

Fire Fighter

SPRING 2014
QUARTERLY



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52ND CONVENTION • CINCINNATI, OH • JULY 14-18, 2014

CONVENTION PREVIEW

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Q U A R T E R L Y

Harold A. Schaitberger General President
Thomas H. Miller General Secretary-Treasurer

IAFF EXECUTIVE BOARD

1st District

William Romaka
427 Spruce Avenue
West Islip, NY 11795
(631) 893-9116 (Office)
(917) 834-1414 (Cell)

2nd District

Mark Woolbright
115 McMennamy Road
St. Peters, MO 63376
(314) 393-9755 (Cell)
(636) 397-1572 (Office)
(636) 397-3809 (Fax)

3rd District

A. Michael Mullane
50 North Bayfield Road
North Quincy, MA 02171
(617) 328-7202 (Home)
(617) 288-2100 (Office)

4th District

William V. Taylor
206 Inlet Drive
Pasadena, MD 21122
(410) 317-5546 (Office)
(443) 324-2529 (Cell)
(410) 317-5548 (Fax)

5th District

Thomas Thornberg
23594 Ulysses St. NE
East Bethel, MN 55005
(612) 290-8015 (Cell)

6th District

Lorne West
Box 581 Stn. Ft. Langley
Langley, BC Canada V1M2R9
(604) 574-5785 (Office)
(604) 868-8730 (Cell)
(604) 513-9884 (Fax)

7th District

Ricky Walsh
P.O. Box 5604
West Richland, WA 99353
(509) 627-2872 (Office)
(509) 999-3090 (Cell)
(509) 627-3134 (Fax)

8th District

Paul Hufnagel
2545 Oxford Road
Lansing, MI 48911-1036
(517) 281-2832 (Cell)
(517) 484-7744 (Home)

9th District

Ray R. Rahne
3444 S. Newland Ct.
Lakewood, CO 80277
(303) 619-2462 (Cell)
(303) 988-0177 (Home)

10th District

James T. Ferguson
3029 Buchanan Street
San Francisco, CA 94123-4201
(415) 760-8063 (Cell)
(415) 474-4121 (Fax)

11th District

Sandy McGhee
1283 S. Detroit Avenue
Tulsa, OK 74120
(918) 599-8176 (Office)
(918) 855-8228 (Cell)
(918) 599-9176 (Fax)

12th District

Larry Osborne
8743 Ricardo Lane
Jacksonville, FL 32216-3536
(904) 641-5407 (Home)
(904) 219-8656 (Cell)

13th District

Fred LeBlanc
317 Avenue Road
Kingston, Ontario K7M 1C8
(613) 328-2195 (Cell)

14th District

Danny Todd
3740 Northcliffe Drive
Memphis, TN 38128
(901) 377-6549 (Home)

15th District

David Bury
16 Indian Pond Place
CBS, NL A1X6P8
(709) 744-2709 (Home)
(709) 689-7574 (Cell)

16th District

James B. Johnson
3195 Dayton-Xenia Road
Suite 900-303
Beavercreek, OH 45434-6390
(202) 360-1318 (Cell)

TRUSTEES

Mark S. Ouellette
2681 Sicily Drive
New Smyrna Beach, FL 32168
(386) 314-5837 (Cell)

Alex Forrest

303-83 Garry Street
Winnipeg MB R3C-419 Canada
(204) 783-1733 (Office)
(204) 791-4980 (Cell)
(204) 255-0383 (Home)
(204) 253-0496 (Station)
(204) 772-2531 (Fax)

Anthony Mejia

3451 Julian Avenue
Long Beach, CA 90808
(562) 989-3667 (Office)
(562) 212-2055 (Cell)

GENERAL COUNSEL

Thomas Woodley
Woodley & McGillivray

Harold A. Schaitberger, Editor

Jeff Zack, Supervising Editor

Jane Blume, Director of Communications, Managing Editor

Kristin Craine, Staff Writer **Tim Burn**, Staff Writer

Kristin Hazlett, Graphic Artist **Mesha Williams**, New Media Assistant

Cindy Payne, Administrative Assistant

Craig Renfro, Advertising Director • (972) 416-9782 • crenfro@iaff.org

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INTERNATIONAL EXECUTIVE STAFF

Peter L. Gorman Chief of Staff

Jim Lee Chief of Operations

Baldwin Robertson Legal Counsel

Patrick J. Morrison Assistant to the
General President for Occupational
Health Safety and Medicine

Jeff Zack Assistant to the General
President for Media, Communications
and Information Technology

Scott Marks Assistant to the General
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Lori Moore-Merrell Assistant to the
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Services, Technical Assistance and
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Warren May Assistant to the General
Secretary-Treasurer for Budget and
Finance

Elizabeth Harman Assistant to
the General President for Grants
Administration and HazMat/WMD
Training

AUXILIARY TO THE IAFF

Terra McKenzie
President
(217) 424-5687
Terra.Mckenzie@adm.com
www.aiaff.com

IAFF CHAPLAIN

Father Thomas Mulcrone

IAFF Headquarters Office
1750 New York Ave. NW
Washington DC 20006
(202) 737-8484 (Office)
(202) 737-8418 (Fax)

IAFF Canadian Office
350 Sparks St. Suite 403
Ottawa Ontario Canada K1R7S8
(613) 567-8988 (Office)
(613) 567-8986 (Fax)

IAFF FINANCIAL CORPORATION

Carrie Tucker
Chief Operating Officer

E-18 MEDIA

Marty Sonnenberg
Executive Producer

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What Happens at the IAFF Convention?

I spend a lot of time on the road in a given year. I travel to visit our affiliates and members so that I stay connected to what's going on in the field and to hear what is going on out on the frontlines, directly from those who pay the freight in this union — our 300,000 members.

Even in today's world of instant communication, I still find that meeting face-to-face with our members — and especially around the kitchen table during my station visits — is the best way to truly get a feel for what you all are experiencing and feeling out there on a daily basis.

One of the things I have heard in my travels is that many of you know your dues go up after Convention, but you also wonder what the Convention really does, what happens there and how it affects you.

With our Convention just around the corner, I want to make sure you get your questions answered.

Our union's Constitution establishes that every two years, delegates elected to represent our members and affiliates gather at our Convention — which this year is in Cincinnati, Ohio, home of IAFF Local 48.

During the Business Sessions, delegates discuss, debate and vote on resolutions that lay out the priorities for our union going forward, and some of those priorities require more funding to make sure our union continues 'Standing Strong' for you.

That's the technical answer. Here's what it means in real terms:

We've been able to hold our own against a well-funded, well-organized, vocal opposition by ensuring that our union remains strong and is focused on the needs of our affiliates and members through some of the toughest financial times in history.

And the way we are able to keep making a difference in our members' lives is centered on the work that we are about to begin in Cincinnati at our 2014 Convention.

The best example of how our Convention delegates make a difference in the lives of our members and in the strength of our union is in looking at the results of a few of the resolutions passed by delegates in 2012.

Resolution 2 gave us more flexibility in printing this magazine. Since then, we've gone from a bi-monthly to a quarterly publication, which has resulted in a significant savings in printing and postage.

That savings was, as instructed by the delegates, "re-invested to enhance the technology, video, Internet, radio and social media communications services that the IAFF is able to provide to affiliates." The result has been your union's ability to build a broadcast-quality studio at IAFF headquarters and establish our E-18 Media, a full-service multi-media arm that gives our affiliates access to video and audio production capabilities — capabilities that we've put to work in fight after fight on behalf of our affiliates over the past year to great effect.

In Resolution 11, delegates resolved to create a health care resource specialty within the IAFF that would give affiliates the tools and online information they need to protect and defend the health benefits that our members have earned during this time of dramatic change in our health insurance in the United States.

Resolution 24 created the "Collective Bargaining Political Training Academy" modeled after our very successful Political Training Academy. It was created with the recognition that since the U.S. Congress is not going to move a national bill on collective bargaining in the near future, the best path to success is at the ballot box at the

local level, specifically in our non-collective bargaining states, as well as Colorado, where a recent victory in the state's General Assembly makes the referendum process a vehicle to achieve bargaining rights at the municipal level.

The inaugural Collective Bargaining Political Training Academy and other educational tools we offer are providing our affiliate leaders the training to run their own ballot initiatives to win collective bargaining with the full backing and resources of the IAFF.

In just a few weeks in Cincinnati, delegates will have another opportunity to shape their own future and the future of our union.

Our Fallen Fire Fighter Memorial in Colorado Springs is 30 years old, with thousands more names to come in the years ahead. In addition, we have researched every member killed in the line of duty going back to 1918, and will need more walls to tell the stories of all of our fallen who sacrifice everything for this job. And we have to address structural and drainage problems, as well as deteriorating walls.

Delegates will be voting to fund a complete rebuild of our solemn Memorial that will ensure the integrity of the site for future generations.

With changes in regulations surrounding community health care programs related to the Affordable Care Act (ACA) in the United States, a major shift in fire-based EMS for the future is happening right now in many jurisdictions.

To ensure that our affiliates are prepared with the latest information and tools to protect our members' work and ensure that fire-based systems benefit from the changes, delegates will debate a resolution that would direct the IAFF to dedicate efforts to support our affiliates in positioning themselves in the best possible way as the concept of integrated community health care quickly develops.

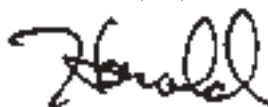
And, as scenes of active shooter events flash across our television screens all too often, the response to these incidents is dangerous and requires special tactics and training to ensure the safety of our members. Delegates will discuss those scenarios and determine the proper protocol the IAFF should take in shaping the response and ensuring our members' safety in those chilling incidents.

By these examples, I hope you see that at our Convention, your local delegates represent our members' interests by discussing, debating and voting to set the agenda for our union in the years to come.

Following the delegates' direction and commitment to resourcing our union over the years, we have fought back against the smaller government radical, extremist attacks on our affiliates and members in both the United States and Canada.

As you've read in this magazine and seen on our web site — and soon will access through our new IAFF mobile app — we have continued to win more of those fights than we lose. It is the job of our Convention delegates to make sure we continue 'Standing Strong' for our members going forward, and that requires funding your union properly.

I'll see many of you in Cincinnati. Stay safe.



Harold A. Schaitberger



**I'M THINKING, WHERE'S THE FIRE?
WHERE'S IT GOING? ARE THERE CARS
IN THE GARAGE, TOYS IN THE YARD?**

Captain John Hunt
Pittsburgh Bureau of Fire, Truck 13

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IAFF 2014 Convention Will Be Here Before You Know It

As the General President and I crisscross the United States and Canada attending state and provincial affiliate conventions, the incredible staff of the IAFF is working hard to prepare for our 52nd Convention. We are expecting an estimated 2,000 delegates to meet in Cincinnati, and it is a sizeable task to ensure that we meet the demands of such a large gathering.

For the first time ever, credentials and registration for Convention are entirely online. As you might imagine, this is a major undertaking involving a number of staff at headquarters, and I am happy to report that the outcome has been quite successful.

As always, there are a number of important items to remind our Convention delegates about, but this year, more than ever, it is crucial for affiliate presidents, secretary-treasurers and all delegates and alternates to also be aware of some changes.

Pursuant to the IAFF Constitution and By-laws, all affiliates must be current in their per capita and EDF payments in order to be seated at Convention. If you have any question as to whether or not your local is in compliance with this requirement, email gst@iaff.org or call (202) 824-1521.

To receive your Convention badge, delegates and alternates MUST have either their IAFF membership card, a driver's license, passport or a printed copy of their credential.

We strongly recommend that delegates and alternates are registered (paid) prior to arriving or, at the very least, have the credentials completed. Here's why: This process requires approval by both the affiliate president and secretary-treasurer. If one is unavailable to complete the credentialing process delegates/alternates will be unable to receive their credentials to get on the floor.

It is also a requirement of the Constitution that all delegates and alternates must pick up their Convention badges before 5:00 p.m. on Monday, July 14 in order to be seated at Convention. If for any reason your delegation is unable to meet this deadline, contact your District Vice President.

For more information about the convention, visit www.iaffconvention2014.org. If you plan to attend, check this web site to stay up to date.

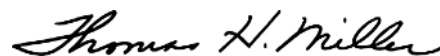
We will again have a number of Convention reports online, such as the Officers' Reports, financial reports and resolutions, and we hope this makes it more convenient for you to take the information back home and share it with your members.

As we prepare for Convention, we have included in this issue of Fire Fighter Quarterly all of the resolutions that will be before delegates.

Delegates should be familiar with the resolutions, and understand the rationale behind the resolutions.

Brothers and sisters, I can't wait for our 52nd Convention. I know Local 48 is working just as hard to prepare this Convention for you. Cincinnati is a great convention city. I can't wait to get there, get down to work — and maybe have a little fun.

I'll see you in Cincinnati!



Thomas H. Miller

Jobs Saved!

Dear President Schaitberger:

It's about 10:45 p.m. now, and things are looking really good. Current vote count is 4,600 in favor [of the levy measure] and 2,100 against with 90 percent counted. We have finally reached a point where I feel like I can breathe again. Once again, I cannot express the gratitude of the entire local adequately. I do not think there is any other organization in the world that would put this much effort into saving six jobs. I am humbled to be a part of this great IAFF.

All I can say is THANK YOU for everything you have done for us!

Ron Lubke
President
Missoula-Rural, MT Local 2457

Thank You

Dear President Schaitberger:

I wanted to offer a heartfelt thank you for taking the time to visit our station while in Traverse City. With staffing issues, it was impossible to get all of our personnel to the [MPFFU] Convention. But the majority were in and out as they were available.

I want you to know that your visit renewed the spirit and faith in our guys regarding our union. I spoke with Brother Tom Thompson, and he was all smiles. His comment was, "Wow, President Schaitberger is the real deal, he looked me in the eye when he shook my hand, he asked questions about my turn-outs and boots and about the trucks, about everything. I was amazed at the level he cared about the guys on the street."

These comments continued with everyone I spoke with from the crew. I asked our probationary fire fighter what he thought about the visit. He was very impressed. He said, "He washed his own coffee cup!" I had to laugh because this poor kid has been doing dishes for the last six months.

These comments continue to reinforce what I already knew, that you are the real deal, and the best man to be leading our union! Please share these comments with Secretary-Treasurer Miller for his efforts also.

It was great to see both of you again and hopefully I will be able to make it to Cincinnati to see this powerhouse team in action again!

I just wanted to thank you on behalf of our local and myself for making our Convention a complete success.

Eric M. Jackson
Treasurer
Traverse City, MI Local 646



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INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS AFL-CIO, CLC

STANDING STRONG

52ND CONVENTION • CINCINNATI, OH • JULY 14-18, 2014

DELEGATES GUIDE

Dear Delegates:

Thousands of delegates from the United States and Canada are expected at the IAFF 52nd Convention in Cincinnati, Ohio, to make the important decisions about the future path for this union over the next two years and beyond.

Since our last Convention in Philadelphia, our affiliates have fought hard to overcome the ongoing attacks from anti-union, anti-worker politicians and interest groups, as well as other challenges as the economy continues a slow recovery.

Despite these obstacles, we have persevered, and that is reflected in our Convention theme: "Standing Strong."

As always, the IAFF thanks our Convention host local — Cincinnati Local 48 — for its hospitality and countless hours of work to ensure we have a productive and successful Convention, as well as time to enjoy all that Cincinnati has to offer.

We have important business to conduct to make sure our affiliate leaders have the support, resources and tools to protect their members' lives and livelihoods.

The Opening Ceremony on Monday, July 14 will set the stage for the week's business and feature General President Schaitberger's State of the Union address.

Throughout the week, Convention delegates will consider a number of resolutions, including several proposed by the IAFF Executive Board that provide for ways to assist affiliates as they face

new and ongoing challenges over the next two years, such as implementing fire-based integrated healthcare provider programs and instituting standard operating procedures for responding along with law enforcement to active shooter scenarios, as well as a proposal to reconstruct and expand the IAFF Fallen Fire Fighter Memorial. A complete list of resolutions is on page 13.

At this Convention, delegates will also be the first to see the new IAFF app that will allow leaders and members to access all of the information they need from the IAFF, anywhere and anytime in a mobile friendly format.

We live in an ever-changing world, and need to have the tools and resources in place to rise above and meet every challenge that comes our way. As we have done in the past, together we will stand strong to protect our members as they continue to protect their communities working in the best job there is.

Sincerely and Fraternally,

Harold A. Schaitberger
General President

Thomas A. Miller
General Secretary-Treasurer

Welcome to the IAFF 52nd Convention

Dear Delegates:

On behalf of the Cincinnati Fire Fighters Union Local 48, I look forward to welcoming you to our great City. Local 48 and the business community will be working hard up to and during the Convention to ensure your stay is both productive and enjoyable.

We are very proud to host the IAFF 52nd Convention in this City rich with fire history. On April 1, 1853, the City of Cincinnati became the first City to have a fully paid professional fire department. That same year, the department's first fire chief, Miles Greenwood, co-invented the first steam-powered fire engine. And, as a special source of union pride, we became one of the IAFF's charter locals on February 28, 1918.

Ninety-six years later, Cincinnati Local 48 is proud to be 'Standing Strong' with all 300,000 members of the IAFF. Together, we have fought and overcome many challenges.

During Convention, Local 48 will hold the Delegates Welcome Reception following the Cincinnati Reds Game on Sunday night, July 13. The reception is a block party featuring food, drinks and entertainment. On Wednesday, July 16, Local 48 will host another enjoyable event at the Horseshoe Casino. And, of course, Local 48 members will be available in the IAFF Convention Exhibit Hall to assist delegates throughout the week.

On behalf of the men and women of Cincinnati Fire Fighters Union Local 48, the Local 48 Executive Board and the Local 48 Convention Committee, we thank you in advance for your support and look forward to seeing you in Cincinnati in July.



Matt Alter
President
Cincinnati Local 48

CONVENTION EVENTS

Opening Ceremony

The IAFF 2014 Convention officially kicks off on July 14 at 9:00 a.m. with the Opening Ceremony at the Duke Energy Convention Center.

Both U.S. and Canadian National Anthems will be sung by Cincinnati Local 48 fire fighter John Winfrey, who has previously been asked to sing the U.S. National Anthem at Cincinnati Reds and Bengals games.

Country music singer Darby Ledbetter will also perform. Ledbetter is a combat military veteran who served four tours in Southwest Asia. While in the service, he formed bands to boost the spirits of his fellow soldiers. As a citizen soldier in the National Guard, Ledbetter writes songs paying tribute to the men and women who dedicate their lives to serving their country.

Delegates can also expect to see the traditional presentation of the colors and a special honor to those members who have fallen in the line of duty since the previous Convention.

The Opening Ceremony will conclude with the State of the Union Address from General President Harold Schaitberger.

FIREPAC Reception

The FIREPAC Reception honoring all FIREPAC Chairman's Council and Leadership Trust members is scheduled for Tuesday, July 15, from 6:00-8:00 p.m. at the Duke Energy Convention Center in the Grand Ballroom.

The FIREPAC Reception is open to all FIREPAC donors who are current Chairman's Council and Leadership Trust members and their guest. Attire for the FIREPAC Reception is business casual.

Chairman's Council or Leadership Trust members must have made a minimum contribution of \$750 or \$500, respectively, in calendar year 2014. This also includes members who are at the Chairman's Council or Leadership Trust levels through participation in FIREPAC Check-Off or FIREPAC recurring online contribution programs.

Tickets for the reception are available at the FIREPAC booth in the registration area and in the Exhibit Hall. FIREPAC will also accept donations at Convention or at the door of the reception.



President's Reception and Comedy Revue

At the conclusion of Convention business on Thursday, July 17, General President Schaitberger will host a Reception and Comedy Revue for all delegates.

Following the reception from 6:00-8:00 p.m., comedy performances will begin at 8:00 p.m., featuring sit-com and stand-up comedians John Caponera and Carlos Mencia, whose comedic styles are well-known on the comedy circuit and featured on HBO and Comedy Central.

Headlining the show will be Jay Mohr, a comic and host of Jay Mohr Sports on Fox Sports Radio. He has also starred in more than 25 feature films, including Jerry Maguire.



Cincinnati Local 48 Hospitality

Cincinnati Fire Fighters Union Local 48, the host local, has several events planned for delegates throughout the week.

On Sunday, July 13, Local 48 will host the Delegates Welcome Reception from 7:00-9:00 p.m. The reception will be a block party in an area called The Banks located next to the Great American Ball Park, home of the Cincinnati Reds. The block party features food and entertainment and will end with what Cincinnati Local 48 members say will be a "big bang." Delegates, alternates and guests can pick up their wrist bands and tickets at the Local 48 booth at the Duke Energy Convention Center.

Delegates are also invited Monday, July 14, at the close of Convention business, to a boat cruise on one of Ohio's famous

paddle boats. Tickets will be available on the IAFF 52nd Convention web site and the Local 48 web site prior to Convention, as well as at the Local 48 booth during Convention.

In addition, Local 48 will also host a Casino Night at the Horseshoe Casino on Wednesday, July 16 after Convention business is complete. The casino is walking distance from the Convention Center, but Local 48 and the Casino will provide shuttle service for anyone who needs it.

Local 48 also has a few other surprises in store and will announce those as plans are finalized.

Pittsburgh Pirates vs. Cincinnati Reds

Nationwide Retirement Solutions, the IAFF Financial Corporation's (IAFF-FC) preferred administrator of retirement plan services and the Frontline Program, has arranged special pricing and reserved seating for the Pittsburgh Pirates vs. Cincinnati Reds game on July 13, 2014 at 1:10 p.m. Partial proceeds from ticket sales benefit the IAFF Charitable Foundation.

Order tickets through June 27 at www.reds.com/iaff. Only tickets purchased through www.reds.com/iaff generate donations for the IAFF Foundation.



CONVENTION COVERAGE

Welcome to the Digital Age!

A multi-media revolution is in full swing at the IAFF, and it will never be more apparent than the communication technology you'll see rolled out at the 2014 Convention. Say goodbye to the Convention Delegate printed newsletter and say hello to 24/7 online coverage, accessible in real time on the Convention web site and the new IAFF app.

Our new E-18 media team, working with IAFF Communications Department staff, will be using the latest and greatest of communication tools to report on the Convention, including videos of Convention speakers, activities and events. We'll also be engaging delegates to give us their perspectives on a number of issues, as well as the Convention.

Additionally, we urge delegates to share their experiences and provide opinions through Facebook and Twitter using the hashtag #IAFF14. Not attending? Follow and share Facebook posts and Tweets from Convention on your social media sites.

Don't know what a hashtag is?

Visit the Social Media Boot Camp in the Exhibit Hall to learn how to use social media, preview the new IAFF app and see how the latest communication tools can effectively educate the public on public safety issues and promote the value your members bring to your communities.

The Exhibit Hall at the IAFF Convention offers a unique opportunity for delegates to find information and assistance from the IAFF, as well as from the more than 40 exhibitors offering fire service-related products and services. The Exhibit Hall is open Sunday-Wednesday.

IAFF BOOTHS:

- | | | |
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| • Canadian Operations | • HazMat/Grants | • Membership |
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| • Fire and EMS, Labor Issues and Collective Bargaining | • IAFF Financial Corporation* | • Social Media Boot Camp |
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IAFF 2014 CONVENTION EXHIBITORS (As of June 1, 2014)

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| • Anthem Blue Cross and Blue Shield | • Kaplan University* | • ProFireFighter.com |
| • Cellucor | • Lion* | • Pyramid Communications |
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| • Fire-Dex | • NTA Life* | • UnionCentrics |
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Rebuilding Our Memorial to the Fallen

To ensure the integrity of the Fallen Fire Fighter Memorial remains intact for future generations of fire fighters and their families, the IAFF will be putting forth a resolution for reconstructing the entire Memorial site.

"This Memorial is very important to our members, the families of the fallen and to this union," says General President Harold Schaitberger. "We owe it to our members and the families to make sure the names of the fallen are never forgotten."

With hundreds of miles separating the IAFF headquarters and the Memorial, Colorado Springs, CO Local 5 President Jeremy Kroto and former Local 5 President and current Fallen Fire Fighter Memorial Coordinator Mike Smaldino serve as liaisons, and are heavily involved in the care of the site, as well as the annual Fallen Fire Fighter Memorial service, and will be overseeing the project. "We want to make sure the changes and design fit our mission for the Memorial," says Kroto.

Visit the Memorial booth in the Exhibit Hall to learn More. ■

CONVENTION SPONSORS

(As of June 1, 2014)

Platinum Sponsor

• IAFF Financial Corporation

The IAFF Financial Corporation (IAFF-FC) works hard to develop and provide financial products and services to IAFF members, including home mortgage and refinance programs, auto and home



insurance and short-term and long-term disability programs.

The cornerstone of the

IAFF-FC is the FrontLine Deferred Compensation Program, which through Nationwide Retirement Solutions, offers the best opportunity to build assets in a

supplemental retirement account. Visit the IAFF-FC in the Exhibit Hall or at registration. The IAFF-FC will have many giveaways, including gas and cash cards, and several fun prizes. Coffee and refreshment breaks in the exhibit hall are courtesy of the IAFF-FC as well.

Gold Sponsor

• Muscular Dystrophy Association

The Muscular Dystrophy Association (MDA) is celebrating the long-standing commitment between MDA and the IAFF. For 60 years, the IAFF has been the single-largest sponsor for MDA through the annual Fill-the-Boot campaigns. These efforts help

support research grants, MDA summer camps, professional and public health education and numerous other acts of generosity.



Bronze Sponsors

- AFL-CIO Investment Trust Corporation
- Kaplan University
- LION Apparel
- MSA
- National Teachers Associates Life Insurance Company (NTA Life)
- PBI Performance
- W.L. Gore and Associates



• Nationwide Retirement Solutions

• SF&C Insurance

Convention Resolutions

RESOLUTION NO. 1

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: BUDGET ADJUSTMENT FOR
INFLATION**

1 WHEREAS, after analyzing the present
2 operations and IAFF budget; and
3 WHEREAS, it has been established that
4 approximately 100% of the IAFF budget is
5 subject to
6 inflation; and
7 WHEREAS, the 40th Biennial Convention in
8 St. Louis, in 1990, established the measuring
9 period
10 for a Consumer Price Index (CPI) increase
11 from
12 April 1 through March 31, as issued by the
13 Department of Labor; and
14 WHEREAS, the CPI for this period, April 1,
15 2013
16 through March 31, 2014, was 1.41 percent
17 (1.41%);
18 therefore be it
19 RESOLVED, That the new total per capita tax
20 at
21 the conclusion of the 2014 Convention be
22 increased
23 eighteen cents (\$.18) per active member and
24 nine
25 cents (\$.09) per active-retired member, and that
26 this
27 inflation increase shall become effective on
28 September 1, 2014 for FY 2014; and be it
29 further
30 RESOLVED, That the per capita tax be adjusted
31 for FY 2015 based on the U. S. National
32 Consumer
33 Price Index (CPI) as issued by the Department
34 of
35 Labor measured from April 1, 2014 through
36 March
37 31, 2015, but in no instance will it exceed 3.5
38 percent
39 (3.5%) per active member and active-retired
40 member,
41 and that this increase shall become effective on
42 September 1, 2015; and be it further
43 RESOLVED, That the International
44 Constitution
45 & By-Laws be changed in the appropriate
46 Articles
47 and Sections to reflect this adjustment.

Submitted by: IAFF Executive Board
Cost Estimate: 18 cents per active member and 9 cents per active-retired member on September 1, 2014, and in the second year beginning September 1, 2015, the cost will be adjusted by the 2014/2015 CPI, but not to exceed 3.5 percent (3.5%).

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 2

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: DELEGATE CREDENTIALS**

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly requires each elected delegate and
3 alternate
4 delegate to establish his/her identity by
5 presenting to
6 the Credentials Committee the "original form
7 of
8 official credential signed by the president and
9 secretary-treasurer of the local union or other
10 subordinate body of which he/she is a delegate";
11 and
12 WHEREAS, technology has evolved to the
13 point
14 that the credential/registration process can be
15 more
16 thoroughly administered and tracked via
17 integration
18 with our membership database; and
19 WHEREAS, the IAFF has instituted an online
20 credential/registration process that utilizes an
21 electronic signature and does not require the
22 use of
23 paper credentials; therefore be it
24 RESOLVED, That Article IV, Section 5,
25 paragraph 1 be replaced with the following text:
26 "Each elected delegate and alternate delegate
27 shall establish his/her identify and right to a
28 voice and vote in the convention by presenting
29 to the Credentials Committee not later than
30 5:00 p.m. on the first day of the convention, in
31 person or through a member of his/her
32 delegation, by presenting either an IAFF
33 membership card, a driver's license or
34 passport."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 3

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: SUBMISSION OF PROXY CREDENTIALS**

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly specifies the date and manner in which
3 proxies must be received by the IAFF General
4 Secretary-Treasurer; and
5 WHEREAS, the IAFF has instituted an online
6 credential/registration process that does not
7 require
8 paper records; therefore be it
9 RESOLVED, That Article IV, Section 5,
10 paragraph 2, sentence 2 be replaced with the
11 following text:
12 "The online credentialing program will stop
13 accepting proxy credentials that have not been
14 approved by both the president and secretary-
15 treasurer of an affiliate as of 5:00 p.m. EDT of
16 the cutoff date set by the General Secretary-

16 Treasurer."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 4

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: REMITTANCE OF REVENUE**

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly specifies that all money due to the
3 Association by local unions, state or provincial
4 associations or joint councils shall be remitted
5 by
6 check or money order payable to the General
7 Secretary-Treasurer; and
8 WHEREAS, the IAFF has instituted an online
9 payment system that permits payment via an
10 electronic transfer; therefore be it
11 RESOLVED, That Article VIII, Section 7,
12 paragraph 1, sentence 1 be replaced with the
13 following text:
14 "All money due to the Association by local
15 unions, state or provincial associations or joint
16 councils shall be remitted by check or money
17 order made payable to the International
18 Association of Fire Fighters, or via electronic
19 funds transfer, as provided by the
20 Association."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 5

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: AUDITS AND FINANCIAL REPORTS**

1 WHEREAS, the IAFF Constitution & By-Laws
2 expressly requires the books and accounts of all
3 local
4 unions be audited annually; and
5 WHEREAS, the last such report of that audit be
6 forwarded each year to the General Secretary-
7 Treasurer over seal of the local within 180 days
8 of
9 the close of the local's fiscal year; and
10 WHEREAS, the Association provides a
11 standard
12 auditors' form to be completed and submitted
13 annually; and
14 WHEREAS, the term "audited" or "audit" is not
15 indicative of the level of review requested by the
16 Association; therefore be it
17 RESOLVED, That Article XIII, Section 9,
18 paragraph 1, sentence 1 be replaced with the
19 following text:
20 "All local unions shall have an independent
21 inspection of their books and accounts
22 performed annually."
23 and be it further

21 RESOLVED, That Article XIII, Section 9,
22 paragraph 1, sentence 2 be added to read:
23 "A financial report of this inspection, as
24 provided by the Association, be prepared,
25 signed and forwarded each year to the General
26 Secretary-Treasurer within 180 days of the
27 close of the local's fiscal year."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 6

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS**

**RE: AMENDING PROCEDURES FOR WORK
JURISDICTION DISPUTES**

1 WHEREAS, Article XIX of the IAFF
2 Constitution & By-Laws provides the
3 procedures by
4 which disputes over work jurisdiction are
5 resolved;
6 and
7 WHEREAS, the IAFF Executive Board adopted
8 a
9 policy favoring mediation prior to arbitration of
10 work
11 jurisdiction disputes at the June 2013 Executive
12 Board meeting; and
13 WHEREAS, the IAFF Executive Board hopes
14 to
15 retain a small cadre of pro-labor, experienced
16 arbitrator(s) to regularly decide Article XIX
17 disputes;
18 and
19 WHEREAS, numerous locals involved in
20 Article
21 XIX work jurisdiction disputes found the role
22 of the
23 arbitrator in work jurisdiction disputes to be
24 confusing; therefore be it
25 RESOLVED, That Article XIX, Section 3 shall
26 be
27 retitled "Outside Arbitrator Use; Mediation"
28 and the
29 following shall be inserted as the second
30 paragraph
31 of that section:
32 "Prior to determining whether or not a work
33 jurisdiction dispute exists, the General
34 President may first order mediation of matters
35 between the parties, and appoint a mediator
36 from outside the district(s) involved.
37 Authorized travel and expenses for the
38 appointed mediator shall be borne by the
39 IAFF. No statements or admissions made
40 before the mediator shall be admissible before
41 the arbitrator, and the mediator shall not
42 participate in, advise, or comment on any
43 proceedings related to the dispute;"
44 and be it further
45 RESOLVED, That the first sentence of Section 4
46 shall be replaced with the following:
47 "Upon determination that a work jurisdiction
48 dispute exists between two or more affiliates,
49 the General President shall provide a list of
50 five arbitrators from the American Arbitration

