

IAFF State and Provincial Association Servicing Practices Survey

#1) Please tell us your practices concerning servicing local affiliates. For example, do you try to be a full service provider or are you selective about the services you provide local affiliates?

Alabama	We are not a full service organization in the sense of having an office or full time employees. We provide all assistance possible from answering questions to providing resource contacts if we can't answer questions.
Alberta	I will start out by saying I have been the Alberta President for a short period of time and I am finding the learning curve to be quite steep. In Alberta we do not provide full service. We have a small board with no office or full time staff. Most of what we provide is a spring and fall conference as well as attending other events for our locals.
Alaska	We offer assistance to locals as requested. We are not a full service provider. Our state association works to facilitate greater communication between our locals. Our primary mission is in the legislative / political process and to provide a unified voice for professional fire fighters in our state.
Arizona	We provide election assistance, guide them in personnel disputes, assist in writing and passing meeting & conference ordinances, assist in bargaining either directly or indirectly, provide member services for sick or injured members and assist retirees with a laundry list of issues as locals request
Arkansas	Try to do all we can. Answer questions about IAFF. Only have one contract in State (LR)
Atlantic	Our association provides education to provincial leadership through an annual educational seminar.
British Columbia	We attempt to be as full service as possible. We provide the following services at minimum: Bargaining coordination (assist locals in the planning to decide who will settle the first agreement and then decide on sequence) Local assistance with bargaining (Vice-Presidents often go into affiliates bargaining) Data bank for bargaining and arbitration assistance (website - contracts, MOU's, arbitrations etc.) Legislative program - all interaction with government on our issues is done through the assoc. or at our direction. Political action at the local level - when a local has a problem that requires media coverage or other assistance we attempt to be there. Full information access through our office, staff, and Board Conduct regional meetings twice per year - education and information exchange. Full representation on pension board. Full representation at WorkeSafe BC - with the exception of claims and appeals. Manage and operate a provincial charity - BCPFF Burn Fund We do not involve ourselves in organizing or first agreement bargaining.
California	None
Colorado	We are not a full service provider. We will sponsor PEP classes with the IAFF and do some in-house training specific to Colorado. We help locals within state initiatives and do organizing.
Connecticut	Full service provider with the exception of formal workers compensation cases. Current 2 tier membership: full service or legislative only.
Florida	
Georgia	

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Idaho	We try to be full service.
Illinois	<p>Illinois is a full service organization. Officer structure is President, Secretary/Treasurer, VP at Large, 5 District VPs, 3 District Legislative Reps, 3 Trustees, and 2 Office Staff personnel. The president works hand in hand with the Leg Reps, with state legislation. The VPs work directly with those locals in all matters dealing with contract enforcement as well as negotiations and legal matters. Each district is in the range of 30 to 35 locals, divided geographically throughout the state. Legislative Pres covers Northern, Southern, and Central Illinois, working towards political education and activism amongst all of our locals.</p> <p>Board members are elected by geography but assist each other throughout the state. Leg Reps basically live in Springfield during session, in apartments provided in our office. VP at large assists in all matters but primarily is in charge of scheduling and coordinating training and seminars through the state for our membership. Trustees perform audits twice annually of books within the office and make themselves available to all locals to assist in budgetary matters and local audits.</p>
Indiana	We are not a "Full Service Provider" (as I understand the term). We do try to assist affiliates in whatever manner we are able. We will provide guidance, resources, and, depending on the nature of the issues, possibly one free legal consultation with our state attorney. We are always willing to go to their community and speak with them, their membership, even their adversaries.
Iowa	IPFF is a full service organization, including negotiations training, negotiations assistance, grievance writing, filing, arbitration; arbitration assistance, financial aid assistance, prohibited practice complaints, legal assistance.
Kansas	
Kentucky	We try to service the locals as much as possible. There are some issues we do not have the resources to assist them in.
Louisiana	
Maine	
Manitoba	
Maryland	Our State Association is principally the watchdog at the State Legislature. We promote legislation as directed by the member affiliates, watch for detrimental bills and work in concert with other fire service entities when appropriate. Because we are a small State with a number of large Locals, they generally share information between themselves or facilitated through us.
Massachusetts	Although we are not full service we do as much as possible including negotiating first contracts, assisting in local union matters, legislative lobbying, and generally assist any local upon request.
Michigan	We assist locals with all requests but we try and train them to be self-sufficient.

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Minnesota	At this time Full Service, may change in the next 12 months
Mississippi	
Missouri	We are selective. We have a policy of making ourselves and any resources we have available to the Locals. We also act as a clearing house for any issue they may have.
Montana	
Nebraska	Full service at the local request.
Nevada	We service locals by utilizing a state rep through the IAFF. Currently that is Joe Espinoza, the VP of the PFFN. Any service assignments must be approved and made by 9th District VP Randy Atkinson. Once approved Joe can work on behalf of the local through the IAFF and the IAFF will reimburse Joe once receipts are submitted.
New Hampshire	Full Service
New Jersey	
New Mexico	
New York	We provide full service to our 103 Locals.
North Carolina	The PFFPNC provides Selective Services to our affiliate locals through our four DVPs such as local officer training, organizing and local projects. We don't have collective bargaining so we do not have to service with this.
North Dakota	We try to provide as much service as possible. Services are limited as we are a right to work state and none of the locals have contracts. The state association does lobby itself. We had 2 registered to lobby last session. The president and one of the trustees were registered to lobby on behalf of the PFFND.
Ohio	Full service
Oklahoma	The PFFO is a full service provider
Ontario	Close to full service yet selective, attempting not to duplicate the IAFF services that are readily available (i.e. EMS, media relations, municipal finance review, human relations).
Oregon	Any basic services such as contract advice, discipline or any issues we can help over the phone we gladly engage. If it requires more assistance we use the IAFF and associated state reps and district field rep.
Pennsylvania	We try to be responsive to our affiliates needs, regardless of what they are. We don't normally negotiate contracts, but would if requested. However we do assist in greater capacity for new affiliates

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Rhode Island	"Full service" Contract Negotiation -- Interest and grievance arbitration -- labor board hearings - unit clarification and unfair labor practices - hearings before the Rhode island EMS board on employee Certification, etc.
Saskatchewan	
South Carolina	
South Dakota	
Tennessee	We do not service our locals. We are strictly a legislative organization. We do assist DVP Todd in organizing on a limited basis when requested.
Texas	Full Service
Utah	We provide organizing, financial, legislative and grievance assistance.
Vermont	We provide a legal services package to our Locals that includes the use of the PFFV Attorney at a very low hourly rate. The PFFV supplements the rate with an annual retainer that the state pays. Our attorney works out of the PFFV State Office full-time providing under contract the above stated services, legal advice and representation on legislative issues, day to day issues that the State Association deals with and personal injury representation to our members. We also assist our Locals with grievances, mediation and arbitration that are delivered by a qualified PFFV Executive Board member and our attorney. We are not "full-service"; however we provide as much service as possible under our small budget and structure.
Virginia	We have legal retainer for legal advise, Provide Annual Educational, and Legislative Conferences. We hold District meetings across the State to facilitate Local participation.
Washington	Per our Constitution and By-Laws, we are charged with political action and education. We meet this by acting as the clearing house for all legislation at the state level including questions that come up regarding issues affecting our members when dealing with L & I or the Department of Retirement System etc.. We host a yearly legislative conference and educational seminar. Our District Representatives (11) across the state provide services to the locals in their district. Invariably, these individuals provide advice on contract and discipline issues as the experience allows. These issues are forwarded to the IAFF 7th District VP and act upon his directions.
West Virginia	We try to provide as much service as possible we due this by providing information and assisting in as many functions as possible. We also provide legal advise by contacting our lawyer. We sometimes file the litigation on behalf of all paid fire fighters but usually it is just some form or guidance or information. Being a small association has its limitations especially with just 900 total members
Wisconsin	We have an Aid/Grant committee of board members that reviews requests from our locals for interest free loans or have the ability to change the loan request to a state wide concern with a 2/3 majority vote of the PFFW board.
Wyoming	

IAFF State and Provincial Association Servicing Practices Survey

#2) Please tell us your practices in regard to assigning State or Provincial Representatives paid for by your association to assist local affiliates.

