







INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

AI-POWERED EFFICIENCY FOR YOUR UNION

April 1, 2026

LEARNING OBJECTIVES

-  **UNDERSTAND AI'S POTENTIAL**
Discover how AI can boost union productivity and effectiveness
-  **MASTER AI TOOLS**
Learn practical applications of Perplexity, Originality AI, and NotebookLM
-  **UNDERSTAND PROMPTS AS OPERATIONAL TOOLS**
Learn how structured prompts improve consistency, reduce rework, and protect union credibility.
-  **DEVELOP STRATEGIES**
Create effective approaches to AI integration





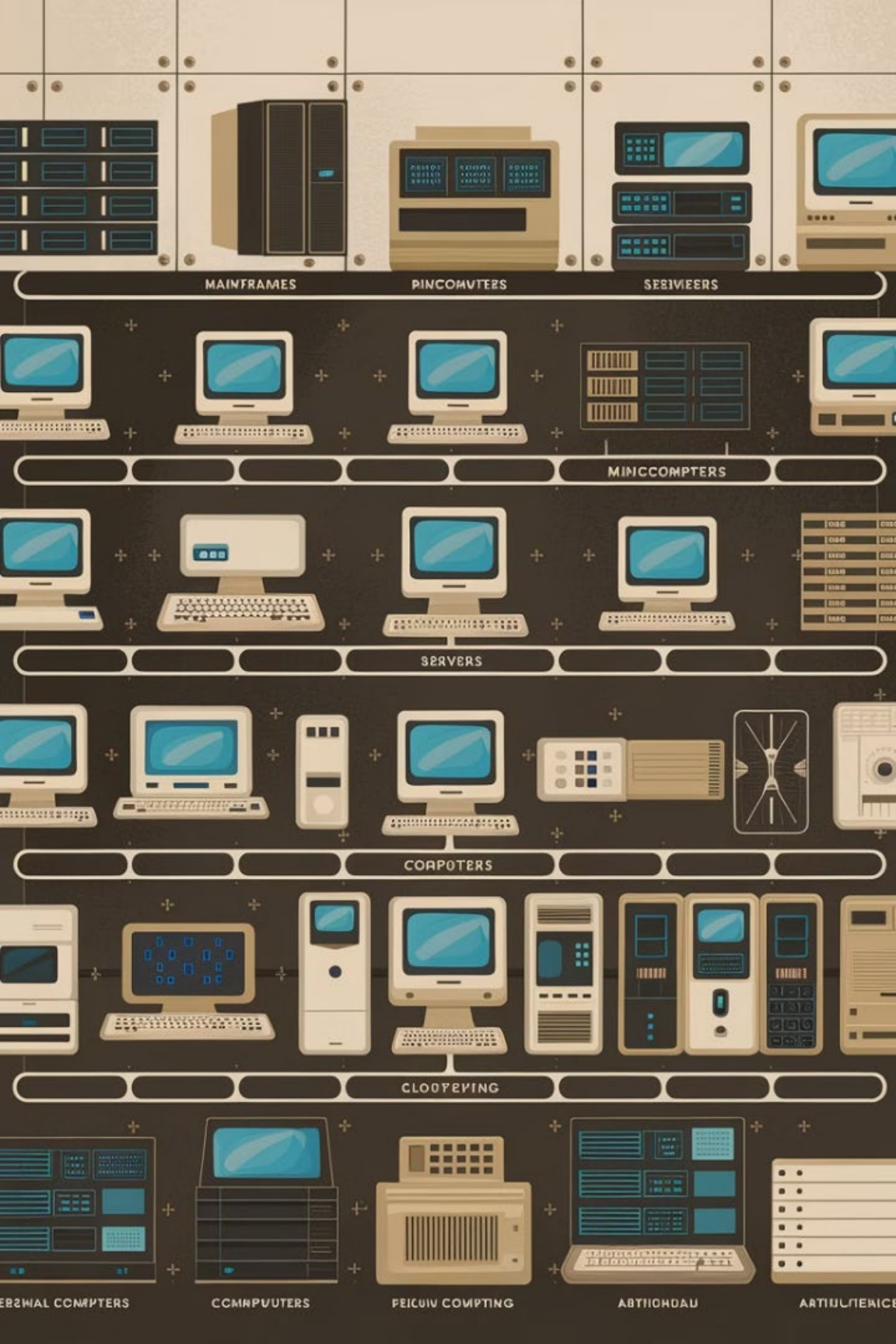
INTRODUCTION

Revolutionize your union operations with cutting-edge AI tools. These platforms enhance productivity and transform decision-making processes.

Discover how Perplexity AI, Originality AI, and NotebookLM can streamline your workflow and empower your members.