40 Association or from the Labour Minister, from
41 which the parties shall alternately strike
42 names, charging party striking first, until a
43 single arbitrator remains;"
44 and be it further
45 RESOLVED, That Section 5 shall be retitled
46 "Deciding the Dispute; Recommending
47 Remedies"
48 and the following sentence shall be added to the
49 end
50 of the section:
51 "This report shall determine the facts, assign
52 fault between the parties (if appropriate), and
53 make recommendations to the Executive
54 Board on suitable remedies for the dispute."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 7

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: THE EXPANDING ROLE AND
INCREASED RESPONSIBILITIES OF
DISTRICT VICE PRESIDENTS DESERVE TO
BE REFLECTED WITH A PAY INCREASE**

1 WHEREAS, since the founding of our great
2 International Union in 1918, the District Vice
3 Presidents have provided leadership in
4 establishing
5 the policies, the mission and priorities of the
6 IAFF;
7 and
8 WHEREAS, for many years, the role of the
9 District Vice Presidents was exclusively to
10 function
11 as the governing board of the IAFF, meeting
12 four
13 times a year to provide strategic vision for the
14 organization, in the same fashion as a corporate
15 board of directors; and
16 WHEREAS, this policy role was universally
17 recognized by IAFF affiliates and rank and file
18 members; and
19 WHEREAS, for many years most IAFF District
20 Vice Presidents served as active members of
21 their
22 fire departments and/or officers of their
23 respective
24 local unions or state/provincial associations in
25 addition to their function as a District Vice
26 President
27 of the IAFF; and
28 WHEREAS, IAFF District Vice Presidents
29 served
30 without any annual compensation, only
31 receiving a
32 daily per diem when they attended meetings,
33 and
34 without receiving any health care or pension
35 benefits;
36 and
37 WHEREAS, as the IAFF grew in membership
38 and
39 stature, IAFF affiliates and members demanded

28 greater service and assistance from the IAFF;
29 and
30 WHEREAS, as a result of the growing demand,
31 the role of District Vice Presidents evolved from
32 being a part-time policy position to
33 dramatically
34 expanding and morphing into being both a
35 traditional
36 board member and a full-service-field operative
37 to
38 the point where the position has become a
39 full-time
40 responsibility; and
41 WHEREAS, the IAFF is the only major union
42 without a full-time organizing department with
43 our
44 District Vice Presidents serving as the de facto
45 organizers for our union, and under this cost
46 effective
47 model, the IAFF has grown steadily in
48 membership
49 each and every year while other unions'
50 memberships have continued to decline; and
51 WHEREAS, District Vice Presidents serve as the
52 initial point of contact for all affiliates in their
53 respective districts for advice, counsel and to
54 access
55 IAFF resources; and
56 WHEREAS, District Vice Presidents provide
57 direct servicing to our locals and supervise both
58 the
59 District Field Service Representatives and
60 Service
61 Representatives to provide additional services
62 to
63 affiliates; and
64 WHEREAS, the District Vice Presidents provide
65 in-district education to their affiliates through
66 the
67 delivery of IAFF educational modules at
68 caucuses,
69 state conventions, meetings and educational
70 seminars; and
71 WHEREAS, District Vice Presidents serve as
72 the
73 point of contact and advocate for Emergency
74 Dispute
75 Funds, Guardian Policy coverage, Frontline
76 protection and PROP loans for their affiliates;
77 and
78 WHEREAS, delegates at various conventions
79 have recognized the important and expanding
80 role
81 and responsibilities of District Vice Presidents;
82 and
83 WHEREAS, delegates at the 1968 Convention
84 determined that because of the service-related
85 aspects
86 of the District Vice Presidents' positions that
87 they
88 should be elected by affiliates within their
89 district
90 instead of at-large; and
91 WHEREAS, delegates at the 1986 Convention
92 deemed that because of the demands and scope
93 of the
94 position that District Vice Presidents should be
95 provided with a \$30,000 annual salary; and

73 WHEREAS, delegates at the 1992 Convention
74 determined that as the position expanded
within the
75 International the District Vice Presidents shall
be
76 afforded a pension benefit; and
77 WHEREAS, delegates at the 2002 Convention
78 recognized that in order to better concentrate
on their
79 expanding duties and to conform with the
terms of
80 office for the Principal Officers that the term of
81 District Vice Presidents shall be increased to
four
82 years; and
83 WHEREAS, it wasn't until 2004 that the District
84 Vice Presidents were finally provided health
85 insurance coverage through the IAFF; and
86 WHEREAS, IAFF District Vice Presidents
87 currently are paid far less than their
counterparts in
88 comparable unions; and
89 WHEREAS, most IAFF bargaining union
90 employees covered under the collective
bargaining
91 agreement with OPEIU Local 2 earn more than
our
92 District Vice Presidents; and
93 WHEREAS, the only salary increase since 2000,
94 was by Convention action in 2006 which
increased
95 the salary by \$10,000 along with periodic
COLA
96 adjustments allowed by the provisions in the 97
Constitution. Currently District Vice Presidents
98 receive a salary of \$79,000, they do not receive
any
99 per diem other than the \$80 travel expense
allowance
100 they receive for work done outside their home
101 domicile and \$100 per week home
102 office/administrative allowance which is
consistent
103 with IAFF policy; and
104 WHEREAS, our District Vice Presidents have
105 earned and are entitled to compensation
106 commensurate with their duties, responsibilities
and
107 roles within this IAFF; therefore be it
108 RESOLVED, That effective October 1, 2014 the
109 District Vice Presidents' annual salary will be
110 increased by \$13,333 at a cost of 9 cents per
capita;
111 and be it further
112 RESOLVED, That effective October 1, 2015 the
113 District Vice Presidents' annual salary will be
114 increased by an additional \$13,333 at an
additional
115 cost of 9 cents per capita; and be it further
116 RESOLVED, That effective October 1, 2016 the
117 District Vice Presidents' annual salary will be
118 increased by an additional and final \$13,333 at a
cost
119 of an additional 9 cents per capita.

Submitted by: General President, Delegate
At-Large
General Secretary-Treasurer,
Delegate At-Large
Cost Estimate: 9 cents on October 1, 2014; an

additional 9 cents on October 1,
2015; an additional and final 9 cents
on October 1, 2016
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 8
COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: VOLUNTARY FORFEITURE OF STATE
AND PROVINCIAL CHARTER BY A LOCAL
UNION, ARTICLE XIV, NEW SECTION 11

1 WHEREAS, the IAFF's State and Provincial
2 Associations provide an important and distinct
level
3 of service to local affiliates; and
4 WHEREAS, the ability to affiliate with a state or
5 provincial association and participate in its
programs
6 and activities is considered to be of significant
7 benefit to local affiliates; and
8 WHEREAS, state and provincial associations
9 identify and endorse candidates, develop
legislation
10 affecting fire fighters and provide for lobbying
at the
11 state or provincial level; and
12 WHEREAS, the development and delivery of
13 programs and activities of the state or provincial
14 association require predictable and consistent
15 revenue streams; and
16 WHEREAS, the efforts of the state and
provincial
17 associations impact, affect and benefit all of the
18 IAFF affiliated local unions within their
jurisdictions;
19 therefore be it
20 RESOLVED, That a new Section 11 be inserted
21 into the IAFF Constitution & By-Laws, Article
XIV
22 and subsequent sections be renumbered; and
be it
23 further
24 RESOLVED, That the new Section 11 shall
read:
25 "There shall be no voluntary forfeiture of the
26 charter of a state or provincial association by a
27 local union unless the majority of its
28 membership in good standing vote to forfeit
29 the charter.
30 Voluntary forfeiture of a charter shall be
31 determined only by a referendum vote of the
32 local union. This referendum shall be
33 conducted by secret ballot after at least thirty
34 (30) days written notice has been made to all
35 members of such local union, stating that a
36 proposal to forfeit the charter will be submitted
37 to a referendum ballot. Such written notice
38 shall also be communicated by the local union
39 seeking forfeiture to the International General
40 President and will be promptly communicated
41 to the International Vice President for that
42 state or province and the affected state or
43 provincial association president. The
44 referendum shall be initiated only by motion of
45 the membership in good standing of such local
46 union."

Submitted by: Federation of State and Provincial
Professional Fire Fighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 9
COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: STATE AND PROVINCIAL ASSOCIATION
CONDITIONS AND RESTRICTIONS,
ARTICLE XIV, SECTION 11, SUBSECTION A

1 WHEREAS, the Federation of State and
2 Provincial Professional Fire Fighters (FSPPPF)
was
3 established in 1974 and has been chartered by
the
4 IAFF since August 9, 1982; and
5 WHEREAS, 49 states, 10 provinces and federal
6 fire fighters are united in the FSPPPF; and
7 WHEREAS, the FSPPPF has regularly met two
8 times annually, in the spring and in the fall; and
9 WHEREAS, the FSPPPF meets to exchange
10 legislative, political action and current issues
11 affecting fire fighters in states and provinces;
and
12 WHEREAS, these meetings provide a means
for a
13 stronger relationship and coordination between
state
14 and provincial associations; and
15 WHEREAS, the restriction to biennial
meetings
16 has no practical application and has not been
17 enforced or followed; therefore be it
18 RESOLVED, That Article XIV, Section 11,
19 subsection A be removed and this restriction be
20 eliminated.

Submitted by: Federation of State and Provincial
Professional Fire Fighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 10
COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: 52ND IAFF CONVENTION ETHICS
RESOLUTION

1 WHEREAS, the IAFF is nearing its 100th
2 anniversary and continues as the essential
safeguard
3 for North America's union fire fighters and
4 paramedics; and
5 WHEREAS, our union suffers from unsound
and
6 unethical decision making; and
7 WHEREAS, the way to protect our union and
8 ensure its viability is to commit union officers
to a
9 sound and commonsense ethical standard;
therefore
10 be it
11 RESOLVED, That delegates seated at the 52nd
12 IAFF Convention present for constitutional

adoption
13 the following ethical precepts:
14 International Association of Fire Fighters
Ethics
15 (a) Union service is a sacred trust. Union
officers
16 have a responsibility to place loyalty to the
IAFF
17 Constitution and ethical principles above
private
18 gain. Every union officer must work to uphold
the
19 integrity of the IAFF. Every officer shall respect
and
20 adhere to the principles of ethical conduct set
forth in
21 this section.
22 (b) General principles: The following general
23 principles apply to every union officer and
form the
24 basis for the standards contained in this part.
Where a
25 situation is not covered by the standards set
forth in
26 this part, union officers shall apply the
principles set
27 forth in this section in determining whether
their
28 conduct is proper.
29 (1) Union officers will place loyalty to the
30 IAFF Constitution and ethical principles above
31 private gain.
32 (2) Union officers shall not hold financial
33 interests that conflict with the conscientious
34 performance of duty.
35 (3) Union officers shall not engage in financial
36 transactions using union information or allow
37 the improper use of such information to
further
38 any private interest.
39 (4) A union officer shall not solicit or accept
40 any gift or other item of monetary value from
41 any person or entity seeking official action
42 from, doing business with, or conducting
43 activities with the IAFF, or whose interests
44 may be substantially affected by the
45 performance or nonperformance of the
46 officer's duties.
47 (5) Union officers shall put forth honest effort
48 in the performance of their duties.
49 (6) Union officers shall not knowingly make
50 unauthorized commitments or promises of any
51 kind purporting to bind the IAFF.
52 (7) Union officers shall not use their office for
53 private gain.
54 (8) Union officers shall act impartially and not
55 give preferential treatment to any business,
56 organization or individual.
57 (9) Union officers shall protect and conserve
58 IAFF property and shall not use it for other
59 than authorized activities.
60 (10) Union officers shall not engage in outside
61 employment or activities, including seeking or
62 negotiating for employment, that conflict with
63 IAFF duties and responsibilities.
64 (11) Union officers shall disclose waste, fraud,
65 abuse, and corruption to appropriate
66 authorities.
67 (12) Union officers shall satisfy in good faith

68 their obligations including all just financial
69 obligations.
70 (13) Union officers shall take no action which
71 directly or indirectly jeopardizes the Union's
72 health and safety advocacy role or the health
73 and safety of IAFF members.
74 (14) Union officers shall endeavor to avoid
75 any actions creating the appearance that they
76 are violating the law or the ethical standards.
77 Whether particular circumstances create an
78 appearance that the law or these standards
79 have been violated shall be determined from
80 the perspective of a reasonable person with
81 knowledge of the relevant facts.
82 Failure to adhere to these ethical principles will
result
83 in disciplinary action including trial board and
loss of
84 office.

Submitted by: Local 2863, Brownwood, TX
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 11
COMMITTEE ASSIGNMENT: POLICY
RE: IAFF MEMBERS RESPONDING TO
ACTIVE SHOOTER EVENTS

1 WHEREAS, the emerging threat of terrorism
and
2 asymmetric warfare, specifically small unit
"active
3 shooter" and improvised explosive device
(IED)
4 attacks, is a concern for the fire service; and
5 WHEREAS, an attack by radicals armed with
6 weapons in public areas, such as schools,
shopping
7 malls, churches or any other locations where
people
8 congregate is a real threat to a sense of security
and
9 daily lives; and
10 WHEREAS, "active shooter" scenarios are
11 unfolding across the nation; and
12 WHEREAS, fire and law enforcement
13 departments, regardless of size or capacity,
must find
14 ways to marshal appropriate and effective
responses
15 to these events; and
16 WHEREAS, local fire and law enforcement
17 departments faced with responding to active
shooter
18 events are establishing standard operating
procedures
19 to deal with these unusual, highly volatile, and
20 extraordinarily dangerous scenarios; and
21 WHEREAS, IAFF local leaders throughout the
22 United States and Canada need information
and
23 guidance as these protocols are developed and
24 negotiated; and
25 WHEREAS, every EMS delivery model is
26 different and active shooter protocols must be
27 customized for individual departments;
therefore be

28 it
29 RESOLVED, That relevant standard operating
30 procedures (SOPs) should at minimum
include use of
31 the National Incident Management System
(NIMS)
32 in particular the Incident Command System
(ICS).
33 Fire and law enforcement officers should
establish
34 a single command post (CP) and establish
face-to-
35 face unified command (UC); and be it further
36 RESOLVED, That responders should use
37 common communications terminology and
38 understand common terms such as *cleared*,
secured,
39 *cover*, *concealment*, *hot zone/cold zone* and
40 related vocabulary; and be it further
41 RESOLVED, That fire departments deploying
42 rescue task forces (RTF) consisting of both fire
43 department and law enforcement personnel,
into the
44 indirect threat zone (warm zone), shall assure
that
45 those personnel are trained to provide
immediate life-
46 saving care using the concepts of Tactical
47 Emergency Casualty Care (TECC); and be it
further
48 RESOLVED, That law enforcement and fire
49 departments should train together both
initially and
50 regularly to assure all personnel are prepared
for
51 response as assigned; and be it further
52 RESOLVED, That fire departments will
provide
53 appropriate protective gear to personnel
exposed to
54 risk just as they provide PPE for response to
fire; and
55 be it further
56 RESOLVED, That active shooter response
using
57 RTFs is NOT the same as Tactical EMS or
SWAT
58 medic response; and be it further
59 RESOLVED, That fire fighters will not carry
60 weapons; and be it further
61 RESOLVED, That fire departments will
provide
62 post-response behavioral health programs for
63 responders to these events.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 12

**COMMITTEE ASSIGNMENT: POLICY
RE: FIRE-BASED COMMUNITY
HEALTHCARE PROVIDER
(AKA: COMMUNITY PARAMEDIC,
INTEGRATED HEALTHCARE PROGRAM)**

1 WHEREAS, the provisions of the Patient
2 Protection and Affordable Care Act (ACA) and
3 the
4 associated regulations are driving change in
5 traditional healthcare delivery and in local EMS
6 systems; and
7 WHEREAS, local healthcare systems are
8 changing to embrace the savings or avoid
9 penalties
10 set forth in the ACA; and
11 WHEREAS, these changes can threaten local
12 fire-
13 based EMS systems if they are not included in
14 the
15 integrated community healthcare programs;
16 and
17 WHEREAS, Fire-Based Community
18 Healthcare
19 Provider Programs (FBCHP) are intended to
20 provide
21 public health services to elderly, underserved,
22 and
23 chronic condition-patient populations by
24 providing
25 primary care as an extension of a physician; and
26 WHEREAS, FBCHP Programs may provide
27 health, assessment, chronic disease monitoring,
28 patient education and prescription regime
29 compliance, immunizations and vaccinations,
30 hospital discharge follow-up care, and minor
31 medical
32 procedures approved by the system medical
33 director
34 or patient's primary care physician; and
35 WHEREAS, based on state or provincial law
36 and
37 community need, FBCHP Programs may
38 include
39 transport to alternative destinations such as
40 walk-in
41 clinics, mental health triage, social detox
42 facilities,
43 homeless shelters and in-home assistance
44 services; and
45 WHEREAS, FBCHP Programs may conduct
46 frequent caller education and assist high risk
47 patients
48 to better learn about their condition and ways
49 to
50 manage it better so that they can eliminate
51 unnecessary hospitalizations and transports;
52 and
53 WHEREAS, FBCHP Programs may also
54 include
55 scheduling in-home evaluation of high-risk
56 patients
57 following hospital discharge; and
58 WHEREAS, a FBCHP has the potential to
59 reduce
60 health system expenditures, become
61 self-sustaining,
62 and enhance public health and safety by

supporting
40 the health and social welfare needs of the
41 community; therefore be it
42 RESOLVED, That the IAFF support and
43 promote
44 Fire-Based Integrated Healthcare Provider
45 Programs
46 designed to provide added value to local
47 communities; and be it further
48 RESOLVED, That the IAFF develop resources
49 and services to educate and assist local affiliates
50 and
51 their departments to implement successful
52 Fire-
53 Based Integrated Healthcare Provider
54 (Community
55 Paramedic) programs; and be it further
56 RESOLVED, That these resources include
57 assessment of related local, state or provincial
58 laws
59 for necessary changes to enable local
60 implementation
61 of such programs.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 13

**COMMITTEE ASSIGNMENT: POLICY
RE: ADOPTION OF IAFF HAZMAT
TRAINING**

1 WHEREAS, the IAFF HazMat/WMD Training
2 Department has available by request hazardous
3 materials training to provide first responders
4 with the
5 knowledge and skills to provide a risk-based
6 response to incidents that involve hazardous
7 materials; and
8 WHEREAS, the Hazardous Materials First
9 Responder Operations program provides the
10 basic
11 level of competencies for first responders to
12 incidents
13 that involve hazardous materials as required by
14 OSHA and EPA; and
15 WHEREAS, the Hazardous Materials First
16 Responder Operations program has been
17 recognized
18 and funded by Public Safety Canada by means
19 of a
20 contribution agreement with the IAFF since
21 2007;
22 and
23 WHEREAS, the IAFF First Responder
24 Operations
25 program has been accredited by the Pro Board
26 Fire
27 Service Professional Qualifications System to
28 meet
29 the requirements of NFPA 472, Standard for
30 Competence of Responders to Hazardous
31 Materials/Weapons of Mass Destruction
32 Incidents,
33 2013 edition at the Operations level; and
34 WHEREAS, the IAFF has additional courses
35 that

25 provide first responders with the knowledge
26 and
27 skills beyond the operations level for incidents
28 involving hazardous materials and other
29 incidents
30 requiring specialized team capabilities to
31 comply
32 with applicable regulations and standards; and
33 WHEREAS, the IAFF instructor cadre consists
34 of
35 emergency service providers with extensive
36 background and experience in these specialty
37 areas
38 and the ability to transfer the knowledge and
39 skills to
40 students; and
41 WHEREAS, this training is funded through
42 federal grants and is available at no cost to the
43 jurisdictions; therefore be it
44 RESOLVED, That IAFF affiliates encourage
45 their
46 employer(s) to adopt the IAFF Hazardous
47 Materials
48 First Responder Operations training and other
49 IAFF
50 specialty training into their recruit training
51 programs
52 and other refresher or specialized training of
53 their
54 personnel.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 14

**COMMITTEE ASSIGNMENT: POLICY
RE: ENSURING THAT IAFF
CONVENTIONS-CONFERENCES ARE
ACCESSIBLE FOR DESERVING LOCALS TO
HOST**

1 WHEREAS, the IAFF is nearing its centennial
2 anniversary, and the growth and achievements
3 of the
4 IAFF in the past have been extraordinary; and
5 WHEREAS, the strength of the IAFF is derived
6 by the participation of its membership in its
7 initiatives; and
8 WHEREAS, a number of locals have been
9 honoured to host various events associated with
10 conventions and conferences provided by the
11 IAFF;
12 and
13 WHEREAS, the hosting of such conventions
14 and
15 conferences can have a substantial financial
16 benefit
17 to a host local and city; and
18 WHEREAS, all locals of the IAFF are proud of
19 their members, their city, and their affiliation to
20 the
21 IAFF; and
22 WHEREAS, IAFF locals currently bid to host
23 provincial and state conventions and policy
24 conferences; and
25 WHEREAS, IAFF locals can bid, four years
26 prior,

21 to be the host local for the IAFF Biennial
22 Convention; and
23 WHEREAS, the IAFF also designates various
24 sites to host the Vincent J. Bollon Affiliate
25 Leadership Training Summit, the Ernest A.
‘Buddy’
26 Mass Human Relations Conference, and the
John P.
27 Redmond Symposium in conjunction with the
28 Dominick F. Barbera Emergency Medical
Services
29 Conference, to name a few; and
30 WHEREAS, the aforementioned conferences
are
31 hosted by the same locals on a rotational basis;
and
32 WHEREAS, the IAFF has policies which
describe
33 the guidelines under which conventions and
34 conferences can be hosted; and
35 WHEREAS, the criteria needed to fulfill the
36 requirements of the policy guidelines can be
37 restrictive to the point of disqualifying for
38 consideration many deserving locals; and
39 WHEREAS, in 2012, three locals presented
40 expressions of interest in hosting the 2016
IAFF
41 Biennial Convention, and for different reasons,
all
42 three were disqualified; and
43 WHEREAS, the IAFF Executive Board
44 unilaterally decided that the 2016 IAFF
Biennial
45 Convention be in Las Vegas, Nevada; and
46 WHEREAS, it would be beneficial to allow
more
47 locals an opportunity to host conventions and
48 conferences in order that members be allowed
to
49 experience those venues and experience the
diversity
50 of membership in the IAFF; therefore be it
51 RESOLVED, In consideration of the
52 aforementioned, that the IAFF review its
policies and
53 guidelines with respect to hosting conventions
and
54 conferences; and be it further
55 RESOLVED, That the IAFF adopt policy and
56 guideline amendments that effectively allow for
more
57 locals to host the biennial convention and IAFF
58 conferences; and be it further
59 RESOLVED, That if adopted at the 52nd
60 Convention in Cincinnati, Ohio the IAFF
report back
61 to the delegates assembled at the 2016 IAFF
62 Convention of the amendments to the policies
and
63 guidelines and the effect of same.

Submitted by: Canadian Policy Conference
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 15
COMMITTEE ASSIGNMENT: POLICY
RE: IAFF SUPPORT INFORMING STATE
ASSOCIATIONS

1 WHEREAS, the IAFF First Responder
Training
2 (HazMat, confined space, peer fitness classes)
may
3 be requested by locals in the state. Locals
throughout
4 the state may not know of the date and times of
5 classes.
6 WHEREAS, these classes may lack attendance
7 due to information not given to the state
associations
8 so that they may inform all locals in the state;
9 therefore be it
10 RESOLVED, That when a local is approved for
11 hosting such classes the IAFF inform the state
12 associations of the date, location, and time of
13 classes.

Submitted by: South Carolina Professional
Firefighters Association
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 16

**WITHDRAWN
BY SUBMITTER**

RESOLUTION NO. 17
COMMITTEE ASSIGNMENT: POLICY
RE: REIMBURSEMENT RESOLUTION

1 WHEREAS, The International Association of
Fire
2 Fighters (IAFF) is desirous of expanding the
3 presence of the IAFF; and
4 WHEREAS, the IAFF has at times relied on
5 affiliate locals and state and provincial affiliates
to
6 conduct organizing efforts; and
7 WHEREAS, the cost for these organizing
efforts
8 can have a significant impact on the budgets of
9 affiliate locals and state and provincial affiliates;
and
10 WHEREAS, the IAFF is desirous of these
11 organizing efforts continuing unabated; and
12 WHEREAS, the entire IAFF organization
benefits
13 from increased union density; and
14 WHEREAS, the increased presence of IAFF
15 affiliates in areas that had not been previously
16 serviced by IAFF members furthers the IAFF
17 agenda; therefore be it
18 RESOLVED, That the IAFF reimburse affiliate
19 locals and state and provincial affiliates for
20 substantiated legal costs associated with
organizing
21 new IAFF locals; and be it further
22 RESOLVED, That said reimbursement shall be
23 capped at \$3,500 per organizational effort; and
be it
24 further
25 RESOLVED, That any requests in excess of
26 above said amounts must be approved by the
General
27 President or his/her designee.

Submitted by: Pennsylvania Professional Fire
Fighters
Rhode Island Professional Fire
Fighters
Cost Estimate: ½ cent
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 18

**COMMITTEE ASSIGNMENT:
RESOLUTIONS**

RE: PUBLICATION OF RESOLUTIONS

1 WHEREAS, the IAFF Constitution & By-Laws
 2 expressly requires printing of proposed
 3 resolutions to
 4 amend the Constitution & By-Laws in the
 5 IAFF's
 6 "official publication"; and
 7 WHEREAS, the move of the IAFF to a
 8 quarterly
 9 publication and the timing of conventions
 10 makes this
 11 method of printing resolutions complex; and
 12 WHEREAS, it has recently been the policy and
 13 practice of the IAFF to publish online all
 14 properly-
 15 submitted resolutions and amendments so that
 16 members and delegates may know the
 17 proposed
 18 business of each convention; therefore be it
 19 RESOLVED, That Article VI, Section 2,
 20 paragraph 9 be replaced with the following
 21 text:
 22 "He/She shall distribute and make available
 23 electronically all properly-submitted
 24 convention resolutions prior to said
 25 convention, and in accordance with the
 26 procedure prescribed in Sections 1 and 2 of
 27 Article XX."

21 and be it further
 22 RESOLVED, That the second sentence of
 23 Article
 24 XX, Section 2 be replaced with the following
 25 text:
 26 "All such amendments or resolutions to be
 27 considered by any convention of this
 28 Association (including the IAFF/Canada)
 29 must be received by the General Secretary-
 30 Treasurer no later than 50 days immediately
 31 preceding the opening of the convention and
 32 no later than 5:00 p.m. EDT of the cut-off date
 33 in order that all such amendments and
 34 resolutions may be distributed and made
 35 available electronically to the membership
 36 preceding said convention accompanied by a
 37 summary statement prepared by the General
 38 Secretary-Treasurer of the estimated costs
 39 respecting any resolution which in his/her
 40 judgment involves cost factors."

Submitted by: IAFF Executive Board
 Cost Estimate: None
 COMMITTEE RECOMMENDATION:
 CONVENTION ACTION:

RESOLUTION NO. 19

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: IAFF FALLEN FIRE FIGHTER
MEMORIAL**

1 WHEREAS, the mission of the IAFF Fallen
 2 Fire
 3 Fighter Memorial is to honor the sacrifice
 4 made by
 5 IAFF members who serve as professional fire
 6 fighters and emergency medical personnel and
 7 who
 8 have given their lives in the line of duty; and
 9 WHEREAS, the hallowed grounds of the IAFF
 10 Fallen Fire Fighter Memorial have served as
 11 the site
 12 of the annual memorial service for family and
 13 friends
 14 to honor the memories of our fallen brothers
 15 and
 16 sisters; and
 17 WHEREAS, currently the Memorial's Wall of
 18 Honor lists the names of 2,808 IAFF members
 19 who
 20 have died in the line of duty since 1976. The
 21 names
 22 of 3,469 IAFF members who died in the line of
 23 duty
 24 from 1918 to 1975 are to be added to the Wall
 25 of
 26 Honor, as well as approximately 3,700 names
 27 over

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17 the next 25 years; and
18 WHEREAS, after thirty years the original site
19 is deteriorating, veneer walls are cracking, the
20 foundation needs repairs, major drainage issues
21 must be addressed and additional walls are needed to
22 accommodate future names. The site is no
23 longer a fitting tribute to the sacrifices of our fallen
24 members;
25 and
26 WHEREAS, the IAFF Executive Board
27 recommended a complete rebuild of the entire
28 Memorial leaving just the original sculpture in
29 place
30 adding additional walls to accommodate future
31 names; and
32 WHEREAS, the Fallen Fire Fighter Memorial
33 Committee's plan also calls for additional space
34 to accommodate the families of the fallen during
35 the annual Fallen Fire Fighter Memorial
36 observance each
37 September. Currently, the area seats 2,500.
38 Attendance is typically 5,000, but reached
39 10,000 in
40 2002 after 347 IAFF members made the
41 ultimate
42 sacrifice on September 11, 2001; and
43 WHEREAS, the redesign plan includes
44 improved
45 drainage, new and enhanced entry experience,
46 lighting, and landscaping; and
47 WHEREAS, the Fallen Fire Fighter Committee
48 issued a Request for Proposal to architectural
49 design
50 firms in Colorado Springs; and
51 WHEREAS, the Committee selected the firm
52 of
53 Thomas and Thomas Planning Urban Design
54 Landscape Architecture, Inc. to submit a
55 proposal for
56 a complete rebuild of the Memorial site; and
57 WHEREAS, Thomas and Thomas has
58 submitted
59 the design for a complete rebuild of the existing
60 Memorial as well as addressing the needs of the
61 annual ceremony, including a dedicated family
62 area
63 along with spaces for individual reflection;
64 therefore
65 be it
66 RESOLVED, That the delegates at the 2014
67 Convention approve the complete rebuilding of
68 the
69 Fallen Fire Fighter Memorial to ensure the
70 integrity
71 of the site remains intact for future generations
72 of fire
73 fighters and their families; and be it further
74 RESOLVED, That new walls will be
75 incorporated
76 into the design that allow for the recognition of
77 up to
78 12,000 members and the current granite walls
79 will be
80 repurposed into the design in the form of a ring

63 embracing families; and be it further
64 RESOLVED, That the Memorial will include a
65 new entrance from the parking lot, new
66 walkways,
67 landscape/drainage improvements, honoree
68 plaza,
69 signage, fencing and site lighting; and be it
70 further
71 RESOLVED, That the cost of the completed
72 renovation of the Fallen Fire Fighter Memorial
73 is
74 \$3.5 million; and be it further
75 RESOLVED, That the construction is
76 scheduled
77 to begin immediately following the 2014 Fallen
78 Fire
79 Fighter Memorial Ceremony and will be
80 completed
81 by the 2015 Fallen Fire Fighter Memorial
82 Ceremony;
83 and be it further
84 RESOLVED, That the delegates assembled at
85 the
86 52nd Convention of the IAFF dedicate an
87 amount of
88 21 cents per capita to sunset after five years to
89 cover
90 the cost of the renovation of the Fallen Fire
91 Fighter
92 Memorial; and be it further
93 RESOLVED, That all funds dedicated to the
94 renovation of the Fallen Fire Fighter Memorial
95 shall
96 be distributed with the approval of the General
97 President and the Executive Board.

Submitted by: IAFF Executive Board
Cost Estimate: 21 cents per month for five (5) years
(sunset 9/1/2019)
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 20
COMMITTEE ASSIGNMENT: RESOLUTION
RE: RECOGNITION OF JOSEPH E. KING

1 WHEREAS, Brother Joseph E. King served as a
2 fire fighter with the Pittsburgh Bureau of Fire
3 for 40
4 years, dedicating himself to the protection of
5 the
6 citizens and the preservation of their lives and
7 property; and
8 WHEREAS, Brother King has been a member
9 of
10 IAFF Local 1 for 40 years, 34 of which he served
11 as
12 an elected board member, and 26 years in the
13 capacity of President; and
14 WHEREAS, he worked tirelessly on behalf of
15 Local 1 to secure 14 different contracts, under 7
16 different fire chiefs and 7 different mayors.
17 Brother
18 King worked to protect fire fighters' rights,
19 provide
20 better working conditions, safety equipment,
21 and
22 training; and
23 WHEREAS, Brother King's knowledge on safety

17 issues got him an appointment to the
18 Pennsylvania
19 Governor's Health and Safety Committee along
20 with
21 the Governor's Fire Advisory Board setting
22 standards
23 for Pennsylvania; and
24 WHEREAS, Brother King served as speaker on
25 public sector OSHA laws for Pennsylvania
26 AFL-
27 CIO; and
28 WHEREAS, Brother King has served 30 years as
29 Financial Secretary of Pittsburgh's Firemen's
30 Relief
31 and Pension Fund working diligently to defend
32 the
33 rights and privileges of fire fighters and their
34 families
35 as legislators attempted to either take away or
36 diminish state protected pensions; and
37 WHEREAS, Brother King has served 26 years
38 on
39 the Comprehensive Pension Fund Investment
40 Board,
41 managing the fund's assets; and
42 WHEREAS, Brother King has assisted IAFF
43 affiliates in Pennsylvania and across the United
44 States with testimony and contract negotiations;
45 and
46 WHEREAS, Brother King has served the IAFF
47 as
48 a District Field Service Representative and a
49 vocal
50 member of numerous committees which he
51 served on
52 at 16 IAFF Conventions; therefore be it
53 RESOLVED, That at this 52nd Convention of
54 the
55 International Association of Fire Fighters in
56 Cincinnati, Ohio, this resolution is entered in
57 the
58 official minutes, as a means of expressing our
59 heartfelt love and genuine gratitude and
60 appreciation 45 for all of Brother Joseph "Joe"
61 King's contributions
62 to the labor movement; and be it further
63 RESOLVED, That the delegates in attendance at
64 the 52nd Convention of the International
65 Association
66 of Fire Fighters, formally recognize and
67 acknowledge Brother Joseph "Joe" King's
68 passion
69 for this great union and for taking steps to
70 ensure that
71 the fire service continuously strives to become a
72 stronger profession; and be it further
73 RESOLVED, That Brother Joseph "Joe" King's
74 legacy as a champion of safety and working
75 conditions be memorialized in the official
76 proceedings of this Convention; and be it
77 further
78 RESOLVED, That upon passage of this
79 resolution
80 the delegates to the 52nd IAFF Convention
81 shall
82 stand in honor and recognition of our Brother
83 Joseph "Joe" King; and be it further

62 RESOLVED, That suitable copies of this
63 resolution be prepared and presented to
Brother King
64 and to IAFF Local 1.