Alabama	The principal officers handle this assistance and are reimbursed actual expenses if accrued.
Alberta	I have no experience with this.
Alaska	Assist and advise as requested.
Arizona	Currently all work is handled by principal officers except on occasion one of our four district trustees will handle the issue directly
Arkansas	Per diem and mileage, hotel are paid. Most of the time it is the St President
Atlantic	
British Columbia	We have committed to be there for the locals when they have issues as often as possible. Our EB is made up of a president, sec-treasurer, and seven VPs who all have regional responsibilities. The VPs respond to requests for assistance and go into the locals when needed. We are generally at most arbitrations for support and testimony and help with staffing, budgeting and layoff issues.
California	All assignments are thru the IAFF Vice President. All of the CPF's Vice Presidents are also IAFF State representatives.
Colorado	We cover their expenses and give a per diem.
Connecticut	Currently 4 staff members: Staff Rep. 1: Primarily grievances and prohibited practice complaints, but also handles all other servicing needs. Staff Rep. 2: Primarily Contract negotiations, but also covers all other servicing needs. Staff Rep. 3: Research and information services/covers negotiations, covers all other serving needs on a regular basis-grievances, and prohibited practice complaints. Staff Rep. 4: Legislative and Political affairs-exclusive
Florida	
Georgia	
Idaho	The state assoc. works closely and cooperatively with the 7th District V.P. to coordinate the effort to reduce conflicts and duplication. At the end of the day we send help when needed.
Illinois	Governed by established policy or as assigned by the President of the Organization.
Indiana	At the President's discretion, he may assign a representative to assist a Local Affiliate. When this is done, the representative receives MIE at \$75.00 per day and mileage at the IRS rate. Lodging, if needed, would be at cost.
Iowa	Local makes a request to State President for assistance or help with an issue or problem and we have Executive Board members that are trained in different areas and they are assigned based on the type of assistance being requested.
Kansas	
Kentucky	We do not assign representatives.
Louisiana	
Maine	
Manitoba	

IAFF State and Provincial Association Servicing Practices Survey

#2) Please tell us your practices in regard to assigning State or Provincial Representatives paid for by your association to assist local affiliates.

Maryland	We have several District representatives who are responsible to monitor the Locals in their District. The principal officers generally work the legislature and assist the President in organizing and requests from the IAFF VP.
Massachusetts	Our Executive Board includes eight district vice presidents covering the Commonwealth of Massachusetts and servicing the 193 locals within the PFFM
Michigan	Only MPFFU District VPs are paid for with state association funds
Minnesota	State is divided into 7 Districts. District VPs who are paid service locals within their State District
Mississippi	
Missouri	Each Local is assigned a District Rep to assist them with anything they ask. Often times we move it to the IAFF or handle in house.
Montana	
Nebraska	Monthly salary and reimbursements as needed.
Nevada	The PFFN pays for the costs initially but is reimbursed by the IAFF as long as the work is pre-authorized and approved.
New Hampshire	Legal retainer - locals choose representation plan.
New Jersey	
New Mexico	
New York	All Locals have a state vice president assigned to them for any questions or concerns.
North Carolina	The PFFPNC pays \$100.00 per diem per day and are assigned a DVP as needed. We have four (4) DVPs the service local
North Dakota	Most of the assistance is provided by the president under the direction of the executive board.
Ohio	First time contracts or case by case as needed by the IAFF DVP or IAFF staff
Oklahoma	Locals have the option of requesting a specific individual to assist them. If so, we assign the person they requested. If the Local does not request a specific person, the District Vice-President where the Local is located is assigned. The President of the PFFO makes all assignments.
Ontario	We have an Executive Board of 10 members - President, Executive VP and S/T as the Principal Officers and 7 District V/P's who provide direct services (i.e. bargaining assistance, grievance, council presentations etc.) . All members are paid through provincial per capita. The Principal officers assist province-wide but the provincial DVP is assigned a geographical area they service.
Oregon	We have state district VPs that help as needed. We probably should be more diligent on using the state rep for the IAFF. The designated IAFF state reps are retired and I will soon be looking to get some of our advanced local and state officers designated as state reps.
Pennsylvania	Our internal structure uses operatives that will get per diems if required to assist affiliate in their district. These people are elected officers of the association.

IAFF State and Provincial Association Servicing Practices Survey

#2) Please tell us your practices in regard to assigning State or Provincial Representatives paid for by your association to assist local affiliates.

Rhode Island	We have three full time staff representatives that service all locals.
Saskatchewan	
South Carolina	
South Dakota	
Tennessee	
Texas	Assigned per expertise in needed area of Service.
Utah	Our district Vice Presidents are reimbursed expenses for approved assistance
Vermont	We do not have a State Association funded position, we do use the IAFF State Representative. It is on a case by case basis, we evaluate the situation with our DVP and our attorney and send assistance if needed.
Virginia	State President, Secretary or designate
Washington	This is done by the 7th district VP. We do not provide state reps other than our elected district reps.
West Virginia	We have 3 executive board members and 7 advisory board members between the 10 we usually have a board member at the local (about half represented by board member). Should we need to send assistance then one of the executive board members usually the President or Secretary/Treasurer will go to the local and assist. Expenses born by the State Association
Wisconsin	We have an Aid/Grant committee of board members that reviews requests from our locals for interest free loans or have the ability to change the loan request to a state wide concern with a 2/3 majority vote of the PFFW board.
Wyoming	

IAFF State and Provincial Association Servicing Practices Survey

#3) Please tell us your typical practice for interaction with an IAFF District Vice President in regard to servicing local affiliates. For example, when do you handle a need yourself and when do you refer to an IAFF District Vice President?

Alabama	We handle anything we can then refer to DVP or DFSR. We try to notify DVP about any issues we think might need additional services.
Alberta	In Alberta we use our DVP for a lot of advice. He seems to work hard at making himself available in person, by phone, or email.
Alaska	We work closely with our District 7 VP. There is no distinct deviding line between out activities.
Arizona	Typically I will communicate with my DVP if we need IAFF resources or believe that IAFF resources may be needed in the future to resolve the issue. Our locals typically call the state association not the IAFF for assistance.
Arkansas	Notify DVP on all problems. If needed, I will ask DVP for assistance.
Atlantic	Virtually all service to locals is provided by a DFSR.
British Columbia	We have worked towards the goal of meshing our services. When the DVP can't handle a particular situation because of time constraints, we will assist. Many times we will assist him with issues that are clearly his responsibility providing it is being reciprocated. We generally draw the line at organizing and first contracts unless working as an IAFF provincial rep.
California	Normally when servicing issues come up we send them to the IAFF VP.
Colorado	We try to handle in-house but if it is an issue the IAFF can take care of we refer the local to the IAFF or use an IAFF state rep to service the local.
Connecticut	Association services as an intermediary between the Local and IAFF District Vice President. Vice President regularly updated, and contacted for any request or need the association or local needs from the IAFF
Florida	
Georgia	
Idaho	The state assoc. works closely and cooperatively with the 7th District V.P. to coordinate the effort to reduce conflicts and duplication. At the end of the day we send help when needed.
Illinois	Speaking as past presidents of IAFF Local 37- Springfield, the first resource I would turn to was always my AFFI DVP. Once I had spoken to him, we would make the determination as to whether or not it was time to ask for assistance of the IAFF Dist VP. At that point, I would make a call to my DVP Tom Miller and he would give the direction to resources within the IAFF or handle the issue right then and there. We are blessed to have him in the 8th dist.
Indiana	Most issues are handled ourselves, although our interaction with our IAFF VP is nearly constant on issues as we are fortunate enough to share our office space with him
Iowa	IPFF handles all requests possible. When IAFF assistance is necessary or an issue the IAFF needs to handle we instruct the Local to contact DVP.
Kansas	

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#3) Please tell us your typical practice for interaction with an IAFF District Vice President in regard to servicing local affiliates. For example, when do you handle a need yourself and when do you refer to an IAFF District Vice President?