BRIEF HISTORY OF AI



1

1950s-1960s

Birth of AI as an academic discipline. First AI programs developed.

2

1970s-1990s

AI winters and revivals. Expert systems emerged.

3

2000s-2010s

Machine learning advances. Big data revolution.

4

2010s-Present

Deep learning breakthrough. Large language models developed.

UNDERSTANDING LARGE LANGUAGE MODELS



Advanced AI Systems

Sophisticated neural networks trained on vast text data



Pattern Recognition

Identify patterns in language to predict appropriate responses



Text Generation

Create human-like text based on input prompts



HOW LARGE LANGUAGE MODELS WORK

Training

Models learn from billions of text examples across the internet, books, and articles.

Pattern Recognition

They identify patterns in language structure, context, and meaning.

Prediction

When given a prompt, they predict the most likely appropriate response.

Refinement

Models improve through additional training and human feedback.



EXAMPLES OF LARGE LANGUAGE



ChatGPT

OpenAI's conversational AI capable of natural dialogue and content creation.



Google Gemini

Google's AI assistant that can generate text, translate languages, and answer questions.



LLaMA

Meta's open-source large language model for research and applications.



Claude

Anthropic's AI assistant designed with a focus on helpfulness and safety.

THE AI PRODUCTIVITY REVOLUTION

66%

Performance Boost

Average improvement when using generative AI tools

78%

Complex Tasks

Larger gains seen with more difficult responsibilities

91%

Skill Leveling

Less-skilled workers see greatest performance benefits



ADMINISTRATIVE & CREATIVE SUPPORT



Summarize Materials

Convert lengthy texts into actionable takeaways.



Design Trainings

Create education frameworks for stewards and members.



Draft Proposals

Structure grant applications and policy documents.



Shape Messaging

Craft public statements that resonate with workers.



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS



STRATEGIC PLANNING TOOLS



Plan Campaigns

Develop strategic organizing timelines and tactics.



Solve Problems

Generate solutions for organizing challenges.



Write Policies

Simplify complex procedures into clear guidelines.



Organize Knowledge

Transform scattered information into useful documents.



PROMPTS ARE NOT A SKILL – THEY’RE INFRASTRUCTURE

When multiple people communicate on behalf of a union, consistency isn’t optional; it’s essential. Prompts are the foundation that keeps your messaging sharp, accurate, and aligned.

STANDARDIZE QUALITY

Ensure every message meets the same high bar, regardless of who writes it.

REDUCE REWORK

Get it right the first time instead of endless rounds of edits.

PROTECT TRUST

Maintain consistent tone, accuracy, and credibility across all communications.



WHERE PROMPTS ACTUALLY SAVE UNIONS TIME

Anywhere you repeat the same type of communication, prompts should already exist. These are the high-volume, high-stakes areas where standardized prompts deliver immediate operational value.

MEMBER UPDATES

Regular communications that keep membership informed and engaged.

BARGAINING SUMMARIES

Clear, accurate recaps of negotiation progress and outcomes.

MEDIA RESPONSES

Rapid, on-message statements that protect union positioning.

RESEARCH BRIEFS

Digestible analysis that supports strategic decision-making.

INTERNAL REPORTS

Consistent documentation that builds institutional knowledge,



PROMPTS AS GUARDRAILS – NOT JUST INSTRUCTIONS

Prompts do more than improve writing; they prevent bad writing by establishing boundaries. This protects the union's authentic voice and credibility, ensuring communications avoid sounding like corporate PR.



CONTROL TONE

Maintain the authentic union voice across all communicators



SET AUDIENCE

Ensure messaging is tailored to members, media, or leadership



PREVENT SPECULATION

Keep messaging grounded in facts, not assumptions



AVOID CORPORATE LANGUAGE

Stay clear of jargon that distances from your members



A WEAK PROMPT CREATES RISK

EXAMPLE OF A WEAK PROMPT:

“Write a statement about recent staffing issues.”

VAGUE DIRECTION

No clarity on what specific staffing issues to address or how to frame them

NO AUDIENCE

Is this for members, media, or leadership? Each requires different language

NO TONE GUIDANCE

Could come out sounding angry, defensive, corporate, or off-brand

INVITES SPECULATION

Without boundaries, AI may make assumptions about causes or solutions



A STRONG PROMPT REDUCES RISK AND REWORK

EXAMPLE OF A STRONG PROMPT:

“Draft a 200-word internal update for IAFF members addressing recent staffing shortages. Use a direct, calm union tone. Avoid blame and speculation. Do not reference negotiations. Focus on transparency, member safety, and next steps.”

