

CONSTITUTION & BYLAWS

ARTICLE I – ORGANIZATION

Section 1. Name

This organization shall be known as the DALLAS FIRE FIGHTERS ASSOCIATION, IAFF Local #58, of Dallas, Texas.

Section 2. Referenced Organizations

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

Section 3. Authority of International

This local union, its officers, representatives and members shall observe and be bound by the provisions of the Constitution and By-Laws of the International Association and the interpretations rendered by the International General President, the resolutions, the 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 Association, and the resolutions adopted and policies established by the delegates at the conventions. Article 13 (By-Laws) of the Constitution of the Association is recognized as providing the basic rules governing this local.

Section 4. Objectives of Organization

The objective of this organization shall be: The fostering and encouragement of a higher degree of skill and efficiency, the cultivation of friendship among its members, the elevation and improvement of the morale, intellectual, social and economic conditions of its members.

We shall not strike or take active part in any sympathetic strike, as our position is peculiar to most organizations, as we are formed to protect the lives and property of the community in case of fire or serious hazard.

This organization shall be non-partisan and non-sectarian and shall not be used for the dissemination of partisan or sectarian principles.

ARTICLE II – JURISDICTION

The jurisdiction of the Dallas Fire Fighters Association, Local #58 shall be as follows: All full-time, paid employees engaged in fire fighting or related services, and dues paying active retired members.

ARTICLE III – MEMBERSHIP

Section 1. Active

Any person of good moral character who, at the time of making application, is engaged in service within the jurisdiction of this Local as set forth in Article II of this Constitution and By-Laws, will be eligible for active membership in this local through its chartered Locals, State or Provincial Associations and Joint Councils. Anyone eligible for membership in the Local shall not be refused membership or, upon acceptance, be discriminated against because of race, color, creed, gender, sexual orientation or national origin, or by reason of disability.

A member who is elected as an officer of the International, or who is elected or appointed as a representative of or to an affiliated labor organization shall retain his active membership in this Local.

Section 2. Members Emeritus

Any member who retires from active duty with the Dallas Fire-Rescue Department may be elected to the position of Member Emeritus by the membership at a regular scheduled meeting. A Member Emeritus is a retired member who has given long and dedicated service to Local 58-IAFF. A Member Emeritus shall have all the rights and privileges of an active member with the exclusion of voting in the election of IAFF Convention Delegates, but shall pay no dues. Per Capita to the IAFF and TSAFF shall be paid by the Local. This position shall also carry with it the duty on the part of the Member Emeritus to advise and consult the Local President and/or Executive Board upon request when such service is desired in the best interest of the Local.

Section 3. Active Retired Members

Any member of this Local in good standing who retires from active duty in the Dallas Fire Rescue Department and whose name is placed upon the pension roll may, by payment of the monthly dues, remain an active member.

Section 4. Retired Members

Any member of this Local in good standing who retires from active duty in the Dallas Fire Rescue Department and whose name is placed upon the pension roll shall receive from the Local a retiree card without requesting same.

Section 5. Honorary

For meritorious service to the fire service or distinguished public service, a person may be elected to honorary membership by a majority of those present and voting. Honorary membership shall entail no payment or initiation fees, dues or other charges and shall convey no voice or vote in the affairs of the Local Union. Such memberships are subject to revocation for good cause.

Section 6. Associate Members

The Assistant Chiefs shall be associate members only. (From Article XIII – By-Laws)

Section 7. Retention of Membership upon Separation from Service

Any active member who is inducted into the armed forces of the United States will continue to be carried as an active member with payment of dues, assessments or other charges waived until such member is relieved from active duty with the armed forces.

Any active member who is separated from employment due to a lay-off may continue to be carried as an active member while she remains on a preferred re-hiring list.

Payment of such member's per capita shall be waived and he shall enjoy all rights of active membership, except the right to vote in the Local Union on collective bargaining agreements.

