Board, may change time, date, and location of the meetings.

Section 1.2: Each Chapter shall be permitted to conduct separate Chapter Meetings to conduct Chapter business, nominate, and elect their Chapter Officers, including their Chapter President, to coincide with regular L493 elections. The process for these elections is outlined in Article V.

Section 2. Special meetings may be called by a majority vote of the Executive Board, or by seven (7) members in good standing. This shall be done by sending a notice, in writing, to the President. Four (4) of the seven (7) members of the petitioning body shall be present at such meeting. All members in good standing shall be notified, at least seven (7) days prior to said meeting. Notice of special meetings shall be sent out via Local 493 Communications to all members shall be deemed proper notice. This notice shall state the business to be conducted and no other business than that stated shall be in order at such meeting.

Section 3. Quorum: The quorum for any meeting of this Local, either regular or special, shall be ten (10) members in good standing.

Section 4. Rights of Members: Every member in good standing shall have the right to attend any meeting and to participate in such meetings in accordance with the recognized rules as set forth in **ATWOODS RULES FOR MEETINGS** or otherwise stated in this document. Members shall conduct themselves in such a manner as not to interfere with the legal or contractual obligations of this Local or the International Association of Fire Fighters.

Section 5. Rules for Meetings: The rules contained in **ATWOODS RULES FOR MEETINGS** shall govern the meetings of this Local in all cases not in conflict with this Constitution and By-Laws, or the Constitution and By-Laws of the I.A.F.F.

ARTICLE V
Officers and Elections

Section 1. The Officers (Executive Board) of this Local shall consist of:

ELECTED:

- (1) 493 President (Principal Officer)
- (7) Chapter/Geographical Presidents (to include Executive VP)
 - One Chapter President/Geographical shall serve as Executive VP (As defined in Section 2a)
- (1) Secretary (Principal Officer)
- (1) Treasurer (Principal Officer)
- (1) Sergeant at Arms (Principal Officer)
- (52) Trustees (Defined below)
 - (20) – (4) Glendale, (4) Peoria, (4) Surprise, (4) Chandler, and (4) Tempe*
 - (32) – (30) Phoenix, (2) - PFCOA*

APPOINTED:

- (1) Vice President of Political Affairs
- (1) Vice President of Member Services
- (1) Vice President of Member Benefits
- (1) Director of Member Benefits
- (3) Regional Political Directors *(West, Central & East)*
- (1) Building Manager

The 493 President, Treasurer, and Sergeant at Arms shall be elected by the membership at large and serve two (2) year terms. The election for these terms will be held in even numbered years.

The Secretary shall be elected by the membership at large and serve two (2) year terms. This election will be held on odd numbered years.

Seven (7) Chapter/Geographical Presidents shall be elected by the Local 493 members of their respective geographical chapter. These elections shall take place on odd numbered years.

All Phoenix active members in good standing who are promoted to Battalion Chief or above shall become members of the Phoenix Fire Command Officers Association. These members shall have full participation in Local 493 Principal Officer positions, PFCOA Chapter President PFCOA Trustees and Geographical Delegates only.

All Peoria, Glendale, Chandler, Tempe, and Surprise active members in good standing who are promoted to Battalion Chief or above shall remain active members in good standing of their respective chapters. These members shall have full participation in Local 493 Principal Officer positions and Geographical Delegates only.

Section 2. The 493 President, with the recommendation of the Executive Board, shall make an appointment of an Executive Vice President and three (3) additional Vice Presidents as outlined below. These appointments shall be ratified by the Executive Board.

- (1) Executive Vice President
- (1) Vice President of Political Affairs
- (1) Vice President of Member Services
- (1) Vice President of Member Benefits

Section 2 (a). The 493 President shall have the sole authority to appoint an Executive Vice President. The Executive Vice President shall be one of the Chapter/Geographical Presidents. The Executive Vice President shall also act as the Administrative Assistant to the President. This appointment shall be ratified by the Executive Board.