Submitted by: Local 1, Pittsburgh, PA
Pennsylvania Professional Fire
Fighters Association
Federation of State and Provincial
Professional Fire Fighters

Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 21

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: RESOLUTION HONORING IAFF
L2400 MEMBER JAY JOHNSON**

1 WHEREAS, in 1976, Brother Jay Johnson
2 became a proud member of International
Association
3 of Fire Fighters of the San Mateo Fire
Department
4 and a proud member of the International
Association
5 of Fire Fighters Local 2400, San Mateo County,
6 California; and
7 WHEREAS, Brother Johnson loyally served as
a
8 leader on Local 2400's Executive Board for
twelve
9 years, holding the positions of Secretary, Vice

10 President, and District Representative; and
11 WHEREAS, Brother Johnson passionately and
12 humbly mentored his fellow brothers and
sisters in
13 Local 2400, and advocated for education,
particularly
14 in the field of hazardous materials training; and
15 WHEREAS, Brother Johnson, upon his
passing,
16 generously bequeathed the majority of his estate
to
17 the International Association of Fire Fighters W.
H.
18 "Howie" McClellan Scholarship Fund to
provide
19 educational opportunities, in the form of
grants,
20 scholarships, and awards, for the children and
21 dependents of fire fighters who are injured or
killed
22 in the line of duty; therefore be it
23 RESOLVED, That the International Association
24 of Fire Fighters recognize Brother Johnson's
25 dedication and service to the people of San
Mateo,
26 the brothers and sisters of IAFF Local 2400, the
27 International Association of Fire Fighters, and the
28 future education of the children and
dependents of
29 our fallen brothers and sisters.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 22

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: UNION ACTIVITIES JUSTICE FUND**

1 WHEREAS, there are times when union
members
2 are disciplined as a result of their union
activities,
3 thus resulting in a loss of fire department
4 compensation; and
5 WHEREAS, the IAFF Guardian Program
6 provides for legal expenses but not loss of wages
and
7 benefits; and
8 WHEREAS, union members are often overly
9 scrutinized and subject to attack and should
never be
10 required to make choices between standing up
for
11 union principles and protecting the financial
well-
12 being of their family; therefore be it
13 RESOLVED, That the IAFF Executive Board
14 develop a program that IAFF local union
members
15 who have been terminated and are covered by
the
16 IAFF Legal Guardian Policy may apply for

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financial relief in an amount of up to 60% of gross monthly salary by the IAFF for lost wages from the time the local member is suspended without pay, released or terminated from their position; and be it further

RESOLVED, That such financial relief shall be continued until all appeals have been exhausted; and

be it further

RESOLVED, That any and all IAFF provided financial relief will be paid back to the IAFF if and when the member recovers any back pay, back wages or settlement via arbitration or court action, prorated to the recovery to the member; and be it further

RESOLVED, That the per capita assigned to this resolution sunset after 3 years with the intent that the funds will continue in perpetuity with members recovering back wages and repaying this fund.

Submitted by:

- Ricky J. Walsh, 7th District Vice President
- Local 726, Pierce County Professional, WA
- Local 187, Pocatello, ID
- Local 8, Great Falls, MT
- Local 1324, Fairbanks, AK
- Local 27, Seattle, WA
- Local 1433, Pasco, WA
- Local 1747, Kent, WA
- Local 4446, Sultan, WA
- Local 31, Tacoma, WA
- Local 3375, Longview, WA
- Local 2639, Aberdeen, WA
- Local 1919, Cheney, WA
- Local 448, Helena, MT
- Local 3429, Lewistown, MT
- Local 601, Havre, MT
- Local 2903, Lacey, WA
- Local 2916, Spokane County, WA
- Local 1892, Pullman, WA
- Local 2878, Eastside Fire, WA
- Local 3261, Great Falls Airport, MT
- Professional Fire Fighters of Idaho
- Montana State Council of Professional Fire Fighters
- Alaska Professional Fire Fighters Association
- Washington State Council of Fire Fighters
- Local 975, Austin, TX
- Local 453, Wenatchee, WA
- Local 1805, Clark County, WA
- Local 469, Yakima, WA
- Local 2510, Chehalis, WA
- Local 864, Renton, WA
- Local 106, Bellingham, WA
- Local 1828, Snohomish County, WA
- Local 3219, Marysville, WA
- Local 613, Bozeman, MT
- Local 521, Billings, MT
- Local 1352, Valley Fire Fighters, WA
- Local 3728, Arlington, WA
- Local 149, Boise, ID
- Local 29, Spokane, WA

Cost Estimate: 24 cents, sunset after 3 years

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 23

COMMITTEE ASSIGNMENT: RESOLUTIONS RE: CHARLES SCHWAB'S REMOVAL FROM THE BOARD OF DIRECTORS

1 WHEREAS, the Charles Schwab Corporation is a

2 multinational brokerage and banking company with

3 total revenues of more than \$6 billion a year; and

4 WHEREAS, the California Professional

5 Firefighters Insurance Trust (CPFIT) and many

6 firefighters in California and around the nation

7 have savings and other assets invested with the

8 Charles Schwab Corporation; and

9 WHEREAS, it has come to light that the

10 corporation's founder and board chairman, Charles

11 Schwab, personally contributed \$6.4 million to a

12 "dark money campaign" in support of Proposition 32,

13 the viciously anti-labor ballot initiative on the

14 November 2012 California ballot that, if it had

15 passed, would have silenced the strong united

16 voice of working people in California; and

17 WHEREAS, Mr. Schwab, the Koch brothers and

18 other extremely wealthy contributors to this

19 despicable effort went to great lengths to hide their

20 involvement through a money-laundering

21 scheme that used three 501(c)(4) organizations; and

22 WHEREAS, California Fair Political Practices

23 Commission, the state's enforcement agency

24 governing violations of campaign finance law, levied

25 record fines against the organizations involved

26 in this "dark money" campaign; and

27 WHEREAS, the California Professional

28 Firefighters Insurance Trust has written a letter

29 to Mr. Schwab denouncing his contribution and

30 the methods used and notifying him of its intent to

31 vote its shares in opposition to his reelection as

32 chairman of the board; and

33 WHEREAS, the CPFIT has also notified Mr.

34 Schwab of its intent to vote its shares in support

35 of a shareholder proposal from the New York City

36 Comptroller calling for more transparency in

37 the disclosure of political contributions; and

38 WHEREAS, it is critical that all working people,

39 including and especially our nation's front line

firefighters, take a stand against those who would work

40 to diminish the strong, united voice of labor; therefore be it

41 RESOLVED, That the delegates assembled at this

42 convention denounce Charles Schwab for his

43 participation in the deceptive and illegal "dark money" campaign in support of efforts to

44 silence the strong, united voice of working families; and be it

45 further

46 RESOLVED, That this convention supports

47 California's effort to hold Schwab accountable for

48 his actions and seeking transparency in the

49 disclosure of corporate political action; and be it further

50 RESOLVED, That the delegates encourage any

51 IAFF-affiliated locals and/or individuals with

52 holdings in Charles Schwab Corporation to

53 vote their shares against Mr. Schwab's reelection as board

54 chairman and in support of the New York

55 Comptroller's accountability proposal; and be it

56 further

57 RESOLVED, That copies of this resolution, the

58 CPFIT letter and supporting material be

59 forwarded to Mr. Schwab, the Board of Directors of the

60 Charles Schwab Corporation, and all IAFF-affiliated

61 labor organizations.

Submitted by: California Professional Firefighters

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 24

COMMITTEE ASSIGNMENT: RESOLUTIONS RE: CENSURE OF FIRE CHIEF DAVE HANNEMAN

1 WHEREAS, IAFF Local 2180 represents 124

2 members of the Chula Vista Fire Department who

3 proudly serve and protect the citizens of Chula

4 Vista, California; and

5 WHEREAS, the Chula Vista Fire Department

6 serves approximately 252,422 citizens of the

7 Chula Vista area; and

8 WHEREAS, Chula Vista Fire Chief Dave

9 Hanneman has made numerous decisions and

10 taken actions that are detrimental to the members of

11 Local 2180 and to the safety of the citizens of Chula

12 Vista, and he refuses to meet with Local 2180 at labor

13 management meetings; and

14 WHEREAS, many of these decisions and

15 actions have violated the Memorandum of

Understanding
16 between Local 2180 and the City of Chula Vista,
17 leading to numerous grievances and favorable
18 rulings and settlements for Local 2180; and
19 WHEREAS, Chief Hanneman pursued the
20 elimination of Fire Station 9, an effort
eventually
21 thwarted through political action by Local
2180; and
22 WHEREAS, while the Chula Vista Fire
23 Department falls below safe staffing and
deployment
24 levels, Chief Hanneman continues to advocate
for
25 and protect administrative and management
26 resources at the expense of front-line response
27 capability; and
28 WHEREAS, Chief Hanneman resisted issuing
29 new flash hoods, while six fire fighters suffered
30 first- and second-degree burns to the face and
ears;
31 and
32 WHEREAS, Chief Hanneman refused to honor
an
33 ALS agreement that would cross-train fire
fighters to
34 be paramedics at no net cost to the City; and
35 WHEREAS, Chief Hanneman further
diminished
36 public safety and fire fighter safety by freezing
the
37 hire of a training officer, while adding civilian
38 administrative staff to create the largest
39 administrative staff in the recent history of the
Fire
40 Department; and
41 WHEREAS, Local 2180 has been forced to
42 engage in constant disagreements with Chief
43 Hanneman over safety, staffing, equipment,
44 department management, and unreasonably
severe
45 disciplinary actions against Fire Department
46 personnel; and
47 WHEREAS, this lack of cooperation between
48 Fire Department management and Local 2180
led the
49 membership to authorize the use of attorneys to
50 litigate issues that should be through
51 discussion, but instead have cost Local 2180
and
52 the taxpayers of Chula Vista thousands of
dollars;
53 and
54 WHEREAS, under Fire Chief Hanneman's
55 tenure, fire inspections of public schools have
not
56 been conducted, resulting in at least one faulty
57 system and thereby placing the public at risk;
and
58 WHEREAS, Chief Hanneman received a near-
59 unanimous vote of no confidence in his
leadership
60 abilities from the members of Local 2180;
therefore
61 be it
62 RESOLVED, That The International
Association
63 of Fire Fighters formally censures Fire Chief
Dave

64 Hanneman; and be it further
65 RESOLVED, That notice of this censure be
66 disseminated to Chief Hanneman, all IAFF
affiliates,
67 and the International Association of Fire Chiefs
68 (IAFC).

Submitted by: Local 2180, Chula Vista, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 25
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF DEPUTY FIRE CHIEF
JAMES GARCIA

1 WHEREAS, IAFF Local 2180 represents 124
2 members of the Chula Vista Fire Department
who
3 proudly serve and protect the citizens of Chula
Vista,
4 California; and
5 WHEREAS, the Chula Vista Fire Department
6 serves approximately 252,422 citizens of the
Chula
7 Vista area; and
8 WHEREAS, Deputy Fire Chief Garcia has made
9 critical decisions and taken actions that are
10 detrimental to the members of Local 2180 and
to the
11 citizens of Chula Vista; and
12 WHEREAS, Deputy Chief Garcia is part of the
13 management team that resisted issuing new
flash
14 hoods, while six fire fighters suffered first- and
15 second-degree burns to their face and ears; and
16 WHEREAS, Deputy Chief Garcia pursued the
17 elimination of Fire Station 9, the third busiest
fire
18 station in the City of Chula Vista; and
19 WHEREAS, the closure of this station would
20 have created a large area in the center of the
City that
21 could not have been effectively covered by the
22 remaining stations, thus causing longer
response
23 times and harm to public safety; and
24 WHEREAS, by promoting aspects of the Fire
25 Facility Master Plan and its language, Deputy
Chief
26 Garcia and the management team were in
direct
27 violation of the Memorandum of
Understanding with
28 Local 2180; and
29 WHEREAS, Deputy Chief Garcia is part of the
30 administrative staff of the Fire Chief, who has
been
31 issued a vote of no confidence by an
overwhelming
32 majority of the membership of Local 2180;
therefore
33 be it
34 RESOLVED, That The International
Association
35 of Fire Fighters formally censures Deputy Fire
Chief
36 James Garcia; and be it further

37 RESOLVED, That notice of this censure be
38 disseminated to Deputy Chief Garcia, all IAFF
39 affiliates, and the International Association of
Fire
40 Chiefs (IAFC).

Submitted by: Local 2180, Chula Vista, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 26
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF DEPUTY FIRE CHIEF
JOHN DAVIDSON

1 WHEREAS, IAFF Local 2180 represents 124
2 members of the Chula Vista Fire Department
who
3 proudly serve and protect the citizens of Chula
Vista,
4 California; and
5 WHEREAS, the Chula Vista Fire Department
6 serves approximately 252,422 citizens of the
Chula
7 Vista area; and
8 WHEREAS, Deputy Fire Chief John Davidson,
as
9 a member of IAFF Local 522, crossed a union
picket
10 line to participate in a Battalion Chief's
promotional
11 test against the published wishes of the Local
2180
12 membership; and
13 WHEREAS, Deputy Chief Davidson is part of
the
14 management team that resisted issuing new
flash
15 hoods, while six fire fighters suffered first- and
16 second-degree burns to their face and ears; and
17 WHEREAS, Deputy Chief Davidson pursued
the
18 elimination of Fire Station 9, the third busiest
fire
19 station in the City of Chula Vista; and
20 WHEREAS, the closure of this station would
21 have created a large area in the center of the
City that
22 could not have been effectively covered by the
23 remaining stations, thus causing longer
response
24 times and harm to public safety; and
25 WHEREAS, by promoting aspects of the Fire
26 Facility Master Plan and its language, Deputy
Chief
27 Davidson and the management team were in
direct
28 violation of the Memorandum of
Understanding with
29 Local 2180; and
30 WHEREAS, Deputy Chief Davidson is part of
the
31 administrative staff of the Fire Chief, who has
been
32 issued a vote of no confidence by an
overwhelming
33 majority of the Local 2180 membership;
therefore be

34 it
35 RESOLVED, That The International
Association
36 of Fire Fighters formally censures Deputy Fire
Chief
37 John Davidson; and be it further
38 RESOLVED, That the notice of this censure be
39 disseminated to Deputy Chief Davidson, IAFF
40 affiliates, and the International Association of
Fire
41 Chiefs (IAFC).

Submitted by: Local 2180, Chula Vista, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 27

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF RHODA MAE KERR,
CHIEF OF THE AUSTIN FIRE DEPARTMENT,
AUSTIN, TX**

1 WHEREAS, IAFF Local 975 represents 1,128
2 members of the Austin Fire Department who proudly
3 serve and protect the citizens of Austin, Texas;
and
4 WHEREAS, the Austin Fire Department serves
5 approximately 850,000 citizens of the Austin
area;
6 and
7 WHEREAS, Austin Fire Chief Rhoda Mae Kerr
8 has made a plethora of decisions and taken
actions
9 that are detrimental to the fire fighters of the
Austin
10 Fire Department and to the public safety and
best
11 interests of the citizenry of Austin; and
12 WHEREAS, one of Chief Kerr's first actions as
13 Austin Fire Chief was to attempt to reduce
4-person
14 staffing on certain engine companies; and
15 WHEREAS, these decisions and actions have
16 violated Collective Bargaining Agreements
between
17 Local 975 and the City of Austin, leading to
18 grievances and litigation resulting in Local 975
being
19 unnecessarily forced to engage in constant
battles
20 with the Austin Fire Department and the City
of
21 Austin to protect the interests of its members
and the
22 citizenry; and
23 WHEREAS, Chief Kerr passed over two
24 Battalion Chiefs and appointed two Lieutenants
to
25 the rank of Assistant Chief, leading to a race-
26 discrimination lawsuit by the Battalion Chiefs,
which
27 resulted in a settlement ordering the Fire
Department
28 not to discriminate on the basis of race when
making
29 discretionary appointments to the ranks of
Division

30 Chief or Assistant Chief for seven years and
costing
31 the taxpayers \$850,000; and
32 WHEREAS, Chief Kerr encourages and
supports
33 the subcontracting of Austin fire fighters' jobs,
which
34 allows the City of Austin to annex without
building
35 new Austin fire stations; and
36 WHEREAS, Chief Kerr oversaw a cadet hiring
37 process in 2010 that was plagued with
38 mismanagement at every step, including a
leaked
39 exam, improperly calculated rankings, and a
poorly
40 selected oral interview panel that resulted in a
failed
41 process that cost the tax payers over \$800,000;
and
42 WHEREAS, Chief Kerr oversaw a subsequent
43 hiring process in 2012 that resulted in
investigations
44 by the Equal Employment Opportunity
Commission
45 and the Department of Justice and a subsequent
46 proposed consent decree alleging that under
Chief
47 Kerr's leadership, the Fire Department has
engaged
48 in "unlawful employment practices" in violation
of
49 Title VII of the Civil Rights Act of 1964; and
50 WHEREAS, Chief Kerr acceded to the use of
51 non-union civilians to perform wildland fire
fighting
52 related duties within the City of Austin; and
53 WHEREAS, Chief Kerr acceded to the use of
54 non-union, non-Fire Department employees to
55 perform fire fighting related duties within the
City of
56 Austin; and
57 WHEREAS, during the Labor Day wildfires of
58 2011, Chief Kerr was out of town on a golfing
59 vacation and decided not to return to duty,
leaving
60 the assistant chiefs to coordinate the response to
the
61 fires, which destroyed hundreds of homes and
62 charred thousands of acres in neighboring
counties;
63 therefore be it
64 RESOLVED, That The International Association
65 of Fire Fighters formally censures Fire Chief
Rhoda
66 Mae Kerr; and be it further
67 RESOLVED, That notice of this censure be
68 disseminated to Chief Rhoda Mae Kerr, all
IAFF
69 affiliates, and the International Association of
Fire
70 Chiefs (IAFC).

Submitted by: Local 975, Austin, TX
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 28

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF EMERGENCY SERVICES
CONSULTING INTERNATIONAL (ESCI)**

1 WHEREAS, IAFF Local 3631 represents 960
2 professional fire fighters, paramedics, training
3 officers, Hazmat specialists, aircraft rescue fire
4 fighters, helicopter pilots, bulldozer operators,
hand-
5 crew personnel, and FEMA California Task
Force 5
6 personnel; and
7 WHEREAS, Orange County Fire Authority
8 (OCFA) fire fighters proudly serve 1.7 million
9 citizens in 24 cities in Orange County,
California;
10 and
11 WHEREAS, OCFA management has pursued
12 staffing cuts in recent months that are
detrimental
13 to public safety and that directly threaten the
safety
14 and the livelihood of professional fire fighters in
15 Orange County; and
16 WHEREAS, one of those actions was to retain
17 the services of ESCI to author a new "Standards
of
18 Cover Report" that offers to impose adverse
19 fundamental changes to the time-tested and
safe
20 staffing and deployment systems of the OCFA;
and
21 WHEREAS, the SOC Report was prepared and
22 completed by ESCI without any involvement or
23 input by labor or rank-and-file members, and
labor
24 as well as the Joint Powers Authority Board was
25 excluded from reviewing or providing input
into the
26 final document before it was provided to the
media;
27 and
28 WHEREAS, the SOC Report offered by ESCI
29 included firehouse closures, reduced fire
engines,
30 reduced fire fighter daily staffing, reductions in
31 company staffing from four personnel to three
32 personnel, and proposed changes to the current
shift
33 schedule and working conditions to the
detriment of
34 IAFF members; and
35 WHEREAS, the Report recommended an
36 extreme, dangerous, and unwarranted
reduction in
37 ALS staffing, including a reduction in daily as
well
38 as per-unit fire fighter ALS staffing; and
39 WHEREAS, ESCI used inaccurate information
40 and flawed data to justify a decrease in
professional
41 fire fighters; and
42 WHEREAS, the principal officer of ESCI is a
43 proponent of volunteer fire fighters and
44 "combination" fire departments and even
authored
45 a guidebook titled "Recruiting, Training, and

46 Maintaining Volunteer Firefighters”; therefore
47 be it
48 RESOLVED, That The International
49 Association
50 of Fire Fighters formally censures ESCI and its
51 officers; and be it further
52 RESOLVED, That notice of this censure be
53 disseminated to ESCI and its officers, all IAFF
54 affiliates, and the International Association of
55 Fire
56 Chiefs (IAFC).

Submitted by: Local 3631, Orange County, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 29

COMMITTEE ASSIGNMENT: LEGISLATIVE RE: CONSOLIDATED FEDERAL FIRE DEPARTMENT

1 WHEREAS, our nation’s federal fire fighters,
2 including California’s federal fire fighters, are
3 employed by and work under the direction of
4 various
5 governmental agencies at federal installations
6 throughout the United States; and
7 WHEREAS, the federal governmental agencies
8 that employ the more than 10,000 civilian
9 federal fire
10 fighters have varying workplace practices,
11 standards
12 and staffing requirements, thereby resulting in a

13 degradation of workplace fairness and equity;
14 and
15 WHEREAS, the CPF 5th District, as well as the
16 IAFF 16th District, expends an abundant
17 amount of
18 time, effort and resources on an annual basis to
19 effectively represent the various federal fire
20 firefighter
21 locals in contract negotiations; and
22 WHEREAS, due to the inherent nuances of
23 local
24 contract negotiations and the often-varied
25 interpretation by employing governmental
26 agencies
27 of applicable standards, laws and procedures
28 impacting federal fire fighters, contracts are
29 often
30 duplicated; and
31 WHEREAS, it is not uncommon for a federal
32 fire
33 fighter local in one jurisdiction to be successful
34 in
35 negotiating specified contract language, which
36 another federal fire fighter local is unsuccessful
37 in
38 obtaining in their respective jurisdiction; and
39 WHEREAS, interagency operability and
40 cooperative response capability does not
41 currently
42 exist between federal fire entities, but, if
43 reorganized
44 and subsequently coordinated under an “all
45 risk”
46 umbrella, a single federal fire entity could

47 ultimately
48 provide critically-needed resources in the event
49 of an
50 emergency or disaster; therefore be it
51 RESOLVED, That the IAFF pursue a legislative,
52 legal and/or a political remedy, which results in
53 consolidating all existing federal fire entities
54 into one
55 agency for the purpose of establishing
56 interagency
57 operability and cooperative response capability;
58 and
59 be it further
60 RESOLVED, That such a consolidated remedy
61 also afford adequate levels of staffing, safety, pay
62 and retirement fairness for our nation’s federal
63 fire
64 fighters; and be it further
65 RESOLVED, That in pursuing a consolidated
66 federal fire agency, the IAFF collaborate with
67 the
68 AFL-CIO and affected federal agencies in
69 pursuit of
70 providing representation to all federal fire
71 fighters.

Submitted by: California Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 30

COMMITTEE ASSIGNMENT: LEGISLATIVE RE: COLLECTIVE BARGAINING FOR TRIBAL FIRE FIGHTERS

1 WHEREAS, our nation’s tribal fire departments
2 are responsible for fire prevention and
3 suppression,
4 public education, emergency medical services
5 and
6 hazardous materials emergency response on
7 their
8 respective Reservations; and
9 WHEREAS, tribal fire departments often
10 employ
11 a mix of full-time firefighting, emergency
12 medical
13 service (EMS) personnel and volunteer fire
14 fighters,
15 while also maintaining mutual aid agreements
16 with
17 adjacent fire departments; and
18 WHEREAS, tribal fire fighters have no
19 collective
20 bargaining rights and are “at-will” employees,
21 subject to job termination at any time without
22 reasonable cause or notice; and
23 WHEREAS, due to their “at-will” status and
24 inability to collectively bargain, tribal fire
25 fighters
26 are often denied adequate training and
27 workplace
28 safety protections, as well as fair wages, hours
29 and
30 working conditions, just to name a few; and
31 WHEREAS, collective bargaining not only

32 benefits employees, but society as a whole,
33 thanks to
34 labor-management relations that increase skill
35 levels
36 and reduce turnover; and
37 WHEREAS, this basic process provides a
38 forum
39 where employers and employees can join
40 together to
41 address problems; and
42 WHEREAS, collective bargaining also protects
43 against political patronage; and
44 WHEREAS, ultimately, employers, employees
45 and the public are best served by employees
46 whose
47 first loyalty is to their job, not to a particular
48 political
49 agenda and collective bargaining helps to
50 insulate
51 against such patronage; and
52 WHEREAS, it is in the interest of all fire
53 fighters
54 and the public they are sworn to protect that
55 tribal
56 fire fighters be extended collective bargaining
57 rights;
58 therefore be it
59 RESOLVED, That the IAFF pursue collective
60 bargaining rights for our nation’s tribal fire
61 fighters.

Submitted by: California Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 31

COMMITTEE ASSIGNMENT: LEGISLATIVE RE: SUPPORT FEDERAL FIREFIGHTERS FAIRNESS ACT — H.R. 3718

1 WHEREAS, in 1982, CPF secured California’s
2 first cancer presumption statute protecting state
3 and
4 local government fire fighters and other public
5 safety
6 officers, which specifies that any cancer so
7 developing or manifesting itself in a fire fighter
8 shall
9 be presumed to arise out of and in the course of
10 employment; and
11 WHEREAS, at first glance, the dangers fire
12 fighters face today might appear to mirror what
13 they
14 faced a hundred years ago. But our members
15 know
16 that a closer look reveals quite the opposite.
17 With the
18 advent of polyvinyl chloride, asbestos and
19 polychlorinated biphenyls, just to name a select
20 few,
21 a fire fighter’s work environment has changed
22 dramatically since even the 1980s, when the
23 public
24 safety cancer presumption was first adopted in
25 California; and
26 WHEREAS, since 1982, CPF has not only been
27 successful in expanding California’s
28 presumptive

20 statutes to include other job-caused illnesses
 and
 21 injuries, but each of the remaining 49 states
 have
 22 also since passed some form of similar
 presumptive
 23 legislation, but these state presumptive laws do
 not
 24 apply to those fire fighters who are employed by
 the
 25 federal government; and
 26 WHEREAS, because federal fire fighters are not
 27 protected by a federal presumptive statute,
 when a
 28 federal fire fighter is diagnosed with a type of
 lung
 29 disease or some form of cancer, they are faced
 with
 30 daunting task of proving when, where and what
 type of exposure caused said disease before it
 can
 31 be considered job-caused – a link that is often
 32 impossible for a fire fighter to make given the
 33 complex synergistic effects of multiple
 34 compound
 35 exposures, as well as the rapidly growing
 36 introduction of new chemicals and industrial
 37 compounds into our environment; and
 38 WHEREAS, there is a long-overdue need to
 39 adequately protect the rights and benefits of all
 40 federal fire fighters who, like their state and
 local
 41 government counterparts, become ill as a result
 of
 42 hazardous occupational exposures and the daily
 stresses of the job, especially when such
 exposures
 43 can result in catastrophic illnesses, such as
 cancer;
 44 therefore be it
 45 RESOLVED, That the delegates to the 2014
 IAFF
 46 Convention wholeheartedly support H.R. 3718,
 sponsored by California Congresswoman Lois
 47 Capps, which would enact the Federal
 Firefighters
 48 Fairness Act and remedy this inequity by
 affording
 49 presumptive parity to California's federal fire
 50 fighters and their colleagues nationwide; and be
 it
 51 further
 52 RESOLVED, That the IAFF transmit a copy of
 53 this resolution to Congresswoman Capps.

Submitted by: California Professional Firefighters
 Cost Estimate: None
 COMMITTEE RECOMMENDATION:
 CONVENTION ACTION:

RESOLUTION NO. 32
COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: SUPPORT FOR THE FEDERAL
FIREFIGHTER FLEXIBILITY AND FAIRNESS
ACT – H.R. 1141

1 WHEREAS, current federal law prohibits
 federal
 2 fire fighters from exchanging duty (shift trade)
 3 outside of the normal two-week pay period;
 and
 4 WHEREAS, federal fire fighters work
 uncommon
 5 tours of duty and in the federal sector, this is
 6 exasperated by a regularly scheduled 72-hour
 work
 7 week and minimum staffing requirements; and
 8 WHEREAS, at the workplace, minimum
 staffing
 9 requirements dictate that a certain number of
 fire
 10 fighters be on duty at all times; and
 11 WHEREAS, although minimum staffing is an
 12 understood requirement, minimum staffing
 can make
 13 being involved in family events or functions very
 14 difficult for federal fire fighters; and
 15 WHEREAS, the problem is further
 compounded
 16 by staffing shortages within the federal sector
 and
 17 consequently, many requests for annual leave
 are not
 18 granted due to the minimum staffing needs and
 19 shortages; and
 20 WHEREAS, state and local government fire
 21 fighters, by law, are extended the ability to
 exchange
 22 duty outside of their pay period and such an
 23 exchange of duty, and the terms of payback, are
 a
 24 mutual agreement between the two employees;
 and
 25 WHEREAS, there is a need to remedy the trade
 26 time inequity that currently exists between our
 27 nation's federal fire fighters and their state and
 local
 28 government colleagues; therefore be it
 29 RESOLVED, That the delegates to the 2014
 IAFF
 30 Convention wholeheartedly support H.R. 1141,
 31 sponsored by Maryland Congressman Paul
 32 Sarbanes, which would enact the Federal
 Firefighter
 33 Flexibility and Fairness Act, a bill that would
 34 appropriately provide trade time parameters for
 35 federal fire fighters that are similar to those
 provided
 36 for municipal fire fighters under FLSA
 regulations
 37 and in doing so, allow federal fire fighters to
 38 exchange duty time with similarly-qualified fire
 39 fighters outside of the normal two-week pay
 period
 40 in lieu of annual leave and at the election of
 41 employees, and would allow them to schedule
 such

42 time up to one year in advance; and be it
 further
 43 RESOLVED, That a copy of this resolution be
 44 forwarded to Congressman Sarbanes.

Submitted by: California Professional Firefighters
 Cost Estimate: None
 COMMITTEE RECOMMENDATION:
 CONVENTION ACTION:

RESOLUTION NO. 33
COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: FEDERAL FIRE FIGHTER RETIREMENT

1 WHEREAS, due to the rigorous nature of the
 job,
 2 federal fire fighters have a mandatory
 retirement age
 3 at age 57; and
 4 WHEREAS, federal fire fighters must complete
 5 20 years in the fire service to vest in the special
 fire
 6 fighter retirement; and
 7 WHEREAS, many federal fire fighters suffer
 8 from deteriorated health due to job hazards and
 9 occupational illness or injury prior to vesting in
 the
 10 special retirement; and
 11 WHEREAS, federal fire fighters who can no
 12 longer meet the physical or medical
 requirements
 13 of the job due to these illnesses and injuries may
 be
 14 placed in another federal job outside of the fire
 15 department; and
 16 WHEREAS, once placed in a job outside of the
 17 fire service they lose eligibility for a percentage
 or
 18 portion of their retirement earned as a fire
 fighter;
 19 therefore be it
 20 RESOLVED, That the IAFF will actively pursue
 21 legislation or regulatory revisions that alters the
 22 Federal Employees Retirement System (FERS)
 23 to allow personnel that have not completed 20
 years
 24 of fire service but are being removed from the
 job
 25 due to occupational illness, injury or medical dis-
 26 qualification the ability to retain the retirement
 credit
 27 percentage portion earned as a fire fighter.