01

CLEAR AUDIENCE

Specifies IAFF members – immediately sets expectations for tone and detail level

03

EXPLICIT BOUNDARIES

Avoids speculation and negotiation details that could create problems

02

DEFINED TONE

Direct and calm – prevents defensive or overly corporate language

04

REVIEW-READY OUTPUT

Focuses on transparency and safety – aligned with union values from the start



PROMPTS SHOULD BE REUSABLE, NOT REWRITTEN

01

SAVE PROMPTS FOR REPEAT USE

Build a library of proven prompts organized by communication type

02

SHARE ACROSS LEADERSHIP

Make your best prompts accessible to everyone who needs them

03

ADJUST – DON'T REINVENT

Start with what works and tweak for specific situations

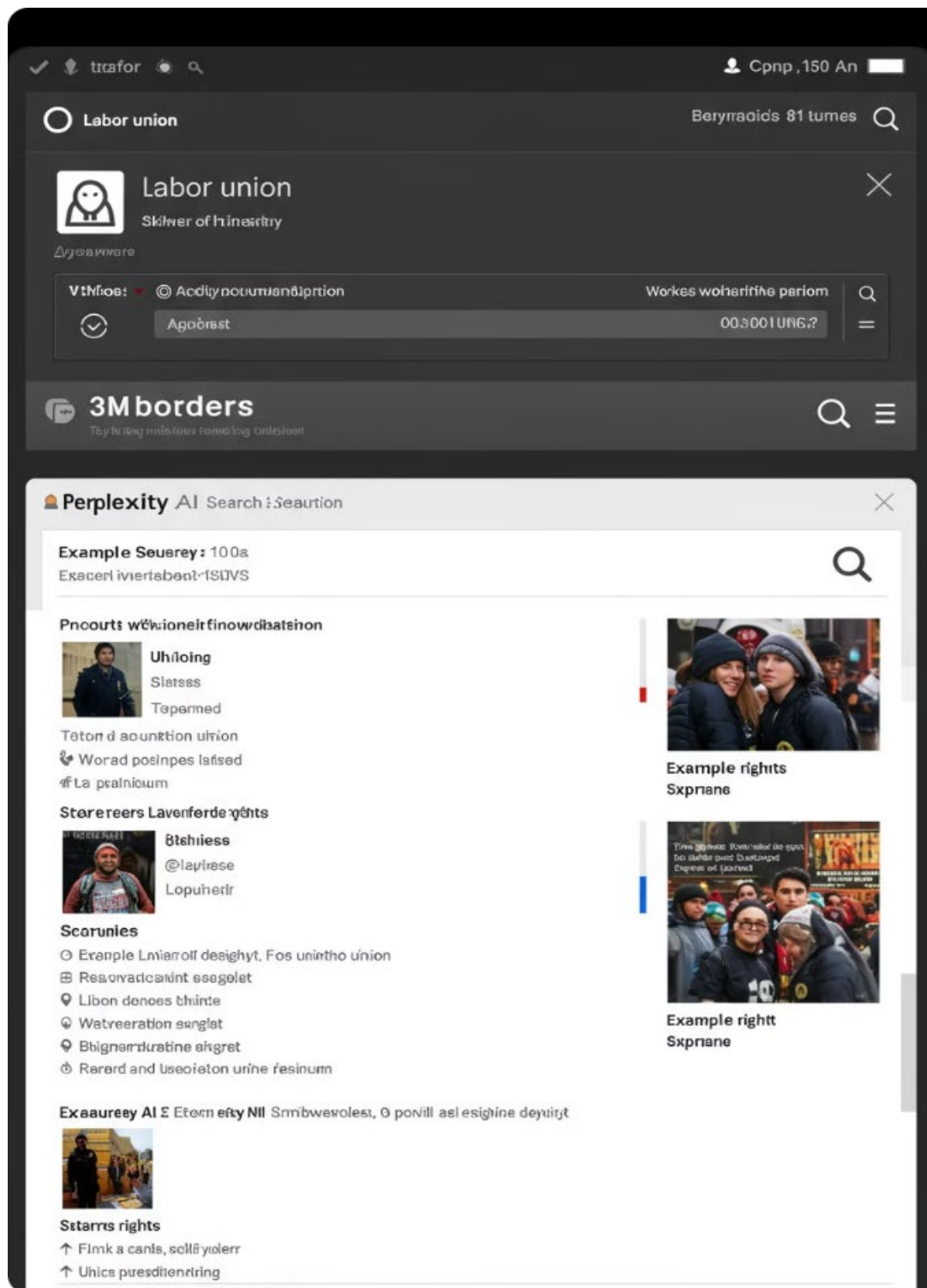


FROM PROMPTS TO PRACTICE

- Prompts define *what* you want
- Tolls determine *where* and *how* the work happens
- These three tools cover research, writing integrity, and document control



INTRODUCTION TO PERPLEXITY AI



ADVANCED SEARCH ENGINE

Perplexity combines AI with search capabilities. It finds and synthesizes information from multiple sources.