Section 2 (b). The 493 President, with the recommendation of the VP of Political Affairs, shall appoint up to three (3) Regional Political Directors. These appointments shall be ratified by the Executive Board.

Section 2 (c). The 493 President, with the recommendation of the VP of Member Services, shall make an appointment of up to two (2) Interns and one (1) Retiree Intern. However, the authority for these appointments remains solely with the elected 493 President. These appointed positions shall be ratified by the Executive Board.

Section 2 (d). The 493 President, with the recommendation of the Vice President of Member Benefits to make an appointment of one (1) Director of Member Benefits. However, the authority for these appointments remains solely with the elected 493 President. These appointed positions are subject to ratification by the Executive Board.

Section 3. Additional Chapter/ Geographical Positions. In addition to the positions specified above, each Chapter/Geographical area is given additional financial resources to create positions most appropriate for that Chapter. The Executive Board may approve additional positions based on budget and function. The titles for these positions are limited to appointment and include; Executive Director, Director, Intern, Manager, Business Agent, Coordinator and Representative (Rep).

All Elected Trustees serve three (3) year terms. All appointed positions are subject to ratification of their Chapter/Geographical Executive Boards. Chapter/Geographical Presidents shall consult with their Geographical Executive-Boards on appointments, however the sole authority for these appointments is with the Chapter/Geographical President.

Section 3 (a). Chapter/Geographical Positions & Voting Members

- Phoenix shall have thirty (30) elected trustees.
- Surprise, Glendale, Peoria, Tempe & Chandler shall have four (4) elected trustees.
- PFCOA shall have (2) elected trustees.

These trustees shall be considered voting members of the Chapter/Geographical Executive Board. Additional appointed positions within a Geographical Chapter are permitted at the discretion of the respective Geographical Chapter's President. Appointed positions that are not elected by the membership are not eligible for voting.

Available compensation from the Local 493 general fund for positions within a Geographical Chapter is fixed and dispersed to elected/appointed positions as allocated by that Geographical Chapter's President. If a Geographical Chapter's President wants to increase available compensation for their Chapter from the 493 general fund it must be approved by the Local 493 Executive Board.

Section 4. The immediate past President shall be an ex-officio member of the Executive Board for a period of one (1) year.

Section 5. Any member, holding the rank Captain and below, in good standing shall be eligible to be a candidate for office in this Local with the following exception: Phoenix Chapter Chief Officers are eligible to run for PFCOA elected positions.

Section 6. If a candidate for any office voluntarily withdraws his name for consideration, after having received votes, the voting with the remaining nominees shall take place during the next Local meeting.

Section 7. Rights of Candidates: In the period between their nomination and the election meeting, candidates for office shall have the right to request distribution of campaign literature by mail or otherwise to all members in good standing at the candidates own personal expense. A "Candidate for Office" includes a candidate for membership on the Board of Trustees. There shall be no discrimination with regards to the use of membership lists.

Section 8. Use of Funds Prohibited in Elections: No funds received by this Local, through initiation fees, dues or assessments, or otherwise, shall be contributed or applied to promote the candidacy of any person in the election of officers.

Section 9. Methods of Nominations and elections: Nominations for the Principal Officers of this Local and its Geographical/Chapters shall be held at the regular Local 493 meetings in the month of September each year.

Elections shall be held at the regular Local 493 meetings in November. If more than 2 members are running for election for the same principal officer position, the 2 top vote getters shall participate in a run-off election in December. The run-off election shall only be applied if no candidate receives greater than 50% of the votes cast during the November vote. Trustees shall be elected by selecting the candidates receiving the most votes. All members in good standing shall be given at least fifteen (15)

days advance notice, in writing, of the date, time and place at which nominations shall be made, and at least fifteen (15) days advance notice, in writing, sent by U.S. mail to the last known address of the member, of the date, time and place at which elections shall be held. Any member in good standing may nominate members for office, and no member shall be a candidate for more than one (1) office. Elections shall be by secret ballot, even if only one (1) candidate is nominated for any given office. There shall be no voting by proxy in the election of Local Officers. The candidate receiving a simple majority of the ballots cast shall be declared elected.