Kentucky	Most of the time I try to handle myself however I do stay with my VP and refer to him on all organizing.
Louisiana	
Maine	
Manitoba	
Maryland	We have a close relationship and generally use him to request IAFF resources when needed. Most requests are handles by the officers of the Assn.
Massachusetts	Vice President Mullane is kept aware of most activity within our state and is called in on matters of concern to the IAFF
Michigan	Lately, we have been referring almost all items to our DVP for him to decide if an IAFF State Rep can be assigned
Minnesota	We have been servicing the locals. Use IAFF District VP for technical assistance. Has been getting very expensive. Changes coming on how much direct servicing we will continue to do. Have been moving toward more towards training local officers.
Mississippi	
Missouri	We try to decide what area their concerns are and direct it from there.
Montana	
Nebraska	Varies. Usually inform DVP Wright on issues of substance.
Nevada	We coordinate most of the activities of the smaller locals in the state through the 9th District VP.
New Hampshire	Representation done by following flow chart, Local, Attorney, PFFNH, IAFF 3rd DVP.
New Jersey	
New Mexico	
New York	Whatever the situation dictates. We have a great rapport with our IAFF District Vice President.
North Carolina	The PFFPNC services locals within the capabilities of the Association. Otherwise we request assistances from the IAFF 12th District DVP. Most issues the PFFPNC is able to handle without calling the 12th DVP, however, we always keep him informed.
North Dakota	Our IAFF DVP is contacted for advice often. He is very accessible to us and is a great resource for us. The PFFND president is also the IAFF state service rep., so when needed the DVP is able to assign a project directly.
Ohio	Case by case consultation with DVP
Oklahoma	The PFFO handles 98% of servicing requests, we request the assistance of the IAFF VP about 2% of the time.

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#3) Please tell us your typical practice for interaction with an IAFF District Vice President in regard to servicing local affiliates. For example, when do you handle a need yourself and when do you refer to an IAFF District Vice President?

Ontario	We typically work out prior to servicing a local (with the IAFF DVP and CDN office) what is required and who will provide what service depending on the particular situation. The provincial rep. is more 'hands-on' where the IAFF provides assistance with respect to legal guardian, media relations etc.
Oregon	We try to handle as much as possible ourselves. This is an attempt to help our locals gain experience, lower costs and decrease the workload on the IAFF. If it is something we cant handle our locals contact the IAFF.
Pennsylvania	I am a DFSR so I like to think I have a handle of what issues get bumped up to our DVP.
Rhode Island	All IAFF related issue
Saskatchewan	
South Carolina	
South Dakota	
Tennessee	I am called on several times a week to answer questions regarding the IAFF and services provided. We have a lot of new local officers in TN. I try to answer those inquires but, if can't I refer them to DVP Todd.
Texas	Organizing and 1st Contract handled by the IAFF and we keep the DVP in the loop on everything going on.
Utah	Based on who can best fulfill the need.
Vermont	The DVP and the State President speak regularly on all ongoing issues in the State. We request assistance from our DVP when we need to use the IAFF State Representative.
Virginia	The District Vice President attends all director and conference meetings
Washington	Communication is the key. We have worked very hard this last year to notify the 7th district VP when we are crossing over to his work responsibilities. In fact, he has asked that we notify him of contractual and discipline issues so that he can assign a state rep, if needed.
West Virginia	Depends, most of the time we handle the involve the IAFF VP.
Wisconsin	Any issue concerning the IAFF is forwarded to the VP.
Wyoming	

IAFF State and Provincial Association Servicing Practices Survey

#4) Please tell us whether you consider your state/provincial association a LEGISLATIVE ONLY Association. In other words, do you see your role as a state or provincial association to be for legislative purposes only?

Alabama	No.
Alberta	No.
Alaska	We are not a legislative only association.
Arizona	No, but is has gone further to full service than anyone intended, especially considering the growth of locals and membership in our state over the past 5-7 years.
Arkansas	Yes and no. Our Preamble to Const & Bylaws says "pass legislation beneficial to PFF in the State and FF Health Safety."
Atlantic	
British Columbia	No.
California	Our Constitution mandates that we are established for Statewide Political and Legislative issues.
Colorado	Legislative only.
Connecticut	No, please see question #1.
Florida	
Georgia	
Idaho	We are not Legislative only.
Illinois	Definitely not.
Indiana	No, although it has been our primary focus in the past and continues to be a majority of what we do today, we have expanded our role in educating, servicing, and simply engaging our Local leadership.
Iowa	NO! Legislative is only about 50% of what we do as a State Association. Legislative only is an association that only lobbies.
Kansas	
Kentucky	No.
Louisiana	
Maine	
Manitoba	

IAFF State and Provincial Association Servicing Practices Survey

#4) Please tell us whether you consider your state/provincial association a LEGISLATIVE ONLY Association. In other words, do you see your role as a state or provincial association to be for legislative purposes only?

Maryland	Generally yes.
Massachusetts	No we provide services beyond lobbying.
Michigan	Not yet but we are finding that it is not very cost effective to duplicate services offered by the IAFF.
Minnesota	No
Mississippi	
Missouri	Our Constitution dictates that we are Legislative only; but that has never been adhered too.
Montana	
Nebraska	Although this is a main area of our Organization, we do not stop at this practice
Nevada	No, we assist locals with other matters also
New Hampshire	Full service.
New Jersey	
New Mexico	
New York	Absolutely Not!
North Carolina	Mostly as a Legislative Association but in the past the PFFPNC provided district workshops for local officers and the PFFPNC does all the organizing.
North Dakota	No
Ohio	No see above. The IAFF has a role in servicing along with State Assoc.
Oklahoma	The PFFO is NOT a legislative only organization.
Ontario	No, we provide much more in way of servicing and education.

IAFF State and Provincial Association Servicing Practices Survey

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Oregon	We are set up to be legislative only but it does not work that way practically. We are not funded to do servicing but we do the lions share of the servicing in our state. The IAFF has been tremendous in its support, this extra workload has been something we do without much thought. Locals call and we help if possible. Helping at a local level also gets buy in on our political program which is essential for success.
Pennsylvania	I think I inherited a legislative only association three years ago and we continue to expand our activity based on our affiliates needs.
Rhode Island	We are a full service and legislative association. We also have a full time legislative agent.
Saskatchewan	
South Carolina	
South Dakota	
Tennessee	Our by-laws state that our purpose is legislative and political action. I do as president of the TPFPA try to co-ordinate our efforts at the IAFF legislative conference for our locals. I also act as a go between for the IAFF and our locals on political action when requested.
Texas	Legislation and Service are covered.
Utah	Primarily but not exclusively.
Vermont	We do not consider our Sate Association a "legislative only" association. We represent Professional Union Fire Fighters at every level of state government. We provide our legal services plan, serve on multiple boards, commissions and committees and have a fulltime lobbying effort in the State House to lobby on all issues that affect paid professional fire fighters in Vermont. We attend meetings daily and represent professional fire fighters on every issue. We operate out of a State office that serves our Locals with assistance on multiple levels. We deliver public relations programs to promote professional fire fighters, we produce twice a year a newsletter to our members and all elected officials in Vermont
Virginia	No.
Washington	No, see above.
West Virginia	No.
Wisconsin	I see the Association as a gathering and sharing of information group.
Wyoming	

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Organizing	Merge / Add Unit	Contract Assistance	Mentor New Officer	Negotiation Assistance	Arbitration Assistance	Arbitration Testimony	Mediation	Internal Political Assistance	External Political Assistance	Legislative Assistance	Department Operations Assistance	Info on IAFF Services	Fire-Based EMS Assistance	Health & Safety Issues	Line-of-Duty Death Memorial	Line-of-Duty Death Benefit	Education Programs	Public Relations	Other
Alabama	X			X						X	X	X	X					X		X
Alberta										X	X		X	X	X			X	X	
Alaska	X		X	X	X	X	X			X	X	X	X	X	X	X		X	X	
Arizona	X	X	X	X	X				X	X	X	X	X	X	X	X	X	X	X	
Arkansas	X			X	X				X	X	X	X	X		X	X	X	X	X	
Atlantic									X		X		X					X	X	
British Columbia		X		X	X	X	X	X	X	X	X		X	X	X	X		X	X	
California				X						X	X				X	X	X		X	
Colorado	X	X		X	X				X	X	X	X	X	X	X	X	X	X	X	
Connecticut	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Idaho		X		X	X	X	X	X			X	X	X	X	X			X	X	X
Illinois	X		X	X	X	X	X		X	X	X	X	X		X	X		X	X	X
Indiana	X	X	X	X	X		X		X	X	X	X	X			X		X	X	
Iowa				X	X	X	X	X	X	X	X	X	X	X				X	X	
Kentucky	X	X	X	X	X			X	X	X	X	X	X	X	X	X	X	X	X	
Maryland	X		X	X	X		X		X		X		X			X				X
Massachusetts	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	
Michigan	X		X	X	X	X	X		X	X	X	X	X	X	X			X	X	
Minnesota			X	X	X	X	X	X		X	X	X		X	X	X	X	X		
Missouri	X		X		X		X			X	X	X	X		X	X	X	X	X	
Nebraska	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X	X	