DOCUMENT ANALYSIS

Upload contracts and agreements. Get summaries and key insights quickly.



CITED RESEARCH

All information comes with sources. Verify facts for important union decisions.



INTERACTIVE QUERIES

Ask follow-up questions. Dive deeper into topics relevant to labor issues.



PERPLEXITY AI: RESEARCH DEMONSTRATIONS



CBA ANALYSIS

Prompt: "Compare overtime provisions in our fire department CBA with national standards."



DATA RESEARCH

Prompt: "Find safety incident statistics for firefighters in our state over the past 5 years."



LEGAL PRECEDENT

Prompt: "Summarize recent arbitration decisions regarding firefighter scheduling disputes."



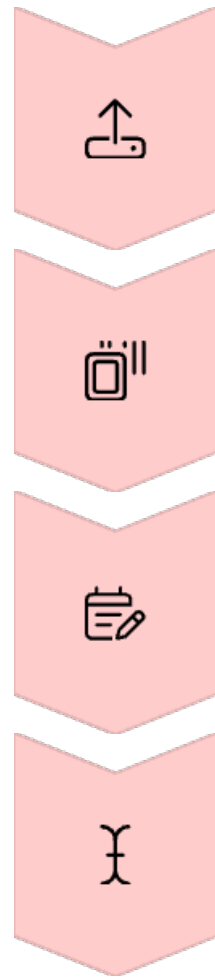
TREND ANALYSIS

Prompt: "What are emerging benefits in fire department contracts nationwide?"

Perplexity...



ORIGINALITY AI: PLAGIARISM AND UNIQUENESS



UPLOAD DOCUMENT

Submit union communications, proposals, or reports for analysis.

SCAN CONTENT

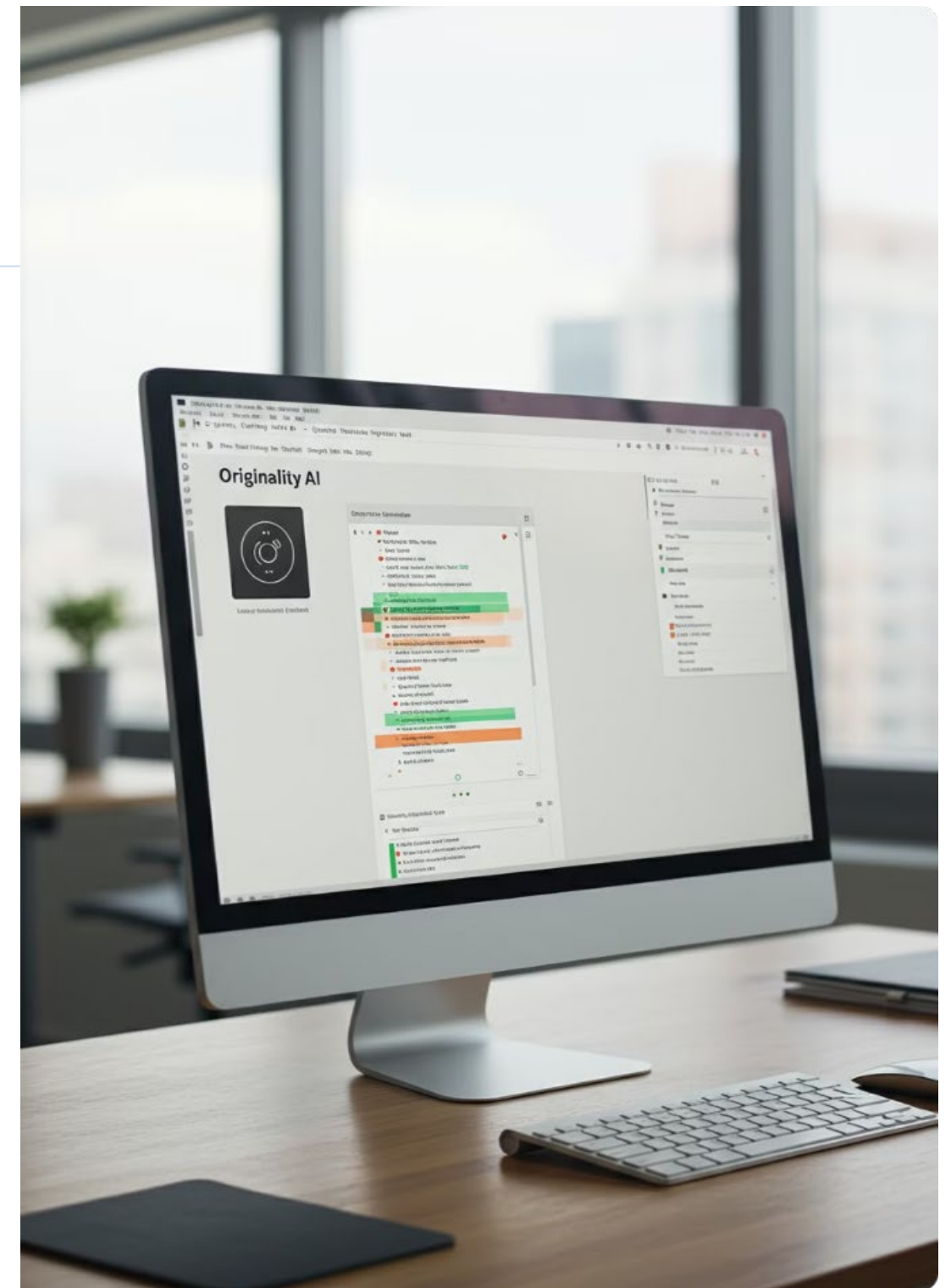
Originality AI checks text against billions of online sources.