Section 10. The 493 President shall appoint an election committee which shall be responsible for distributing and tabulating the ballots. Each candidate for office shall be entitled to appoint one (1) observer who shall be permitted to witness the manner of distribution, the casting of ballots, and attend the meetings of the election committee. At which the ballots are tabulated. Ballots printed on single sheets of paper shall list eligible candidates alphabetically and by office. A member(s) of the election committee shall act as the Register of Ballots. All ballots cast shall be placed in one (1) container by the voting member immediately after signing a registration sheet under the supervision of the Registrar.

Section 11. During any election cycle, a Chapter/Geographical President may request an approval of a satellite voting location for their Chapter. A satellite voting location shall only pertain to the Geographical/Chapter specific positions. Members shall be given at least fifteen (15) days advance notice of the date, time, and place at which satellite voting shall be held. Notice of elections will be made through official union communications channels and shall be deemed proper notice. The vote shall be completed a minimum of one-week prior to the Local 493 November vote.

The request for a satellite voting location shall be made by email to Local 493 Principal Officers (493 President, Secretary, Treasurer, Sergeant at Arms). The 493 President has sole authority to approve or deny request(s) for satellite voting location(s). Upon approval the 493 President will assign another Chapter/Geographical President to use their members to facilitate the voting at satellite locations and count the ballots. Ballots shall never be handled by members of the Geographical/Chapter having elections. If multiple Geographical/Chapters request satellite voting locations in the same election cycle the 493 Principal Executive Board can, at their discretion, use those Geographical/Chapters to facilitate and count ballots at the same location. All 493 By-Law election rules apply to satellite elections.

Any Geographical/Chapter that chooses to utilize the satellite voting option shall still require their members to attend the Local 493 November election to vote for the Principal Officer positions (President, Secretary, Treasurer, Sergeant at Arms). Voting on Geographical/Chapter positions at the 493 meeting is not permissible if a satellite voting location was utilized by the Geographical/Chapter.

Section 12. Ballots Preserved: The ballots and all other records of an election shall be preserved by the Secretary for a period of one (1) year following such election.

Section 13. Vacancies in Office: When an office becomes vacant by reason of death, resignation, retirement, removal of the incumbent, the 493 President shall appoint a successor no later than thirty (30) days from the date the office is vacated. The appointment shall be subject to ratification by the Executive Board.

Section 14: All positions appointed by the 493 President shall be up for reappointment and ratification of the Executive Board after every 493 Presidential election in the January following election. These can be done as omnibus action items if there is no change in 493 President or Chapter President responsible for appointment.

ARTICLE VI Duties of Officers

Section 1. It shall be the duty of the 493 President to preside at all meetings of the Local and at meetings of the Executive Board. He shall be the executive head of the Local. He shall be member ex-officio of all committees. He shall appoint such committees as may be provided for in these Constitution and By-laws, and such special committees as may be authorized by the Local. Together with the Treasurer, he shall review all budget line items monthly and sign all checks lawfully and properly drawn. He shall enforce strict observance of the Constitution and By-Laws of the International, and as this document relates to the Local. He shall have general supervision of the activities of all other officers and chairmen of said committees.

The 493 President shall discharge on behalf of the Local such duties as may be imposed upon him by applicable law including, the execution and filing of any reports to Federal or State authorities. The President shall enforce and oversee such records as the law requires.

The 493 President, by virtue of his election, shall be a delegate of this Local to the convention of the International Association of Fire Fighters.

Section 2. The Executive Vice President shall assist the 493 President in such a manner as the 493 President may determine. Each Chapter/Geographical President, however, shall be responsible for the day-to-day operations of their Geographical/Chapter (Phoenix, Tempe, Glendale, Peoria, Chandler, Surprise, and the PFCOA. In the absence of the 493 President, the Executive Vice President shall preside at meetings of the Local and of the Executive Board. If the office of 493 President becomes vacant, the Executive Vice President shall be interim 493 President until the office is filled by the Executive Board with a motion and a majority vote within 30 days of vacancy.