Submitted by:
 Local F282, Puget Sound Federal Firefighters,
 WA
 Local F121, National Capitol Professional
 Firefighters, MD
 Local F33, San Diego Federal Fire, CA
 Local F61, Philadelphia Naval Shipyard, PA
 Local F283, Lewis-McChord Professional
 Firefighters, WA
 Local F25, Tidewater Federal Firefighters, VA
 Washington State Council of Fire Fighters
 California Professional Firefighters
 Cost Estimate: None
 COMMITTEE RECOMMENDATION:
 CONVENTION ACTION:

RESOLUTION NO. 34

**COMMITTEE ASSIGNMENT:
HEALTH & SAFETY**

**RE: FLAME RETARDANTS, TOXIC
CHEMICALS AND THEIR RELATIONSHIP
TO THE INCREASE OF CANCER IN FIRE
FIGHTERS**

1 WHEREAS, the International Association of Fire
2 Fighters has recognized through the adoption
3 of Resolution No. 25 at the 2012 Biennial
4 Convention
5 the proven correlation between firefighting and
6 occupational related cancer; and
7 WHEREAS, since 2002, 56 percent of the Line of
8 Duty Deaths reported to the IAFF have been
9 the
10 result of occupational cancers and that this
11 unacceptable statistic is one of the major health
12 related issues facing our members; and
13 WHEREAS, the continual mounting weight of
14 scientific data points to fire fighters having a
15 much
16 higher risk of developing cancer due to their
17 contact
18 with known carcinogens, to include flame
19 retardants,
20 due to skin absorption, ingestion, breathing of
21 air and
22 other routes of exposure during and after a
23 firefighting incident; and
24 WHEREAS, representatives of the major
25 manufacturers of these flame retardants, in the
26 states
27 where they have legislatively opposed banning
28 the
29 use of these carcinogenic flame retardants, have
30 been
31 shown by investigative journalists and our own
32 affiliates in these states, to use a campaign of
33 misinformation, lies, and deceit; and
34 WHEREAS, chemical industry interests attempts
35 at the federal level to amend preemption
36 language in
37 the Toxic Substances Control Act (TSCA) far
38 exceed
39 the preemption provision currently in place
40 under
41 TSCA; and
42 WHEREAS, the National Fire Protection
43 Association, International Code Council,
44 Underwriters Laboratories and other similar
45 organizations play an important role in the
46 development of open flame tests and the use of
47 flame
48 retardants in attaining these standards; and
49 WHEREAS, these standards will have a direct
50 impact on the health and safety of IAFF
51 members
52 due to their exposure to these toxic chemicals;
53 and
54 WHEREAS, the IAFF recognizes that
55 firefighting
56 has inherent risks but that all efforts to
57 minimize our
58 members' exposure to toxic chemicals and
59 other fire
60 ground health and safety issues must be

61 aggressively
62 pursued; therefore be it
63 RESOLVED, That the IAFF recognizes that
64 occupational cancer is one of the major health
65 related
66 issues for Line of Duty Deaths and that
67 scientific
68 data shows fire fighters exposed to flame
69 retardants
70 and other known carcinogens contributes to the
71 higher incidence of cancer among our
72 members as
73 opposed to the general population; and be it
74 further
75 RESOLVED, That the IAFF will formulate a
76 position paper on the use, regulation, testing
77 and
78 health based safety standards for
79 flame-retardants
80 and other toxic chemicals our members are
81 exposed
82 to on a daily basis; and be it further
83 RESOLVED, That any such position shall ensure
84 that any and all legislation at the federal level on
85 the
86 use or manufacture of flame retardants,
87 industrial
88 chemicals and other toxins shall protect the
89 rights
90 and abilities of state and municipalities to enact
91 laws
92 regarding the use of said products; and be it
93 further
94 RESOLVED, That the IAFF shall oppose any and
95 all federal legislation that has preemption
96 against
97 allowing states to ban or regulate
98 flame-retardants,
99 industrial chemicals, toxins and other specific
100 hazardous chemicals; and be it further
101 RESOLVED, That the position of the IAFF will
102 continue to support affiliates at the local, state
103 and
104 provincial level in any attempt to ban flame
105 retardants, industrial chemicals and other
106 known
107 toxins through legislation, regulation or
108 standard
109 changes; and be it further
110 RESOLVED, That because the use of flame
111 retardants is directly impacted by the standards
112 and
113 codes developed by organizations such as
114 National
115 Fire Protection Association, International Code
116 Council, Underwriters Laboratories and similar
117 testing organizations, the IAFF shall be involved
118 and
119 actively participate in the development of these
120 standards and advocate for their approval
121 without the
122 use of toxic flame retardants; and be it further
123 RESOLVED, That the IAFF continue to support
124 scientific studies regarding fire fighter exposure
125 to
126 carcinogens, flame retardants and other toxic
127 chemicals. The IAFF shall continue to educate,
128 train

86 and heighten the awareness of its members to the
87 dangers of these toxic chemicals and seek
88 preventative measures to lessen our risk of
89 developing cancer; and be it further
90 RESOLVED, That the IAFF will work to ensure
91 the use of carcinogenic flame retardants and
92 other
93 toxic chemicals are eliminated and safer
94 alternatives
95 or methods, such as California standard
96 TB-117-
97 2013, are pursued. It is the goal of the IAFF to
98 make
99 sure every member goes home at the end of
100 their
101 shift and that at the end of their career they
102 have a
103 disease free life.

Submitted by: Professional Fire Fighters of
Massachusetts
Professional Fire Fighters of New
Hampshire
Professional Fire Fighters of
Vermont
Professional Fire Fighters of Maine

Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 35

**COMMITTEE ASSIGNMENT:
HEALTH & SAFETY**

RE: SUPPORT OF CANCER RESEARCH

1 WHEREAS, cancer is recognized as one of the
2 deadliest diseases known to mankind; and
3 WHEREAS, cancer does not discriminate, but
4 affects people from all walks of life regardless of
5 age, gender, or health; and
6 WHEREAS, fire fighters face the risk of
7 contracting certain types of cancer with
8 occurrence
9 rates being two to four times greater than the
10 general
11 population, as per a number of bona fide
12 medical
13 studies; and
14 WHEREAS, experts from the National Institute
15 of
16 Health, the National Cancer Institute and other
17 prominent organizations have repeatedly stated
18 that
19 cancer diagnoses are expected to significantly
20 increase as our longevity increases and that
21 advances
22 in cancer treatment, early detection and an
23 eventual
24 cure will only come through cancer research;
and
WHEREAS, government funding for cancer
research has been drastically reduced in recent
years;
and
WHEREAS, fire fighters both active and retired
are being diagnosed and succumbing to certain
types
of cancers at alarming rates; and
WHEREAS, The International Association of

Fire
25 Fighters has recognized and made public that
26 “Cancer is the number one killer of fire fighters
in
27 the fire service”; and
28 WHEREAS, fire fighters have a long and
29 distinguished history of not only taking care of
our
30 own but also taking care of others; and
31 WHEREAS, only one organization, The Retired
32 Professional Fire Fighters Cancer Fund, Inc. a
non
33 profit 501(c)3 organization founded by both
active
34 and retired I.A.F.F. members, none of which
receive
35 any salary or stipend but provide in kind
service, has
36 raised and donated over \$100,000, since 2010 to
37 world renowned cancer research programs
across
38 North America. However, in order to make a
greater
39 impact much more needs to be done.
40 WHEREAS, there are organizations affiliated
41 with fire fighters who offer educational
programs,
42 advocacy programs and personal support
programs
43 for fire fighters diagnosed with cancer but do
not
44 provide funding for cancer research; and
45 WHEREAS, a per capita increase of three cents
46 per member per month equates to 36 cents per
year
47 (less than the cost of a first class postage stamp
in
48 both the United States and Canada) will
generate
49 approximately \$90,000 per year for promising
50 cancer research, without significant financial
burden
51 to the IAFF or its members; therefore be it
52 RESOLVED, That The International
Association
53 of Fire Fighters increase their per capita dues by
3
54 cents per month with ALL funds going directly
to
55 established cancer research programs and not a
third
56 party charity. Research programs selected will
focus
57 on those cancers where there is documented
evidence
58 that fire fighters have higher occurrence rates
when
59 compared to the general population. Where
and when
60 possible that said funds be given to established
61 cancer research programs in North America;
and be it
62 further
63 RESOLVED, That the IAFF Executive Board will
64 be the sole deciding organization in
determining
65 where 100% of these funds are allocated for

cancer
66 research programs; and be it further
67 RESOLVED, That The Retired Professional Fire
68 Fighters Cancer Fund remains available to assist
the
69 Executive Board as needed.

Submitted by: Local 729, Binghamton, NY
Cost Estimate: 3 cents
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 36
COMMITTEE ASSIGNMENT:
HEALTH & SAFETY
RE: CANCER CAUSING TOXIC FLAME
RETARDANTS

1 WHEREAS, every year, California adds
2 anywhere from 15 to 20 names to the California
3 Firefighters Memorial in Capitol Park, many of
them
4 the victims of occupational cancer caused by
5 prolonged exposure to carcinogens on the job;
and
6 WHEREAS, the toxins contained within
chemical
7 flame retardants, and those compounds
released
8 when they burn, contribute to high rates of
certain
9 cancers among fire fighters. When chemical
flame
10 retardants burn they convert into dioxin and
furans,
11 which expose fire fighters to dangerous levels of
12 extremely toxic and cancer-causing chemicals
that
13 can penetrate protective gear; and
14 WHEREAS, every time a fire fighter enters a
15 structure fire, they are confronted with a haze of
16 toxins and compounds released by smoldering
17 furniture. The cumulative effect of these
exposures
18 over the course of a career can be devastating;
and
19 WHEREAS, the toxic gasses seep into their
20 protective clothing and sometimes penetrate
21 breathing apparatus. Fire fighters also inhale
them
22 directly during overhaul and mop-up
operations
23 when they aren't wearing breathing apparatus;
and
24 WHEREAS, fire fighters are at particular risk
25 during the clean up or “overhaul” of a burn site,
26 when the need for protective gear may not be
27 apparent. Skin contact with soot that contains
dioxin
28 and furans from combusted chemical flame
29 retardants is a key route of exposure to fire
fighters;
30 and
31 WHEREAS, even our brothers and sisters back
at
32 the station are exposed, because these toxins
stay on

33 our protective equipment; and
34 WHEREAS, an analysis of 32 related studies
35 published in the The Journal of Occupational
and
36 Environmental Medicine revealed that fire
fighters
37 have significantly elevated rates of four types of
38 cancer, which is likely due to their routine
exposure
39 to complex mixtures, such as the toxic products
40 created when chemical fire retardants burn:
multiple
41 myeloma; non-hodgkin's lymphoma; prostate
cancer;
42 and testicular cancer; and
43 WHEREAS, the presence of certain chemical
44 flame retardants are a direct threat to the health
and
45 safety of our members. More importantly, they
are a
46 threat to the health and safety of the people we
are
47 sworn to serve. That's why we actively endorsed
the
48 updated TB-117-2013 standard and are
currently
49 proudly sponsoring SB 1019 (Leno, D-San
50 Francisco); and
51 WHEREAS, the National Fire Protection
52 Association, International Code Council,
53 Underwriters Laboratories and other similar
54 organizations play an important role in the
55 development of flame retardant tests and
related
56 standards for upholstered furniture, furniture
textiles
57 and the like; and
58 WHEREAS, nationally-recognized standards
have
59 a direct impact on the health and safety of CPF
60 members; and
61 WHEREAS, firefighting has inherent risks, but
all
62 efforts to minimize fire fighters' exposure to
toxic
63 chemicals and other fire ground health and
safety
64 issues must be aggressively pursued; therefore
be it
65 RESOLVED, That the IAFF formulate a position
66 on the use, regulation, testing and health-based
safety
67 standards for flame retardant chemicals and
other
68 toxic chemicals, which fire fighters are exposed
to on
69 a daily basis; and be it further
70 RESOLVED, That the IAFF ensure that any
71 federal legislation on the use or manufacturing
of
72 flame retardants, industrial chemicals and other
73 toxins shall protect the rights and abilities of
state
74 and municipalities to enact laws regarding the
use of
75 said products, while opposing any and all
federal
76 legislation that has preemption against allowing

77 states to ban or regulate flame retardants,
78 industrial
79 chemicals, toxins and other specific hazardous
80 chemicals; and be it further
81 RESOLVED, That the IAFF work to ensure that
82 the use of carcinogenic flame retardants and
83 other
84 toxic chemicals are eliminated and safer
85 alternatives
86 or methods are pursued, such as California's
87 standard
88 TB-117-2013, including the development of
89 non-
90 toxic standards through the National Fire
91 Protection
92 Association, International Code Council,
93 Underwriters Laboratories and similar testing
94 organizations; and be it further
95 RESOLVED, That the IAFF gather additional
96 scientific research and studies regarding fire
97 firefighter
98 exposure to carcinogens, toxic flame retardants
99 and
100 other toxic chemicals, as well as continue to
101 educate,
102 train and heighten the awareness of its
103 members to
104 the dangers of these toxic chemicals and seek
105 preventative measures to lessen fire fighters risk
106 of
107 developing cancer.

Submitted by: California Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 37
COMMITTEE ASSIGNMENT:
HEALTH & SAFETY
RE: SAFE CALL NOW

1 WHEREAS, the job of a fire fighter is physically
2 and mentally challenging; and
3 WHEREAS, the physical and emotional stresses
4 of our profession have an adverse impact on fire
5 fighters both professionally and personally; and
6 WHEREAS, due to these stresses some fire
7 fighters may suffer from problems with
8 substance
9 abuse, marital and family problems, loss of a
10 loved
11 one, financial problems, traumatic incident
12 responses, PTSD, suicide, and other behavioral
13 and
14 mental health issues; and
15 WHEREAS, many jurisdictions simply offer a
16 generic Employee Assistance Program designed
17 for
18 all employees; and
19 WHEREAS, most fire fighters are fearful of the
20 impact and stigma a request for help for these
21 issues
22 can have on their careers, and are reluctant to
23 take
24 advantage of EAP programs to ensure
25 confidentiality
26 and protect their families; and
27 WHEREAS, without proper intervention and

21 treatment these issues eventually lead to tragic
22 situations that have bad impacts on the
23 personal and
24 professional lives of fire fighters; and
25 WHEREAS, fire fighters need a trusted source
26 they can turn to when they are dealing with
27 these
28 challenges; and
29 WHEREAS, Safe Call Now is a confidential,
30 comprehensive, 24-hour crisis referral service
31 specifically designed for fire fighters, police
32 officers,
33 public safety personnel, and their families to
34 speak
35 confidentially with trained fire fighters, police
36 officers, public safety professionals and/or
37 mental
38 healthcare providers who are familiar with our
39 profession; and
40 WHEREAS, Safe Call Now is currently used by
41 fire fighters, police officers, FBI agents, ATF
42 agents
43 and members of the U.S. Secret Service; and
44 WHEREAS, Safe Call Now communication is
45 legislatively protected under RCW 43.101.425
46 entitling the caller to privileged communication
47 from
48 any state or province; and
49 WHEREAS, Safe Call Now has a proven track
50 record of success and professional and reliable
51 assistance for fire fighters that far exceeds EAP
52 programs; and
53 WHEREAS, Safe Call Now is a 501(c)3 non-
54 profit organization, established in 2009, and
55 managed
56 by a Board of Directors, that relies solely on
57 sponsorships, donations, and grants to fund the
58 organization; and
59 WHEREAS, the mission statement of the IAFF
60 Foundation is to: "Support and protect the
61 health,
62 safety and welfare of fire fighters, paramedics
63 and
64 their families, as well as the communities they
65 serve"; and
66 WHEREAS, the John P. Redmond Fund was
67 established to address the health and safety
68 issues
69 associated with firefighting; therefore be it
70 RESOLVED, That the IAFF adopt and advertise
71 Safe Call Now as a critical resource and
72 treatment
73 coordinator for mental and behavioral health
74 care for
75 fire fighters; and be it further
76 RESOLVED, That the IAFF contribute \$20,000
77 annually, with \$10,000 appropriated annually
78 from
79 the IAFF Charitable Foundation and \$10,000
80 appropriated annually from the John P.
81 Redmond
82 Fund; and be it further
83 RESOLVED, That the IAFF provide a
84 representative to serve on the Safe Call Now
85 Board
86 of Directors.

Submitted by: Local 27, Seattle, WA

Cost Estimate: ¼ cent
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 38
COMMITTEE ASSIGNMENT:
HEALTH & SAFETY
RE: FIRE FIGHTER WILLIAM ELLIOTT
AERIAL LADDER SAFETY STANDARD

1 WHEREAS, firefighting and aerial operation are
2 inherently dangerous; and
3 WHEREAS, the occupation of firefighting has no
4 standard, as compared to other occupations, for
5 worker safety when climbing and working from
6 an
7 elevated height; and
8 WHEREAS, fire fighter William Elliott tragically
9 fell from over 90 feet to his death during a
10 training
11 evolution and no cause medical or otherwise
12 could be
13 determined; and
14 WHEREAS, fire fighter William Elliott's death
15 could have been prevented by the use of a fall
16 protection system; and
17 WHEREAS, the International Association of Fire
18 Fighters and state associations have significant
19 influence in the development and
20 implementation of
21 aerial apparatus standards and workplace safety
22 improvements; and
23 WHEREAS, apparatus manufacturers, NFPA,
24 NIOSH, and OSHA have tremendous
25 engineering
26 and technical expertise capable of designing
27 and
28 requiring the incorporation of useful, reliable
29 fall
30 protection systems that would not interfere
31 with
32 emergency lifesaving rescue; and
33 WHEREAS, the Florida Professional
34 Firefighters
35 passed a resolution in 2013 in honor of Fire
36 fighter
37 William Elliott; therefore be it
38 RESOLVED, That the IAFF work with apparatus
39 manufacturers, NFPA, NIOSH, OSHA, and all
40 other
41 stakeholders to develop equipment and
42 standards that
43 will not interfere with emergency rescue but
44 will
45 increase the safety of the brave men and women
46 of
47 the fire service.

Submitted by: Florida Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

Court of Appeals Enforces FLSA Overtime Rights of Local 112 Members

In a precedent-setting case, the federal Court of Appeals in California ruled that the City of Los Angeles violated the statutory rights of Local 112 members (dispatchers and aeromedical technicians) to overtime compensation under the federal Fair Labor Standards Act (FLSA).

For many years, the City of Los Angeles has been a repeat violator of this federal wage and hour law involving various classifications of workers. Based on this unlawful track record, the appellate court found that the City engaged in knowing and reckless violations of the law, and that its conduct lacked good faith. As a result, the appellate court approved the maximum compensatory damages that a federal court can award against an employer that chooses to disregard its pay obligations owed to employees under the FLSA.

In 2004, IAFF General Counsel Tom Woodley pursued this federal court action under the International's FLSA Policy. The case originally involved more than 300 paramedic and dispatcher members who claimed they were entitled to overtime pay based on the generally applied 40-hour work week overtime standard. In the past, the City treated paramedics and dispatchers as employees engaged in fire suppression activities under the Section 207(k) exemption and only paid them FLSA overtime compensation after working 204 hours in a 27-day work period. After an earlier favorable ruling from the federal judge regarding the City's liability to the paramedics, their claims were settled in mediation and the backpay and related damages were distributed to those IAFF members.

Later, the District Court decided that the dispatchers and aeromedical technicians also deserved overtime pay after they worked 40 hours per work week. The judge determined that these employees did not have the "responsibility" to perform fire suppression functions, as is required by the definitional language of the 1999 Amendment to the FLSA. Accordingly, the judge concluded that these employees did not meet the Section 207(k) exemption covering fire fighters.

The District Court awarded the full three-year period for recovering backpay, finding that the City's past pattern of illegal pay practices, and the evidence here, showed that these violations of the FLSA were "willful." Also, the judge doubled these members' monetary recovery by awarding 100 percent in supplemental liquidated damages in addition to the overtime compensation because the City

failed to demonstrate that it acted reasonably and in good faith. The City appealed.

On March 18, 2014, the U.S. Court of Appeals issued a unanimous decision, affirming entirely Judge Consuelo Marshall's rulings with respect to FLSA liability and compensatory relief awarded against a serial violator of the law — the City of Los Angeles.

The appellate court determined that the limited fire fighter overtime exemption under Section 207(k) can only be used by a public agency employer if the employees actually have the job "responsibility" to engage in fire suppression activities, as required by the FLSA. Here, the dispatchers performed solely dispatching duties from their offices in the basement of City Hall, and did not respond to emergency scenes to fight fires and rescue persons.

While many of the dispatchers had been trained as fire fighters, other dispatchers who were trained only as paramedics performed the exact same job. Moreover, the dispatchers did not need nor use fire protective gear or operate fire equipment. In short, the court found that the dispatchers did not have duties that included fire suppression.

Consequently, the appellate court concluded that the City had been illegally using the fire fighter overtime exemption to deprive the dispatchers of the overtime pay owed to them after they worked 40 hours in a work week. The same conclusion was reached for the aeromedical technicians who also did not perform fire suppression functions.

In the vast majority of cases when the employer is found to have violated the FLSA overtime requirements, the adversely impacted workers can only recover two years of backpay. If the employees are able to carry their heavy burden of proving that the employer purposely or "willfully" violated this wage and hour law, then they can recover an additional third year of unpaid overtime compensation.

The track record of the City was awful — it had repeatedly been found to have contravened the FLSA for other classifications of employees since the year 2000. It did not examine the positions of dispatchers and aeromedical technicians for FLSA compliance and it never asked the Department of Labor for an opinion letter regarding the coverage of these positions.

Further, in the middle of this litigation and in an attempt to bolster its position, the City reassigned the dispatching positions from its Bureau of Support Services (non-fire

suppression) to its Bureau of Emergency Services (which included fire fighting personnel). That effort backfired, as the appellate court stressed that, "[t]he timing of this reassignment provides further evidence that the City's behavior was willful." As a result, the Court of Appeals affirmed "the district court's finding that the City's conduct was willful and justifies a third year of withheld overtime pay."

In addition, under the FLSA, an employer can be assessed additional liquidated damages equal to the backpay amounts if the facts show that its actions lacked subjective good faith or were not based on objective, reasonable grounds. Relying on the same evidence that supported the third year of backpay, the appellate court also sustained the judge's findings that the dispatchers and aeromedical technicians deserved 100 percent liquidated damages in addition to the overtime compensation that they were denied.

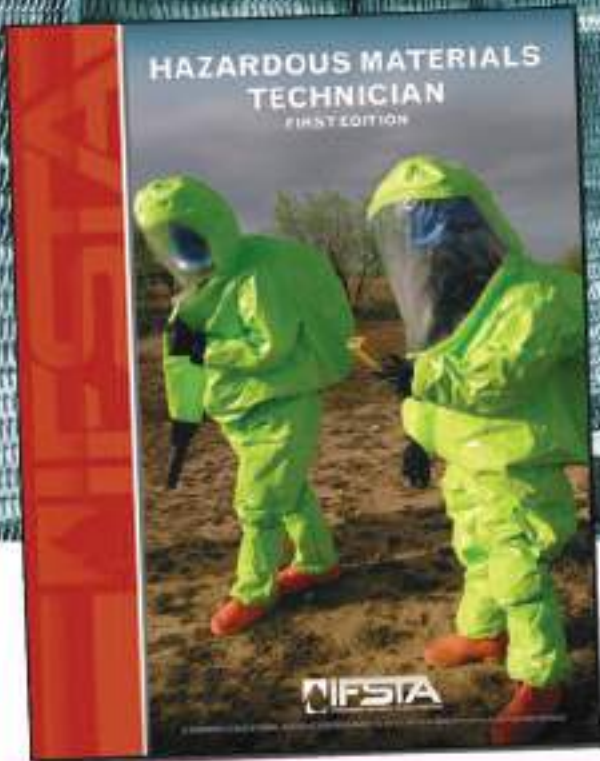
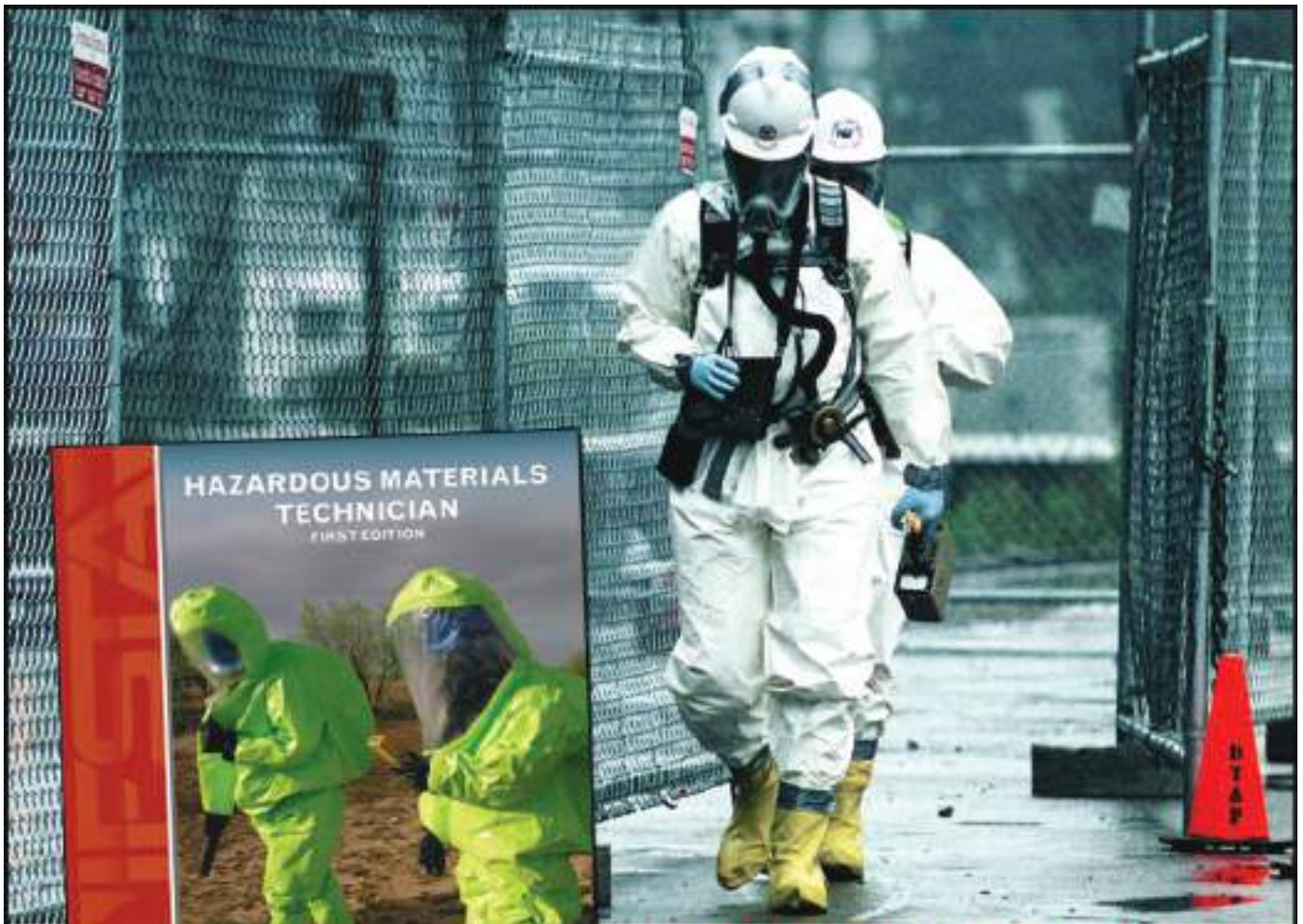
In another important part of the decision, the appellate court rejected the City's various arguments that it should be able to take advantage of and spread partial premium payments it previously made to these employees over an extended period of time in order to substantially reduce the overtime damages it owed to these IAFF members.

Instead, the court agreed with General Counsel's position that the "work week" is the core unit of time in the statutory language and Department of Labor regulations, and that premium payments previously made by the City for hours worked in each work week may only be offset against the FLSA compensation due for the overtime hours worked in that same work week.

This is a significant part of the court's decision, which will serve as a positive precedent in other FLSA cases where union members deserve to be made whole for being deprived of their overtime compensation at the time it was earned and should have been paid.

General President Harold Schaitberger notes, "This is an important example of how the International's FLSA Policy can be used to safeguard our members' rights to overtime under federal law."

Local 112 President Frank Lima adds, "Regrettably, the City of Los Angeles has repeatedly violated the FLSA, and we are grateful to the International for forcing the City to provide our members with the overtime pay they deserve." ■



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Changing the Narrative

For the past several years, IAFF members across the United States and Canada have been fending off an avalanche of attacks by special interests and politicians on their pay, benefits and retirement security, while also fighting back against station closures, layoffs and staffing reductions to numbers that, in many cases, are already considered inadequate.

In response to this assault, affiliates have fought back, unseating anti-union, anti-worker politicians, defeating referendums and running successful community outreach programs to counter these attacks, many of which are clearly based on ideology and not finance.

As the fight rages on for many affiliates, their members — regardless of local size or location — often find themselves on the defensive with friends, neighbors and even family who are always willing to share their uninformed opinion at the family cookout or community event. They know everything about your issues. Just ask them.

Being prepared with effective messaging and talking points can turn these encounters into opportunities to educate the public and generate support on the issues.

Proper messaging is the key to gaining superiority in any debate on an issue, as well as making sure that messaging is short and communicated in terms everyone can understand.

Understanding Your Audience

Some issues, such as pensions and staffing, are hard to appreciate for the lay person who is not immersed in the world of the fire service. With that in mind, the first goal is to properly identify your audience and communicate effectively.

The public does not know the ins and outs of the job fire fighters and paramedics do, so all your messaging must reflect this. For example, say you respond to a house

fire. You arrive on scene, stretch a line, extinguish a fire and rescue a victim. Now it is time to explain the sequence of events on the evening news. Which is the better option?

1: *Engine 1 arrived on scene. They stretched a pre-connect into a door on the B side of the structure and began suppression efforts. Truck 2 arrived on scene, performed a right hand search and found a child victim in a bedroom and removed the victim from the hot zone.*



2: *The fire truck arrived on scene and found a home engulfed in flames. They pulled a hose and entered through the side door of the home. At the same time, the ladder crew performed a search, where they found an unconscious child. The engine crew attacked the fire and held the flames at bay while the ladder crew rescued the child.*

While the message can be massaged in several different ways, choice two is obviously a better way to describe the event. Remember, you are speaking to people who do not understand your shop talk. Keep it simple and understandable for the public.

Simply changing words around can be effective for winning the battle. There are

many examples where changing one word can affect the entire balance of an argument to your benefit.

An example of one of the best strategies is when discussing public pensions. Stop using the word “pension.” Instead, use the word “retirement.” Opponents have made pension an ugly word. People automatically attach a negative stigma to the word, even if they have no idea how one works. However, by instituting the word retirement in its place, you are now talking to people on terms they know. Many people do not have pensions; however, everyone has at least thought about retirement and understands the need to make it secure.

Another effective change of term is to refer to your elected officials simply as “politicians.” This word polls so badly that the mere mention of it makes people distrust them.

Which example do you think resonates better with the public?

1: *Today, the fire fighters union is issuing a statement on the mayor’s and City Council’s plan to cut fire fighter pensions.*

2: *Today, fire fighters are responding to attempts by politicians to cut fire fighters’ retirement.*

A few additional quick examples:

When describing house fires to the media, use the word home — not house or structure. In today’s society, as with pension fights, people don’t care about something they don’t have. Not everyone owns a house, but everyone has a place they call home.

Politicians don’t “reduce” staffing — they cut, slash, decimate, slice, tear apart and rip.

Politicians also do not plan; they scheme, plot and conspire.

Scoring Points With

Y O U R
M E S S A G E

Words Tell the Story

Telling your story is very much like painting a picture. It's a delicate art that can take someone's mind to another place. Just as people can get lost in a painting, they can endear themselves in your story simply by the words you use.



Smoke doesn't have to be just smoke. It can be toxic, heavy, thick, black and grey.

Inserting descriptive words into your story greatly improves the chance of a person remembering what you did. Below are a few words fire fighters often use and how to increase their effectiveness:

Smoke doesn't have to be just smoke. It can be toxic, heavy, thick, black and grey. Use any combination to describe the situation.

Victims many times are found lifeless, pulseless, breathless and motionless or trapped, pinned, injured, burned, etc.

When a politician announces a plan to slash your retirement, it can be troublesome, costly, diabolical, dangerous and expensive.

Rolling brownouts are deadly, risky, detrimental and irresponsible.

Getting the Most From Your Messaging

When communicating with the media, the public or your crazy uncle, there are some things they will never comprehend. They will never understand pensions. They will never understand staffing and response times. With that in mind, you need to seize the moment to get the most out of your messaging.

One way to express the importance of how you say something is to stop using numbers. In staffing, for example, the public has no clue how many fire fighters are needed to properly staff a fire department or any idea if the numbers being bandied about on your pension are good or not. They do, however, understand percentages.

Take a look at staffing/reductions in force. A simple change in the messaging can have a major effect in how a community responds. For example:

The Smithtown Fire Department is proposing to take the fourth fire fighter off all of its engines. Local politicians argue that it is one person per rig. But the public hears this and thinks, "Ok, it is just one fire fighter." But if the message to the public is that the proposal is a 25 percent reduction in emergency response when their family has an emergency, the percentage resonates far more than if it's one person.

Don't Make It About You

One of the most important things to remember about messaging on any issue is don't make it about you. The public doesn't care if you miss your child's soccer game or didn't get any sleep on duty last night. The public has hardships of their own, especially in a recession or slow economic recovery when everyone suffers, and are not going to be sympathetic to you.