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	Organizing	Merge / Add Unit	Contract Assistance	Mentor New Officer	Negotiation Assistance	Arbitration Assistance	Arbitration Testimony	Mediation	Internal Political Assistance	External Political Assistance	Legislative Assistance	Department Operations Assistance	Info on IAFF Services	Fire-Based EMS Assistance	Health & Safety Issues	Line-of-Duty Death Memorial	Line-of-Duty Death Benefit	Education Programs	Public Relations	Other
Nevada	X		X		X	X	X			X	X				X	X			X	
New Hampshire	X	X	X	X	X	X	X	X	X	X	X	X	X			X	X	X	X	X
New York	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
North Carolina	X			X					X	X	X	X	X		X	X	X	X	X	
North Dakota	X		X	X	X				X	X	X							X	X	
Ohio	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Oklahoma	X			X	X	X	X	X	X	X	X	X	X	X	X		X	X	X	
Ontario		X		X	X	X		X	X	X	X	X			X	X	X	X		
Oregon		X	X	X	X		X		X	X	X					X		X		
Pennsylvania	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X	X	X
Rhode Island	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	
Tennessee	X									X	X							X		
Texas			X	X	X	X	X		X	X	X	X		X	X	X	X	X		
Utah	X			X	X				X	X	X		X		X				X	
Vermont	X	X	X		X	X	X	X	X	X	X	X	X			X	X		X	
Virginia	X	X		X					X	X	X		X	X	X	X	X	X	X	
Washington	X		X	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X	
West Virginia	X	X	X	X	X				X		X	X				X	X	X	X	
Wisconsin	X		X	X					X	X	X	X		X		X	X	X	X	

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Organizing	Merge / Add Unit	Contract Assistance	Mentor New Officer
Alabama	In conjunction with DVP	In conjunction with DVP		No formal program, but we provided assistance.
Alberta				
Alaska	In cooperation with our district VP		In cooperation with our district VP	
Arizona				
Arkansas				
British Columbia				
California				
Colorado		Help as much as we can and then have the IAFF do the rest		With in house classes and then refer to IAFF seminars
Connecticut	Actively, 2 new units 2007 with 2 more possible	Due to the transformation of all volunteer Departments to combination with as little as 2 paid members, it is common that we merge these small 2 or 3 person units with a larger unit.	Provide representative for all contract negotiations, interest arbitration, and free labor advocate on panel. Work through IAFF District Vice President for first contract financial assistance	At Local's request including training at the Local or State level based on subject request
Idaho				
Illinois				
Indiana	Not a formal program, but considering making it one. Certainly upon request			
Maryland				
Massachusetts	Assist in organizing and with first contract	We assist with this process as well.	Usually help negotiate this contract	We are always available to help
Michigan				
Minnesota				
Missouri	We seek opportunities to bring Departments into the IAFF		Along with the IAFF	
Nevada	This is done with the assistance on the IAFF.		This is a service provided by our state rep with prior approval of the IAFF and District VP.	
New Hampshire				
New York				
North Carolina	We assist when requested with Internal Organizing as well.	We have had no local merge		This we do when requested

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Organizing	Merge / Add Unit	Contract Assistance	Mentor New Officer
North Dakota	Assist the DVP and state service rep	Has not come up here	Hope to provide this with the assistance of the DVP	
Ohio	In consultation with IAFF DVP	In consultation with IAFF DVP	In consultation with IAFF DVP	Handled by OAPFF DVP and OAPFF Education department
Oklahoma	We usually send a State VP in with the representative of the IAFF when organizing a new Local.	N/A		
Ontario	We will participate with the IAFF DVP in the organizing meeting and encourage membership in both the IAFF and OPFFA. However, the IAFF DVP is in control of the actual organizing.	We will participate with the IAFF DVP in the organizing meeting and encourage membership in both the IAFF and OPFFA. However, the IAFF DVP is in control of the actual organizing.	Typically a representative or DVP from the Ontario Board will be utilized as an IAFF Provincial representative for this purpose. Subsequent bargaining assistance is provided and paid for through the provincial association.	We provide education during our seminar program and direct assistance from the provincial DVP. Many times the local president requiring assistance with a procedural matter or constitutional matter will contact both the IAFF and provincial for assistance. We would then work together to provide consistent advice and support.
Oregon				
Pennsylvania	We identify targets and provide organizing assistance including contract negotiation	Currently involved in one local merger and involved in 2 other expansions	I usually discuss this kind of assistance with DVP to determine what IAFF will do and we will do the balance.	Our state officers provides advice on officer issues and training for new officers
Tennessee	When requested by DVP Todd			
Vermont		With our attorney at the Labor Relations Board hearings	We use the State Representative for this service along with our State Association attorney when necessary	
Washington	As assigned by the 7th district VP. Our VP will not organize a group without them entering the WSCFF, so we are often at the organizing meetings.		As assigned	
West Virginia	Assist through information but will do service if needed. We also contact the District VP and keep him updated	Just had a local to ask for this. had them contact Dist. VP and IAFF.	We only have 3 cities with contracts but we would assist in this if asked	As needed will send State officer to city to mentor if ask

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Negotiation Assistance	Arbitration Assistance	Arbitration Testimony	Mediation	Internal Political Assistance
Alabama					
Alberta					
Alaska	If requested	We would offer advice if requested. But would not directly handle arbitration	If requested		This would be referred to the district VP
Arizona		No arbitration in Arizona so far.			
Arkansas					
British Columbia					
California					
Colorado	Answer questions they have and then refer to IAFF for help				
Connecticut	Provide rep. as Chief Negotiator	Provide rep. and labor advocate for panel (tripartit	Provided by staff or officers, or obtained through staff, officers, and IAFF with District Vice Presidents assistance	Yes	Yes, through committee with specific rules and parameters to handle such issues Legislative and political affairs division director manages
Idaho					
Illinois					
Indiana		If requested to do so			
Maryland	For small Locals				For small Locals
Massachusetts	Advice, wage & working condition info can be provided	When requested we provide service. Locals are responsible for their attorney	We assist here whenever requested	Again, we assist when we can	When requested we offer help with permissible limits
Michigan					
Minnesota					
Missouri	We offer negotiations classes yearly		If asked.		
Nevada	Working with our District VP in gaining access to information from the IAFF data banks.				
New Hampshire					
New York					
North Carolina					Limited

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Negotiation Assistance	Arbitration Assistance	Arbitration Testimony	Mediation	Internal Political Assistance
North Dakota	Provide information				
Ohio	Full service with OAPFF DVP if requested	OAPFF DVP if requested	OAPFF DVP if requested	OAPFF DVP if requested	IAFF DVP
Oklahoma					
Ontario	Beyond first contract the provincial provides 'hands-on' assistance at the bargaining table and information flow comes through the provincial office (i.e. salary & benefits comparison etc.)	We work with the IAFF to support our locals in arbitration. The IAFF sponsors the advocate's expenses (the provincial may provide assistance in this area if required) while the provincial provides, compiles, binds etc. the information for the briefs. The provincial DVP will also be in attendance at any arbitration hearing to assist	Typically this has been organized through legal counsel but any witnesses re: staffing (NFPA standard) has been done through the IAFF CDN office	Similar to arbitration assistance as set out above	In conjunction with the IAFF DVP we would offer advice similar to mentoring a local president. The provincial however does not have any formal dispute resolution mechanism or complaint procedure. We would direct the local to the IAFF if this is required.
Oregon		Database and advice. Attorneys usually handle the bulk of the work when it makes it to arbitration			
Pennsylvania	As requested, but rarely with an established affiliate	More for new affiliates....rarely for established affiliates	On occasion, mostly as a function of DFSR		Occasionally.
Tennessee					
Vermont					
Washington		As assigned	Case by case	Case by case	
West Virginia	Have never been ask for this type of assistance	If we had arbitration in this state we would		If we had it in this state but most cities do not allow for mediation	If asked