Section 3. The Secretary shall have custody of all documents, records, books, and papers belonging to the Local, except as may be otherwise provided by this Constitution and By-Laws. He shall keep an accurate record of the meetings of the Local and the Executive Board of which he shall be Secretary. He shall attest all official documents with his signature and seal of the Local. He shall conduct the correspondence of the Local promptly. He shall maintain the official list of members in good standing, which shall be kept accurately and on a current basis. The Secretary shall discharge on behalf of the Local such duties as may be imposed upon him by applicable law including the execution and filing of any reports to Federal or State authorities and shall cause to be maintained by the Local.

Section 4. The Treasurer shall receive all money due to the Local from whatever source and shall disburse the same only by voucher signed by the President. Such disbursements shall be by check which shall also be signed by the President. He shall maintain and keep a record of members with their due's payments, assessments and all financial transactions promptly and accurately entered. He shall be prepared to exhibit receipts and vouchers upon the audit of his books. He shall forward the annual audit of the Local to the IAFF's General Secretary- Treasurer over the seal of the Local, no later than 180 days after July first of each year and shall include an accurate accounting of all employees within the Local Union's Fire Departments.

Section 5. The Trustees shall have the duties of attending Executive Board meetings and to visit, or contact their assigned stations as needed (preferably every other month) but at least every ninety (90) days to inform the membership of the actions of the Executive Board. If a Trustee does not fulfill his/her obligation the 493 President or their respective Geographical/Chapter President may remove the Trustee consistent with the IAFF By-Laws.

Section 6. The Appointed positions and their roles are outlined in Article V. If an Appointed position does not fulfill his/her obligation the 493 President, or Chapter President that appointed them, may remove the Appointed position consistent with the IAFF By-Laws. The removal is effective immediately. The person with the authority and responsible for the removal must notify the Chapter Presidents, within twenty-four (24) hours of the removal. The remaining members of the Executive Board shall be notified of removal within ninety-six (96) hours.

The duties of the Appointed Positions shall be defined by the Appointer.

Section 7. The Executive Board shall be defined by Article V, Section 1. Appointed positions shall have the ability to speak on Executive Board matters, however they are excluded from voting on these Executive Board matters. It shall be the duty of the Executive Board to exercise general supervision and control of the invested funds, business, and property of the Local. It shall have the authority to act in the name of the Local during intervals between meetings. It shall provide for an annual review of the Treasurer's books. It shall meet at the call of the 493 President, or on call signed by a majority of its members. This shall require a majority of a quorum.

Section 8. All officers and employees of the Local who handle funds or property shall be bonded in such amounts as may be required by the Board of Trustees and International Secretary- Treasurer, in compliance with applicable law. The expense of the first \$5,000 of bond shall be borne by the International. If additional bond is necessary, the local shall pay the additional premium.

ARTICLE VII

Delegates and Alternates to Conventions

Section 1. The 493 President by virtue of their election, shall be a delegate of this Local to the convention of the International Association of Fire Fighters (IAFF) and the Professional Firefighters of Arizona (PFFA) Convention.

Section 2. Delegates

If, in accordance with Article IV, Section 2 of the International Constitution and By-Laws, this Local is entitled to delegates in addition to the President, they shall be elected by secret ballot open to all members in good standing.

For every additional delegate that is awarded to this Local, the next largest Geographical/Chapter (PFCOA included in Phoenix) not belonging to the President's chapter is awarded a delegate.

If every Geographical/Chapter is represented with a delegate and this Local is entitled to additional delegates, the additional delegates will be awarded to the geographical chapter, or chapters, on a per capita basis to ensure balanced representation that is consistent with each geographical chapter's membership size.

In the event of a tie for geographical chapter's per capita delegates that are awarded, then the 493 President decides on which of the tied members is awarded the delegate.

Section 3. Voting and Awarding Delegates

Delegates shall be elected and awarded by secret ballot of the entire membership in good standing. Delegates are elected and awarded according to the results of the voting of the entire membership.