Section 8. Maintenance of Good Standing

Membership in good standing includes any person who has fulfilled the requirements for membership in this Local Union and who has not voluntarily withdrawn, become ineligible for continued membership, or been suspended or expelled as provided in the Constitution and By-Laws of the International or the Constitution of this Local.

Section 9. Delinquent Members

A member who fails to pay his dues or assessments by the 15th day following the month such dues are payable or stop the payroll deduction of his dues shall be delinquent and will automatically be suspended if payment is not made within sixty (60) days following such notification. Delinquent and suspended members are not entitled to voice or vote in the affairs of the Local.

Article IV – Meetings

Section 1. Frequency of Meetings

The regular meeting of this Local shall be held monthly on two (2) consecutive days, the date, time and place to be designated by the membership.

Section 2. Special Meetings

Special meetings shall be called, by the President, upon request of seven (7) members in good standing. Said request shall be in writing, stating the object for which it is called. Special meetings shall require five (5) days notice in writing to all

Fire Stations and Divisions, giving date, purpose and the meeting place.

Section 3. Quorum

Twelve (12) members in good standing shall constitute a quorum.

Section 4. Right to Attend

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 the manual of parliamentary procedures adopted by this Local. When a member wishes to speak openly during the meeting of the Local, she shall rise to her feet. If the Chairperson fails to recognize her by name, he will give suitable recognition so that the member will know she has the floor. No member may speak more than five (5) minutes without permission of the Chairperson until everyone who wishes to speak has had an opportunity to do so. Members shall conduct themselves in such a manner as not to interfere with the legal or contractual obligations of the International Association of Fire Fighters and this Local Union.

Section 5. Intoxicated Persons Prohibited

No member shall be admitted to a meeting under the influence of intoxicants. (From Article XIII – By-Laws)

Section 6. Sergeant-at-Arms

A Sergeant-at-Arms, appointed by the President, shall have charge at the door. He shall assist the President in preserving order when called upon to do so. He shall take charge of all property of the Association not otherwise provided for and perform such other duties as may from time to time be assigned. (From Article XIII – By-Laws)

Section 7. Ratification of Motions

Any motion voted on at a regular meeting of the membership may be required to be submitted to the full membership for ratification. Once a motion is adopted, a member may move that the motion be submitted for ratification. If a majority of the members present and voting at both meetings approve, the motion will be sent by US mail to all work locations. Ballots will be mailed by the close of business on the Thursday following the meeting.

Section 8. Procedure for On-Duty Member to Submit Motion

Any member of the working shift, when wishing to make a motion on the night she is working, may send a letter to the Secretary-Treasurer to read as a motion. (From Article XIII – By-Laws)

Section 9. Parliamentary Procedure

In the absence of other authority, the deliberation of this Local shall be governed by the Copyright 1956 Edition of Atwood's Rules for Meetings.

Section 10. Meeting Opened with Prayer

Each meeting shall be opened with prayer and attended with proper reverence by each member present. (From Article XIII – By-Laws)

Section 11. Rules of Order

RULES OF ORDER are as follows: Meeting called to order Invocation Reading of minutes of last meeting Vote on new members

Reports from Officers and Committees Unfinished Business New Business Jack Pot drawing

Close (From Article XIII – By-Laws)

ARTICLE V – OFFICERS AND ELECTIONS

Section 1. Elective Officers

The elective officers of this Local shall consist of the President, First-Vice President, Second Vice- President, Secretary-Treasurer, the three (3) Trustees, the four (4) Shift Representatives and the EMS Representative. The A, B and C shifts shall have one representative each and the day or duty workers (Fire Inspection, Investigation, Training, Communications, etc) shall have a representative. The D shift will designate the day or duty representative. The EMS Representative shall be an active paramedic

All terms of office shall be two (2) years with the exclusion of Trustee, which shall be for a term of three (3) years.

The Senior Trustee's term shall expire and be elected each year.

Section 2. Date and Term

Nomination for the offices, allowed in the Section above to be elected, shall be held in September of each year at the regular meeting. The election shall be in October as stated in Section 6 of this Article. Any run-off resulting will be held in November, following the same voting procedures.