Instead, shape your message so that it affects them, their family or their neighborhood, and it is more likely going to resonate. A good example is your pay.

Example 1: "We haven't had a pay raise in three years. Our run load has gone up 13 percent, but our pay has actually declined 3 percent. Our health insurance has gone up. Fire fighters in Wazoo City make more than us."

Example 2: "Fire fighters have not had a pay raise in three years, and it's having a negative effect on the safety of our neighborhoods because we can't recruit or retain newer fire fighters. The City is wasting thousands of dollars training fire fighters only to have them leave for better paying jobs in other communities. Money needs to be invested in our community's public safety."

Example 1 makes the message about the fire fighters. Over the past several years, many people have not received pay raises. Some have even been out of work and may not be sympathetic to your needs.

Example 2 shows the need for your pay raise as more of an investment in the community, which more people can buy into.

Change the Conversation

Shifting the focus on an issue can change the message so that the focus is on how the issue affects the community.

One of the best ways to do this is to focus on the cost to the public. Whether it's a brownout, station closing, wage issue or pension fight, there are ways to calculate the cost to the taxpayer. Your adversaries are very good at using this approach to suit their message. For example, when calculating pension benefits, opponents make the number as large as possible. For example, in Jacksonville, Florida, the City



Change the message so that the focus is on how the issue affects to the community.

how well would that work? Let public safety decisions stay where they belong, in the hands of professional fire fighters, not politicians.

There are several ways members can do this in the field to assist affiliate officers in making sure that the local's message resonates. While the public continues to hear the local's message through media, members in the field are the bridge between the message being aired and the message being understood.

Do Your Job — this is the single most important factor. There is no better way to win the public over than to champion your message by simply doing what you are there to do.

For many, this may be the one time they need fire and rescue response and it leaves an impression for a long time.

B₃ e Proactive About Public Relations

Being aggressive about your local's public relations efforts can greatly improve your public image. Gone are the days of relying on the department PIO to contact the media for positive press. Make sure your message reaches the people in your community before you need them. It is much easier to educate the public on issues before a crisis situation.



Your local's public relations efforts can greatly improve your public image.

said, "Pension costs will be \$40 million over the next 10 years."

But politicians almost never say what pension plans cost per household. That's because breaking it down to numbers people understand (in Jacksonville, \$60 per household per year or \$5 a month per household) doesn't seem so high anymore.

Remember, your message has to resonate through multiple audiences in the area you serve. People may not support a tax increase to fund pension plans, but may pay the same amount to fund pension plans if the message focuses on public safety and if it means people will get a return on their investment.



Remind the people you serve that you are the expert on public safety in your community, not politicians.

W₄ ho Should Be Making Decisions on Public Safety?

Changing what we say involves reminding the people you serve that you are the expert on public safety in your community, not politicians. Next time politicians want to make decisions about what's best for public safety, remind citizens that you are the public safety professionals. Messaging examples can include, but not be limited to:

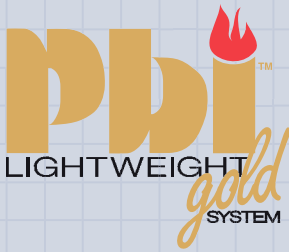
Be sure to designate a local member to serve as a communications officer who works under the local president and can manage the local's social media while establishing relationships with the mass media. The goal is to create positive public relations to remind people about what you do for the community before you need them to vote for you or your candidates.

I₁ AFF Resources

The IAFF is a valuable resource to assist affiliates in every aspect of messaging for any campaign using both traditional and new media channels. For more information, contact your local president or district vice president. ■

- "Mayor Smith wants to close two neighborhood fire stations against the advice of your professional fire fighters. Smith is not a professional fire fighter — he/she is a politician. Don't allow politicians to make decisions that professional fire fighters should be making.
- Who do you want making decisions about your family's safety? Politicians or fire fighters?
- If a politician decided to change your job,





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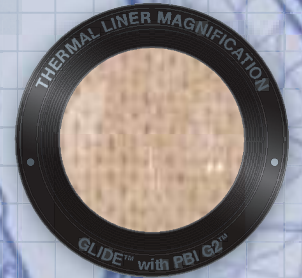
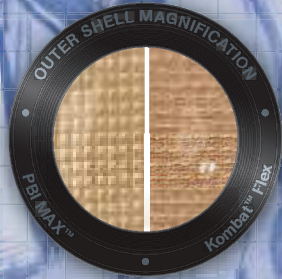
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FIGHTING BACK

CASE STUDIES

Affiliates Halt Attacks With Powerful Media Campaigns

IAFF affiliates have been in a fight for many years to protect their members against attacks from anti-union interest groups and politicians that want to cut benefits and wages, gut public employee pensions and take away workers' rights in communities across North America.

In many cases, affiliate leaders turn to the IAFF for strategic assistance in battles to preserve public and fire fighter safety.

Working together, the IAFF has helped affiliates develop and implement powerful campaigns to fight back against these persistent attacks. As a result, in the past year alone, affiliates have prevailed against anti-union opponents using a variety of tools and tactics, including traditional and social media.

Memphis, TN Local 1784

Memphis, TN Local 1784 members have been under attack ever since A.C. Wharton became mayor in 2009. Confronting a \$60 million hole in the budget, Mayor Wharton has made draconian cuts in public services, including closing fire stations and reducing pensions, as well as instituting a city-wide 4.6 percent pay cut in 2011 that was widely considered illegal.

Memphis Local 1784 leaders knew Wharton wouldn't stop slashing unless they took bold action. In fact, last year, he announced his proposal to lay off 90 fire fighters.

In addition to restoring the pay cuts, Local 1784 President Thomas Malone also needed a campaign that would halt cuts in staffing and resources that were already jeopardizing public safety. Working with the International, a strong message focusing



on public safety and cost to taxpayers helped counter the opposing narrative that implied fire fighters and other public employees were under worked and over paid. The media strategy moved on several fronts, including saturating local news web sites with banner ads that pointed readers to an online splash page and YouTube video, as well as aggressive social media efforts, such as sending direct messages to members of the Memphis City Council through Twitter.

The campaign helped convince Mayor Wharton and the City Council to back off a second round of layoffs and, in June 2013, the Council voted for and the mayor signed a budget that increased property taxes and restored the 4.6 percent

cut in pay. Local 1784, along with other public employee unions, has filed suit to have the cuts restored retroactively.

"The layoffs the City of Memphis was planning would have meant another 90 positions lost and an increased risk for public safety," Malone says. The City had already taken six ladder trucks,

one engine and one heavy rescue vehicle out of service.

"We are still in a fight with the City," he says. "But we are well positioned now to respond." He credits the help of the International for making the campaign a success. "We went from a preliminary meeting with IAFF communications staff in the morning, to a full-blown media plan in motion by the end of the day."

As a result, Malone and the Local 1784 leadership have learned a good bit about messaging. Malone says he is "ready for the fight" as the City Council has signaled a new plan to "reform" public employee pension plans that move fire fighters into defined contribution plans.

Central Coventry, RI Local 3372

The public will believe what they hear and may turn against you if you don't engage the media and elected officials to get the facts out.

That was the lesson Local 3372 learned — and just in time.

After a nearly one-year battle against an aggressive citizen task force intent on eliminating the Central Coventry Fire Department and privatizing EMS, Coventry, RI Local 3372 has won its fight to preserve public safety.

The Central Coventry Fire District Board and a Coventry Citizens Task Force spearheaded the drive to liquidate the fire department after a major government accounting error led to a \$1.6 million tax revenue shortfall. A judge agreed and ordered the liquidation, effective May 16, 2014. The Fire District Board had three months to liquidate, pay off those it owed money and then saddle the rest of the bill by taxing the citizens to pay down the debt. Citizens would be paying huge taxes, by

"We went from a preliminary meeting with IAFF communications staff in the morning, to a full-blown media plan in motion by the end of the day."

court order, for services they wouldn't receive — when they could just be paying a smaller amount to keep the safe and effective services already provided by Coventry professional fire fighters and paramedics.

Unfortunately, the citizens believed that they would get equal or better response from volunteers and private EMS without paying any more money, ever. The Fire Board and the Town of Coventry wanted it left to the surrounding fire districts to cover Central Coventry, but those districts did not have the capacity — or desire — to.

Coventry Local 3372, with the assistance of the Rhode Island State Association of Fire Fighters (RISAFF) and the International, launched a campaign aimed at passing legislation to prevent liquidation and instead put the fire district under state oversight.

Meanwhile, Rhode Island state House Representative Patricia Morgan and the Citizens Task Force were aggressively canvassing neighborhoods and working local media outlets to put the blame for the budget shortfall on fire fighters — and the union.

Local 3372 was able to change the narrative by educating the public about why liquidation would be extremely costly and proposing a solution to preserve public safety — and save Local 3372 members' jobs.

The multi-faceted media campaign included direct mail, online banner ads, social media and a web site dedicated to the

The message also spelled out the problem and offered a better solution — to convince state lawmakers to pass legislation that would allow the Central Coventry Fire District to seek relief through the state Fiscal Stability Act (FSA). Residents were urged to contact state lawmakers and voice opposition to liquidation.

Just days before the liquidation was to take effect, the Rhode Island General Assembly voted in favor of the FSA and Governor Lincoln Chafee signed the measure, saving the fire district and protecting Local 3372 members' jobs.

"We were telling our story to the media, but our message wasn't always being delivered as we wanted," says Local 3372 President Dave Gorman. "Once we started to tell our story in a way that resonated, the public perception of us improved dramatically. The help from the IAFF was a real boost to our cause."

Aurora, Colorado Local 1290

If the press won't cover the story, write it yourself and send them a copy.

This is the strategy that worked for Aurora, CO Local 1290 following a swift and successful campaign to convince elected officials to table a proposed ballot initiative that would have wrongfully changed the disciplinary appeals process for first responders.

In March, Aurora Police Chief Dan Oates and City Attorney Charlie Richardson urged the City Council to support a ballot initiative that would have caused Aurora members to operate under a

theory of "guilty until proven innocent" in cases brought up before the City's Civil Service Commission.

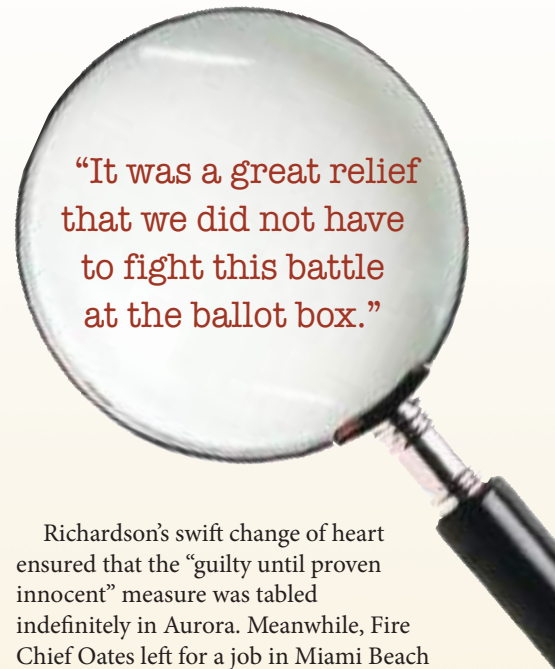
"If the plan had been allowed on the ballot in the November 2014 election, there's no telling what confused Aurora voters would have done at the ballot box," says Local 1290 President Justin Balderston. What's more, Local 1290 would have had to spend a bundle of money and time to get it voted down.

When the idea was first introduced to the Council, local media missed its significance. After a series of quick conference calls with the IAFF, a strategy was hatched

to frame the story and push the narrative out via social media, then pressure local journalists to cover it.

The plan was simple: write a blog spelling out how making fire fighters and

cops guilty until proven innocent was not only unconstitutional and unAmerican, but would have made first responders' job much harder, and blast it out through social media, emails to Council members, as well as emails and calls to Denver area television, print and radio outlets. By the same afternoon, City Attorney Richardson had notified the City Council he wanted the ballot proposal removed from consideration immediately.



Richardson's swift change of heart ensured that the "guilty until proven innocent" measure was tabled indefinitely in Aurora. Meanwhile, Fire Chief Oates left for a job in Miami Beach and Richardson retired on April 1.

"It was a great relief that we did not have to fight this battle at the ballot box," Balderston says. "I also must say that until now our local has underused IAFF resources. We hope this type of thing doesn't come up again, but if it does, our first call will be to IAFF headquarters."

Dyersburg, Tennessee Local 2269

In Dyersburg, Tennessee, a well-timed advertisement on the back page of a Sunday newspaper led to a front page story the following Monday.

In the fall of 2013, Dyersburg Local 2269 launched a campaign to fight back against a City management and fire department plan that included removing two battalion chiefs from the field and putting them in desk jobs. The move jeopardized public safety by reducing the number of on-scene fire fighters and complicating the incident command structure.

"These guys were 30-year veterans, so the City removed all of the experience from the fire scene," says Local 2269 president Jay Cryer. "The City tried to tell us they would give us more staffing on the



issue. The message was simple: "The liquidation of the Central Coventry Fire District leads the town down a dark, dangerous and desperate path, hurting taxpayers."

operations side, but the math never added up.”

With the assistance of the IAFF, Local 2269 mobilized with a media campaign that started with a bold full-page ad in the *Dyersburg State Gazette* that read, “Stop Dyersburg Mayor and Fire Chief from Striking a Match to Public Safety.” The ad was reinforced with a press release and messaging on Facebook and Twitter.

“This was a pretty powerful statement in Dyersburg,” says Cryer. “After the ad appeared, we marched as a group to City Hall for a meeting and filled the place up. Reporters who never found the time to return our calls took notice.”

The next day, after the *Gazette* ran a story that included details from Local 2269 about the dangers of the City’s staffing decision, the mayor and several City aldermen went to the fire station and interviewed fire fighters about ongoing problems with management.

As a result, Dyersburg Fire Chief Robert Veal was pressured to resign, the battalion chief positions were restored as shift captains and the City began listening to Local 2269 fire fighters.

“This was a big victory for us. There’s no way it would have ended up the way it did without the help of the International,” Cryer says.

Omaha, Nebraska Local 385

It takes a strong, on-the-ground media campaign to convince local politicians to show respect for fire fighters and the safety of the communities they protect.

The City of Omaha, Nebraska, on November 13, 2013, issued layoff notices to 19 members of Omaha Local 385. Those fire fighters are still on the job today, thanks to a campaign that convinced City officials to reverse the layoffs.

With assistance from the IAFF and a local public relations firm, Local 385 swiftly developed a strategy and shaped the message that the planned layoffs were a danger to public safety.

The campaign also included a survey of Omaha residents to gauge their impressions of public safety and their fire fighters. The results were clear: the public supported Omaha fire fighters, believed in the importance of adequate staffing and opposed the layoffs.

Local 385 then pushed results of the survey to the public through social media and other online channels, and held a powerful press conference — which was streamed live — packed with fire fighters and a large contingent of local labor.

“That was on a Friday,” says Local 385 President Steve LeClair. “City officials came to the table the following Wednesday and a deal was cut in a matter of hours. This was after six months of complete obtuseness and obstructionism from the City.”

He adds, “This was a hard-fought battle, but we were able to convince the City to back off its hard line,” says LeClair. “The public relations campaign was really the only thing that made the mayor and the City come to the table and meet in good faith.”

Port Alberni, BC Local 1667

When it came to negative media attention, Ben Halychuk, president of Port Alberni, BC Local 1667, tended to rely on an “ignore it and it will eventually go away” strategy.

But local resident Roland Smith was not going away. With an obvious axe to grind, Smith wrote numerous letters to the *Alberni*

Valley Times blasting Local 1667

members as overpaid for the work they do. His letters, long on prose but short on facts, were repeatedly published in the paper.

Smith complained that the arbitration process was essentially tilted in favour of fire fighters and against the interests of taxpayers. Worse, citizens — as well as City Council

members in Port Alberni — were starting to take notice and give his anti-fire fighter diatribes consideration.

Halychuk contacted the International’s Canadian office for help. The time had come to craft a written response for publication. Halychuk worked closely with the IAFF to collaborate on a polished response that set the record straight.

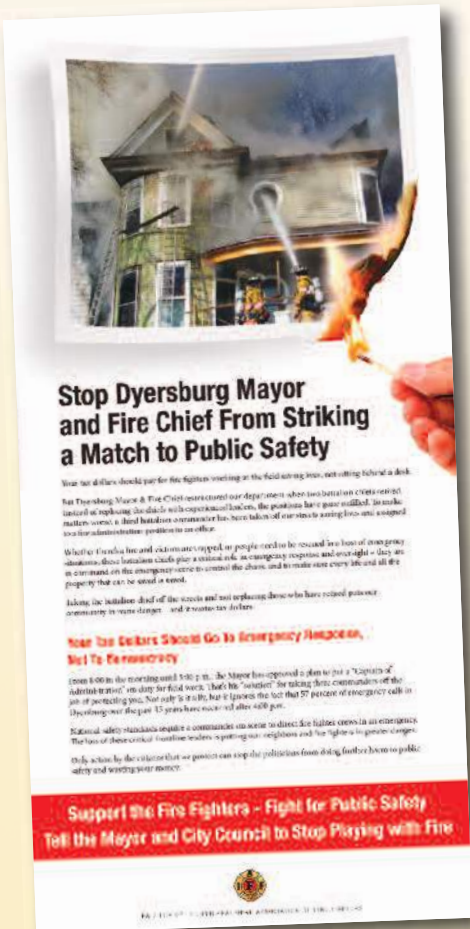
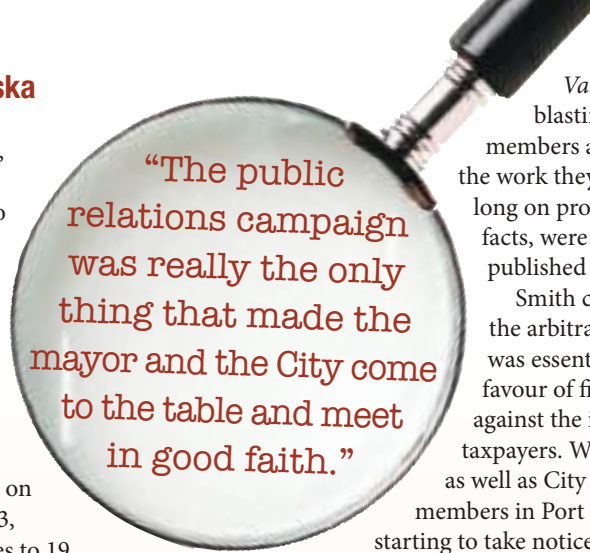
“The truth is, we were not sure if the *Alberni Valley Times* would publish our letter. But since Smith had been published so many times, I think they realized that in the interest of balance, they should probably run it,” says Halychuk.

The letter calmly and deftly refutes each of Smith’s claims, reminding readers of the vital role fire fighters play in the community. And, it explained that arbitration is a fair and legal process and not the “bogeyman” that Smith suggested.

Once the letter was published, Local 1667 sought greater exposure by pushing it out across social media, as well as a local listserv, the Alberni Forum.

The result was swift and positive. The response to the letter shifted the tone of the public conversation by giving those who support fire fighters and public safety solid information and a good argument. The letter did not silence Smith, who continues to fire off letters to the local paper. But now more voices are standing up in support of fire fighters.

“We learned two things in this process,” says Halychuk. “First, a well-crafted and reasoned argument is much more effective than an emotional response. Second, we discovered the value of reaching out to the IAFF and using the resources available. Working collaboratively on this letter we were able to create something that was a lot more powerful than one I might put together on my own.” ■



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Fredericton Local Rallies to Save Tanker

Fredericton, NB Local 1053 is using a combination of social media and old-fashioned political action to get the City to reverse a dangerous decision to replace a tanker truck with a rescue vehicle that has fewer capabilities.

The City, which has been increasingly antagonizing the union, switched the vehicles in February, while claiming falsely that the move would improve medical response. The existing tanker already responded to medical calls, and unlike the rescue unit, also carried a fire pump and water. So as a result of the City's actions, fire fighting capabilities have been reduced in the Northside section of Fredericton.

The local and its members immediately fought the move, and implemented a "Save Tanker 2" campaign, which included all of the traditional elements of a good public relations campaign. Local 1053 rallied at City Hall, attended council meetings in red "Save Tanker 2" T-shirts and distributed a flyer to educate the public. But Blair Sullivan, who was president of Local 1053 when the campaign kicked off, says social media — Facebook and Twitter — gave the campaign a huge boost.

The local used the two social media sites to get their message out and to make a direct connection with local media. The local tweeted information and updates about the campaign from @IAFF1053, its official twitter account, while an informal @FreddyTanker2 account also appeared at the hands of a like-minded but unknown individual. A Save Tanker 2 Facebook page was also created as a means of sharing information about the campaign and receiving feedback from the public.

Sullivan says it was difficult educating the public about the important difference



between the tanker and the rescue truck, but the social media element of the Save Tanker 2 campaign made a number of things easier, such as getting interest from the media.

"You wouldn't believe how often the regular media follows social media and springboards off that," Sullivan says, explaining that the local tagged media outlets in its tweets, which led to two or three television interviews. Social media also helped spread the word about the rally at City Hall.

The campaign has received support from allies within the area's District Labour Council, and also provided Local 1053 with the opportunity to educate the local Chamber of Commerce about how

operational decisions affect frontline emergency response capabilities.

Sullivan says while the campaign was an uphill battle, and the City has yet to budge on the tanker, the issue is still in the public's

mind due to its online presence. "And hopefully, it won't take a tragedy to illustrate the fact that replacing the tanker with a rescue vehicle is a step backward for public safety," he says.

In the meantime, the local is developing another campaign to highlight a public safety shortfall in the City's Silverwood district, to explain to residents that their insurance rates are higher than other Fredericton residents' insurance rates because the City refuses to act on a 1985 study that showed the need for a fire station

in their neighbourhood. The Fredericton local is also calling on the city to release a 2002 station location study that's never been released, by highlighting the fact it was paid for by taxpayers.

Sullivan says while the Save Tanker 2 campaign may not have had a direct impact yet, the local plans to be politically active — and active on social media — in advance of a fall 2015 municipal election, as a way to continue bringing attention to pressing public safety issues in the City. ■



Ohio Man Saved From Fire Thanks to SAFER Grant

A Mansfield, Ohio, man is alive today because a Staffing for an Adequate Fire and Emergency Response (SAFER) grant helped hire his rescuer — Mansfield Local 266 member Jared Durstine.

When fire fighters arrived at the burning home March 1, smoke was already visible from the outside. Durstine, along with Local 266 fire fighter Dan Krizan, went inside to search for victims. Durstine found a man unconscious on the floor and pulled

him outside for medical treatment and hospital transport.

Ohio Association of Professional Fire Fighters (OAPFF) President Mark Sanders says, "This is a perfect example of what we all know to be true. Fire trucks don't rescue people, fire fighters do."

"We are thankful that we had him with us," says Local 266 President Dan Crow. "Without SAFER, we may not have had enough staff to make that rescue."

In 2013, the Mansfield Fire Department was awarded a \$2.1 million grant to hire 15 fire fighters. Before receiving the SAFER grant, Mansfield's staffing was the lowest since the early 1970s. Mansfield citizens passed an additional income tax measure on the November ballot, ensuring that the City of Mansfield can continue to fund the 15 additional salaries when the grant expires. ■

New Oregon Law Expands Eligibility to Join IAFF Bargaining Units

Some higher-ranking fire fighters are now eligible to join their bargaining unit, thanks to the hard work of the Oregon State Fire Fighters Council (OSFFC). SB 1518, which has been signed by Governor John Kitzhaber, narrows the definition of fire department management employees.

The new law states that the definition of a fire department supervisor does not include fire fighters who assign, transfer or direct the work of other fire fighters. This holds as long as the fire fighter does not have the ability to hire, discharge or impose economic discipline on employees.

Specifically, depending on defined job duties, many battalion chiefs, lieutenants and captains will now have the option to join the bargaining unit.

“This has been a top priority for the OSFFC for the past 15 years,” says OSFFC President Kelly Bach. “With the support of

Senate President Peter Courtney (D) and others, we were able to achieve our goal.”

Senator Courtney is proud to stand with the OSFFC and its members on this issue. “Fire fighters risk their lives for us every time an alarm sounds. They don’t hesitate — they just gear up and rush into the flames. Everyone on the frontline should have the freedom to negotiate for safe working conditions and fair compensation,” he says.

In 1995, reforms to Oregon’s collective bargaining law, among other things, removed safety and staffing issues as subjects of bargaining and prevented fire fighters in certain leadership roles from joining the bargaining unit.

In 2007, the state legislature restored safety and staffing as subjects of bargaining. And now, thanks to the passage of SB 1518, Oregon affiliates wishing to bring in



From left: OSFFC President Kelly Bach, Majority Leader Val Hoyle, Governor John Kitzhaber and OSFFC Legislative Director Bob Livingston.

previously ineligible fire fighters to the bargaining unit must first vote on the additional members and then submit a formal request to the state.

At least two affiliates — Salem Local 314 and Medford Local 1431 — have already submitted their petitions. ■

Cumberland Fire Fighter Throws Hat in Ring for Mayor

Cumberland, MD Local 1715 member Jeff Grogg, a 37-year veteran fire fighter, has announced his candidacy for mayor. He faces incumbent Mayor Brian Grim in November.

Grogg decided to run for his first public office because he believes Cumberland needs a mayor with a more proactive leadership approach and one who will act in the best interests of all City employees.

“Rather than reacting to problems, Cumberland needs a mayor who will set goals to work toward,” says Grogg. “We have some

absentee landlords who let the buildings they own fall into disrepair and the needs of our City employees, organized or not, are not being addressed well enough. I want to change that.”

Local 1715 President Kenneth McKenzie says the local is enthusiastic about supporting Grogg’s campaign. “We know that not only is he on the side of public safety, but of all City employees,” he says.

McKenzie says members are looking for a leader who will always be willing to bargain in

good faith. Labor-management discussions have proved difficult with the current administration.

Recent negotiations came to a standstill over several issues, including healthcare coverage. The City withdrew from bargaining, refused to go to mediation and even threatened to void the contract as of July 1, 2014. The local took legal action which resulted in bringing the City back to the bargaining table. ■

Presumptive Legislation Advances in Canada

The British Columbia Professional Fire Fighters Association (BCPFFA) celebrated a hard-fought legislative victory when the province’s Labour Minister, Shirley Bond, announced the return of presumptive heart legislation for fire fighters at the BCPFFA’s annual Legislative Conference March 10 in Victoria. The Ontario Professional

Fire Fighters Association also scored an important legislative victory in late April when six cancers were added to the list of those deemed occupational in Ontario.



Kansas Man Who Shot at Olathe Fire Fighters Brought to Justice

An Olathe, Kansas man has been convicted of arson and first degree attempted murder after firing shots at Olathe Local 2542 members. William Outhet Jr. is scheduled to be sentenced on May 1, 2014.

“I am very proud of the degree of professionalism our members displayed as they responded to that incident,” says Local 2542 President John DeJulio. “It was a very dangerous situation that could have had a tragic outcome.”

In February 2013, Local 2542 members responded to a house fire. When they arrived, smoke and flames were shooting from the front of the home.

They could also hear loud noises, which they first assumed were exploding aerosol cans. But when the Local 2542 members entered the home, they found Outhet unconscious on a bed holding a shotgun.

“Our guys knew then that Outhet had been shooting at them,” says DeJulio. “Maintaining their professionalism, our



PHOTO CREDIT: TYLER SYLVEST

members removed the gun and carried Outhet outside to perform CPR. He later made a full recovery at the hospital.”

After extinguishing the blaze and the smoke cleared, Local 2542 members discovered that Outhet had placed firearms in several rooms of the house.

The police eventually charged Outhet with arson for setting fire to his roommate’s

home and attempted first-degree murder for shooting at the fire fighters.

When the case went to trial, Outhet became ill inside the courtroom. Local 2542 members once again came to his aid and provided the needed medical assistance. ■

Southern Missouri Fire Fighters’ Election Efforts Pay Off

Southern Missouri Professional Fire Fighters Local 152 members went “all in” for the April elections, and it paid off. As a result of a well-developed campaign plan and high participation among the Local 152 membership, two former and retired members and one active member were elected to area fire protection boards, a sales tax renewal passed to benefit the City of Springfield’s police and fire pension, and another member won his bid in a school board election.

Local 152 President Shawn Martin says this round of success is the result of years of determination. “Our members have been able to establish important political connections by emphasizing that our concerns solely revolve around public safety and that we do not favor one political party over another,” he says.

Martin says advice from the local’s recent IAFF Political Training Academy graduates — Missouri State Council of Fire Fighters President Tony Kelley (2010), Local 152 Political Director Eric Latimer (2008) and Local 152 Vice President Adam Carter (2014) — was also very helpful in the planning and execution of the campaigns.

In Springfield, IAFF members worked hard to gain support for the renewal of a .75 percent sales tax. Revenue from the tax goes toward bringing the City’s police and fire pension up to full funding. Voters responded overwhelmingly (76 percent) in favor of keeping the tax.

“Some board members have not always been friendly to fire fighters. We knew the best way to build support would be to elect our own.”

In 2008, the pension was funded at 33 percent. The .75 percent sales tax with a five-year sunset was passed the following year. The pension is now funded at 70 percent and is projected to reach 100 percent within five years.

“We felt it was important to maintain the tax until the pension is fully funded,” says Martin. To ensure the continuation of the tax, our members pushed our message out to voters in a variety of ways, including mailers, door-to-door canvassing and meetings with influential civic groups.

State law requires the City to keep the pension funded even if it has to pull from general City revenue. If the tax had not renewed, City leaders would have laid off employees and reduced services.

In Logan-Rogersville, Strafford and Nixa, Local 152 helped elect three fire fighter-friendly candidates to fire protection boards. Bryan Batey was elected in Logan-Rogersville and Bill Odom in Nixa. Both are retired fire fighters and former members of Local 152 in good standing. In addition, Kevin Binam, an active member, was elected in Strafford.

“Some board members have not always been friendly to fire fighters,” says Martin. “We knew the best way to build support would be to elect our own.”

Ed Cantrell, who is also retired and a former Local 152 member in good standing, wants to make a difference in the City of Republic school system. Members of Local 152 supported him and helped him win a seat on the school board.

Southern Missouri Professional Fire Fighters Local 152 represents fire fighters in Springfield, Republic, Logan-Rogersville, Ozark, Nixa and Battlefield. Strafford is not yet organized. ■

IAFF Members Serving in Maryland Legislature Honored

Two retired IAFF members from Maryland are the latest recipients of the U.S. Senator Charles "Mac" Mathias (MD) Award. Maryland House Speaker Michael Busch bestowed the honor on state Delegates James Malone Jr. (D) and Robert Costa (R) for their dedication to working with colleagues on both sides of the political aisle to pass legislation on behalf of Maryland citizens.

"Malone and Costa epitomize and put into action the IAFF mantra of policy over partisanship and progress over politics," says General President Harold Schaitberger. "The IAFF congratulates them both on receiving this well-deserved honor."

Delegates Malone and Costa were surprised and overwhelmed by the honor.

Malone, a retired member of Baltimore County Local 1311 has been serving as delegate in the state House since 1995. His work as vice chair of the Environmental Matters Committee has afforded him many opportunities to produce bipartisan legislation.



Robert Costa



James Malone Jr.

"We work hard to be fair by listening to what everyone has to say," says Malone. "This bipartisanship has resulted in many good pieces of legislation for the people of Maryland. Malone is also co-chair of the Fire, Rescue and EMS Caucus.

Malone, who is retiring this year from the legislature, has spent his entire life serving his community. He joined the Baltimore County Fire Department and Local 1311 in 1979. Soon his interests in helping his community went beyond fighting fires as he became involved in

filling the boot for the Muscular Dystrophy Association every year.

Delegate Costa, a retired member of Anne Arundel County Local 1563, is also retiring this year after serving 12 years in the state House. He says, "The bottom line is that I represent my constituents, not my party. That's what I was elected to do."

Costa says he works hardest on legislation coming out of the Health and Government Operations Committee, especially on issues related to citizens with developmental disabilities.

Last March, Costa retired from the Anne Arundel County Fire Department after 28 years of service. As a member of Local 1563, he served on the executive board as legislative liaison and shop steward.

The award was named in memory of U.S. Senator Charles Mathias (MD). His legacy as a politician is widely-known to be more concerned about what was fair to American citizens rather than following party lines. ■

Winston-Salem Fire Fighters Help Launch Fire Safety App for Kids

Winston-Salem, NC Local 682 members are collaborating with animated artist Art Leonardi of Pink Panther fame and others to develop and promote the new Beetle Bug Fire Safety app. Fire fighters organized an event at Brenner Children's Hospital to demonstrate the app and for Leonardi to show the kids how to draw Beetle Bug and the Pink Panther.

"We thought this would be a great way to brighten the day of the hospital's young patients," says Local 682 President David Pollard. "Leonardi was great with the kids,

making them laugh and drawing these characters"

The app teaches fire safety using puzzles, music and games. The Beetle Bug character encourages parents and children to talk about how to stay safe during an emergency.

A 2.0 version of the app is already in the works. As the upgrade is developed, Local 682 is assisting with the fire safety aspect.