- The entire membership, regardless of the geographical chapter they belong to, votes on the same ballot.
- The ballot for delegates shall include all nominated candidates, from all geographical chapters.

The candidate receiving the most votes from the geographical chapter they belong to shall represent the geographical chapter in their awarded delegate. If a Geographical Chapter is awarded more than one delegate, the candidate belonging to that Geographical Chapter receiving the next most votes on the ballot shall serve as that additional delegate. This process is repeated as needed for all additional delegates.

Section 4. Alternates

Geographical Chapter Presidents shall decide if they send Alternates for their delegates. Alternates are elected and award from the same ballot used to elect delegates. If a Geographical Chapter President chooses to send Alternates, the candidate belonging to that Geographical Chapter receiving the next most votes on the ballot shall serve as an Alternate. This process is repeated as needed for all additional Alternates that a Geographical Chapter President chooses to send.

Section 5. Forfeited Delegates

Geographical Chapter Presidents shall decide if they send Delegate(s) they are entitled to and if they send alternates for their delegate(s). If a geographical chapter chooses, for any reason, not to send a delegate they are entitled to, their delegate goes to the largest geographical chapter that does not have a delegate. If in this situation all geographical chapters have already been awarded a delegate the additional delegate will be awarded to the geographical chapter on a per capita basis to ensure balanced representation consistent with each geographical chapter's membership size. Refer to Article VII, Section 3 for how forfeited delegates are awarded.

Section 6. Notice

Each member in good standing shall be given advance notice, in writing, of the date, time and place at which nominations shall be made, and at least fifteen (15) days advance notice, in writing, sent by U.S. mail to the last known address of the member, of the date, time and place at which elections shall be held.

Section 7. Any expense involved in sending any delegate or alternate to any convention shall be fixed by a vote of the members present at a regular or special meeting.

ARTICLE VIII
Political Action Committees (P.A.C.)

Section 1. The United Phoenix Firefighter Association, Local 493 allows each chapter to have their own separate PAC committee under direction of their Chapter President. Each chapter shall be legally responsible for the management of their own committee.

Section 2. PRINCIPAL OFFICE AND ADDRESS

The location of each chapter committee shall be designated by their Committee Chairman. This designated address shall be appropriately recorded and updated with municipal, state, and federal agencies as required by law.

Section 3. ORGANIZATION

The Committees shall be a voluntary, nonprofit, unincorporated organization operating as a separate, segregated fund of LOCAL 493.

Section 4. PURPOSES AND POWERS

The purpose of these Committees is to provide the opportunity for individuals interested in the health, safety and livelihoods of professional fire fighters and emergency medical personnel to contribute to the support of worthy candidates for State or Local office who believe, and have demonstrated their beliefs in, the principles to which the organization is dedicated. To further these purposes, these Committees are empowered to solicit, directly or indirectly, and accept voluntary personal contributions, and to make expenditures in connection with the attempt to influence the selection, nomination, or election of any individual to any State or Local office or ballot initiative.

The Phoenix chapter's federal PAC has the option of supporting federal candidates. The Phoenix chapter's committee shall also maintain designation as a State of Arizona "Super PAC". This designation allows the Phoenix Committee to make larger contributions per state guidelines.

The Committee, its officers, and subcommittees shall possess and may exercise all powers and privileges set forth in these Articles or incidental thereto, together with all powers and privileges necessary or convenient to the conduct, promotion, or attainment of the purposes of the Committee or these Articles.

Section 5. PARTICIPATION

All members of LOCAL 493 are eligible to contribute to the Committee. The Committee is authorized to solicit and accept contribution from any person from whom contributions may be lawfully solicited.

Section 6. CONTRIBUTIONS

All contributions to the Committee by LOCAL 493 members shall be voluntary, and no contribution to the Committee shall be solicited or secured by physical force, job description, financial reprisal or threat thereof, nor as a condition of employment.

Treasury funds of LOCAL 493 shall be transferred to the Committee via per capita assessment or some other determinant compliant with state and local election law.