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	External Political Assistance	Legislative Assistance	Department Operations Assistance	Info on IAFF Services
Alabama			State officers will speak on behalf of locals facing these issues	
Alberta				
Alaska				We offer advice to locals
Arizona				
Arkansas				
British Columbia				
California				
Colorado	Advice and help set up with staffing	Prep only	Help get info and then refer to IAFF	
Connecticut	As needed through Legislative and Political Affairs Division, PAC fund etc.	As needed through Legislative and Political Affairs Division, PAC fund etc.	Yes	Yes, based on Local questions or newly proposed Locals through organization power point presentation
Idaho				
Illinois		3 lobbyists (leg reps) plus the President		
Indiana		We do it all when it comes to the General Assembly in Indiana		
Maryland				
Massachusetts	We offer endorsements and are involved in fundraising and campaigning	Our two Legislative Agents are registered lobbyists and we will help promulgate legislation in any way we can	We help when we can	We help when we can
Michigan				
Minnesota	Upon request	All State Level	Upon request	
Missouri	If it has an impact regionally	If it has an impact regionally	We offer guidelines on Political Action	Yes
Nevada	For mayor or city council races we follow the lead of what our locals want. The local most influenced by the decisions of the various board has the say on endorsements in those races. All state legislative endorsements are made by the State Association with input from the locals in the state.	The PFFN is the legislative representative for our locals. We do the lobbying on behalf of the locals at our biennial legislative sessions.		
New Hampshire				
New York				
North Carolina	When requested	If the local request assistance for a local issue the PFFPNC will assist. When there are local bills at the NC General Assembly, the PFFPNC will lobby these for the local and work with the local through the process.	Limited - This has not been a problem in the past in NC.	

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	External Political Assistance	Legislative Assistance	Department Operations Assistance	Info on IAFF Services
North Dakota				
Ohio	OAPFF DVP / IAFF resources as necessary	OAPFF Legislative Director and OAPFF Legislative Committee	Usually OAPFF personnel in conjunction with IAFF resources / IAFF DVP	
Oklahoma				
Ontario	While we encourage and educate our locals to conduct political action on their own accord the provincial will make presentations to council and assist in lobbying if requested to do so. Typically a matter where staffing reductions etc. are at play we work in conjunction with the IAFF DVP and CDN office for media relations etc. The provincial representatives will directly assist the local on the ground. We do have a provincial PAC to provide funding during elections.	This has become one of the main functions of the provincial assoc. with respect to lobbying our provincial legislature. We host an annual legislative conference but the principal officers conduct ongoing lobbying year round. The provincial is very active in provincial elections with this year partnering with the IAFF on our first endorsement of a Premier	Mainly from a lobbying stand point re: station closures, reduced staffing. We have representatives who sit on a variety of Ministry of Labor and Ontario Fire Marshal committees which can assist in this regard through an OH&S perspective	We provide the IAFF DVP an opportunity to address the members during our events and we are bringing more IAFF educational services and representatives to our seminars.
Oregon			Luckily this has been rare	We do let affiliates know of the information and services you provide
Pennsylvania	Getting stronger interest in this area as we try to get our affiliates focus on political issues	This is our strongest area of activity	Usually act as liaison with IAFF technical assistance staff	As requested...financial assistance mainly, technical assistance secondly
Tennessee				
Vermont			We use the services of the IAFF to assist with this	Providing additional resources/materials directly to the State Associations so that we can to distribute these at state meetings and out of the state office would be very helpful.
Washington			As assigned	
West Virginia	Use state AFL-CIO and Central Labor councils	Largest part of what we do for our locals		

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Fire-Based EMS Assistance	Health & Safety Issues	Line-of-Duty Death Memorial	Line-of-Duty Death Benefit
Alabama				
Alberta				
Alaska				
Arizona				
Arkansas				
British Columbia				
California			Thru our Fire Foundation	Thru our Fire Foundation
Colorado	Basic	Basic	Basic	Basic
Connecticut	Yes, Licensed Paramedic/EMS instructor with 19 years EMS experience on staff.		With assistance from IAFF	Emergency relief fund for financial assistance to members and families based on Local President request.
Idaho				
Illinois			State Honor Guard Members are activated with each Line of Duty Death. District Honor Guard Commanders assist locals in all aspects of the service.	Legislation only. Usually the local handles this and the AFFI assistance is not usually necessary.
Indiana	In development to some extent.			
Maryland				
Massachusetts	We have a staff position to deal with EMS issues	We help when we can	We do whatever is needed to assist the local from planning through counseling	We assist the family to assure full benefits for survivor
Michigan				
Minnesota			Upon request	Upon request
Missouri		If it has an impact regionally	Yes	We make sure they are aware of all the benefits available
Nevada				
New Hampshire				
New York				
North Carolina		Limited - Mainly educational training about recourses of the IAFF	Limited - The departments usually assume the arrangements. We will help with information.	Limited - The PFFPNC will help with information for survivor benefits.

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Fire-Based EMS Assistance	Health & Safety Issues	Line-of-Duty Death Memorial	Line-of-Duty Death Benefit
North Dakota				
Ohio	OAPFF EMS Director in conjunction with IAFF resources PEP Program / IAFF DVP	OAPFF Health & Safety Director in conjunction with IAFF resources / IAFF DVP	OAPFF has prepared a manual for same / utilize IAFF resources / IAFF DVP	OAPFF / IAFF
Oklahoma			In concert with IAFF representatives	
Ontario	We rely totally on the IAFF in this regard.	We have members who sit on a provincial committee that set guidelines for OH&S for the fire service. We have a OH&S committee paid for through provincial per capita and we host a stand alone OH&S seminar annually	We provide assistance where it is a single LODD (expense a member to go into the local if required). We have developed a comprehensive funeral protocol for locals to follow. In multiple LODD situations we offer our support to the IAFF representatives making the arrangements	We have an Occupational Disease committee that assists families with these benefits that occur through our worker's compensation board.
Oregon	Nearly all of the Union fire houses in Oregon are ALS.			
Pennsylvania	More liaison between IAFF staff and affiliate	Liaison with IAFF staff if necessary	Starting to...have already done one	Yes
Tennessee				
Vermont			And financial assistance	
Washington				
West Virginia			Will assist any way we can	Lobbied for new law in which state pays to family of LOD \$50,000. it has passed and signed into law with 2 firefighters families already received payment.