The following officers shall be elected for a two-year (2) term in the even numbered years: First Vice-President, Secretary-Treasurer, A-Shift Representative and B-Shift Representative.

The following officers shall be elected for a two year term in the odd numbered years: President, Second Vice-President, C-Shift Representative, D-Shift Representative and EMS Representative.

Officers shall serve until the election and installation of their successors unless relieved of their duties as provided by the Constitution of the Association.

The person who runs for the Shift Representative must be assigned on that shift. In the event the person holding the office is transferred to another shift, he must relinquish that position at the time of the next election of officers. The remainder of the term shall be filled at that election. In the event the person serving as EMS Representative is not assigned as an active paramedic, she must relinquish that position at the time of the next election of officers. The remainder of the term shall be filled at that election.

All officers shall be sworn in at the regular meeting in December or at the first meeting at which they are present thereafter. Officers sworn in at the December meeting shall take the office on January 1 of the following year. Those sworn in at the first meeting of their attendance after the December meeting shall take office upon their swearing in.

Section 3. Qualifications

No one can be elected to any elective office or as a delegate to any convention unless she has attended at least six (6) of the twelve (12) previous meetings. Anyone missing a meeting because of a special Fire Rescue Department assignment or who is attending a required Fire Rescue Department school as a student or instructor or who is away serving on Local or Association business, may get credit for attendance provided he attended the previous meeting or informs the Secretary-Treasurer in writing within twenty five (25) days that he was absent due to such assignment or business.

Section 4. Rights of Candidates

Every candidate for office shall have the right to request distribution of campaign literature by mail or otherwise, to all members in good standing, at the candidate's own personal expense. If this request is granted by the Local, all other candidates for offices shall receive the same privilege. There shall be no discrimination in favor of or against any candidate with regard to the use of the membership list.

Section 5. Use of Funds Prohibited in Elections

No funds received by the Local through initiation fees, dues, assessments, or otherwise shall be contributed or applied to promote the candidacy of any person in elections of officers. This section does not prevent the expenditure from union funds for notices, factual statement of issues and other necessary expenses to conduct elections so long as they do not involve promotion of any candidate.

Section 6. Notification Procedures for Nominations

The Secretary-Treasurer shall notify all members in advance at least ten (10) days, in writing, of nomination and election of officers stating the date, time and place. A list of those members eligible to hold office shall also be published to the membership.

Any member, in good standing, may nominate eligible members for office. Upon the opening of nominations for any office, the Chair shall recognize any member immediately. At least three (3) minutes shall elapse before a motion for close of nomination is in order. No one member shall consume more than one (1) minute for a nomination.

No candidate's name shall appear on the election ballot for more than one office. Should any member be nominated for more than one office, she shall decline all but one officer either in person at the meeting at which she is nominated or to the Secretary-Treasurer within seven (7) days after being notified by the Secretary-Treasurer of the nomination. The Secretary-Treasurer shall notify all candidates with five (5) days after the meeting when they were nominated that their name appears more than one time on the ballot and that their name will be dropped completely from the ballot unless they withdraw from all but one office by a letter to the Secretary-Treasurer within seven (7) days after being notified by the Secretary-Treasurer. Failure to notify the Secretary-Treasurer within the prescribed time will result in the nominee's name being removed from all ballots.

It shall require a majority vote of those voting to elect. Elections shall be by secret ballot. There shall be no voting by proxy in any election of Local Union Officers. When there are three or more candidates for one office, none of which shall receive a majority vote on the first ballot, the two (2) receiving the highest number of votes shall be retained for a run-off and the other candidate's name or names shall be dropped.

No one shall be eligible to hold office that has not been nominated and elected as provided in Article V, Section 3. No member may hold more than one (1) elected office, other than a delegate to conventions, in the Local, at any one time. If a member decides to run for another office while holding one of which the term has not expired, he must first resign from his present office before running for another.