The current version is available for download through the Apple App Store for iPhone, iPad or iPod. ■

Annual IAFF-MDA Softball Tournament is September 4-7

The 41st Annual IAFF-MDA Softball Tournament is scheduled for September 4-7, 2014, at Watkins Regional Park in Upper Marlboro, Maryland. All proceeds from the event, hosted by Prince George's County, MD Local 1619, benefit the Muscular Dystrophy Association.

The Tournament, open only to IAFF members, is one the largest gatherings of IAFF

members outside of the IAFF Convention.

The Tournament is limited to 100 teams with a registration fee of \$350 per team. Registration forms must be received by August 29.

For more information, contact Local 1619 event co-organizer Christian Wargo at (301) 399-9559. ■



Tallahassee Local President is Professional Fire Fighter of the Year

The Florida State Fire Marshall's office recently honored Tallahassee Local 2339 President Rusty Roberts with the Florida Professional Fire Fighter of the Year award during its annual Fire Service Awards reception.

Roberts and other fire fighters who received awards this year were also recognized during a Florida Cabinet meeting at the State Capitol in Tallahassee. Each received an individual resolution signed by the governor and members of the Cabinet.

"Receiving this award is, of course, a tremendous honor," says Local 2339 President Roberts. "But I haven't done anything as a fire fighter or as a community service leader by myself. I am fortunate to work with a great bunch of individuals in the Tallahassee Fire Department."

The 25-year veteran fire fighter began his fire service career in June of 1989. Over the years, Roberts has become a mentor and



Rusty Roberts

teacher, even going the extra mile by earning certifications as HazMat instructor, live fire instructor, arson investigator and Tallahassee Community College Fire School instructor.

Additionally, he has

risen through department ranks and now holds the position of lieutenant.

Roberts is also dedicated to community service. Not only has he been the IAFF 12th District Burn Coordinator for the past four years, he has also been a Muscular Dystrophy Association camp counselor, established the Children's Burn Camp of North Florida and has been an United Way Coordinator. ■

Berwyn Member Featured on Firehouse Chef

Long shifts in the firehouse means, at one time or another, most fire fighters learn to cook for their crew. And some are pretty good — good enough to win cooking contests and be featured on television cooking shows.

For the past several months, WGN Midday News in Chicago has featured firehouse chefs from throughout the Chicago area, including Berwyn, IL Local 506 member Mario Manfredini.

"I learned a lot about cooking from my family," says Manfredini, a 17-year veteran fire fighter. For the show segment, he made one of his specialties, veal saltimbocca.

Manfredini is also an IAFF Political Training Academy graduate. He used what he learned there to run a successful 2009 campaign for Berwyn Park District Board of Commissioners, a position he continues to hold. ■

Arbitrator: Edison Township Must Pay Fire Fighters EMS Differential

A New Jersey arbitrator has ruled that Edison Township decision makers violated Edison Township Local 1197's contract when they stopped paying EMT differentials for responding to emergency medical calls. The Township is also ordered to pay affected fire fighters back pay totaling more than \$800,000.

"We have never asked for anything more than what is in our contract," says Local 1197 President Robert Yackel. "The membership is very pleased with this just ruling."

In 2011, Edison Township's business administrator sent a directive to Edison Township Local 1197 members that they would no longer be responding to medical calls and would no longer be paid EMT differentials. Further, per diem EMS providers would now be responding to emergency medical calls. Township officials believed that the move would reduce overtime.

"This was in direct violation of our contract, so we had no choice but to file a grievance," says Yackel. Local 1197 states that EMTs receive a 6 percent differential and

senior EMTs receive a 7 percent differential for responding to emergency medical calls in addition to their duties as fire fighters.

When the Township denied the grievance, Local 1197 filed a complaint with the Public Employees Relations Commission (PERC).

The first arbitration hearing was held in October 2011 and a second session was scheduled for February 2012. The Township tried to stall proceedings by filing a Scope of Negotiation request with PERC, but Local 1197 quickly moved to request that arbitration continue while the Township's request was considered.

PERC ruled that arbitration would continue and scheduled a hearing for December 2013. In addition to the contract language specifying the EMT differential requirements, Local 1197 members presented evidence that they were still being asked to perform emergency medical calls.

Accordingly, the arbitrator issued a ruling in favor of Local 1197, saying the Township had clearly violated the contract and must pay the differentials retroactive to 2011. ■

Veal Saltimbocca Recipe

Ingredients:

1 veal cutlet
seasoned flour (salt/pepper in all-purpose flour)
2 Tbs butter
2 Tbs extra virgin olive oil
1 slice Prosciutto di Parma
1 slice thinly sliced eggplant
1 slice fresh mozzarella
1/2 cup dry white wine
1/2 cup chicken stock
4 Tbs marinara sauce
fresh basil

Directions:

Thinly slice eggplant and saute in olive oil. Pound veal cutlet and dredge in seasoned flour. Sauté veal in half unsalted butter, half olive oil for approximately two minutes per side. Once you flip the Veal, layer with eggplant, prosciutto and mozzarella. Add 1/2 cup dry white wine, chicken stock and marinara sauce. Cover with lid until the cheese melts. Garnish with fresh basil.

Marinara Sauce

Ingredients:

28 oz San Marzano tomatoes
3 Tbs extra virgin olive oil
8 cloves garlic, smashed
1/4 tsp crushed red pepper (more, depending on your heat level)
salt and pepper to taste
fresh basil for garnish

Directions:

On medium heat, add olive oil with garlic and crushed red pepper. Once the olive oil becomes aromatic, add the tomatoes (I like to crush the tomatoes by hand). Salt and pepper to taste. Allow the sauce to simmer for at least an hour. Add the fresh basil when you are ready to serve.

Multiple Line-of-Duty Deaths: Bad Luck or Corollary of the Job?

Whenever we are called to mourn a multiple line-of-duty death, we are reminded of the incredible danger our members face every day. And while no loss is easier than the one before, multiple line-of-duty deaths have come at a more frequent pace than any other time in the IAFF's nearly 100-year history.

In the last 18 months alone, the IAFF has mourned the lives of 31 members killed in six multiple line-of-duty death incidents.

The IAFF has been on the frontlines of every health and safety initiative in the fire service for the last 96 years. This union has led the fight to improve safety standards for SCBA and PPE, and to guarantee staffing and minimum training requirements. In addition, the IAFF has worked collaboratively with multiple agencies to develop and implement the IAFF Fire Ground Survival (FGS) training program.

Yet, IAFF members are killed and injured far too frequently.

With all of the improvements in technology and training, why are multiple line-of-duty deaths still occurring at such an alarming rate?

"There may never be one answer as to why we've seen an increase in multiple line-of-duty deaths, but we owe it to our members who have made the ultimate sacrifice — and to the family and friends they left behind — to continue this never-ending struggle for an answer," says General President Harold Schaitberger.

Are fire fighters today too protected? Better standards afford greater protection in PPE than ever before, but is this greater protection also driving bad tactics? The improved PPE was never meant to encourage

fire fighters into more dangerous situations for a longer period of time, but to provide better protection in an imminent life-threatening situation. Are fire fighters and training officers forgetting that PPE provides a limited level of protection in adverse interior conditions?

There have been significant changes in fire growth characteristics over the last few decades as a result of increased fuel loads from the use of synthetic building materials, interior finishes and furnishings. In addition, the amount of fire load within a structure has increased. This has created fires that burn hotter in a shorter period of time, while fire fighters are moving into the fire environment at the most dangerous phase of fire. Should tactics be adjusted to ensure awareness of changing interior conditions?

Additionally, the role of ventilation has changed. Current research by the National Institute of Standards & Technology (NIST) and Underwriters Laboratories (UL) shows that the thermal flow path is affected from the time fire fighters enter the structure through the entire ventilation process. This research was not available when textbook tactics were created. Can understanding this process and how it can affect interior crews prevent putting fire fighters in danger?

Building construction can also be blamed. New construction and remodeling have created larger open spaces. Lightweight construction and its early collapse from the high heat release in fires have claimed the lives of many members.

In addition, inadequate staffing continues to impact safety. This reduction in personnel

Multiple Line-of-Duty Deaths 2013-2014

February 16, 2013

IAFF Local 1204 • Bryan, Texas
Eric Wallace and Gregory Pickard

IAFF Local 416 • Indianapolis, Indiana

Timothy C. McCormick and Cody S. Medley

May 31, 2013

IAFF Local 341 • Houston, Texas
Matthew R. Renaud, Robert R. Bebee, Robert H. Garner, and Anne Sullivan

June 30, 2013

IAFF Local 3066 • Prescott, Arizona
Andrew Ashcraft, Robert Caldwell, Travis Clay Carter, Dustin Deford, Christopher MacKenzie, Eric Marsh, Grant McKee, Sean Misner, Scott Norris, Wade Parker, John Percin, Anthony Rose, Jesse Steed, Joe Thurston, Travis Turbyfill, William Warneke, Clayton Whitted, Kevin Woyjeck, and Garret Zuppiger

January 26, 2014

IAFF Local 92 • Toledo, Ohio
Stephen Machcinski and James Dickman

March 26, 2014

IAFF Local 718 • Boston, Massachusetts
Edward J. Walsh, Jr. and Michael R. Kennedy

compromises fire control, the ability to establish a rapid intervention team and the overall capacity to maintain the proper span of control and command during operations.

The NIST Fire Fighter Safety and Deployment of Resources and High-Rise Fire Ground Field Experiment studies both provide empirical data demonstrating that crew size has a direct effect on the efficiency and effectiveness of fire ground operations.

Additionally, NFPA 1710: Organization and Deployment of Fire Service Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments provides an organized approach to defining levels of service, deployment capabilities and staffing levels. But fire departments are still ignoring this information.

Budget cuts have affected training, availability of medical screenings and implementation of wellness-fitness programs. The physical ability to perform duties without risk to fire fighters or others should not only be an individual responsibility, but the responsibility of the fire department as well.

The Wellness-Fitness Initiative (WFI) was developed more than 15 years ago, but locals and their fire departments continue to struggle over the implementation. The WFI is an important program, yet it continues to be overlooked. Medical and physical maintenance is just as important as the maintenance of apparatus.

It has been speculated that the lack of fires leads to a lack of experience, which in turn affects the ability to adequately assess the



situation and adjust tactics when needed. This applies to incident command, crews fighting the fire and at an individual level.

The more you take risks, the easier it is to take more risks. Richard Michael “Mike” Mullane, a retired USAF officer and former NASA astronaut, calls this “the normalization of deviance,” which is the practice in the fire service to keep fighting fires using tactics intended for when there are more fire fighters on the scene.

Unfortunately, IAFF members are forced to do the job with the available resources — and with more risk.

Sometimes, it’s just plain bad luck. The fact

is, this profession will always have a high risk of injury and death on the fire ground.

Albert Einstein said, “The world is a dangerous place ... not because of those who do bad things ... but because of those who look on and do nothing.”

With each line-of-duty death and subsequent investigation, there are lessons learned and recommendations made to prevent these tragic events from reoccurring.

“The IAFF will see to it that every city manager, every mayor, every legislator and even the president of the United States and premier of Canada understands that these deaths and injuries are more than numbers,

statistics and reports, and we will not allow them to sit idly by as our members put their lives on the line,” says Schaitberger.

“And when our members are injured or killed while protecting their communities, our affiliate leaders must hold accountable those cities and departments that dismiss and refuse to follow national standards, implement training programs and provide adequate staffing.”

The IAFF is committed to continuing its efforts to develop training programs, provide resources and develop standards that ensure its members all go home safely at the end their tour. ■



Boston Fire Fighters Remembered

In April, the IAFF honored the lives of Boston Local 718 members Edward Walsh Jr., 43, and Michael Kennedy, 33. Both men were killed in the line of duty March 26 while responding to a nine-alarm brownstone fire.



Edward Walsh Jr.



Michael Kennedy

of the Boston Marathon bombings last year. He was well-known as a prankster and someone who enjoyed life whether it was on a motorcycle or as a Crossfit instructor.

Kennedy was also known for his dedication to community charities, including Big Brother, Big Sister. “It is worth acknowledging that very few

people in our society could have accomplished what Michael packed into just 33 years of an incredible life,” said Schaitberger.

Walsh is survived by his wife, Kristen, his three children, Dillon, Morgan and Griffin, his mother, Joan, his sister, Kathleen Malone, his brother, Michael Walsh, and many other extended family members.

Kennedy is survived by his parents, Paul Kennedy and Katherine Crosby-Bell, his grandparents and many step-siblings, aunts, uncles and cousins. ■

General President Harold Schaitberger spoke during both services to offer condolences and to present the families with IAFF Medals of Honor. He said both Walsh and Kennedy had larger-than-life personalities who answered the higher calling to be fire fighters.

“Edward J. Walsh Jr. was born to be a Jake. And he didn’t just want to make a career being one, he wanted to be one of the best,” said Schaitberger.

Walsh came from a family of fire fighters. His father and several uncles served with Watertown Local 1347, and another family member was a Brookline Local 950 member.

He was remembered as being very proud to be a fire fighter, but he was also humble. He never wanted any special acknowledgement for what he did.

Walsh was as dedicated to his family as he was to the fire service. From coaching his sons’ sports teams to attending every school event, he was there when they needed him.

Of Kennedy, Schaitberger said, “He was clearly put on this Earth as a guardian of others and he took that role seriously.”

Kennedy began serving his country first as a marine, a combat veteran of Operation Iraqi Freedom. He later became a Boston fire fighter, and was one of the first on the scene



The Gold Standard in Survival Training

There is no other call more challenging to fire ground operations than a Mayday — the unthinkable moment when a fire fighter's personal safety is in imminent danger.

Fire fighter fatality data show that becoming trapped and disoriented account for the largest number of structural fire ground fatalities.

Incidents in which fire fighters have lost their lives, have a consistent theme — inadequate situational awareness put them at risk. You don't plan to be lost, disoriented, injured or trapped during a structure fire or emergency incident. But fires are unpredictable, volatile and ruthless — and they will not go according to your plans. It's not a matter of IF the Mayday happens, it's WHEN!

The IAFF Fire Ground Survival (FGS) program is designed to provide consistent Mayday prevention and operations among all fire fighters, company officers and chief officers. Funded by the IAFF and assisted by a grant from the U.S. Department of Homeland Security (DHS) through the Assistance to Firefighters (FIRE Act) grant program, it is the most comprehensive Mayday prevention program currently available in the fire service.

The program draws from lessons learned from fire fighter fatality investigations by the

National Institute for Occupational Safety and Health (NIOSH) and is developed by a committee of subject matter experts from the IAFF, the International Association of Fire Chiefs (IAFC) and NIOSH.

Incorporating federal regulations, proven incident management best practices and survival techniques from leaders in the field, as well as real case studies from experienced fire fighters, the FGS program teaches fire fighters to be prepared if the unfortunate happens.

Successful completion of the FGS awareness course requires the study of actual near misses and fatalities. Students also watch videos of simulated Mayday incidents and learn how to prevent, prepare for and handle a Mayday, including specific actions to take to ensure the highest degree of survivability when things on the fire ground go wrong.

The Fire Ground Survival Mobile Training Apparatus includes all props needed to deliver FGS training across the country.



The IAFF Fire Ground Survival program is the most comprehensive prevention program in the fire service.

This FGS awareness course is a pre-requisite for participation in the FGS Train-the-Trainer (T-t-T) course.

More than 23,000 IAFF members are now certified at the Fire Ground awareness level. The skills portion of the program is delivered in a T-t-T format that includes 32 hours of FGS lecture and practical training from an instructor's perspective, and is an opportunity for instructor candidates to observe an IAFF master instructor deliver the course materials.

To date, the IAFF has held 33 T-t-T classes, certifying 912 members at the trainer level. The reach of the FGS training includes up to 187 departments and 64,961 members.

The next phase of FGS implementation is to make this program available to all affiliates, regardless of size and location.

"This training is only as good as our ability to deliver it to all of our members, even those in remote areas that may lack the resources of some of our larger affiliates," says General President Harold Schaitberger.

To truly expand the FGS program, the IAFF has deployed two FGS Mobile Training Apparatus as a beta test, and is developing a plan for additional deployments later this year and into 2015.

The Mobile Training Apparatus includes all of the props needed to deliver FGS training to members so that the lack of a teaching facility is no longer an obstacle to receiving this important training.

"Using our affiliates on the frontlines, we can deliver this critical life-saving program in areas where the lack of a training facility would have previously prevented the delivery of what has become the gold standard in survival training," says Schaitberger. ■

Local 94 Recruits Receive HazMat/WMD Training

This spring, 294 FDNY recruits and Uniformed Firefighters Association Local 94 members received the IAFF HazMat/WMD First Responder Operations (FRO) and the Emergency Response to Terrorism training.

Both training programs were customized to include FDNY's Special Operations Command's (SOC) specific policies and procedures.

In addition to classroom instruction, Local 94 recruits practiced emergency decontamination and personal protective equipment skills and learned about foam application/vapor suppression, absorption, adsorption, damming, diking, dilution, diversion, retention, remote valve shut off and vapor dispersion.

"New York City fire fighters are the City's first line of defense to HazMat and WMD threats," says Local 94 President Steve Cassidy. "Only by being the best-trained, most-prepared first responders can we have the greatest impact on the number-one terrorist target in our nation."

The FRO curriculum was recently accredited by the Pro Board Fire Service

Professional Qualifications System (Pro Board). The Pro Board accredits organizations that use the National Fire Protection Association's (NFPA) professional qualification standards. The purpose of the Pro Board is to establish an internationally recognized means of acknowledging professional achievement in the fire service and related fields.

Students who successfully complete the IAFF FRO training receive a Pro Board certificate and are entered into a national database. Pro Board certification allows for reciprocity among certifying entities, helping to assure that training will be recognized by the department as members seek advancement or transfer to other departments.

Chief Nicholas Del Re, a member of Uniformed Fire Officers Association (UFOA) Local 854, an IAFF master instructor and Chief-in-Charge of FDNY HazMat, says, "The Pro Board certified FRO curriculum provides recruits with an excellent combination of traditional IAFF responder health and safety training blended with NFPA 472 focused

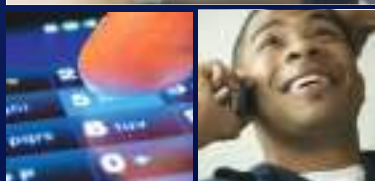


knowledge, skills and abilities. Evaluations are conducted by highly professional, experienced and passionate IAFF master instructors, resulting in the most comprehensive HazMat/WMD recruit training that the FDNY has ever received."

The First Responder Operations training was funded by the National Institute for Occupational Safety and Health (NIOSH). Customization is also available for each and every affiliate that receives IAFF HazMat/WMD training, and is one aspect that makes the training unique and effective.

In the decade following the tragic events of 9/11, the IAFF has been the only organization to provide HazMat/WMD training to FDNY recruits, and remains the only outside organization to continue HazMat/WMD training for FDNY.

For more information or to request training, email hazmat@iaff.org. ■



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2014 IAFF Alfred K. Whitehead Legislative Conference

Despite a snowstorm that closed the federal government and mired travel throughout the Mid-Atlantic, and a congressional recess that left many members of Congress out of town, hundreds of IAFF members from across the country traveled to Washington, DC the week of March 16 to attend the 2014 Alfred K. Whitehead Legislative Conference.

Opening the Conference, IAFF General President Harold Schaitberger recounted the IAFF's many victories on Capitol Hill, notwithstanding sometimes considerable odds. "We've always found a way to make the political and legislative process — a process many in our country disdain — work for us regardless of which political party controlled the White House, the House of Representatives or the U.S. Senate."

Schaitberger's words were especially pertinent given the current environment in Washington, DC. The last year has been one of extreme partisanship and political obstruction. A lengthy government shutdown and the seeming inability to pass even the most noncontroversial legislation has left many dismayed with the current state of the nation's political and legislative process.

Yet, conference attendees took President Schaitberger's message to heart, storming Capitol Hill on lobby day to advocate for IAFF priorities. Members lobbied to robustly fund the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grant programs, repeal a fee on self-insured healthcare plans, protect defined-benefit pension plans and extend trade time benefits to federal fire fighters.

IAFF members' hard work paid off. In the days following the Legislative Conference, members of Congress contacted the IAFF to cosponsor priority legislation and add their support to IAFF

initiatives.

The Conference also gave IAFF members the opportunity to hear from leading political voices from both parties, including members of the president's Cabinet, noted leadership from both the Senate and the House, and local leaders from around the country.

Of particular note, newly appointed U.S. Secretary of Homeland Security Jeh Johnson committed to maintaining and growing the strong relationship between fire fighters, the IAFF and the Department of Homeland Security, pledging to "listen and learn from you, and respond to your needs and concerns."

Other noted speakers included Secretary of Labor Tom Perez, Senator Roy Blunt (R-MO), Virginia Governor Terry McAuliffe (D) and Toledo Mayor Michael Collins (D).

IAFF members also heard from noted political expert Charlie Cook, who provided his perspective on the 2014



General President Harold Schaitberger introduces United States Secretary of Homeland Security Jeh Johnson.

mid-term elections, stating that the outcome would depend on how Republicans manage their image and brand, and President Obama's approval rating, especially as it relates to the Affordable Care Act.

Perhaps most importantly, this year's Legislative Conference set the stage for the impending mid-term elections, giving elected officials the opportunity to support or reject the IAFF. As General President Schaitberger noted, "For every politician that supports our cause, we'll have their back... they'll have our support. And for every politician out there who wants to take us on — bring it on — and you're going to have your hands full!" ■



Hamilton County, IN Local 4416 members meet with Representative Susan Brooks to discuss grant programs and reinsurance fees.



Colorado Springs, CO Local 5 members hit Capitol Hill on Lobby Day. From left: Vice President Jeremy Kunze, Sergeant at Arms Bob Haines and Secretary-Treasurer Justin Koch.

To view coverage of the 2014 Legislative Conference, including speakers' videos, visit www.iaff.org/Events/2014LegCon/Coverage.

PSOC, Building Code Focus of Canadian Legislative Conference

Fire fighter issues were the talk of Ottawa April 27-30 as IAFF members from across Canada descended on Parliament Hill for the 21st Canadian Legislative Conference and lobbied for a national Public Safety Officer Compensation (PSOC) benefit and amendments to the National Building Code.

Close to 120 delegates conducted lobby meetings with MPs and a record number of senators during the conference, which took place against the backdrop of recent legislative victories on pandemic protection for fire fighters and a two-year funding extension for the IAFF's Haz-Mat and CBRNE Training Initiative (see page 45).

Delegates reported good support for the PSOC benefit and building code issues, and the IAFF is now analyzing delegate responses and following up on a number of leads generated during their meetings and on new offers of assistance from parliamentarians.

IAFF General President Harold Schaitberger, who opened the Conference, commended the IAFF's Canadian leadership for its hard work in securing the pandemic and Haz-Mat advances, and urged delegates to seize the opportunity to advance the issues on this year's agenda.

Federal Public Safety Minister Steven Blaney addressed delegates and received an IAFF Award of Recognition for extending the Canadian Haz-Mat & CBRNE Training Initiative until 2016.

"Responding to emergencies is increasingly challenging as they become more intense and complex. That is why I am proud of our government's longstanding support and efforts to help all first responders — including fire fighters, police and paramedics — do their jobs in this context," Blaney said. "I am grateful to all first responders for serving the public without hesitation. They are true heroes, putting others' safety before their own."

Also addressing delegates were NDP Leader and Leader of the Official Opposition Thomas Mulcair, Liberal MP Wayne Easter (Malpeque, PEI), NDP MP Wayne Marston (Hamilton East — Stoney Creek, ON), Green Party Leader

Elizabeth May (Saanich — Gulf Islands, BC) and Canadian Association of Fire Chiefs President Stephen Gamble.

Keynote speaker Susan Delacourt, award-winning author and political columnist for the Toronto Star, delivered a thought-provoking presentation that showed how political messaging has followed the evolution of consumer messaging. The Canadian Legislative Conference opened on April 28, Canada's National Day of Mourning for workers who are killed and injured on the job. Schaitberger and Mulcair led delegates in a moment of silence in recognition.

As a result of lobbying by IAFF delegates from 2010 to 2013 and follow-up by the IAFF Canadian Office,

"I am grateful to all first responders for serving the public without hesitation. They are true heroes, putting others' safety before their own."

Canada's national Pandemic Influenza Plan is currently being revised to specify that provincial and local health officials should group fire fighters with other frontline emergency medical responders when decisions about vaccine prioritization are made. The plan currently doesn't specify a priority list, and in 2009, fire fighters were grouped with the general public in vaccine sequencing guidelines released by the Canadian government.

The IAFF has been lobbying for a national PSOC benefit in Canada since 1992, in response to the fact that



NDP Leader Thomas Mulcair pledged his party's support for IAFF issues during the 21st Canadian Legislative Conference in Ottawa.

locally-negotiated line-of-duty-death benefits are often inadequate, and the dignity and financial security of a fallen fire fighter's surviving family should not depend on the city or province in which they live or the uncertainties of the collective bargaining process.

The National Building Code does not include fire fighter safety as a core objective, which means it can't be used as the basis of a code amendment. The code considers fire fighters to be the same as other building occupants, and in the meantime, advances in lightweight construction techniques and materials put fire fighters at risk, and there are unanswered questions about the fire performance of tall wood buildings, which may be permitted in the code's 2015 edition.

During the conference, IAFF Canadian Office representatives conducted high-profile lobby meetings with the Prime Minister's Office and with Labour Minister Kellie Leitch, and numerous MPs, senators, Hill staff and other allies. ■

IAFF Testifies Before Congress on Hazardous Materials Reauthorization

Recent derailment incidents — and subsequent fires — involving the rail transportation of crude oil underscore the need for emergency response personnel to be aware of what is being transported through their region, and for identifying the resources required for an effective response.

When an incident occurs, responders follow incident priorities — life safety, incident stabilization and property conservation — all essential to the protection of emergency

responders and the public.

“For emergency responders, hazardous materials under pressure pose a higher risk,” says Elizabeth Harman, Assistant to the General President for HazMat/WMD Training. First responders need to be trained and prepared to respond. They need to understand the material in the container, whether on the road or on the rail.”

Fire departments in the United States receive more than 350,000 calls related to



hazardous materials response each year. The individuals tasked with responding are, almost without fail, fire fighters.

Unfortunately, despite the potential for such an incident in every community in America, too many fire fighters are insufficiently trained to ensure a safe and effective response.

On April 2, Harman spoke before the U.S. House of Representatives Subcommittee on Railroads, Pipelines, and Hazardous Materials about crude oil, how it is transported safely, the level of training fire fighters have and should receive and the need to update standards for testing crude.

Existing hazardous material rules require testing for the initial boiling point of crude oil and the liquid’s flash point, but the rules do not require a test for pressure, and some lawmakers say that is a blind spot in the regulations that should be addressed.

The reasons for the lack of properly-trained fire fighters vary, although for the most part it is simply a lack of funding. In tight budgetary environments, training is often the first to be cut. “Unfortunately, the lack of adequately trained personnel means that there are significant portions of the country where first responders are not prepared for an incident, an untenable situation which must be rectified,” testified Harman.

The American Petroleum Institute (API) convened industry experts to develop new testing standards in a move that could help regulators, according to the Department of Transportation’s (DOT) Pipeline and Hazardous Materials Safety Administration.

API says it is intent on aiding officials who want answers about the kinds of oil-by-rail cargo shipments that have recently derailed and led to dramatic explosions.

Most notably, a 74-car runaway train carrying crude oil from North Dakota’s Bakken region detonated in Lac-Megantic, Quebec, last July, killing 47 people. Cynthia Quarterman, who oversees oil-by-rail shipments as head of the Pipeline and Hazardous Materials Safety Administration, faulted API for not sharing data about past oil-by-rail shipments out of North Dakota’s Bakken energy patch.

Are you properly trained and certified in HazMat operations? At a minimum, all frontline fire fighters should be. The IAFF offers HazMat training at no cost — for more information, email hazmat@iaff.org. ■

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Canadian Government Extends IAFF Haz-Mat & CBRNE Funding

The IAFF will be able to train hundreds more Canadian first responders to respond safely and effectively thanks to a two-year funding extension for the IAFF Haz-Mat and CBRNE Training Initiative announced March 27.

The funding extension will allow the IAFF to expand the program into Quebec and other areas of the country that have yet to fully take advantage of the opportunity to receive free Haz-mat and CBRNE response training through the program, which has already trained close to 2,000 fire fighters, police, paramedics and other first responders in more than 200 communities across Canada since 2009.

Thanking federal Public Safety Minister Steven Blaney for recognizing the value of the IAFF program, General President Harold Schaitberger noted the necessity of continuing to make it available to municipalities that need it.

“Today is a great day for first responder and public safety in Canada,” he said. “Hundreds more first responders will be able to protect Canada’s citizens and its infrastructure thanks to our continuing partnership with the government of Canada.”

This funding extension is a testament to

the quality of the program and he instructors, and the role of the IAFF as a leader in public safety.

The funding extension means the program will now operate through the end of March, 2016.

Through the funding agreement, the government of Canada contributes up to \$500,000 annually to fund the IAFF program, which is offered free to municipalities that request it.

Because IAFF instructors deliver the training onsite in participating communities, the IAFF program is extremely cost effective compared to college-based programs.

The program was first announced in 2007 as a direct result of IAFF lobbying, which highlighted the fact that 75 per cent of IAFF locals indicated they felt their department was not adequately trained or equipped to respond to a CBRNE incident. Many indicated that they were unprepared to



Public Safety Minister Steven Blaney accepting an IAFF Award of Recognition at the Canadian Legislative Conference for extending funding for the Haz-Mat & CBRNE Program.

respond to even basic Haz-Mat emergencies. The IAFF program achieved Pro Board accreditation in 2013, which will help make it more widely accessible in Canada.

Scott Marks, IAFF Assistant to the General President for Canadian Operations, credits IAFF instructors and staff for the hard work they do in making the program a success. “The testimonials we receive from students and emergency response authorities alike are overwhelmingly positive,” Marks says. “There is no question this program is filling a gap in Canada’s overall emergency preparedness, one municipality at a time.” ■

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From Tragedy to Recovery

Of all the injuries that a fire fighter may suffer, none is more traumatic than a severe burn injury. The intense pain, the feeling of helplessness, fears of scarring and anxiety over family reaction weigh heavily in the mind of the fire fighter.

The continuous pain during recovery, possible multiple operations and future job security add to the mental and emotional stress. The National Fire Protection Association (NFPA) reports that burns account for 6.6 percent of all fire ground injuries.

Fire fighters understand the fire ground is a dangerous place and the potential for being burned exists. But what happens when a burn injury occurs?

A burn injury affects not only the survivor, but their family as well. Often, the family feels overwhelmed and lost.

“Having someone who understands what the resource needs are, particularly in those first critical hours and days, is essential to the recovery process,” says General President Harold Schaitberger.



While locals and their members are eager to assist, there is often no clear direction on what steps to take, who to notify and what resources are available.

That's why the IAFF Charitable Foundation Burn Fund focuses on support services that include support for the burn survivor and family members.

The IAFF Charitable Foundation Burn Fund has developed a guideline for locals to implement within their departments.

When a member experiences a burn injury, the first and most immediate step is to be taken to a burn center or be transferred to one after

stabilization at an area hospital. This ensures that the patient receives the most effective care and increases the likelihood of a quicker return to duty.

“In recognizing the need to offer burn survivor support to our members and their families, the IAFF is determined to provide the necessary resources to support our members through this very painful injury,” says Schaitberger. “We are here to stand by and assist, from tragedy to recovery.” ■

Peer Support Aids Recovery

Working in conjunction with the Phoenix Society for Burn Survivors, the IAFF developed the Survivors Offering Assistance to Recovery (SOAR) program specifically for fire fighters and their families. This peer support group links a trained fire fighter burn survivor with the fire fighter and the family to assist in the recovery process.

This assistance often continues long after leaving the hospital. These peers share their own experiences, offer support and encouragement, and provide a valuable perspective on burn recovery. This approach has proven beneficial in the emotional recovery of everyone involved. A children's program is also available to focus on the child's well-being and comfort.

For more information or assistance, local presidents should contact their district vice president, who will then contact the appropriate district burn coordinator who will act as a resource and a point of contact for the family and the member's local. Under certain conditions, access to the burn assistance fund may be available and administered by the Burn Fund Committee.

For more information about the IAFF Charitable Foundation, contact Tom Flamm at tflamm@iaff.org ■

Thunderclap Campaigns Help Spread the Message

The IAFF has expanded its ability to send and share messages with affiliates and reach a much wider audience using a new social media application called Thunderclap, a tool that serves as a message amplifier, giving affiliates and members the ability to donate their own private social media networks as a pass through when the IAFF has important information to share.

In May, the IAFF produced a 30-second public service announcement (PSA) honoring those who have made the ultimate sacrifice for our country, then asked members to help spread the word so that others could use the PSA to share the message. This Thunderclap instantly reached 326,000 people and was shared beyond that.