REVIEW RESULTS

Get detailed originality scores and highlighted potential matches.

REVISE AS NEEDED

Make adjustments to ensure unique, credible union communications.



ORIGINALITY AI IN UNION CONTEXT

BARGAINING PROPOSALS

Check that contract proposals contain unique language. Avoid accidental plagiarism from other union documents.

MEMBER COMMUNICATIONS

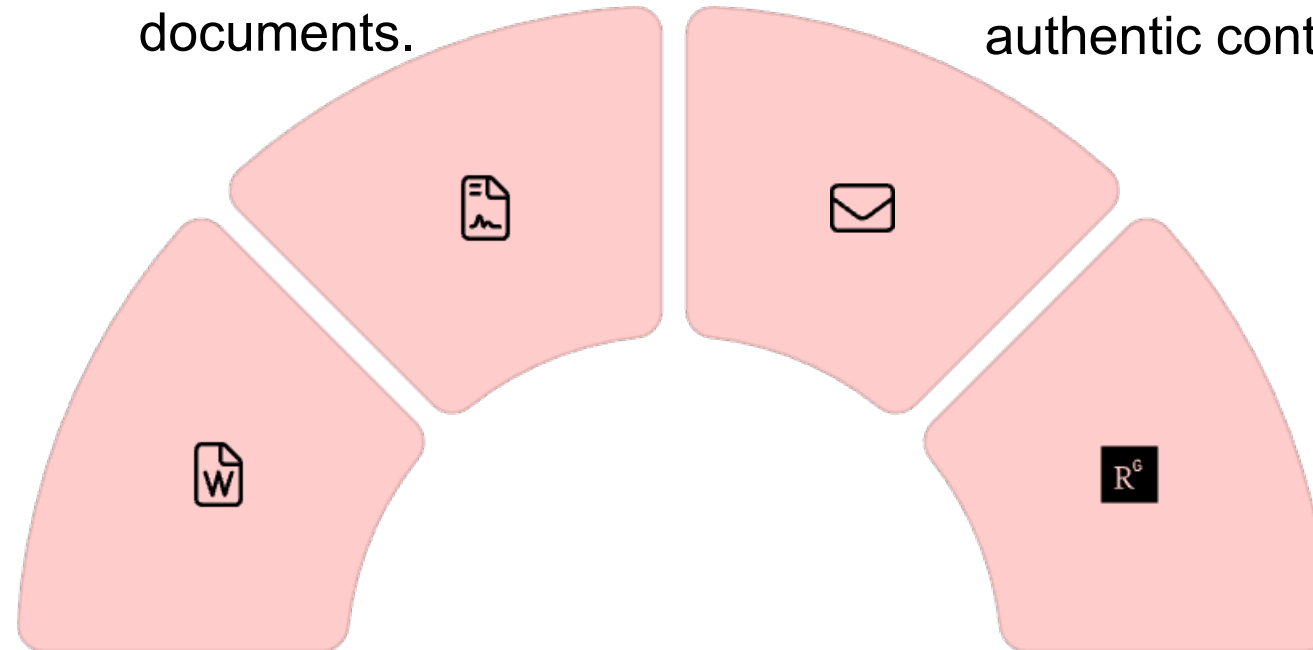
Verify newsletters and updates are original. Build credibility with members through authentic content.

GRIEVANCE DOCUMENTATION

Ensure grievance documents are original. Verify they haven't been copied from templates without proper customization.

RESEARCH INTEGRITY

Validate research reports. Ensure proper citation of sources in policy papers.



Originality...



NOTEBOOKLM: DOCUMENT MANAGEMENT



DOCUMENT UPLOAD

Import collective bargaining agreements, legal documents, and meeting notes. Create a searchable database.