For the election of officers, the ballots shall be mailed to the last known address of each member in October of each year. The ballot and self-addressed stamped envelope shall be sent 20 days prior to the election. Ballots for the election of shift representative shall be color coded to match the shift. Ballots not received by the start of the second meeting will not be counted unless the member brings it

to the meeting and signs a statement that she did not cast a previous vote. The tellers committee of five (5) will count the ballots at the place of the meeting and may start counting at the beginning of the second meeting.

All records of the election will be preserved for at least one (1) year following the election.

Section 7. Teller(s)

Before an election vote is taken, it shall be the duty of the President to appoint a teller(s). After all votes have been collected they shall be tabulated by the teller(s) and the President shall announce the result before the close of the meeting.

Section 8. Absentee Voting

Any member who is unable to attend a regular meeting due to special Fire Rescue Department assignment or who is attending a required Fire Rescue Department school as a student or instructor, or who will be away serving on Local, Association or TSAFF business, may vote by absentee ballot by making his request to the Secretary-Treasurer at least two (2) days before the meeting.

Section 9. Uncontested Elections

When only one (1) candidate is nominated or eligible for the election to an office, that candidate shall be declared elected.

Section 10. Special Elections

Should a vacancy occur on the Executive Board as a result of death, resignation or removal for cause, the President shall call a special election.

Notice will be sent to all stations and duty assignments announcing the vacancy and that nominations will be held at the next regular meeting for candidates for the election.

The election to fill the vacancy will be held the month following the nominations at the regularly scheduled meeting. Those present and voting shall elect the new officer. In the event a run-off election is required, it shall be held at the following meeting. At that meeting, those present and voting shall elect the new officer. This term shall run until the next regularly scheduled election of officers is held.

ARTICLE VI – DUTIES OF EXECUTIVE BOARD OFFICERS

Section 1. Absenteeism

Should any officer absent themselves from three (3) consecutive monthly meetings without reasonable excuse, their office shall be declared vacant.

Section 2. Duties of Officers

Section 2a. Duties of the President

The President shall be the executive head of the Local and shall preside at all meetings of the Executive Board and at all sessions of the Local meetings.

All press releases shall be handled by the President with assistance from the Director of Public Relations (From Article XIII – By Laws)

He shall be a delegate to all conventions of this Local by virtue of his office. She shall be a member ex-officio of all committees and shall appoint all committees. He shall hold an Executive Board position on the Local Trades and Labor Council or shall cause one to be appointed with the approval of the

Together with the Secretary-Treasurer, she shall sign all orders and checks on the Local, which in her judgment, are lawfully and properly drawn with the exception of checks drawn on the Public Safety Committee. He shall execute such contracts and agreements on behalf of the Local as are necessary for the proper discharge of its business. She shall enforce strict observance of the

Constitution and By-Laws of the Local and shall interpret such laws and decide any disputes concerning their meaning or application which shall be appealed to her. He shall also 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, State and International authorities.

It shall be the duty of the President to order any election to fill vacancies upon death, resignation or removal for cause of any officer at the next regular meeting thereafter and to appoint an acting offer for such interim.

The President shall in January of the first year of his term appoint a Chaplain.

Section 2b. Duties of the First Vice-President

The First Vice-President shall perform the duties of the President in the absence of that officer and in case of resignation or death of the President, shall succeed him and perform the duties of that office until the next regularly scheduled election. She shall assist the President in coordinating committee activities. He shall render such further assistance as may be required or perform duties assigned him by the President.

Section 2c. Duties of the Second Vice-President

She shall render such assistance as may be required or perform duties assigned her by the President. He shall aid and assist the stewards in the performance of their duties. She shall be in charge of all social activities. He shall assist the Auxiliary in all their endeavors. In the event of the death or resignation of the President or First Vice-President, he shall assume the duties of the First Vice-President until an election can be held to fill the vacancy as prescribed in Article V, Section 10.

Section 2d. Duties of the Secretary-Treasurer

He shall discharge on behalf of the Local Union 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 he shall cause to be maintained by the Local Union such records as the law requires to be kept in support of reports filed by it. She shall be a delegate to all conventions of this Local by virtue of her office.