Basic policies with respect to the expenditure or distribution of all contributions to the Committee shall be within the sole discretion of the officers of the Committee.

Section 7. SEPARATE SEGREGATED FUND

All contributions to the Committee shall be maintained by the Committee as a separate segregated fund in one or more designated campaign depositories, and all expenditures by the Committee in support of any candidate, political committee, or ballot initiative shall be made from that fund and no other source.

Section 8. OFFICERS

The officers of the Committee shall be the Chairman and Treasurer.

Section 9. Phoenix Firefighters Committee

The President of LOCAL 493 will serve as the PAC Chairman and the Secretary of Local 493 will serve as the Treasurer. The Chairman shall administer and have general and active management and supervision of all the affairs of the Committee. The Treasurer shall be the chief financial officer of the Committee, shall keep the financial records of the Committee, shall comply with all applicable requirements required by law, shall file appropriate state and municipal disclosures, and shall perform such other duties as may be assigned to him by the Chairman.

Section 10. Chapter PACs

Each Chapter shall designate their own Chairman and Treasurer. Officer duties will be the same as listed above for the Phoenix Committee. The Chapters Committee officers bear the sole legal responsibility for the proper management of their committee.

Section 11. REMOVAL

Committee officers may be removed by the LOCAL 493 Executive Board.

Reason for removal or replacement shall include, but is not limited to, failure to comply with state and or federal reporting guidelines, failure to comply with state and or federal law regarding use and management of the committee, misuse or fraudulent management of the committee. If committee officers are removed, the Local 493 Executive Board will decide if the committee is to be terminated or continue with new officers.

Section 12. DISSOLUTION

The Committee may be dissolved at any time by the majority vote of the LOCAL 493 Executive Board. In the event of such dissolution, all funds contained in the Committee's campaign depository shall be distributed in a manner appropriate to existing state law.

ARTICLE IX

Initiation Fees – Dues and Assessments

Section 1. Initiation fees for the IAFF shall be paid in the amount of \$10.00. The \$10.00 shall be deducted from the first month's dues of each new member. This will be a one-time event. The Treasurer of Local 493 shall send these funds to the IAFF.

Section 2. Dues for Active Membership shall be one percent (1%) of Top Phoenix Fire Fighter's salary, including holiday pay, deferred compensation pay, and hours reduction pay, and reflect any increase or reduction in IAFF and/or PFFA per capita changes, rounded off to the nearest dollar. Dues shall automatically be adjusted as soon as possible after an increase in Top fire Fighter's salary.

Effective September 1, 2000, an additional five dollars (\$5.00) per member per month will be collected and allocated to the Emergency Defense Fund (EDF).

Section 3. Dues for Associate Membership shall be the same as Active Membership.

Section 4. Dues for Active/Retired shall be half of one percent (.5%) of Top Phoenix Fire Fighter's salary, including holiday pay, deferred compensation pay, and hours reduction pay, and reflect any increase or reduction in IAFF and/or PFFA per capita changes, rounded off to the nearest dollar. Dues shall automatically be adjusted as soon as possible after an increase in Top fire Fighter's salary. Dues for retiree memberships are paid annually and are due upon invoicing from Local 493 Treasurer.

Section 4.1 Dues for Retiree Memberships are as follows:

- **Members who retired BEFORE 1990** shall be \$22.00 annually and be designated as a "Retiree" member.
- **Members who retired AFTER 1990 and before 2024 by-law revision** \$130.00 annually and be designated as a "Retiree" member.
- **Members who retire AFTER 2024 by-law revision** only are eligible to become an active/retired member OR a Retiree member and pay the appropriate dues for that membership.

Section 5. Chief Officer Dues for Chief Officer Membership shall be the same dues as stated in Section 2.

Section 6. Honorary: For meritorious service to this Local or for distinguished public service, persons may be elected Honorary members if a majority of members present at a regular meeting, provided a quorum has been met. Honorary members shall not pay dues, initiation fees or other charges and shall have no voice or vote in the Local. Such membership may be revoked for due cause.