INTELLIGENT ORGANIZATION

Let AI organize information by topic. Find relevant sections instantly.



AUTOMATIC SUMMARIES

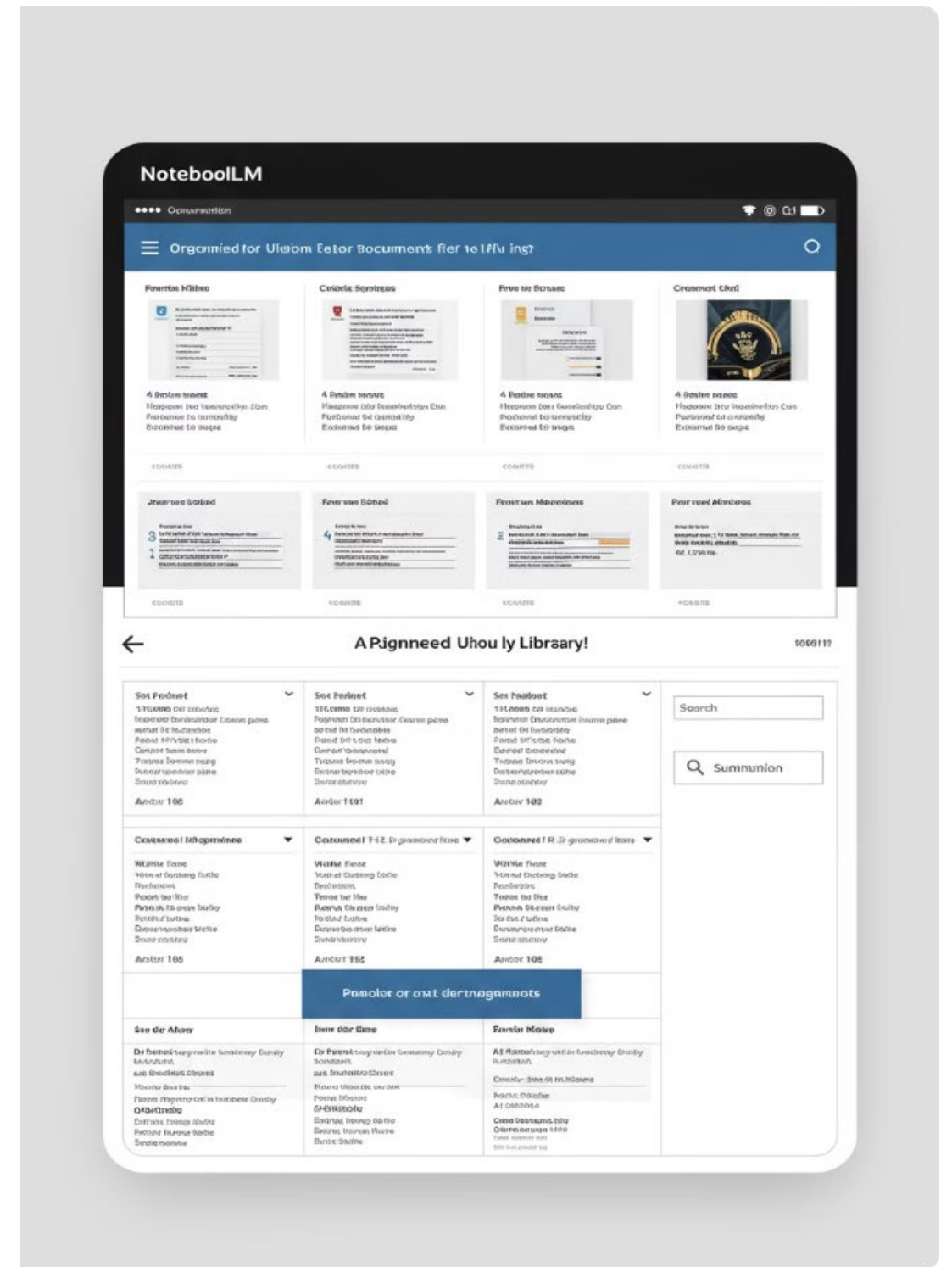
Generate concise overviews of lengthy documents. Save hours of reading time.



SEMANTIC SEARCH

Find information based on meaning, not just keywords. Discover relevant content easily.

Notebook...