She shall be the custodian of all records, papers and property of the Local, except as may be otherwise provided in this Constitution. He shall keep or cause to be kept, minutes of all proceedings of the Executive Board, regular and special meetings of the Local, and shall maintain such minutes with the other records of the Local. She shall conduct all necessary correspondence of this office and attest all official documents with her signature and the seal of the Local and provide herself and other members with all necessary supplies.

He shall cause to be printed all proposed amendments to this Constitution in accordance with the procedures prescribed in Article XI. She shall issue all dues cards to all members of the Local bearing the name of the member.

He shall be the custodian of the Official Seal of the Local. She shall maintain a current record of all members of the Local and their addresses.

He shall receive all applications for new membership and forward them to the President for presentation for approval of the membership.

She shall receive all monies due the Local from whatsoever the source with the exclusion of monies due the Public Safety Committee. He shall have charge of all funds of the Local with the exclusion of the Public Safety Committee, and shall make disbursements there, from by check countersigned by the President, to cover all expenses for operating and administering the business and affairs of the Local as authorized by this Constitution.

She shall not invest the funds of the Local or any portion thereof in real property, stocks, shares, bonds or other securities without first obtaining the approval of the Local.

He shall be prepared to exhibit receipts and vouchers upon the examination of his books and furnish any requested information to the Board of Trustees or any auditor employed by it. She shall close all accounts of the Local at the end of the fiscal year on December 31 of each year.

Section 2e. Duties of the Shift Representative

The Shift Representative shall assist the Second Vice-President in his duties and be familiar in helping members with their grievances and disciplinary appeals.

Section 2f. Duties of the EMS Representative

The EMS Representative shall monitor all matters related to EMS issues. She shall also be trained to assist members with IAD investigations regarding EMS incidents.

Section 2g. Duties of the Trustees

The Trustees shall monitor the finances of the Local, including all accounts managed by Secretary- Treasurer, as well as the Public Safety Committee (PAC) account. They shall review the financial records, including check registers, bank statements, receipts, authorization forms and any other documents relating to the finances of the organization at least every quarter and report their findings to the Local. The Trustee shall cause all officers and employees of the Local who handle funds or property of the Local to be bonded in such amounts as they and the International General Secretary-Treasurer deem necessary in compliance with applicable law. The expense for the first \$2,500 of bond shall be borne by the International Association of Fire Fighters.

Section 3. Composition of Executive Board

The Executive Board shall be composed of: The President, the two (2) Vice-Presidents, the

Secretary-Treasurer, the four (4) Shift Representatives and the EMS Representative.
(From Article XIII – By- Laws)

Section 4. Order of Succession

A member of the executive Board shall perform the duties of the office of the President in the absence of the President and Vice-Presidents in order of their election as defined in Article V, Section 1, of the Constitution. (From Article XIII – By-Laws)

Section 5. Salaries of President and Secretary-Treasurer

The President and the Secretary-Treasurer shall receive a salary of 40% of the top pay of a Fire and Rescue Officer.

(From Article XIII – By-Laws)

ARTICLE VII – DELEGATES AND ALTERNATES

Section 1. Election of Convention Delegates

Delegates and alternates to conventions of the Local, other than the President and Secretary- Treasurer, shall be elected by secret ballot of the members present in good standing, and the credentials prepared for such delegate must so certify. Delegates shall be elected with each member of the Local, present and voting for the

number of delegates needed. Delegates receiving the largest number of votes shall be elected Delegates. Should a tie result, the first nominated shall serve.

Section 2. Expenses Paid by Local

Expenses incurred by the delegates on official business shall be paid by the Local.
(From Article XIII – By- Laws)

Section 1. Appointed

ARTICLE VIII – INITIATION FEES, DUES AND ASSESSMENTS

Section 1. Initiation Fee

The initiation fee shall be established by the International according to Article VIII, Section 3 of the IAFF Constitution.

Section 2. Dues

The dues of this Local shall be .85 of one percent (0.85%) of the top pay of a fire and rescue officer.