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Education Programs	Public Relations
Alabama		
Alberta	PEP	In needed
Alaska	In cooperation with our district VP	
Arizona		
Arkansas	IAFF Education Module prior to each convention and Leg Conference	
British Columbia		
California		
Colorado		Basic
Connecticut	Local education and training on request, training at every delegates meeting, recently had 2 successful fire ops 101 programs: Stamford, CT and Hartford, CT	Yes, through office of the President
Idaho		
Illinois	2 meetings per district per year. Pension seminar, education seminar (general officers duties) Election assistance seminar (for those members running for public office) Convention every other year	
Indiana	We offer the IAFF PEP every year in conjunction with our Indiana Legislative program. We also offer PAC training upon request and a couple of other issues	If requested
Maryland		
Massachusetts		We are involved in most major issues facing our firefighters and are often in the news media
Michigan		
Minnesota		
Missouri	We sponsor this yearly	We assist in PR across
Nevada		
New Hampshire		
New York		
North Carolina	Limited	

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

	Education Programs	Public Relations
North Dakota	in conjunction with the IAFF	
Ohio	OAPFF Education and Research Director in conjunction with IAFF	Assist as we can / IAFF resources
Oklahoma		
Ontario	Education is one of the corner stones of our provincial association. We host a spring and fall labor relations educational seminar each year (approx. attendance 200 per seminar). This seminar covers a wide array of topics and it set up in a work shop format. We also host a stand-alone OH&S seminar and an annual stand-alone legislative conference	Our locals are directed to the IAFF DVP and CDN office for assistance in this area.
Oregon	Yearly educational. two days and we use the PEP program one day. We teach local issues the other.	
Pennsylvania	Redesigned our education program in consultation with IAFF	Yes as necessary
Tennessee	We normally request PEP seminars at most of our association meetings.	
Vermont	We put on an annual health and safety or educational seminar with the assistance of the PEP	
Washington		
West Virginia	Each year at our legislative seminar we offer some type of training	Letters to editors interviews and press releases

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

Other

Alabama	We provided monetary assistance to locals attending IAFF seminars, conferences and convention
Alberta	
Alaska	
Arizona	Member services, representation at a variety of state agencies such as the fire. Marshall, homeland security, department. of health services, etc. assist locals in establishing formal labor/management relationships and processes
Arkansas	
British Columbia	
California	
Colorado	
Connecticut	Completely full service. Like the fire service we handle everything and anything.
Idaho	Assistance with organizing PACs
Illinois	Our organization is centered around assisting our locals in any way that we can. For the areas not checked, we do offer assistance but not to the level the IAFF offers. We also offer emergency legal assistance grants to qualifying locals in the amount of \$2000. Proper forms must be filled out with assistance of the DVP and ruled on by the Executive Board at a regularly scheduled meeting.
Indiana	
Maryland	Most of the aforementioned services would be provided for smaller and newer Locals
Massachusetts	
Michigan	
Minnesota	
Missouri	
Nevada	
New Hampshire	Political Training and Candidate Recruitment
New York	We offer benefits to all members-- term, whole life, auto, home and Aflac cancer insurance as well as advice on mortgages and financial planning.
North Carolina	FLSA problems

IAFF State and Provincial Association Servicing Practices Survey

#5) Which of the following services do YOU generally provide directly to local affiliates?

Other

North Dakota	
Ohio	
Oklahoma	
Ontario	
Oregon	
Pennsylvania	New program offered to affiliates....trimmed down fireops 101, delivered several already
Tennessee	
Vermont	
Washington	
West Virginia	

IAFF State and Provincial Association Servicing Practices Survey

#6) Which of the following services do you refer to an IAFF District Vice President to provide?

	Organizing	Merge / Add Unit	Contract Assistance	Mentor New Officer	Negotiation Assistance	Arbitration Assistance	Arbitration Testimony	Mediation	Internal Political Assistance	External Political Assistance	Legislative Assistance	Department Operations Assistance	Info on IAFF Services	Fire-Based EMS Assistance	Health & Safety Issues	Line-of-Duty Death Memorial	Line-of-Duty Death Benefit	Education Programs	Public Relations	Other
Alabama	X	X	X		X	X	X	X	X			X	X	X	X	X	X	X	X	
Alberta	X	X	X	X	X	X	X	X			X		X		X	X	X	X	X	
Alaska	X		X						X			X	X			X		X		
Arizona	X	X																		
Arkansas	X	X	X	X	X	X	X	X				X	X	X	X	X	X	X	X	X
Atlantic	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
British Columbia		X		X	X	X	X	X	X	X	X	X								
California	X	X	X	X	X	X	X	X	X			X	X	X				X		
Colorado	X	X	X		X	X	X	X	X		X	X		X	X	X	X	X		
Connecticut	X		X				X			X	X	X	X	X	X	X	X	X	X	X
Idaho	X		X			X				X		X				X	X			
Illinois											X			X						X
Indiana			X		X	X	X		X			X	X	X	X		X			
Iowa													X			X	X			X
Kentucky	X	X	X		X	X	X	X				X		X				X	X	
Maryland			X													X	X			
Massachusetts																				
Michigan	X		X	X	X	X	X		X	X		X	X	X	X	X	X	X	X	
Minnesota	X	X	X			X	X		X	X	X	X	X		X	X	X	X		
Missouri	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X	X	
Nebraska																				

IAFF State and Provincial Association Servicing Practices Survey

#6) Which of the following services do you refer to an IAFF District Vice President to provide?

	Organizing	Merge / Add Unit	Contract Assistance	Mentor New Officer	Negotiation Assistance	Arbitration Assistance	Arbitration Testimony	Mediation	Internal Political Assistance	External Political Assistance	Legislative Assistance	Department Operations Assistance	Info on IAFF Services	Fire-Based EMS Assistance	Health & Safety Issues	Line-of-Duty Death Memorial	Line-of-Duty Death Benefit	Education Programs	Public Relations	Other
Nevada		X							X				X			X	X			
New Hampshire																				
New York	X	X							X			X	X	X	X		X	X	X	X
North Carolina									X						X	X	X	X		
North Dakota	X		X		X				X			X	X				X	X		
Ohio	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	X	
Oklahoma	X		X			X			X	X						X	X			
Ontario	X		X	X		X		X	X	X		X	X	X		X			X	X
Oregon			X						X				X				X			
Pennsylvania	X	X	X	X	X	X	X													
Rhode Island																				
Saskatchewan																				
Tennessee	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Texas	X		X						X			X				X	X			
Utah		X	X		X							X		X						
Vermont	X		X						X	X	X	X		X		X				
Virginia												X	X	X	X	X	X	X		
Washington	X	X	X	X	X	X	X	X	X							X	X	X		
West Virginia	X	X	X		X								X	X	X	X		X	X	
Wisconsin	X	X	X			X	X	X	X	X			X		X					

IAFF State and Provincial Association Servicing Practices Survey

#6) Which of the following services do you refer to an IAFF District Vice President to provide?

	Organizing	Merge / Add Unit	Contract Assistance
Alabama	Joint effort		
Alaska	With our assistance		We are available to assist
Arkansas			
Connecticut	Assistance and legal opinions as needed i.e.: organization of sovereign nation employees		Financing only.
Idaho	Coordinated by District V.P. will assist when requested or assigned.		
Illinois			
Indiana			The PFFUI works in conjunction with the IAFF for first contract assistance.
Iowa	State Association has not been authorized to be involved in organizing for the last 7 years.	State Association has not been authorized to be involved in organizing for the last 7 years.	State Association has not been authorized to be involved with First Contract Assistance since 2001
Kentucky			
Manitoba			
Maryland			To facilitate financial assistance
Michigan			
Minnesota			If local requests or special situation
Missouri	We try to id Departments and notify then IAFF	This is left up the Locals and the IAFF	The IAFF is charged with this. We sit in through the process
New York			
North Carolina			
Ohio			
Oklahoma	In conjunction with the State Association		In concert with the State Association
Ontario	IAFF DVP will bring the provincial to any meeting and encourage provincial affiliation.		Typically a provincial board member will be assigned as a IAFF provincial representative paid for the IAFF
Oregon			We generally use an IAFF state rep. Usually he is also an OSFFC e-Board member
Pennsylvania	Most organizing requests from DVP come to state anyhow	Most organizing requests from DVP come to state anyhow	Most organizing requests from DVP come to state anyhow
Washington	See above		
West Virginia	To assist State Association	To assist State Association	To assist State Association

IAFF State and Provincial Association Servicing Practices Survey

#6) Which of the following services do you refer to an IAFF District Vice President to provide?

	Mentor New Officer	Negotiation Assistance	Arbitration Assistance
Alabama	Only if we can't assist		
Alaska			
Arkansas			
Connecticut			
Idaho			
Illinois			
Indiana		We encourage Locals to request GIS and MFAs before they start negotiating.	
Iowa			
Kentucky			
Manitoba			
Maryland			
Michigan	Just started doing this		
Minnesota			If local requests or special situation
Missouri			
New York			
North Carolina			
Ohio			
Oklahoma			
Ontario	Any IAFF Constitutional queries		Expense the advocate
Oregon			
Pennsylvania	Most organizing requests from DVP come to state anyhow	Most organizing requests from DVP come to state anyhow	Most organizing requests from DVP come to state anyhow
Washington			
West Virginia			

IAFF State and Provincial Association Servicing Practices Survey

#6) Which of the following services do you refer to an IAFF District Vice President to provide?