AI TOOLS COMPARISON



PERPLEXITY AI

Best for: Research, fact-finding, and document analysis

Price: Free basic version, Pro plan \$20/month

Key strength: Cited sources and comprehensive research



ORIGINALITY AI

Best for: Content verification and plagiarism detection

Price: Pay per word (around \$0.01/word)

Key strength: High accuracy in identifying non-original content



NOTEBOOKLM

Best for: Document organization and knowledge management

Price: Free (currently)

Key strength: Advanced summarization of uploaded documents



USING AI TOOLS FOR COLLECTIVE BARGAINING



ANALYZE PREVIOUS AGREEMENTS

Extract patterns from past contracts



COMPARE INDUSTRY STANDARDS

Benchmark against similar unions



IDENTIFY NEGOTIATION POINTS

Find key leverage opportunities



PREPARE SUPPORTING DATA

Build evidence-based arguments



LEGAL DOCUMENT PROCESSING

CONTRACT SCANNING

Upload complex legal documents. NotebookLM extracts key provisions automatically.

Example prompt: "Summarize all safety provisions in our department's liability insurance policy."



CLAUSE EXTRACTION

Identify specific language across multiple documents. Compare similar clauses from different agreements.

Example prompt: "Extract all disciplinary procedures from our last three contracts."



GOVERNMENT DOCUMENT RESEARCH

AI tools excel at navigating complex regulatory documents. They can extract specific requirements from OSHA regulations, NFPA standards, and state labor laws.

Example prompt: "Summarize all NFPA standards affecting firefighter staffing requirements updated in the past 3 years."



PRIVACY AND ETHICAL AI USE

100%

DATA OWNERSHIP

Your union's data remains yours. Choose tools with strong privacy policies.

0

CONFIDENTIAL UPLOADS

Never upload sensitive personnel information or protected documents.

24/7

SECURITY PRACTICES

Implement secure access protocols for AI tools.