Section 3. Reinstatement Fee

Reinstatement fee shall be established by the International, according to Article VIII, Section 4 of the IAFF Constitution and payment of all back assessments.
Reinstatement shall require a two-thirds majority vote of those members present and voting.

Section 4. Increase in Dues or Assessments

Increase in dues or assessments require a notice of such proposed increase to be given to the members in good standing at least thirty (30) days in advance of the date set for the vote. The proposed increase shall be voted on by those members in good standing present and voting at the regular meeting. The ballot shall be secret and a majority will be required for passage.

ARTICLE IX – MISCONDUCT, TRIALS AND APPEALS

Section 1. Written Charges Required

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 Association Constitution and be given a reasonable time to prepare her defense and afforded a hearing provided in Article 17 of the Association Constitution. (From Article XIII – By-Laws) Ignorance of the laws of this Local will

not be considered an excuse in any case.

Section 2. Appeal Rights

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 appealed.

Section 3. Representation of Members

Any member who is charged with a misdemeanor or felony offense by any law enforcement agency and subsequently charged with a violation of the Dallas Fire Rescue Department Code of Conduct or Personnel Rules of the City of Dallas shall be afforded representation on the charges from the Dallas Fire Rescue Department. If the offense occurs while in performance of official duties the member is eligible for representation both with the city and in defense of the misdemeanor or felony offense.

Any member who is accused of being in violation of the Dallas Fire Rescue Department drug and alcohol policy that is requesting representation will be required to contact a substance abuse counselor provided by Local 58, IAFF for evaluation. After evaluation the member is expected to follow the recommendation made by the counselor.

Section 4. Appeals to Grievance Committee

Any member of Local 58 who has been disciplined may appeal to the Grievance Committee and it shall be the duty of the committee to make a complete investigation and make recommendation to the membership and, if in the opinion of the membership, the member has been disciplined unjustly, Local 58 will do all in its power, in accordance with these Constitution and By-Laws, to correct the injustice and furnish counsel if necessary. (From Article XIII – By-Laws)

ARTICLE X-AUDIT

The books and accounts of this Local shall be audited annually and the last such report of the audit shall be forwarded to the International General Secretary-Treasurer over the seal of the Local not later than the first of June, annually. An accurate accounting of all employees within the Local Union's Fire Department shall accompany the Local's annual audit.

ARTICLE XI – AMENDMENTS

Section 1. Procedure for Amending Constitution and By-Laws

The Constitution may be amended by a two-thirds (2/3) vote of those present and

voting at any regular meeting of this Local, provided that the amendment to be voted on has been presented and filed with the Secretary-Treasurer at the last regular meeting prior to the meeting at which the vote is taken. Upon receipt of the proposed change all members will be notified of the proposed change and the upcoming vote via electronic mail, regular mail, notification on the DFFA message board, or via telephone (including answering machine). Exception: For changes in dues and assessments, see Section 4 of Article IX.

Section 2. Approval by International

A proposed amendment to this Constitution or any By-Laws made under its provisions shall be submitted for approval to the International General President after adoption by the Local, but prior to its printing or issuance.

ARTICLE XII – MANAGEMENT, INVESTMENT AND DISBURSEMENT OF UNION FUNDS AND PROPERTY

Section 1. Financial Responsibility

The money and property of the Local Union shall be used solely for the benefit of the Local and its members and not for the personal gain or profit of any officer or member. Local officers, agents, representatives and employees who handle the Local's funds or property shall be held to this Constitution and By-Laws and, as provided by law, funds and property may not be invested, used or disbursed except upon approval of the membership at regular or special Local meetings

Section 2. Designation of Depository for Funds

The Executive Board shall designate a bank or other depository, and therein the Secretary- Treasurer shall deposit to the credit and in the name of the Local, all funds received by him, and the same shall be drawn out by checks signed by the Secretary-Treasurer and countersigned by the President or Trustee. The Secretary-Treasurer shall pay all orders on him signed by the President.