	Arbitration Testimony	Mediation	Internal Political Assistance	External Political Assistance	Legislative Assistance
Alabama					
Alaska					
Arkansas					
Connecticut	As needed based on specific expert testimony required			As necessary	As necessary
Idaho					
Illinois					
Indiana			The PFFUI works with the 8th District VP to assist with these issues.		
Iowa					
Kentucky					
Manitoba					
Maryland					
Michigan					
Minnesota				If local requests or special situation	
Missouri					
New York					
North Carolina			Selective		
Ohio					
Oklahoma					
Ontario		Expenses the advocate.	Work together but refer to IAFF DVP if a formal complaint is being lodged	Depending on the issue we will work together (i.e. staffing etc.)	
Oregon					
Pennsylvania	Most organizing requests from DVP come to state anyhow				
Washington					
West Virginia					

IAFF State and Provincial Association Servicing Practices Survey

#6) Which of the following services do you refer to an IAFF District Vice President to provide?

	Department Operations Assistance	Info on IAFF Services	Fire-Based EMS Assistance	Health & Safety Issues
Alabama	Joint effort	Joint effort		
Alaska	We would seek advice from our district VP			
Arkansas				
Connecticut	Yes, for assistance	Yes, as needed i.e.: Financial analysis for contract negotiation/arbitration	Publications and information as needed. IAFF also request information from UPPFA.	Depending on issue-i.e..... exposure, information requests and National trends.
Idaho				
Illinois			Mainly on system design ideas.	
Indiana				
Iowa				
Kentucky				
Manitoba				
Maryland				
Michigan				
Minnesota				Special situation or issue
Missouri				
New York				
North Carolina				Selective
Ohio				
Oklahoma				
Ontario	Any EMS issue	DVP or CDN office updates at provincial events.	All EMS issues go to the IAFF.	
Oregon				
Pennsylvania				
Washington				
West Virginia				

IAFF State and Provincial Association Servicing Practices Survey

#6) Which of the following services do you refer to an IAFF District Vice President to provide?

	Line-of-Duty Death Memorial	Line-of-Duty Death Benefit	Education Programs	Public Relations
Alabama				
Alaska				
Arkansas				
Connecticut	Yes	Yes	Yes, assistance for Fire Ops. and for outside instructor and educational resources assistance	Yes, for major issues that have Statewide and/or National implications
Idaho				
Illinois				
Indiana		The IAFF is invaluable with assisting with obtaining the federal death benefit		
Iowa				
Kentucky				
Manitoba				
Maryland				
Michigan				
Minnesota			Usually request assistance or work with the VP	
Missouri	We assist in this area as well			
New York				
North Carolina	Selective	Selective	Selective	
Ohio				
Oklahoma				
Ontario	LODD medal.		Request authorization of IAFF staff and representatives at provincial events.	All media relations go to the IAFF CDN office and DVP.
Oregon				
Pennsylvania				
Washington				
West Virginia				To assist State Association

IAFF State and Provincial Association Servicing Practices Survey

#6) Which of the following services do you refer to an IAFF District Vice President to provide?

Other

Alabama	
Alaska	
Arkansas	DVP is notified of all contacts with Locals who have problems or questions. This is normally done via email
Connecticut	Generally use IAFF as a resource for Statewide operations due to full service operations and versatile staff. District Vice President himself is an excellent resource, prompt, and attentive
Idaho	
Illinois	
Indiana	
Iowa	GIS, Loans
Kentucky	
Manitoba	
Maryland	
Michigan	
Minnesota	
Missouri	
New York	In constant communication with 1st District Vice President on all Fire Fighter issues
North Carolina	
Ohio	In previous answers - The OAPFF has a "full service" platform with salaried DVPs and 4 staff members. We work in close contact with 8th DVP Tom Miller to provide the best resources to local affiliates usually delivered by OAPFF DVPs or staff. Again, we attempt to provide all of the above with assistance from the IAFF.
Oklahoma	
Ontario	Any legal guardian or other IAFF policy application issues (i.e. EDF grants etc.) Any charges under the constitution and explanation of trial process etc.
Oregon	
Pennsylvania	
Washington	
West Virginia	

IAFF State and Provincial Association Servicing Practices Survey

Which of the following services do you or an IAFF District Vice President generally provide?

		Organizing	Merge / Add Unit	Contract Assistance	Mentor New Office	Negotiation Assistance	Arbitration Assistance	Arbitration Testimony	Mediation	Internal Political Assistance	External Political Assistance	Legislative Assistance	Department Operations Assistance	Info on IAFF Services	Fire-Based EMS Assistance	Health & Safety Issues	Line-of-Duty Death Memorial	Line-of-Duty Death Benefit	Education Programs	Public Relations	Other
Alabama	State Assoc.	x			x						x	x	x	x					x		x
	IAFF DVP	x	x	x		x	x	x	x	x			x	x	x	x	x	x	x	x	
Alberta	State Assoc.										x	x		x	x				x	x	
	IAFF DVP	x	x	x	x	x	x	x	x			x		x	x	x	x	x	x	x	
Alaska	State Assoc.	x		x	x	x	x	x			x	x	x	x	x	x	x		x	x	
	IAFF DVP		x	x																	
Arizona	State Assoc.	x	x	x	x	x				x	x	x	x	x	x	x	x	x	x	x	
	IAFF DVP	x	x																		
Arkansas	State Assoc.	x			x	x				x	x	x	x	x		x	x	x	x	x	
	IAFF DVP	x	x	x	x	x	x	x	x			x	x	x	x	x	x	x	x	x	x
Atlantic	State Assoc.									x		x		x					x	x	
	IAFF DVP	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
British Columbia	State Assoc.		x		x	x	x	x	x	x	x	x		x	x	x	x		x	x	
	IAFF DVP		x		x	x	x	x	x	x	x	x									
California	State Assoc.				x						x	x				x	x	x		x	
	IAFF DVP	x	x	x	x	x	x	x	x	x			x	x	x				x		
Colorado	State Assoc.	x	x		x	x				x	x	x	x	x	x	x	x	x	x	x	
	IAFF DVP	x	x	x		x	x	x	x	x			x	x	x	x	x	x	x	x	
Connecticut	State Assoc.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
	IAFF DVP	x		x				x		x	x	x	x	x	x	x	x	x	x	x	x
Idaho	State Assoc.		x		x	x	x	x	x			x	x	x	x	x			x	x	x
	IAFF DVP	x		x			x				x		x				x	x			
Illinois	State Assoc.	x		x	x	x	x	x		x	x	x	x	x		x	x		x	x	x
	IAFF DVP											x			x						x
Indiana	State Assoc.	x	x	x	x	x		x		x	x	x	x	x			x		x	x	
	IAFF DVP			x			x	x		x			x	x	x	x		x			
Iowa	State Assoc.				x	x	x	x	x	x	x	x	x	x	x				x	x	
	IAFF DVP													x			x	x			x
Kentucky	State Assoc.	x	x	x	x	x			x	x	x	x	x	x	x	x	x	x	x	x	
	IAFF DVP																				
Maryland	State Assoc.	x		x	x	x		x		x		x		x			x				x
	IAFF DVP			x													x	x			
Massachusetts	State Assoc.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		x	
	IAFF DVP																				
Michigan	State Assoc.	x		x	x	x	x	x		x	x	x	x	x	x	x			x	x	
	IAFF DVP	x		x	x	x	x	x		x	x	x	x	x	x	x	x	x	x	x	
Minnesota	State Assoc.			x	x	x	x	x	x		x	x	x	x	x	x	x	x	x	x	
	IAFF DVP	x	x	x			x	x		x	x	x	x	x	x	x	x	x	x		
Missouri	State Assoc.	x		x		x		x			x	x	x	x		x	x	x	x	x	
	IAFF DVP	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x	x	x	x	
Nebraska	State Assoc.	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x	x	x	x	
	IAFF DVP																				