100%

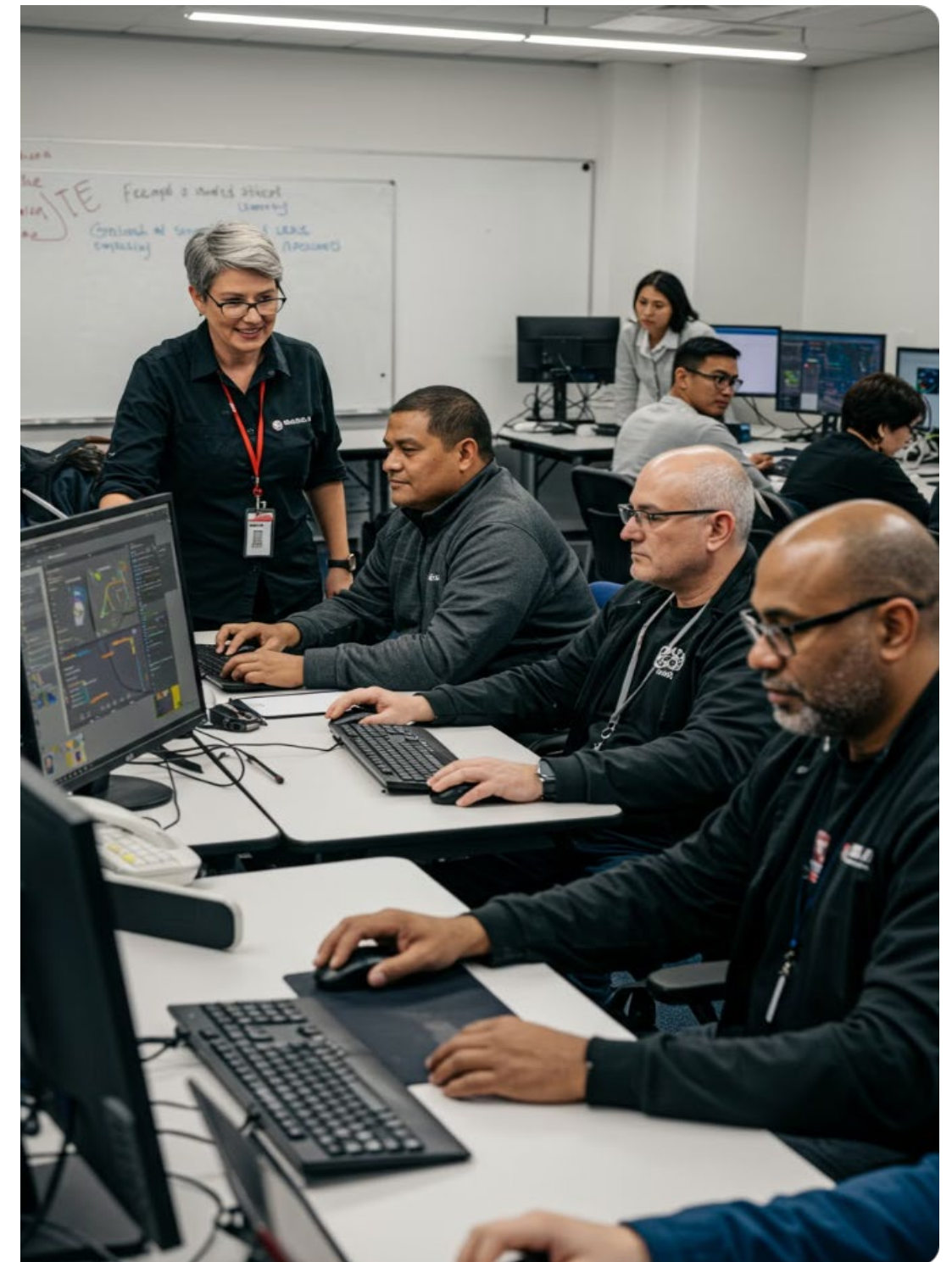
MEMBER TRANSPARENCY

Be open about AI use in union operations.



OVERCOMING AI IMPLEMENTATION CHALLENGES

Challenge	Solution
Technical resistance	Start with user-friendly tools. Provide step-by-step guides.
Learning curve	Offer hands-on workshops. Create reusable prompt templates.
Unrealistic expectations	Set clear guidelines about AI capabilities and limitations.
Inconsistent usage	Integrate AI checkpoints into existing workflows.



NEXT STEPS AND IMPLEMENTATION

IMMEDIATE ACTIONS

- Set up free trial accounts for each platform
- Identify initial test cases for each tool
- Designate AI champions within your union

30-DAY PLAN

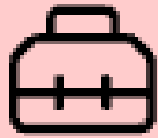
- Train key personnel on basic prompt writing
- Test AI tools on non-sensitive past projects
- Document successful use cases and challenges

RESOURCES

- Online tutorials for each platform
- Prompt libraries for union-specific tasks
- Monthly AI implementation check-ins



CONCLUSION: EMBRACING AI RESPONSIBLY



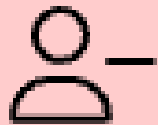
AI as a Tool

Use technology to enhance union power, not replace human judgment



Protection First

Ensure AI implementation upholds worker rights and privacy



Collective Approach

Involve members in AI decisions and implementation



Continuous Learning

Stay current with AI developments and adjust strategies accordingly

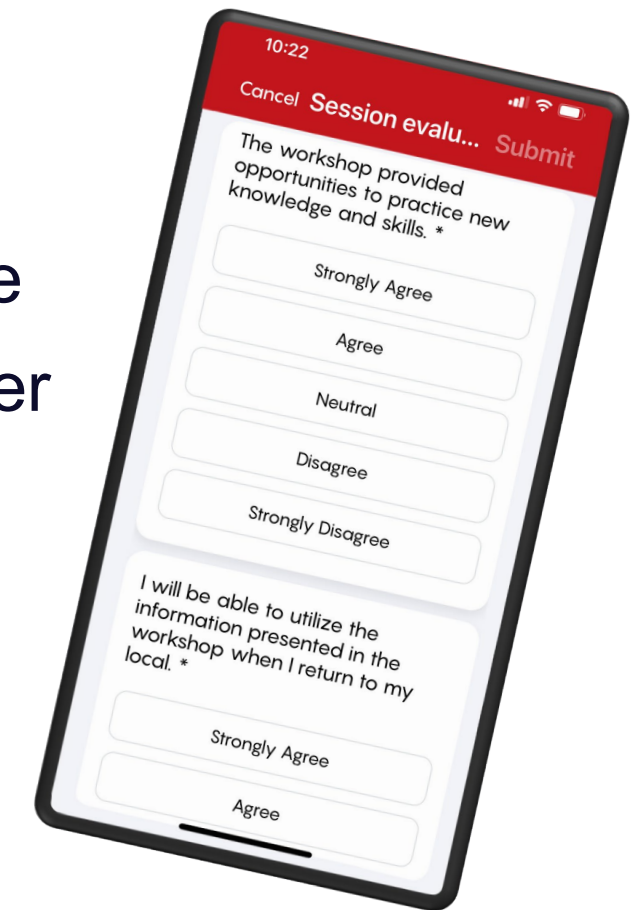




THANK YOU!
ANY QUESTIONS?

EVALUATION AND WIN AN IPAD!

- **Submit your workshop and overall evaluations to be automatically entered in two drawings for a new iPad!**
- **Complete your evaluations using the IAFF app:**
 1. Download the IAFF app and sign in with your iaff.org username
 2. Tap the 2026 Strive for Excellence Summit event image to enter the event's dashboard
 3. Tap "Sessions" and tap on the workshops you attended
 4. Tap "Evaluation" and complete the evaluation
 5. Tap "Submit"



For the event's overall evaluation, follow steps 1 and 2, then tap "Event Evaluation" located in the event's Dashboard.

