



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

HAROLD A. SCHAITBERGER
General President

THOMAS H. MILLER
General Secretary-Treasurer

DOCUMENT

August 27, 2012

Carlos Shedd, Secretary/Treasurer
Chesterfield County Professional Fire Fighters Association
IAFF Local 2803
P.O. Box 545
Chesterfield, VA 23832-0008

Dear Brother Shedd:

I have completed my review of your local's proposed change to your Constitution and By-Laws to determine whether it complies with the IAFF Constitution and By-Laws. Death benefits provided by your local for your members are a matter of local autonomy. This type of provision is not required to be incorporated into your Constitution and By-Laws. Nonetheless, many IAFF local affiliates include these provisions in their Constitution and By-Laws to ensure that they are uniformly and fairly applied to their members.

You indicated in your e-mail that this change is a draft proposal and has not been voted on by your local membership. Please be advised that under the IAFF Constitution and By-Laws, Article XIII, Section 3, any changes to a local's Constitution and By-Laws must be approved by the membership before submission to the IAFF General President for approval. Once your membership votes to approve the change to Article VI, please submit it to this office for my approval.

Sincerely and fraternally,

Harold A. Schaitberger
General President

Enclosure

HAS/BR:rpj

cc: William V. Taylor, Vice President, IAFF District 4
Gregory Beasley, President, IAFF Local 2803

BY-LAWS

Chesterfield County Professional Firefighters Association, Local 2803

ARTICLE VI DEATH BENEFIT PLAN

Section 1.

The purpose of the Death Benefit Plan is to render financial aid to the designated beneficiary or estate of any member at time of death who is in good standing as a member of the Chesterfield County Professional Firefighters Association, Local 2803.

Section 2.

The President and Vice-Presidents shall constitute the Board of Directors of the Death Benefit Plan. The Board of Directors shall have the ultimate power in the management and appropriation of resources to the Death Benefit Plan. The President may call special meetings of the Board of Directors whenever he deems it necessary.

Section 3.

The Secretary/Treasurer shall be responsible for keeping a financial record of all transactions of the Death Benefit Plan. Upon receipt of proof of death of a member and following approval from the Board of Directors, the Secretary/Treasurer shall pay, as soon as practical within ten (10) days, to the designated beneficiaries the amount specified in these by-laws. Proof of death must be received by the Secretary/Treasurer within one year of the member's actual date of death. The Board shall have the right to extend the time requirements in extraordinary circumstances. Payment excludes death by suicide. In the event the designated beneficiary pre-deceases the member of the Association, the benefit shall be paid to the estate of the deceased member. All checks against funds shall be signed by the President and either the chosen Vice-President or the Treasurer.

Section 4.

An independent bank account shall be maintained for the Death Benefit Plan with a minimum \$40,000 as approved by the Board of Directors. This account shall serve to ensure proper funding for the Death Benefit Plan and to allow immediate check signing capability to the chosen Directors for benefit pay out.

Section 5.

The Death Benefit payout is in the amount of \$10,000. No payment to any single beneficiary shall exceed the specified amount. In no event shall more than one death benefit amount be paid on account of the death of a member.

Section 6.

The Board of Directors and Secretary/Treasurer shall be responsible for accurately

recording and maintaining information for each member concerning eligibility and beneficiary designations.

Section 7.

The Secretary/Treasurer shall issue to the membership a yearly request for a beneficiary update, to include address and phone number. It is the responsibility of the member to respond to the Secretary/Treasurer's request.

Section 8.

Members of the Association shall be responsible for notifying the Directors and Secretary/Treasurer of their beneficiary designations and any changes there of. Members shall also be responsible in educating their beneficiary in how to contact the Association to inform and provide proof of a member's death.