IAFF State and Provincial Association Servicing Practices Survey

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Nevada	State Assoc.	x		x		x	x	x			x	x				x	x			x	
	IAFF DVP		x							x				x			x	x			
New Hampshire	State Assoc.	x	x	x	x	x	x	x	x	x	x	x	x	x			x	x	x	x	x
	IAFF DVP																				
New York	State Assoc.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
	IAFF DVP	x	x							x			x	x	x	x		x	x	x	x
North Carolina	State Assoc.	x			x					x	x	x	x	x		x	x	x	x	x	
	IAFF DVP									x						x	x	x	x		
North Dakota	State Assoc.	x		x	x	x				x	x	x							x	x	
	IAFF DVP	x		x		x				x			x	x				x	x		
Ohio	State Assoc.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
	IAFF DVP	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		x	x	x	
Oklahoma	State Assoc.	x			x	x	x	x	x	x	x	x	x	x	x	x		x	x	x	
	IAFF DVP	x		x			x			x	x							x	x		
Ontario	State Assoc.		x		x	x	x		x	x	x	x	x			x	x	x	x		
	IAFF DVP	x		x	x		x		x	x	x		x	x	x		x			x	x
Oregon	State Assoc.		x	x	x	x		x		x	x	x					x		x		
	IAFF DVP			x						x				x				x			
Pennsylvania	State Assoc.	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x	x	x	x	x
	IAFF DVP	x	x	x	x	x	x	x													
Rhode Island	State Assoc.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		x	x	
	IAFF DVP																				
Saskatchewan	State Assoc.																				
	IAFF DVP																				
Tennessee	State Assoc.	x									x	x							x		
	IAFF DVP	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Texas	State Assoc.			x	x	x	x	x		x	x	x	x		x	x	x	x	x		
	IAFF DVP	x		x						x			x				x	x			
Utah	State Assoc.	x			x	x				x	x	x		x		x				x	
	IAFF DVP		x	x		x							x		x						x
Vermont	State Assoc.	x	x	x		x	x	x	x	x	x	x	x	x			x	x			x
	IAFF DVP	x		x						x	x	x	x		x		x				
Virginia	State Assoc.	x	x		x					x	x	x	x	x	x	x	x	x	x	x	x
	IAFF DVP												x	x	x	x	x	x	x		
Washington	State Assoc.	x		x	x	x	x	x	x	x		x	x	x	x	x	x	x	x	x	
	IAFF DVP	x	x	x	x	x	x	x	x	x							x	x	x		
West Virginia	State Assoc.	x	x	x	x	x				x		x					x	x	x	x	
	IAFF DVP	x	x	x		x								x	x	x	x		x	x	
Wisconsin	State Assoc.	x		x	x					x	x	x	x		x		x	x	x	x	
	IAFF DVP	x	x	x				x	x	x	x			x		x					

IAFF State and Provincial Association Servicing Practices Survey

#7) Please tell us any other information you wish to be noted about services delivered in your state or province.

Alabama	
Alberta	We hope in the future to expand the services we provide to our 11 locals in Alberta.
Alaska	Our state association is only three years old - we are still defining ourselves. Each of our five locals is unique, ranging from a large established local to a small new local. Each local operating in equally unique political environments. Our greatest value to our affiliates lies not in the direct services provided by our association, but in the united voice we now have in the State of Alaska
Arizona	
Arkansas	APFF Per Capita is 3.30 President, Secretary-Treasurer. and Legislative Chairman are paid minimal salary. (won't cover fuel costs)
Atlantic	
British Columbia	The ability of the provincial to deliver services in the field seems to exceed that of the IAFF. With only one VP of the IAFF managing such a large area, we have worked hard to compliment each other. We have worked to become more full service oriented and accordingly have asked our locals to support that position. With full cooperation between the IAFF DVP and the Provincial, services can be provided like never before.
California	
Colorado	
Connecticut	Currently have approximately 98% affiliation in either full or legislative service membership. Membership includes about 4000 members and all of the States largest Locals. * On completion of the survey and subsequent report a copy of such would be informative and appreciated. Please email to President Peter Carozza at pcarozza@aol.com or mail to Uniformed Professional Fire Fighters Association of Connecticut, Attn: Matthew Flor, Director of Research and Information Services 30 Sherman St. West Hartford, CT 06110.
Florida	
Georgia	
Idaho	The PFFI works very closely with the DVP.
Illinois	
Indiana	
Iowa	90% of the servicing in Iowa is reformed by the State Association.
Kansas	
Kentucky	
Louisiana	
Maine	
Maryland	
Massachusetts	

IAFF State and Provincial Association Servicing Practices Survey

#7) Please tell us any other information you wish to be noted about services delivered in your state or province.

Michigan	
Minnesota	The MPFF is shifting their focus on State Legislative Issues and Local Officer education. We feel training local officers to deal with early step grievances and contract issues is very important. Will be working with the IAFF and District VP on local servicing issues in the future.
Mississippi	
Missouri	
Montana	
Nebraska	
Nevada	We have found the model of using one of our members here in the state to assist locals to be very effective. They know the local and state laws. Financially we are not a big enough state association to be full service. The program of the IAFF appointing a state rep to handle many of the issues in our state is very effective. We get the benefit of a local person doing the work while the IAFF assists in the cost of the representation. All work must be preapproved by the District VP and the IAFF. Reimbursement only comes after receipts are submitted.
New Hampshire	
New Jersey	
New Mexico	
New York	
North Carolina	
North Dakota	We rely a great deal on the IAFF, the DVP, the State service rep., and the resources in D.C. The PFFND does encourage its locals to contact the president for assistance first. We would then direct questions to the DVP or to D.C. for clarification, and or service. I believe that the PFFND could involve the DFSR more. It is my hope that our DFSR could make it to North Dakota in the future. Our DVP is very involved in our state, and I believe we are serviced as well as any other state association.
Ohio	The OAPFF is fortunate to work in a state covered by a good collective bargaining law. With over 240 local affiliates in our organization, it is inconceivable that the IAFF could monitor and service that many agreements and matters associated with same. The OAPFF has, by necessity, evolved into a part-time pay scale but "full time" servicing agent. The IAFF is a magnificent resource that provides valuable - professional assistance to our DVPs who are servicing locals across Ohio. We try to minimize the assistance needed through training / mentoring of local leadership. It would be impossible to provide total - "on the ground - full time" representation of every agreement. We are fortunate to have committed local leadership who take direction and counseling and utilize the resources provided by the OAPFF / IAFF.

IAFF State and Provincial Association Servicing Practices Survey

#7) Please tell us any other information you wish to be noted about services delivered in your state or province.

Ohio (cont'd)	Providing such service could not be done without either organization. But, it is evident that the IAFF is not set up to provide the "day-to-day" servicing operation within a state similar to Ohio. The State Association DVPs (IAFF service reps) in conjunction with IAFF staff support and resources is the best model available at this time. One concern is funding. The IAFF resources are second to none. With technology and ever improving IAFF resources, information is flowing like it has never before. The problem is funding the services needed to deliver those resources to local affiliates. In Ohio, the state organization bears the brunt of funding for the "on the ground - live and in person" assistance. But, this is what we choose to do - with the advent of collective bargaining legislation the IAFF is going to have to consider the future of all states with regard to servicing collective bargaining agreements.
Oklahoma	
Ontario	I have attached our membership services book for your review.
Oregon	Our main mission is legislative. After filling out the survey, it makes me realize that we do a fair amount of servicing, this puts a strain on our budget and workload. This is an area that we need to revamp and add state reps to put more of the cost onto the IAFF. This is the mission of the IAFF and one that I know they will step up and help. We should have asked earlier.
Pennsylvania	As a relatively new state president, I wrestle to figure out what the IAFF does and what the State is to do. Thanks for your help in figuring this out.
Rhode Island	
South Carolina	
South Dakota	
Tennessee	
Texas	
Utah	We have a fantastic working partnership with our DVP.
Vermont	We are working with each local and assist with the help of our DVP.
Virginia	
Washington	
West Virginia	We work together with the IAFF VP. As you can see above, we both have the ability to accomplish the individual issues listed, but often share those responsibilities at the direction of the VP or as time and workload allows.
Wisconsin	
Wyoming	Our locals have a choice weather to use the IAFF or use our Law Firm for assistance.