Section 7. Separation: When any member in good standing becomes separated from the Fire Service, the Local Union may allow said member to retain his active membership, or in lieu thereof, upon request of said member, Local 493 shall issue him a withdrawal card. Provided however, a member who is duly elected as an officer of the International Association of Fire Fighters, or appointed as a representative of, or to an affiliated labor organization shall retain his active membership within the Local.

Section 8. Maintenance of Good Standing: Membership in good standing includes any person who has fulfilled the requirements for membership in this Local who has not voluntarily withdrawn, become ineligible for continued membership or has been suspended or expelled as provided in the Constitution and By-Laws of the International Association of Fire Fighters, or the Constitution of this Local.

Section 9. Delinquent Members: Members who fail to pay their dues or assessments within the periods prescribed by the Internationals Constitution and By-Laws, or as required by this Constitution, shall be notified by the Treasurer that they are delinquent and will automatically be suspended and lose their good standing if payment is not made within sixty (60) days, following such notification. Delinquent and suspended members are not entitled to a voice or vote in the Local or in the affairs of the Association. Delinquent members who wish to rejoin to active status must pay back all missed union dues.

Section 10. Reinstatement fees shall be twenty dollars (\$20.00), plus all back dues and assessments. Ten dollars (\$10.00) of this amount shall be submitted to the IAFF

ARTICLE X

Working Condition Changes

Section 1. Any action pertaining to wages, hours, or any other condition pertinent to the entire personnel of the department shall require notice of such proposed changes to be given to the members in good standing at least fifteen (15) days in advance of the date on which the vote for such change is to occur. Notice of working condition changes mailed to all stations or sent via electronic mail shall be deemed proper notice.

Section 2. Any action pertaining to wages, working hours, or any other condition pertinent to entire personnel of the department shall require a two-thirds (2/3) majority vote of the members present at a regular or special meeting.

ARTICLE XI

Section 1. Any alteration to the Constitution and By-Laws must be submitted in writing.

Section 2. No alteration to the Constitution and By-Laws may be made except by two-thirds (2/3) vote of the members present at a regular or special meeting.

Section 3. The Secretary shall post the proposed changes in the Constitution and By-Laws at least fifteen (15) days prior to the regular or special meeting at all stations. A proposed amendment to this Constitution, or any By-Laws made under its provisions, shall be submitted for approval to the International's General President prior to its printing, or issuance, after it has been adopted by the membership.

ARTICLE XII
Misconduct, Trials, and Appeals

Section 1. Any member charged with misconduct as defined in Article 15 of the International Constitution and By-Laws shall be served with written specific charges as required in Article 16 of the International Constitution, given a reasonable time to prepare his defense, and afforded a hearing as provided in Article 17 of the International Constitution.

Section 2. Appeals may be made in accordance with Article 18 of the International Constitution and By-Laws; such appeal must be filed with the General President of the association within thirty (30) days of the action to be taken.

ARTICLE XIII
Emergency Defense Fund (EDF)

Section 1. The President and Treasurer shall establish and maintain an Emergency Defense Fund that will be used, subject to procedures established by the Executive Board, to defeat or approve local and statewide issues that are threatening or beneficial to fire fighters. The Local 493 Executive Board will establish a policy to govern the rules that will be used to expend the Emergency Defense Fund.

The Emergency Defense Fund shall be treated as a separate fund and dues allocated to it as provided in Article IX shall not be transferable to the general fund. A full accounting report of the fund shall be given in conjunction with annual PAC Committee reports.

ARTICLE XIV
Definitions

Executive Board: The Executive Board shall be defined by Article V, Section 1. Appointed positions shall have the ability to speak on Executive Board matters, however they are excluded from voting on these Executive Board matters.

Ratification: ratification requires a simple majority of the quorum.

Removal of an Executive Board Member: When an Executive Board member is removed from the Executive Board they no longer serve in that position and will be replaced. However, they continue to be an active member of the Local.

Membership: You are considered a member in good standing of Local 493 upon signing your Union Enrollment Form.