For more information, contact the IAFF Communications and Media Department at (202) 824-1506. ■



The Message — Join the #IAFF to #NeverForget those who have sacrificed for our country #MemorialDay #Thunderclap #ThankYou

Fighting Back Through Political Action

In the last six months, the IAFF has held three Political Training Academies — the traditional Political Training Academy, a Collective Bargaining Political Training Academy and the Canadian Political Training Academy.

The Political Training Academy provides the best political training for IAFF members, whether activists, current elected officials or candidates in future elections. The 2014 class included seven candidates, two incumbents and five who are planning to seek office.

“In many local elections, having a solid campaign foundation in place is the difference between a winning and losing campaign, and the Political Training Academy provides our members with the knowledge and tools in building that foundation,” says General President Harold Schaitberger. “While I’ve always advocated that no one is better equipped to represent our members on a city council or in a state legislative chamber than someone who has walked in our boots and knows what it’s like to be a fire fighter, short of having one of our own run, the next best thing is to help run

the campaign of someone who is going to be your ally.”

Participants study a variety of campaign topics and conduct a campaign simulation exercise. Workshops include campaign planning, targeting, fundraising, budgeting, messaging and get-out-the-vote. Instructors include high-level operatives and consultants from the campaign world, most with decades of campaign experience.

The inaugural Collective Bargaining Political Training Academy was developed as a Collective Bargaining Referendum Academy as per 2012 Convention resolution 25. The 27 participants were from 13 states that currently don’t have collective bargaining rights. The program trained students to pursue collective bargaining through the referendum/initiative process at the local level.

President Schaitberger notes, “Achieving national collective bargaining remains the IAFF’s top legislative goal, during this period



IAFF members who attended the 2014 Political Training Academy pose for a photo with General President Schaitberger.

of congressional antagonism, the referendum process affords the best opportunity to expand bargaining at the local level at this time.”

The U.S. Political Training Academy formula has also been adapted for Canadian members with great success. The Canadian Political Training Academy — which is tailored to reflect Canada’s unique political, labour and legal systems — delivers advanced political action skills to Canadian members with aspirations to seek elected office or serve in senior campaign roles.

With a rise in anti-union political forces in Canada and direct attacks on unions and labour rights at all levels of governments, the Canadian Political Training Academy was well-timed to train the next generation of IAFF members who will enter the political arena and help elect fire fighter and union-friendly candidates to office. ■

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IAFF Briefing on Interoperability and Communications Issues

One of the most important pieces of safety equipment is a functioning, mission-critical voice portable radio. Effective and reliable two-way voice communications is essential for both overall fire ground operations and for individual fire fighter safety.

Over the past several years, the IAFF has worked diligently on issues ranging from interoperability, to spectrum, to improving the reliability of portable radios. This union has consistently maintained that the most important function in emergency communications is ensuring basic operability on the scene. While the IAFF supports efforts to improve interoperability and data communications, nothing supersedes mission-critical voice capability in terms of importance.

The IAFF's efforts have succeeded in obtaining a large block of spectrum real estate known as "D" Block, which is dedicated for public safety use.

However, the passage of this legislation created some negative

unintended consequences, the most notable of which is a threat to large cities operating on the T-Band spectrum for voice communication.

A quasi-public entity known as FirstNet was established to manage this new range of "D" Block spectrum and construct an interoperable system for digital (data) communication.

Unfortunately, this effort has led to a great deal of confusion about the FirstNet, the new "D" Block Spectrum and moving public safety from the T-Band to the "D" Block.

It is important that IAFF members understand the advantages, threats and challenges associated with these developments. The IAFF has prepared a Briefing on Interoperability and Communications Issues and FirstNet to provide a primer on overall communications issues.

For more information, visit www.iaff.org/interoperability. ■

Canadian Members Awarded Leadership Program Scholarship

St. John's, NL Local 1075 member Doug Cadigan and Sudbury, ON Local 527 member Rob Hyndman, both presidents of their local, received scholarships to attend the Harvard Law School—University of Ottawa Executive Leadership Program in Ottawa in April.

Cadigan has been president of Local 1075 for two years. "I'm looking forward to this training and learning how I can better serve the members of my local," he says.

Hyndman, who has spent eight years on his local's executive board, is also looking for fresh ideas. "I plan to take the knowledge I gain during this program back to Sudbury to expand and improve upon everything that we do."

The training will include courses in advocacy, communications, negotiations and strategic planning.

Scholarships are awarded to two IAFF members each year who have been actively involved in their local as an executive board or committee member. After completing the program, graduates receive a Professional Certificate in Executive Leadership, which is a joint venture program developed by the Labor and Worklife Program at Harvard Law School and the Telfer School of Management at the University of Ottawa. ■

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NOTICE

The World Firefighters Games (WFG), scheduled for August 15-24, 2014, in Los Angeles, California, has been CANCELED due to lack of participation.

The WFG has stated that over the next few weeks, it will be working on refunding your registration fees. Contact the WFG at info@wfgevents.com or visit www.wfg2014.com.

Toxic Hot Seat Exposes Dangers of Flame Retardants

As fire fighters, you are exposed to flame retardants every day, just like the rest of the population. However, you are at high risk for the cancer-causing effects of carcinogenic flame retardants. Whether it's in the air you breathe, exposure during the overhaul of fires, the absorption through your skin during and after working at a fire, or after the incident as you are exposed to the toxic soot that covers your turnouts and equipment, these exposures contribute to the reason that fire fighters have a significantly higher incidence of cancer than the general public.

Since 2002, 56 percent of fire fighters in the IAFF database who have died in the line of duty, have died of occupational cancers. This is one of the largest health related issue facing this profession. By banning and regulating these chemicals, exposure to these toxic chemicals can be reduced.

Despite the fact that fire fighters exposed to a host of toxic chemicals are being diagnosed with cancer in high numbers, the chemical industry wants you to think otherwise. There is significant scientific evidence that shows fire fighters have higher incidents of cancer compared to other occupational illnesses. These studies clearly indicate that such cancers are related to the job of fire fighting. In fact, contrary to the American Chemistry Council's (ACC) claims, the National Institute for Occupational Safety and Health (NIOSH), in its most recent report, reinforced this grim fact and supported the link between the exposures to toxins that fire fighters face with the increased risk of occupational cancers. Concerns are not only related to combustion, but in everyday contact. These toxic chemicals can accumulate in the human body over time and cause damage to human organs and immune systems.

The need to remove harmful flame retardants in consumer products — such as upholstered furniture, draperies, electronics and building materials — is underscored in the HBO Documentary, “Toxic Hot Seat,” produced by filmmakers James Redford and Kirby Walker to help raise awareness about fire fighters’ exposure to carcinogens and the high rate of cancer found in fire fighters compared to the general population.

Through the personal stories of a number of San Francisco Local 798 fire fighters (some of whom are cancer survivors), “Toxic Hot Seat” chronicles the fight for the truth against a shadowy nexus of money and politics.

Set against the backdrop of the award-winning 2012 Chicago Tribune investigative series, “Playing With Fire,” the

documentary tells the story of how Big Tobacco skillfully convinced fire safety officials to back a standard that, in effect, requires all furniture to be filled with toxic flame retardants and chronicles the fight for the truth against a shadowy nexus of money and politics.

The IAFF partnered with the producers of “Toxic Hot Seat” to help educate affiliates about efforts to remove these disease-causing flame retardants from upholstered furniture and other products and encourage them to take action at the state and local level to ban the use of toxic chemicals and make it a requirement that manufacturers of these products use alternative safety measures in lieu of toxic flame retardants.

As part of the partnership, IAFF affiliates have held screenings of the documentary in the following cities:

- Albany, New York
- Boston, Massachusetts
- Columbus, Ohio
- Juneau, Alaska
- Lansing, Michigan
- Miami, Florida
- Montpelier, Vermont
- Pittsburgh, Pennsylvania
- Raleigh, North Carolina
- Salt Lake City, Utah
- Spokane, Washington
- St. Paul, Minnesota
- Washington, DC

Additionally, a screening was held at the IAFF Affiliate Leadership Training Summit (ALTS) in January, and will be shown again at the upcoming IAFF Convention in Cincinnati, Ohio.

California has been on the forefront of this issue with the recent change to the upholstered furniture standard, TB-117, and the awareness of high instances of cancer in the San Francisco Fire Department has increased since documented in Toxic Hot Seat.

The movement towards toxic-free fire safety and the removal of toxic flame retardants has been achieved by passing legislation and changing regulations and standards at the local, state and provincial level.

Affiliates in several states, including Maine, Washington, Vermont and Oregon, have already passed state laws banning dangerous flame retardants.

The IAFF supports affiliates’ efforts to ban and regulate harmful flame retardants and to advocate for non-toxic alternative methods to address flammability that do not involve carcinogenic flame retardants that contribute to cancer or cause additional effects to the health of fire fighters. Additionally, the IAFF opposes any federal prohibition/pre-emption against allowing states to take action to ban and or regulate specific chemicals.

The IAFF is fully committed to protecting the health and safety of its members and, in conjunction with the Cancer Support Network, has developed an online awareness and prevention resource on all occupational diseases. ■



Screenings are a great education tool for affiliates advocating for a ban on toxic flame retardants. For more information about scheduling a screening, visit www.toxichotseatmovie.com/. DVD copies of “Toxic Hot Seat” are also available for purchase at www.rocoeducational.com/toxic_hot_seat.

Helping Members Prepare for Their Financial Future

When the IAFF created the IAFF Financial Corporation (IAFF-FC), it sought to work with companies that understand and share the values of its only shareholder: the IAFF membership.

The IAFF's dedication to the health and safety of its members extends to their financial health, as well. That's why in 2003 the International developed the FrontLine 457 Deferred Compensation Plan, a tax-deferred retirement savings program, and selected Nationwide Retirement Solutions (Nationwide), an American company with a heritage of serving public employees — including many first responders — to administer it.

Assets in the FrontLine Program have grown to more than \$3.3 billion, with nearly 70,000 members participating¹.

While that sounds impressive, it is not enough.

According to the Department of Labor, workers should have at least 80-90 percent of pre-retirement income to cover expenses in retirement.² Yet most public-worker households end up with income that's well below the 80 percent needed to maintain pre-retirement living standards.³ That's why it is imperative to supplement your defined benefit pensions and work with companies like Nationwide that understand and support IAFF members.

Even if you currently have a 457 deferred compensation plan in place today with another provider, consider allowing Nationwide to earn your business. Nationwide has added new features and options that make the FrontLine Plan even more competitive, including a zero administrative fee plan option.

Adoption of the FrontLine Plan requires employer approval. Nationwide's representatives are available to meet with affiliate leadership and assist in every step of the FrontLine Plan adoption process.

For more information about Frontline Programs administered by Nationwide, visit FrontLinePlan.com, contact Rebecca Gill at (614) 435-8329 or gillr4@nationwide.com. For more information about the IAFF-FC, visit www.IAFF-FC.com or contact our Carrie Tucker at ctucker@IAFF-FC.com or (202) 737-1125. ■

SOURCES:

1. Nationwide records, as of March 31, 2014
 2. Taking the Mystery out of retirement Planning, dept of Labor, Feb 2010
 3. How Prepared are state and Local Workers for retirement?, Center for retirement research WP2011-15, oct. 2011
- Nationwide representatives are registered representatives of Nationwide Investment services Corporation, member FINRA. In Michigan only: Nationwide Investment svcs. Corporation. Nationwide retirement specialists cannot offer investment, tax or legal advice. You should consult your own counsel before making retirement plan decisions. Nationwide retirement solutions (Nationwide) makes payments to the International Association of Fire Fighters — Financial Corporation (IAFF-FC) services and endorsements that IAFF performs generally for all its members related to Nationwide's products and services sold exclusively in public sector retirement markets. More detail about these payments is available at www.FrontLinePlan.com. ©2014, Nationwide retirement solutions. Nationwide, Nationwide Financial, the Nationwide framemark and on Your side are service marks of Nationwide Mutual Insurance Company. NRM-10037A0-1F (03/20/14).

Nationwide offers these value-added features:

- In-station face-to-face service commitments for group meetings and individual consultations
- Broad range of investment options including non-proprietary funds
- Loans
- Self Directed Brokerage Options
- Roth 457
- Managed Accounts
- Comprehensive Financial Planning (on assets outside of the FrontLine Plan at no additional fee)
- Morningstar Retirement Planner
- Morningstar Investment Fiduciary Services
- Economic Reviews & Industry Related Legislative Reports
- Interactive web tools (www.FrontLinePlan.com)
- Tax-free withdrawals of up to \$3,000/year for public safety retirees for payment of insurance premiums
- Purchase of Service Credit Withdrawals

Protect Your Finances

As a fire fighter, your highest priority is to save lives. To do that, you need to protect yourself — physically, emotionally and financially.

Amalgamated Bank is committed to helping you protect your finances and avoid any tempting money traps that could hurt your long-term savings goals. Below are three ways you can protect yourself financially.

Compare Financial Options Available

In the United States, there are a lot of financial products available, some from traditional banks (such as Amalgamated Bank) and others from alternative financial institutions (such as a check cashing service). By understanding your options, you can avoid spending more than necessary to access your funds, make payments or transfer funds.

For example, there are differences between check cashing services and traditional bank accounts. Check cashing stores have become a staple in America for

those looking for immediate access to cash. While check cashing stores can be a quick way to access funds, they can also be costly. Assume that you will pay 1.5 percent (or more) of the check's value in fees just to access cash. That means for a \$1,000 check, you will pay \$15 to get your cash, taking home only \$985. Using a check cashing service twice a month could add up to hundreds of dollars in fees a year. Traditional bank accounts often require a minimum deposit account or a payment of a flat fee, but access to cash at a teller or ATMs is usually significantly less than what you will pay at a check cashing store.

[Note: Amalgamated Bank offers IAFF members checking accounts with no minimum balances and access to more than 40,000 surcharge-free ATMs and free online banking.]

Save Enough for a Rainy Day

Following the recession, more and more people are beginning to save again. However, with wage stagnation, it is still hard to set

aside money. According to the Employee Benefit Research Institute, a non-partisan non-profit that produces research on economic security, 28 percent of workers say that they have less than \$1,000 in savings, up from 20 percent in 2009.

In case of an emergency, you should have at least six months of savings to cover your bills. To achieve this, an easy way to think about savings is SMART goals — goals that are Specific, Measurable, Attainable, Relevant and Time-bound. Pay yourself first by setting aside an automatic deposit or transfer each pay period — start with a small amount and increase it as you can to build your emergency fund.

To jump-start your savings, Amalgamated Bank is offering a high-rate savings account exclusively for IAFF members. Earn 1.00 percent APY* on Amalgamated Bank's IAFF-FC Recruitment Savings Account, designed to maximize your returns while keeping your money safe. Go to amalgamatedbank.com/iaff for additional information.

Familiarize Yourself with Basic Financial Concepts

Do you know what is considered a good credit score? Do you know why it is important?

Credit scores range from 300 to 850. Anything above 620 is considered a fairly good score. People with lower scores pay higher interest rates, and those below a certain score level will not be able to qualify for loans at most regulated financial institutions. Get the facts at

www.myfico.com/crediteducation or

download a guide to understanding your credit score at:

www.myfico.com/Downloads/Files/myFICO_UYFS_Booklet.pdf.

If you didn't know the answers to the questions above, you are not alone. The 2012 National Financial Capability Study — conducted by FINRA Investor Education Foundation and developed by several federal agencies, including the Treasury Department and the President's Advisory Council on Financial Capability — shows that when asked five questions about economics and financial concepts, such as

compound interest, 61 percent of adults are unable to answer more than three out of five questions correctly.

Financial institutions often saddle you with pages of disclosures, filled with small print and legal jargon. By understanding basic financial concepts you can protect yourself and make informed decisions. Amalgamated Bank is here to help — for more information or to learn about its MoneySense financial literacy seminar schedules, call a banker at (855) 741-4245.

Protecting yourself financially is certainly not as important as saving lives. However, by focusing on these three steps, you'll be on your way to achieving your financial goals.

For more information, visit amalgamatedbank.com/iaff. ■

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1.00% APY*

IAFF-FC RECRUITMENT SAVINGS ACCOUNT

Don't miss Amalgamated Bank's latest offer, exclusively for IAFF members—a high-rate savings account with no monthly maintenance fee and a low \$250.00 minimum to open and earn interest.

Bank with a union bank.

Visit amalgamatedbank.com/iaff or call 855-741-4245 to open your account today.



*The Annual Percentage Yield (APY) as advertised is accurate as of May 19, 2014. The promotional interest rate of 1.00% APY is paid on daily balances up to \$100,000.00 for the first 12 months from account opening. A variable interest rate applies to daily balances greater than \$100,000.00 which is 0.40% and is accurate as of May 19, 2014. This interest rate is subject to change at any time without notice. No interest is earned on daily balances below \$250.00. Variable interest rates apply on all tiered balances after the 12-month promotional period ends. A minimum deposit of \$250.00 is required to open an IAFF-FC Recruitment Savings Account. Offer good for only IAFF members. Promotional rate offer may be changed or withdrawn at any time without notice. All accounts subject to the Bank's Terms and Conditions.



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in January, February and March 2014.

Local 2370

Salisbury Professional Fire Fighters
President John C. Haynes
12 members
Salisbury, NC

Local 4983

Bulverde Professional Fire Fighters Association
President Keith Brown
8 members
Bulverde, TX

Local 2570

Cottage Grove Professional Fire Fighters
President Ben Mair
4 members
Cottage Grove, MN

Local 4984

Mandan Fire Fighters Association
President Andrew Beck
8 members
Mandan, ND

Local 3743

Williston Professional Fire Fighters
President Andrew Sailer
13 members
Williston, ND

Local 4985

East Gwillimbury Professional Fire fighters Association
President Brad McGuckin
8 members
East Gwillimbury, ON

Local 4978

District 2 Fire Fighters Association / Bexar County
President John Paul Garcia
3 members
San Antonio, TX

Local 4986

Blue Mountains Prof. Fire Fighters Assoc.
President Darren Johnston
5 members
Blue Mountains, ON

Local 4980

Athens Professional Fire Fighters Assoc.
President Scott Jackson
31 members
Athens, AL

Local 4987

Clarence-Rockland Professional Fire Fighters Association ON
3 members
President Martin Saumure
Clarence- Rockland, ON

Local 4981

Arcata Professional Fire Fighters
President Rick Gomes
18 members
Arcata, CA

Local 4989

Somervell County Professional Fire Fighters Association
President Matthew Green
6 members
Glen Rose, TX

Local 4982

Door County Emergency Services, WI
President Chris Jeanquart
12 members
Sturgeon Bay, WI

Local 4990

Valencia County Area Fire Fighters
President Gabriel Moss
7 members
Los Lunas, NM

Making Progress in the Fight Against Muscular Dystrophy

Throughout 2014, the IAFF and the Muscular Dystrophy Association (MDA) are celebrating 60 years of proud partnership in the fight against life-threatening muscle disease. Now, a landmark decision by the U.S. Food and Drug Administration (FDA) gives even greater cause for celebration as it unites the two organizations and shines as a clear example of the power behind IAFF fire fighters' commitment to helping MDA save and improve the lives of children and adults battling muscle disease.

The new development, one fire fighters can lay claim to, came in April when the FDA announced it will consider accelerated approval for eteplirsen, an experimental drug specifically designed and developed for boys and young men fighting Duchenne muscular dystrophy (DMD).

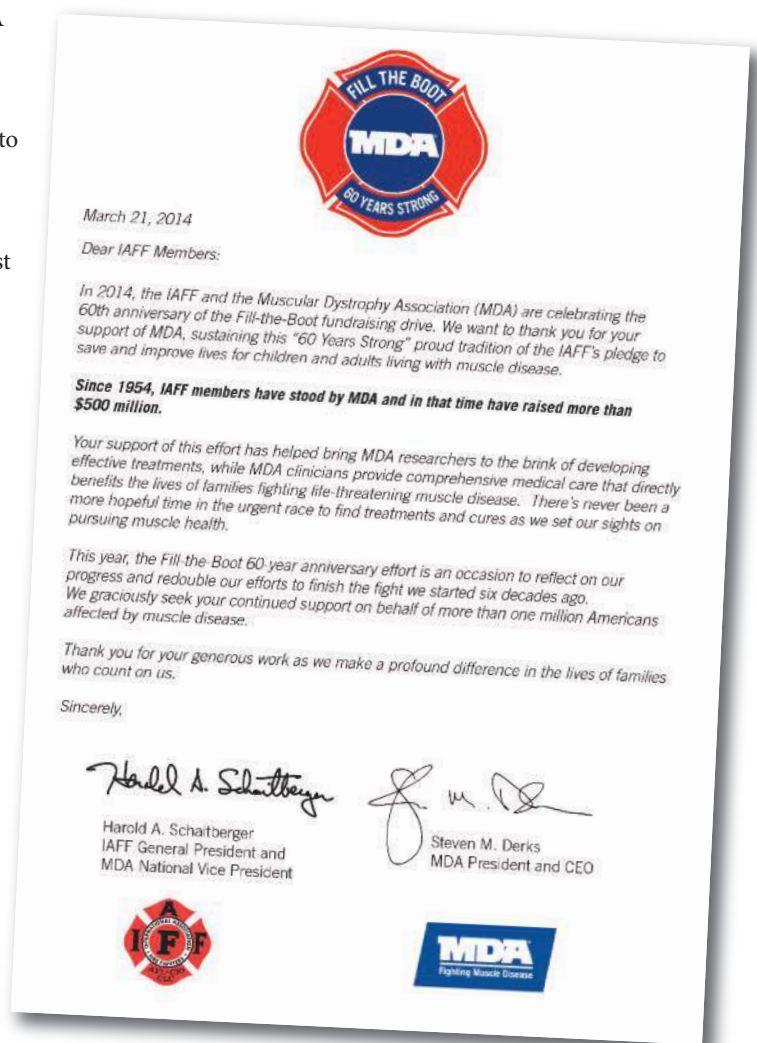
MDA's steadfast funding, beginning in the late 1990s, of foundational work on a gene modification strategy called exon skipping to treat DMD and potentially other muscle diseases has made drugs like eteplirsen possible. But MDA's crucial role in the development of exon-skipping drugs couldn't have happened without critical support from the IAFF and all its members who are dedicated to saving lives both on and off the clock. Now, IAFF members' continued heroic efforts at Fill-the-Boot events happening this summer in communities around the country will help fulfill the promise from the earliest days of the partnership between the IAFF and MDA — to join forces and fight back against muscle disease until a cure is found.

Biopharmaceutical company Sarepta Therapeutics, based in Cambridge, Massachusetts, plans to submit a new drug

application to the FDA for eteplirsen for the treatment of DMD by the end of 2014.

If eteplirsen proves to be safe and effective in additional large-scale confirmatory clinical trials, it may be the first of many drugs introduced in the next several years that can modify DMD by preserving muscle strength and improving the quality and length of life for tens of thousands of boys facing this fatal diagnosis.

"Our members' significant role in making this important research development and potential breakthrough drug possible cannot be underestimated," says IAFF General President Harold Schaitberger. "Their hard work and dedication to advance MDA's mission to save and improve the lives of the millions worldwide fighting muscle diseases like DMD has helped MDA bring help and, especially with this new development, hope to the families MDA serves."



Canadian Members Come Through for MDC

Canada's IAFF members helped make muscles move more than ever last year, raising a record \$1,425,000 for Muscular Dystrophy Canada (MDC) during the 2013-2014 fiscal year.

Almost two thirds of Canada's 182 IAFF locals held fundraising events for MDC through rooftop campouts, boot drives, ladder sits, golf tournaments or other initiatives.

Rooftop campouts, an increasingly popular fundraising initiative among Canadian locals, feature fire fighters camped out on a firehall roof, always in the middle of winter. Fire fighters take pledges and haul up donations from passersby in buckets and receive guests, including politicians and radio or television personalities.

Pioneered by Edmonton, AB Local 209 in 2005, the campout idea spread quickly across Canada. In 2013-2014, approximately



20 Canadian locals endured the frosty fundraiser. Edmonton members raised a whopping \$144,853 for MDC, by far the highest among Canadian locals.

Members of Winnipeg, MB Local 867 endured wind chills of -40 degrees C/F during their rooftop campout, raising an impressive \$76,122 for the cause. Among Winnipeg's rooftop campers were rookie Michael Lisowick, who had only been helping MDC for a few weeks, and retired Local 867 member Al Bartley, who has been helping raise funds for MDC for 49 years.

Other top fundraising locals include: • Barrie, ON Local 1753

- St. Albert, AB Local 2130
- Leduc AB Local 4739
- Spruce Grove, AB Local 3021
- Sudbury, ON Local 527
- Richmond Hill, ON Local 1957
- Fredericton, NB Local 1053
- Victoria, BC Local 730
- Saanich, BC Local 96
- Oak Bay, BC Local 1856
- Esquimalt, BC Local 4264

General President Harold Schaitberger thanks all Canadian

locals that upheld the great IAFF tradition of supporting muscular dystrophy — a tradition that's been ongoing for 60 years in both Canada and the United States — and for donating their time to help make their locals' fundraisers successful.

"You give hope to the 50,000 Canadian men, women and children affected by muscular dystrophy," he says. "Your work enables them to reach their full potential by supporting Muscular Dystrophy Canada's ongoing delivery of services while the organization also searches relentlessly for a cure through well-funded research."

He adds, "The IAFF is proud and honoured to have such a unique partnership. IAFF members never give up, we never leave a fire until it's out and we will continue to support people with muscular dystrophy until a cure is found."

For more information about Muscular Dystrophy Canada and the organization's special relationship with fire fighters, visit www.muscle.ca. ■



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Firefighters for Operation Warm: Keeping Children Warm, Saving Union Jobs in America

Every child deserves a warm coat for the cold months. That's why delegates at the 2012 IAFF Convention in Philadelphia passed a resolution to support Operation Warm by launching a program

specifically branded for the IAFF and its affiliates to bring warm coats to needy children.

This unique program helps affiliates to provide new warm coats to children in their local communities. In less than two years, IAFF members have distributed more than 50,000 coats to keep kids warm.

"The overwhelming response from locals that so passionately share in our mission of serving less-fortunate children is inspiring," says Operation Warm Founder Dick Sanford. "Witnessing the joy in each child's face is never to be forgotten."

With the resolution, the IAFF also committed to delivering coats made in the USA or Canada by union workers. But with a diminishing manufacturing sector in the

United States, getting enough new coats made was a real challenge.

For the initial launch of the program in 2012, Operation Warm traveled North America and found a factory that could make a significant number of the coats within a very tight deadline using many union-made materials. And while that was significantly better than handing out foreign-made coats, it wasn't good enough.

"From day one we committed that the coats would be union made, because that's who we are — it's what we stand for," says General President Harold Schaitberger. "We kept working to find a union manufacturer that could not only make good coats, but would support good union jobs."

That search led Operation Warm to American Apparel (different than the one with retail stores in many cities), whose workers are represented by SEIU Local 4405. Now American Apparel will not only make the coats for the program, but the production instantly saved 40 jobs in the factory.

"We are very excited to announce that American Apparel, located in Selma, Alabama,

will be making the coats, which not only helps children stay warm, but keeps good, union jobs strong right here at home," says Schaitberger.

"To participate in Firefighters for Operation Warm is incredibly gratifying," says Harris Raynor, Southern Regional Director, SEIU Local 4405. "Our members really appreciate the work and the jobs, but to be able to help the community at the same time is priceless."

In addition to making their communities safer, IAFF members make it a core mission to give back to the communities in which they live and work. Firefighters for Operation Warm shares this same goal — making a difference in dozens, hundreds — even thousands — of lives with warm coats and good jobs.

"Affiliates that participate have the unique opportunity to be part of the first new coat program dedicated to helping millions of children and saving American jobs," says Schaitberger.

For more information about how to get involved, visit www.FireFightersOW.org or contact Renee Koerner at (610) 388.2500 or email renee@operationwarm.org. ■



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National Labor College Closes

This spring, 14 IAFF members were the last to receive Bachelor's Degrees from the National Labor College (NLC) before it closes its doors.

The closure of the NLC is of concern for the labor movement and for the IAFF, which has reached out to all of our members who are NLC students to offer assistance and guidance throughout the transition to other colleges. The NLC has partnered with five colleges that offer one or more of the online degree programs that will help enrolled IAFF members finish their degrees.

The International worked to provide several resources to assist members to include the NLC teach-out partners: Empire State College, Thomas Edison State College, Penn State, University of Illinois and Rowen University. In addition, the IAFF is assisting with the transfer process into new programs and identifying options for higher education.

Current NLC students who had attended the Affiliate Leadership Training Summit have received Partnership Education Program (PEP) course credits. In addition to the 14 IAFF members who will be graduating this semester, several who are finishing their Bachelor's Degrees are

looking to begin graduate school directly after completion of the programs.

While the NLC will no longer operate, labor history will. The George Meany Memorial AFL-CIO Archive, possibly the largest collection of labor history — with approximately 40 million documents — was transferred to the University of Maryland College Park in the fall of 2013 in order to keep the written history of labor education alive and available to the public.

The National Labor College was established by the AFL-CIO in 1969 as a training facility, and transitioned into a college geared towards labor education in 1997. Generations in the labor movement have received innumerable trainings, programs and courses through the facility over the years. Like many transitions, this closure is bitter sweet.

The IAFF will continue to look for new partnerships and programs that can meet the higher education needs of the membership. ■

A Stronger Union Through Education

Oxnard, CA Local 1684 member Jeffrey Donadedian, one of the last NLC graduating class, will tell you that taking classes can be difficult while balancing busy home and work schedules. An NLC student who graduated April 26, he is also a recipient of the NLC Outstanding Paper Award for his work, "A Compliance Analysis of the Oxnard Fire Department and NFPA 1710."

As with all IAFF members who set goals and achieve them, Donadedian had strong group support. "The achievements of each and every IAFF member are an example of the International's larger membership base which works hard to further their education," says IAFF General President Harold Schaitberger. "I applaud all of our members who continue to help make this union stronger through education." ■



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On the Road

WITH THE GENERAL PRESIDENT

Throughout his travels on behalf of the IAFF and its affiliates...

General President Harold Schaitberger visits firehouses and union halls and attends other state and provincial events.



At Traverse City Fire Station 1, General President Harold Schaitberger and General Secretary-Treasurer Tom Miller toured the firehouse and met with Traverse City Local 646 President Chad Rueckert and his members.



President Schaitberger and IAFF 5th District Vice President Tom Thornberg visited Rochester, MN Local 520 President Chris Ford and his members at Station 1.