Section 3. Fiscal Year

A fiscal year of this Local shall begin January 1 and end December 31 of each year.
(From Article XIII – By-Laws)

Section 4. Line Item Budget

The Executive Board shall, prior to the First of January, submit for membership approval, a Line Item Budget. Approval of such budget shall authorize expenditure of such monies in each line. Any movement of money from one line to another shall not be done without the membership approval. The Executive Board shall have the authority to expend a sum outside the Line Item Budget, not to exceed One Thousand Dollars (\$1,000).

Section 5. Approval of Expenditures Over \$1,000

New business requiring the expenditure of funds of this Local above the sum of One Thousand Dollars (\$1,000) outside the Line Item Budget shall be presented at the regular monthly meeting and wait until the next month's meeting for a vote. The stations and divisions will be notified by letter or in the monthly union publication of the amount and purpose of the expenditure.

Section 6. Emergency Appropriations

In the event of an emergency, the membership at a regular monthly meeting, or at a special called meeting, as provided for in Article 4, Section 2, may approve an expenditure of an amount not be excess \$25,000. The motion to approve the expenditure will require a two-thirds (2/3) vote by those present and voting. In the event that the urgency of the situation does not allow the expenditure to be brought before the membership, the Executive Board may approve an expenditure of not more than \$25,000 upon a unanimous vote of the entire Board.

Section 7. Financial Support for Member Suspended or Discharge for

Any member of this Local who shall suffer suspension or discharge while carrying out a mandate from the members of this Local shall be fully remunerated by this Local, to wit, he shall be paid an amount equal to his salary at the time of discharge and shall continue to be paid for a period not to exceed two (2) years and, after such period, it will be subject to review of Local 58. Payments shall be made from the treasury until such time as he is completely exonerated and restored to his former position or until all avenues of recourse, including assistance available from the courts, have been exhausted and he has secured another position sufficiently lucrative to provide adequate support for said member. She shall retain membership in this Local and be in good standing without remuneration if she so desires

However, we assume no obligation to protect any member who shall go beyond the authority vested in him by this Local or by the International, to wit, conduct unbecoming a fire fighter or acts outside the law.

This amendment can and will, in the absence of sufficient funds on hand, be supported by special assessments to be equally divided among the members of this Local, and the member or members so suspended or discharged shall draw an amount equal to their salaries at the time of suspension and this Local shall bear all legal costs not provided by the International but shall, in the event the offended member or members shall receive back pay, be remunerated to the amount of the back pay received by said member or members. (From Article XIII – By-Laws)

Section 8. PAC Fund

The Political Action Fund (known as the DFFA Public Safety Committee) shall be

funded by voluntary contributions from the membership and/or friends of the fire service. A Political Action Committee shall be formed each year at the first meeting for the purpose of making decisions on disbursement of funds and endorsement of candidates.

Section 9. Business Leave

Each member of the Dallas Fire Fighters Association who is also a uniformed member of the Dallas Fire-Rescue Department will donate (1) hour of vacation leave per calendar quarter to the Business Leave Hours Bank.

The business leave account balance will be maintained by the City of Dallas for use under this section, and will also be monitored by the Secretary / Treasurer. The Secretary / Treasurer will report to the Executive Board, no less than once per quarter, the status of the hours bank, to include the usage and current balance.

No more than 4,000 hours per calendar year may be used by members under the business leave section without the approval of the Dallas Fire-Rescue Administration. However, the total hours accumulated in the hours bank may be greater than 4,000.

Dallas Fire Fighters Association members may request the use of hours in the business leave bank as needed to perform the duties of this Association that occur during their normally scheduled department duty hours. These duties may include, but are not limited to, attending DFFA Board and Membership Meetings, City Council Meetings and Briefings, TSAFF Meetings and Conferences, IAFF Meetings and Conferences.

Requests for business leave under this section will be made in writing to the President for approval. The President must then submit a request for use of the hours to the Chief of the Department. Upon approval by the Chief of the Department, the appropriate number of hours will be deducted from the bank as they are used.