IAFF Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0454 Gadsden: Tim McKee, Allen Overby, L1833 Huntsville: Glenn Benson, Jerry Carter, L2676 Northport: Joseph Bell, David Lancaster, L4035 Hoover: Blake Jones, Michael Wathen

ALASKA L1264 Anchorage: Mark Johnson

ALBERTA L0209 Edmonton Fire Fighters Union: Alvin Bourke, Chris Brennan, Lorne Corbett, Ralph Kendrick, Ken Koluk, Stephen Mausolf, Maurice Taylor, L0237 Lethbridge: Lewayne Brandon, Tom Jespersen, Glen Leffingwell, L0255 Calgary: Dan Frederick, Blaine Gray, Kerry O'Brien, Michael Parker, Larry Sirr, L0263 Medicine Hat: Rick Look, Joe Wogrinc, L1190 Red Deer: Pete Barron, Randy Kidd, Mark Wakey, L2130 St. Albert: Keane Aldous, Chris Bonilla, Victor Fernandez, Donald Robichaud, L2494 Ft. McMurray: Pat Dube, L4819 Cochrane Fire Fighters Association: Janet Morris

ARIZONA L0479 Tucson: John Carlton, Richard Grijalva, Allen Hensley, John Nagore, James Smith, Robert Walsh, L0493 Phoenix: Ed Burdett, Frederick Grant, Tommie Gunn, Gerald Kelly, Mark Largent, Brian Nalley, Stephen Ohab, Blair Petersen, Nicholas Petrucci, Robert Tallet, L2260 Mesa: Frank Damato, Vance Gray, John Kevin, John McCarthy, Greg Mecsey, Jerry Schirmer, Leonard Vargas, Glenn Watson, Gene Zehring, L3752 Professional Fire Fighters of Casa Grande: Ernest Lopez, L4361 Northwest Valley Fire Fighters Association: Robert Mayer

ARKANSAS L0034 Little Rock: Reginald Powell, Mike Walker, L2866 Fayetteville Fire Fighters Association: Anthony Matthews, Bert Wright, L2995 Harrison: James Creager, L3718 Jonesboro: Ricky Medlock, L4496 Mountain Home Professional Fire Fighters Association: Wayne Almond, S0024 Western Arkansas State: Danny Gasparotto

BRITISH COLUMBIA L0018 Vancouver: Mike Caton, Randy Garoff, Alan Kirk, Gordon Quilty, John Reimer, Brian Simonson, D. J. Wagner, Neil Zokol, L0323 Burnaby: Glenn Leonhard, Mark Pullen, Darrel Smith, L0905 Nanaimo: Keith Jack, Dave Leigh, L1271 Surrey: Rizal Acob, Davinder Deol, Gregory Drew, Allan Mitchell, Douglas Munn, Kenneth Wood, L1286 Richmond: Randy Law, L1525 West Vancouver: Eric Boyum, Paul Touhey, L1667 Port Alberni Professional Fire Fighters Association: Peter Aspinall, L1763 Delta Firefighters: Richard Erickson, Ron Grant

CALIFORNIA F0033 San Diego: Larena Penhall, F0298 Coast Guard: Howard Binney, L0112 Los Angeles City: Curtis Black, Steven Boyle, Steven Domanski, John Durso, Andrew Fields, Fred Fowlks, Robert Franz, Robert Garcia, Peter Goff, Jon Holtby, James Johnston, Butch Kennedy, Morton Kishimoto, William Madden, Benjamin Simpson, Andres Valencia, Oscar Wait, Keith Young, L0188 Richmond: John Wade, L0522 Sacramento: Edwin Bassett, L. Kevin Browning, Mark Carr, Dexter Ching, Timothy Eisenbeiz, Darcy Fujimoto, Craig Herscovitz, Donald Hoeckelberg, David Hubbard, James Johnson, Ryan Lowry, Jon Luchini, Thomas Mabra, Alex Macias, Jeff Martinez, Rocky Moreno, Alan Overholt, Suzette Shaffer, Donald Sheehan, Kevin Snider, Charlie Sprague, Lisa Stumpf, Ronald Waterman, Colleen Youngblood, L0525 Santa Barbara City: Olga Herrera, L0652 Humboldt Bay Professional Fire Fighters: Daniel Salinger, L0689 Alameda: Raymond Hanson, Karl Mims, L0753 Fresno: Michael Mollica, L0753 Fresno: Wallace Zoerb, L0776 Glendale: Mark Berg, George Gemind, L0778 Burbank: Robert Hills, John Lykins, Bruce Smentek, L0798 San

Francisco: Sabine Balden, Jim Beem, George Kouremetis, Michael Rolovich, Gregory Simpson, L0809 Pasadena: John Pearce, Daniel Runnestrand, Gina Thomas, L0891 San Bernardino City Professional Fire Fighters: Kerry Brown, Robert Cuellar, Jim Davis, Martin Estacio, Scott Gauley, Brian Solorio, L0935 San Bernardino County: Scott Brownlie, Tracy Freeman, Tim Metzger, Mike Williams, L1067 Riverside City: Ronald Gutterud, L1138 Torrance: George Jax, Timothy Marcy, George Martin, David Richman, Steven Swigart, L1165 Santa Clara County: Steve Benanti, Michael Bruce, Mark Norman, Beau Rahn, David Salois, Jeffery Schwerdtfeger, Robert Suess, L1171 Santa Clara: Scott Araujo, Matthew Conner, David Cosimano, Richard Harsh, Dan Novakovich, Richard Peterson, Darrell Sales, Joe Tobin, L1186 Fire Fighters Local 1186: Randy Engell, Monty Fortney, Raymond Jackson, Doug Monnin, L1227 Berkeley: Darren Bobrosky, John Forney, Randall Olson, L1230 Contra Costa County: Jeffrey Beaty, Denise Burtis, Kenneth Gmeimer, David Poppi, L1243 San Joaquin County: Jeff Angeli, Jim Avansino, Lewis Collier, Keith Hart, Mark Lucchesi, Lee Owing, Glen Oylar, Steven Peeples, Dennis Petersen, Edward Silva, Victor Solari, Mitch Watson, L1272 Watsonville: David Kikuchi, Peter Knego, Fausto Romero, L1301 Kern County: Emil Alvarado, Robert Doty, Michael Heffner, Scott Sampeer, David Schuler, L1364 Ventura County: John McNeil, James Waldron, Kevin Yates, L1430 Ontario: Grant Alten, Glenn Erwin, Roger Guinn, Kevin Jass, Richard Martinez, J. A. Pettigrew, L1684 Oxnard: George Todd, L1689 Fremont: Nick Madronio, L1695 Clovis Fire Fighters: Larry Hernandez, L1716 Santa Cruz: Jeremiah Freeman, L1775 Marin Professional Fire Fighters: Dan Barber, Gary Claeys, Paul Crimmins, Jon Gergus, John Grant, Terry Horner, Jack Kegg, Darren Lovecchio, Jim Mann, Peter Martin, Clinton Mason, Brian McCarthy, Steve Metcho, Fred Pfeifer, John Polman, Fernando Rodriguez, Greg Schaefer, Michael Silva, Chris Wikeen, L1909 Hayward: Phillip Cashen, Richard Fischer, Oscar Gonzales, George Silva, L2046 Santa Barbara County: Stephen Stoll, L2216 Compton: Darcy Adkins, L2342 Hemet: Mark Miller, L2384 Orange City: Bradley Goodrich, James Huff, Kevin Southerland, Paul Thibert, L2400 San Mateo County: John Cronin, L2530 Marina Professional Fire Fighters Association: Kyle O'Connor, L2734 Chico: Bill Bartel, Dominic Sanfilippo, L2881 CDF Fire Fighters: Terrell Acree, Anthony Akin, John Aleman, David Anderson, Lucinda Baird, Martin Baker, Robert Barron, Steven Baumgardner, Michael Brown, Carl Calderon, Daniel Collins, David Davis, W. Jes Derickson, Arthur Elizarraras, Steven Emerick, Bradford Engelhorn, Lawrence Erickson, William Finch, Craig Forsythe, James Garrett, Gregory Gates, Timothy Harness, William Holmes, Julie Hutchinson, Robert Innes, Clayton Jolley, Susan Jorgensen, Jeffrey Kanov, Eric Kielhorn, Anthony Kneip, Steve Lawshe, Carlos Lomeli, Scott Love, Mark Mack, Michael Maendle, Kevin Martin, Kathleen McGowan, Douglas Mooney, George Morris, Alfred Munoz, Debra Parker, Bernie Paul, Thomas Pickard, Todd Price, Anton Provaznik, Dennis Ray, Douglas Record, Michael Reeder, Raymond Rembao, Terrena Rose, Frank Royos, Rudy Saldana, Joseph Scarite, David Stonum, Michael Strande, Robert Strazzo, Daniel Summerville, David Toussaint, Devin Travis, Saul Villagomez, R. Scott Watson, Cary Williams, Clifford Williams, James Yzloff, L2899 Anaheim Fire Fighters Association: Jerry Flores, Steve McDonald, John Powers, John Price, Jeffrey Shimkus, Alan Smith, L3124 Napa City: Carl Johnson, Jim Pope, L3440 Arcadia: David Hutcheson, L3494 Davis: Mark Bills, Marty Eckhardt, L3556

El Dorado County: Chip McHugh, L3604 El Dorado Hills: James Davidson, L3631 Orange County Professional Fire Fighters Association: David Bautista, Andrew Bray, Michael Brown, Craig Campbell, Allen Clark, Michael DeWeese, Luis Fernandez, Robert Gaughran, Douglas Hanson, Marco Mack, John McGregor, Knox Tiernan, L3686 Ukiah: Lawrence Goodman, L3707 Monterey: Frank Consiglio, John Crocker, Jon Selbick, Ian Watts, L3730 Carlsbad: Bill Anderson, Chris Heiser, Ronald Tinney, Richard Vance, L3757 Corona Fire Fighters Association: David Shoemaker, L3788 El Centro: Michael Apalategui, Bruce Hartsock, Alex Romero, L3800 Nevada County: Wyatt Howell, L3847 Rocklin Fire Fighters Association: Jason Shearer, L4373 Santee Fire Fighters Association: Fred Daunis, Tim Dibsie, Jim Huson, Tryntje Young, L4692 Imperial Beach Fire Fighters Association: Mark Cisneros

COLORADO L0005 Colorado Springs: LeRoy Romero, James Verplank, Christoher Weltz, L0858 Denver: Oliver Cook, Eugene Martinez, Will Norden, L0900 Boulder: Donald Olguin, L1290 Aurora: Michael Adams, Michael Aguayo, John Barratt, Terry Findley, Henry Guerra, Leon Henkelman, Martin Jepkes, David Painter, Kenneth Reister, L1309 West Metro Fire Fighters: David Elin, Craig Roberts, L1736 Englewood: Sean Mulvihill, L1945 Poudre Fire Authority: George Fleming, L2086 Littleton: Patrick Brandon, Lisa Drummond, Barry Wilson, L3027 Cunningham: Todd Edwards, L4528 Copper Mountain Professional Fire Fighters Association: Stephen Boyle

CONNECTICUT L0760 Hartford: David Beliveau, Wilfredo Caro, Frank Costello, Steven Crocker, Bernardo Guzman, Mark Horan, Darren Hudson, Joseph Zazzaro, L0773 Bristol: Scott Burton, L0786 Stamford Professional Fire Fighters Association: Gregory Cloud, Ralph DeBlasi, Robert Simmel, L0801 Danbury: James Johnson, Michael Tyskiewicz, L0825 New Haven: Brian Bonapace, Robert Ciociola, Kevin Donohue, Christopher Eburg, William Gambardella, Philip Gonzalez, Steven Guerra, Johnny Vega, L0830 Norwalk: Bruce Bento, Alan Dipietro, Kevin Gilchrist, Glenn Iannaccone, Wilfred Robinson, L0944 Milford: Steven Romano, John Slyman, L0992 New Britain: Louis Roberts, L0998 Stratford: Andrew Maciejczyk, Vendel Orban, Edward Yearwood, L1042 Greenwich: James McDonald, L1148 Meriden: Robert Bradley, Roger Kindschi, L1205 East Haven: Thomas Costello, Anthony Moscato, Michael Torino, L1241 West Hartford: Carl Dojan, James Pascarelli, L1326 Wallingford: Andrew Thorp, L1339 Waterbury: Albert Attardo, Thomas Boiano, John Calabrese, Scott Gillis, Joseph Valaitis, L1426 Fairfield: Wayne Crossman, L1567 Torrington: Victor Corsi, David Kuhn, Terry Schroeder, L1739 Ridgefield: John Rosa, L2233 Wilton: Thomas Coon, L2687 Hamden Professional Fire Fighters: Gary Merwede, L2987 North Haven: Pasquale Marcarelli, L3059 Thompsonville Fire Department: Patrick Furey, S0015 Connecticut Police and Fire Union: Patrick Enright, David Lautenschlager, Charles Sutton

DELAWARE L1590 Wilmington: Kenneth Cavanaugh, Joseph Danko, Bracy Dixon, Charlie Irizarry

DISTRICT OF COLUMBIA L0036 Washington: Michael Brown, Charles Clarke, Kevin Conerly, Gregory Crowe, Jeffrey Deitz, James DiGregory, John Ellis, Andre Hunter, Walter Jernigan, Vincent Lewis, Waverly McKnight, Marcus Pickett, Theodore Robinson, John Sprignoli, Brian Tennant, Terrence Waller, John Ward

FLORIDA L0122 Jacksonville Association Of Fire Fighters: Robert Bass, Samuel Beatty, Michael Brown, Stephen Colvin, Timothy Devin, Jerry Dunn, James Knight, David Lee, Byron Pride, Jesse Pullins, Bruce Scott, L0587 Miami Association Of Fire Fighters: Robert Barnes, Deborah Bratz, Richard Conte, John Crawford, Reginald Duren, Al Fandino, Daniel Fuller, Frank Klimkowski, Max Loynaz, Charles McDermott, Nelson Rivera, Enrique Rodriguez, David Walsh, L0707 Pensacola Professional Fire Fighters: Christopher Eadler, Terry Jackson, Robert Williams, L0727 West Palm Beach Association Of Fire

Fighters: Michael Cress, Brad Fabben, **L0747 St. Petersburg Association Of Fire Fighters:** Mark Cragle, Leonard Falana, David Fraser, Carlo Gardini, Robert Henderson, Mark Henrikson, Timothy Hill, John King, Raymond Landes, Mark Matthews, Rosylan Maxwell, William Mott, Rick Mull, Michael Murray, Andrew Rexford, Thomas Salvato, Robert Spitts, Joseph Standish, Michael Turner, Steven Wunderle, **L0754 Tampa:** Manuel Moscoso, Scott Winter, Karl Wolf, **L0765 Fort Lauderdale:** Wayne Johnson, **L1102 Hialeah Association Of Fire Fighters:** Salvatore Froscono, **L1158 Clearwater Fire Fighters Association:** Geraldo Cruz, Nelson DeJesus, **L1210 Coral Gables Professional Fire Fighters Association:** Paul Boutin, **L1377 Professional Fire Fighters & Paramedics Of Saint Lucie County:** Mike Bailey, Henry Farinas, Jake Jones, William Mosely, Jeffrey Percy, Tamara Taylor, Marc Thompson, Ernest Ventrella, **L1403 Metropolitan Dade County Association Of Fire Fighters:** Darren Altarac, George Bartolome, Jerome Byrd, Michael Canfield, Kenneth Conley, Ellen Duran, Felipe Espinosa, Fernando Fernandez, Jhoshee Garcia, Joaquin Garcia, John Georgiades, Herman Gonzalez, Jay Kennedy, Mark Lamb, Brian Lynch, William Lyons, Pamela Parker, Rhonda Usry, William Van Meter, Howard Vollovick, Jerome Washington, Dennis Whitlock, David Wood, Nicholas Zimmerman, **L1510 Fire Fighters Of Miami Beach:** Walter Carroll, Carlton Davison, Tim Dougherty, **L1549 Pompano Beach Professional Fire Fighters:** Ralph Borger, John Boylston, Glenmore Engle, Scott Gritter, Robert Johnson, Harry Mann, David Seysel, Robert Shelley, James Slavik, Kevin Stickley, Terry Vollmer, **L1560 Fire Fighters Of Boca Raton:** Donnie Craig, Michael O'Neil, James Pingrey, **L2057 Orange County Professional Fire Fighters:** Frank Aquilon, Robert Ashby, Jose Cruz, Marlin Ellis, Edward Gabriel, Christopher Gage, Michael Howell, Stephen Jimmerson, John Leach, Candice Nadeau, Jonathan Race, Gary Spahn, Robert Wells, Tamara Wunderly, **L2135 Professional Fire Fighters Of Ocala:** Michael Kelley, **L2157 Gainesville Professional Fire Fighters:** Curtis Crawford, **L2292 Professional Fire Fighters Of Pembroke Pines:** William Baker, **L2294 Hillsborough County Fire Fighters:** David Bergeron, Chris Carballa, Patrick Cotter, Jay Schulmeister, **L2339 Tallahassee Professional Fire Fighters:** Reginald Brown, John Coe, Kenneth Gray, Steven Helm, Leon Laramore, Christopher Lewis, **L2396 Collier Professional Fire Fighters and Paramedics:** Eugene Bogert, Jeff Davenport, Sean Hunt, **L2546 Suncoast Professional Fire Fighters & Paramedics:** David Bump, Dawn Griffith, Patrick Harper, Anthony Love, Michael Martino, Susan Pearson, Hans Rode, Mark Soady, **L2820 Professional Fire Fighters Of Miramar:** Frederick Kunz, **L2887 Professional Fire Fighters Of Marco Island:** Dean Heasley, **L2918 Okeechobee Fire Suppression & Rescue Association:** Jeffrey Baugh, **L2928 Professional Fire Fighters & Paramedics Of Palm Beach County:** Kevin Applegate, Randy Bahe, John Bartlett, Scott Bielecky, Richard Christmas, Frank Esposito, William Gauthier, Erika Hampton, Brent Henderson, Michael Lehan, Joseph Liguori, Richard Love, Mary Madigan, Brian Moody, Dorothy Naddy, Richard Oregero, Matthew Pennington, Shawn Reid, Larry Ruda, Bruce Thompson, Michael Whelan, **L2969 Brevard County Professional Fire Fighters:** Mike Clayton, Jeffery Humphreys, Robert Lohr, **L2980 Palm Harbor/Oldsmar Professional Fire Fighters:** Scott Sanford, **L3080 Metro-Broward Professional Fire Fighters:** David Malone, Richard Price, **L3101 Nassau County Fire-Rescue Professionals:** Gene Fullwood, **L3118 Port Orange Professional Fire Fighters Association:** James Hammons, **L3206 Indian Rocks Professional Fire Fighters Association:** David McConnell, **L3476 Oviedo Professional Fire Fighters:** Dana Allen, **L3499 Ormond Beach Fire Fighters Association:** John Medeiros, **L3529 Putnam County Fire and EMS Professionals:** Thomas Burger, **L3531 Polk County Professional Fire Fighters:** Kurt Buenerkemper, Joel Butler, Phillip Dukes, Frank Harney, Mark Laik, Chris Little, Larry Webb, **L3582 Temple Terrace**

Professional Fire Fighters: Walter Rogers, **L3638 Key Biscayne Professional Fire Fighters Association:** Lazaro Castellon, George May, Lon Rosen, **L3884 Zephyrhills Professional Fire Fighters:** David Harris, **L3909 Professional Fire Fighters Of Monroe County:** Dan Powers, **L4173 Lakeland:** Joel Brown, Blake Monroe, **L4321 Broward County:** John Bass, Jasper Briggs, Denise Clougherty, Leonard Laiacona, Thomas Mitchell, John Orlando, Darcy Williamson, **L4420 Pasco County Professional Fire Fighters:** Richard Carlyon, **L4562 Professional Fire Fighters Of Citrus County:** Wayne Fletcher, **S0020 Florida State Fire Service Association:** Lesley Bower, Richard Denton, Franklin Gibbs

GEORGIA F0152 Dobbins Air Reserve Base: Michael DePoalo, Patrick Robertson, **L0134 Atlanta:** Tim Bauer, Willie Gamble, **L2084 Thomasville Professional Fire Fighters Association:** Bobby Hart, **L3335 Carrollton:** Andres Caraveo, **L4047 Cherokee Professional Fire Fighters Association:** Gregg Chester

HAWAII F0263 Federal Fire Fighters Of Hawaii: Harry Kiyan, **L1463 Hawaiian Islands:** Alexander Almeida, Derrick Arruda, Tyler Chan, Jason Coad, Henry Desa, Brian Emmons, Thomas Ettinger, Jeffrey Farris, Elton Furutani, Gregory Gangwes, Rolland Harvest, Clement Hew, Charles Hook, Warren Iseke, Richard Karasaki, David Kawasaki, Robert Main, Carl Matsuura, Wayne Morita, Scott Mosher, Roy Murakami, Keawe Puhi, Darrel Sato, Frank Supranovich, Edmund Suzuki, Dave Takehara, Gordon Tamarra, Kenison Tejada, Kenneth Yonemura, Joseph Zaremba

IDAHO L0149 Boise: Mark Senteno, **L0710 Coeur D'Alene:** Peter Vandall, **L2034 West Shoshone County/Dale Jacobs,** **L4627 Meridian Fire Fighters:** Herman Johnson

ILLINOIS L0002 Chicago: Jesse Aguirre, William Bailey, James Bansley, William Beensterboer, John Benuzzi, Stephen Bezazian, Dean Bischak, Marvin Branson, Kenneth Bruno, Louis Bruno, Dennis Cahill, Robert Caron, James Carroll, William Carroll, Daniel Carroll, Raudel Casanova, Nicholas Cavaligos, John Cervantes, Michael Chmela, James Cismesia, James Clarke, James Collins, John Cooney, Brian Corley, Arnett Cornell, John Czerwionka, Sabrina Daniels, Herbert Davis, Maria DeCausin, Charles DeJesus, Thomas Dempsey, Kevin Dietz, Robert Dombrowski, Patrick Donnelly, James Dorgan, Irving Doucet, Richard Drezek, Charles Durham, Joseph Elmore, Richard Estrada, Richard Falls, Francisco Farias, David Figueroa, Susan Filkins, Richard Flores, Michael Gacki, Donald Galiano, Clifford Gartner, Michael Gaughan, Patrick Gillespie, Joseph Gloude, Thomas Gniot, Michael Gubricky, Joseph Guzzardo, Thomas Hague, Edward Hamilton, Richard Hardt, Patrick Healy, Liam Henry, Joseph Hoffner, Timothy Hunt, Martin Jennings, Thomas Jennings, Brian Kinnear, Fred Klessig, Mark Kowalski, John Kownacki, John Lamar, Mark Lanham, David Leno, Gabriel Leon, Robert Lesch, Frank Levanovic, Michael Levanovic, Richard Lynch, James Marsden, Gloria Marshall, Ronald Mateling, Guy McAndrew, Jeff McAndrews, Robert McCrea, Robert McDonald, Thomas McGrath, Thomas McGuire, Charles Miller, Patrick Mullen, Daniel Nash, Thomas Nolfi, Daniel O'Farrell, Nicholas O'Shea, Michael Oliver, Michael Palomo, Elizabeth Parsons, Stan Pavilonis, Joseph Pavlik, Charles Peters, Robert Raica, Michael Restivo, Michael Ridgeway, Michael Rinozzi, John Riordan, Royal Robinson, Larreace Rollins, David Rowan, Virginia Rowan, Kurt Shelby, Bernard Shields, Jimmie Slaughter, Reginald Smiley, John Smith, Larry Southerland, Joseph Stefansko, Violel Stirbu, Gaines Strader, Kenneth Straman, Jeff Stuecklein, Robert Sutka, Dennis Szczepaniak, Charles Teverbaugh, Norman Thomas, Timothy Trench, Dana Tucker, Lorenzo Vazquez, Doris Wallace, Gregg Walsh, Anthony Ward, Jnorris Wheat, Scott White, Michael Williams, Anthony Yuhas, **L0023 East Saint Louis:** Larry Hopkins, Kelvin Searcy, Charles Welch, Perry Young, **L0026 Rock Island:** Dan Morck, **L0044 Joliet:** Hiram Grigsby, Leon Trimmer, **L0050 Peoria:** Keith Wagner, **L0056 Streator:** Terry Leonard, **L0413 Rockford:** Cindy Chappell, Sabas Gomez, Roger Hominick, Donald Lund, Mark Marinaro, James Meyer, Dan Morse, Ricky Plantz,

Lindsay Pooley, **L0473 Waukegan:** Henry Gruba, **L0505 Decatur:** Rick Elliott, William Heitz, Thomas Howard, **L0506 Berwyn:** Leonard Janda, **L0523 Ottawa:** William Manley, **L0691 Mattoon:** James Norviel, **L0711 Chicago Heights:** David Zivo, **L0742 Evanston:** Michael Adam, Ronald Brumbach, James Cox, David Ellis, Donald Kunita, Jason Perkiser, Steven Ready, Michael Wideman, **L1236 Dekalb:** Joseph Cahill, **L1894 Northbrook:** Jeff Harris, **L1898 Lake Forest Professional Fire Fighters:** Michael Evert, **L2340 Village Of Elk Grove Village:** Hans Gustavsen, Kevin Quinn, Melvin Stillson, **L2697 Park Ridge:** Robert Kelly, **L2986 Lisle/Woodridge:** James Caron, Steven Mast, Randy Miller, Jeff Pierson, Robert Spickerman, David Zinther, **L3033 Skokie:** Steven Dunn, Steven Kosmella, Craig Nordin, Russell Picek, Leo Riley, **L3105 Arlington Heights:** Chris Dunn, Timothy Franzen, David Lemaire, **L3192 Carol Stream:** Lawrence Hegstad, Luana Krott, Brian Powell, Martin Walker, Carey Zabran, **L3234 Downers Grove:** Jeffrey Oakley, **L3271 North Chicago:** David Biggs, **L3452 Hanover Park:** Diana Hill, **L3458 Robinson:** Randy Tedford, **L4186 Glenview:** Troy Boyer, Terry Wilson, **L4302 Naperville Professional Fire Fighters:** Myles Bryl, **L4338 Frankfort Fire Fighters Union:** Timothy Campbell, **L4588 Palatine Fire Fighters:** Jay Atherton, Richard Dawson, **L4773 Oswego Fire Fighters:** Michael Dabney

INDIANA L0124 Fort Wayne: Ronald Hamm, **L0360 Mishawaka:** Kerry Hershberger, Lawrence Ranschaert, Jeff Wernsing, **L0362 South Bend:** Robert Severeid, James Szczechowski, James Szymkowiak, **L0383 Peru:** Chris Brooks, Darrell Medley, **L0416 Indianapolis:** Robert Havlin, Thayron Jenkinson, Russell Shoaf, James Taylor, **L0472 Lafayette:** Richard Meyer, **L0475 Michigan City:** Steven Kreighbaum, Brian Kubath, Michael Pagels, Jeff Santana, **L1408 Richmond:** Clarence Coble, **L2190 Columbus:** Stephen Ahlbrand, Ralph Hollenbeck, **L2454 Auburn:** Kim Boger, **L2458 Winchester:** Don Staton, **L4416 Hamilton County Professional Fire Fighters Union:** John Heald, Michelle King, **L4915 Scott Township Fire Fighters:** Mark Fritz

IOWA L0004 Des Moines: Henry Gertsen, Randall Rees, **L0011 Cedar Rapids:** Thomas Moats, **L0016 Marshalltown:** Mike Schewe, **L0066 Waterloo:** Roger Carr, **L0301 Burlington:** James Vincent, Gene Wilkerson

KANSAS L0064 Kansas City: Mark Bishop, Raymond Hoppe, Steven Howard, James Long, Jerry Maloney, Kim McEvoy, Anthony Merino, Joanie Meyers, Harold Scott, Kevin Shirley, **L0083 Topeka:** Clarence Simpson, **L1596 Lawrence:** Frank Angelone, Larry Hess, **L2612 Sedgwick County:** Craig Brenneis, Jim Jefferies, Steven McDaniel, Patrick Nelson, Mark Voges

KENTUCKY L0038 Covington: Michael Clendenden, **L0526 Lexington:** Charles Bowen, Dave Earnest, Emmitt Gabbard, Mark Harvey, Danny Jackson, Brad Morris, Chris Presley, Tom Risen, Joan Risen, Brian Steele, **L3882 State Fire/Rescue Training:** Edward Schmidt, Charles Shaw, **L4289 Nicholasville:** David Cartwright

LOUISIANA L0514 Shreveport: Gary Cash, Edwin Fouts, Philip Hashieder, Kathy Hudson, Michael Lawson, Gerald Moss, Michael Rolland, Mary Scarbro, Randy Sellers, Roxanna Taylor, **L0629 Monroe:** Michael Meeks, **L0632 New Orleans:** William Dumas, Denis Mayo, Castaderra McGee, Byron Muse, Lance Smith, John Underwood, **L1374 Jefferson Parish:** Kenneth Champagne, Myron Firmin, Stephen Grand, Henry King, David Mitchell, Jerry Schaeffer, **L1694 Ouachita Parish:** Ramsey Briant, Paul Gates, Donald Jordan, Artie McMullen, **L1745 Eunice Professional Fire Fighters:** Kenneth Duplichan

MAINE L0740 Portland: John Cannon, Ronald Flint, **L0772 Bangor:** Robert Bilotta, David Dow, **L0785 Lewiston:** Gene Gregoire, Christopher Keneborus, Guy Pilote, **L1650 Augusta:** William Goodwin, Daniel Guimond, **L2162 Brewer:** James Burns, **L4652 Wells Professional Fire Fighters Association:** Gillian Utgard

MANITOBA L0867 Winnipeg: G. A. J. Charbonneau, W. A. Chikowski, Ron Ellie, Jim Hancharyk, J. D. Hemphill, Charles Jonasson, Donald Krueger, Geoff Kyle, M. C. Lumsden, Glenn Moore, Marty Nienhuis, Garry Pinette, S. R. Poole, R. J. Punton, Frank Roberts, K. N. Rothwell

MARYLAND L0734 Baltimore: Robert Bayne, Donald Brubach, Michael Dunsmore, Thomas Ecker, Charles Johnson, Tommy Marks, Patrick McGill, **L0964 Baltimore Fire Officers Association:** Lloyd Clark, Robert Eder, Jerome Epps, Stephan Fugate, Terry Horrocks, Louis Juliana, Bonnie Matthews, Bruce Shiloh, Richard Williams, **L1311 Baltimore County:** Timothy Bankard, George Brooks, Thomas Fabrizio, Irvin Lewis, Gregory Lewis, George Welkie, Gary Wheeler, **L1563 Anne Arundel County:** Richard Mullins, Eric Seay, Gary Utz, Robert Wedemeyer, **L1619 Prince George's County:** Kendall Patterson, Kevin Roberts, Bobbi Sarra Hinkson, Daniel Schrader, William White, **L1664 Montgomery County:** Donald Allen, Michael Bobrow, Anthony Cochran, Garth Coe, Cleveland Evans, Eric Fessenden, Keith Gilbert, Bradley Graham, John Griffin, Cornelius Hightower, Howard Kapp, Lisa Kelley, Curtis Kendall, Robert Landry, Sam Martinez, John Owens, Rodney Scott, Jerry Warren, **L2000 Howard County:** Timothy Diehl, **L3666 Frederick County:** Douglas Brown, Michael Marchesani

MASSACHUSETTS F0078 Hanscom Air Force Base: Barry Bilicki, Athelstan Spilhaus, **L0030 Cambridge:** Robert Bell, David George, Stephan Jeffers, Francis Judd, Dennis Shine, **L0108 Northampton:** Kyle LaPointe, **L0143 Everett:** Kenneth LaLiberte, K. P. Shanks, **L0144 Brockton:** Timothy Murphy, **L0144 Brockton:** Ira Royster, **L0146 Lawrence:** Maurice Dorgan, **L0718 Boston:** Vernon Allen, Edward Ivanoski, Edward Loder, George O'Brien, Daniel O'Connor, Robert Reynolds, **L0739 Lynn:** Timothy Bartlett, Paul Smith, **L0841 New Bedford:** Michael Riding, **L0853 Lowell:** Franklin Froton, Norman Nadeau, **L0866 Waltham:** Michael Davis, **L0920 Braintree:** Robert Dyer, **L0926 Revere:** David Rossetti, **L1032 Medford:** Patrick Ripley, **L1111 Westfield:** Eugene Ancelli, **L1268 Randolph:** Lisa Stanton, **L1347 Watertown:** Q. Paul Paglierani, Donald White, **L1370 Wilmington:** Brian Anderson, Terry McKenna, Robert Vassallo, **L1397 Falmouth:** Gary Sabens, **L1459 Swampscott:** Kevin Clark, **L1491 Lexington:** Ryan Bugler, **L1564 Winchester:** Paul Tonello, **L1647 Tewksbury:** Oscar Forero, Joseph Gillis, **L1652 Framingham:** Paul Antonio, Michael Eden, Robert Moro, Peter Rovinelli, Antonio Sebastiao, Scott Studley, Michael Tucci, John Ward, **L1669 Beverly:** Michael Acciavatti, Brian Miller, Joseph Tucker, **L1707 Natick:** Salvatore Arena, Michael Aries, Kenneth Custodio, James Fahey, Robert Lamont, Thomas Linton, James Sheridan, **L1710 Chicopee:** David Grey, Eric LaLonde, **L1714 Marlborough:** Peter Lyons, **L1717 Bourne:** Ronald Eldridge, **L1735 Dedham:** Richard Beltis, Kevin Davis, **L1768 Plymouth:** Patrick Kennedy, Sanford Lopes, Robert McCosh, **L1841 Leominster:** Daniel Bouchard, Edward Byrne, **L1847 Wilbraham:** Lisa Carney, Scott Facey, Neal Johnson, Russell Mitchell, **L1857 North Reading:** Daniel Kessel, **L1942 Concord:** Edward Conlin, John Palma, **L2172 Hyannis:** Richard Randall, **L2452 Turners Falls:** Michael Morin, **L2579 Wrentham Permanent:** Robert Heinz, **L2790 Easton:** Antonio Gomes, **L3070 Westborough:** Joseph Lawrence, Douglas Shaw, **L3281 Acushnet Permanent Fire Fighters Association:** Gerard Bergeron, **L4023 Charlton Permanent Fire Fighters:** James Callahan, **L4149 Uxbridge:** Leonard Gervais, **L4332 Dighton:** Neil Horton, **L4613 Shrewsbury Fire Fighters Association:** William Cummins

MICHIGAN L0344 Detroit: Michael Ellison, Ronald Goolsby, Claude Harris, Bruce Holben, Andre Johnson, Robert Knight, Mark Knowles, Thomas McManaman, India Slaughter, Nathaniel Tobi, Eric Wilson, **L0352 Flint:** Gregory Dubay, Michael Gist, Charles Smith, Matthew Yonan, **L0366 Grand Rapids:** John Hanes, Craig Holtrop, Malcolm Kitchen, Gary Velthouse, Frank Verburg, **L0421 Lansing:** Cynthia Flisnik, Barbara Hamilton, Gilbert Torres, **L0431 Royal Oak:**

Katherine Wilkinson, **L0643 Marquette:** Calvin Barton, Paul Enrietti, Geoffrey Weston, **L1206 Redford Township:** Kurt Carr, **L1279 Western Wayne Professional Fire Fighters:** Bryan Fountain, Michael Olderman, David Sukul, Timothy Wilson, **L1338 Shelby Township:** Gary Glashauser, **L1467 Portage:** Don Johnson, **L1600 Meridian Professional Fire Fighters:** Mark Hornberger, **L1609 East Lansing:** Timothy Hull, **L1682 Bangor Township:** Ray Madigan, **L1721 West Bloomfield:** Ken Peirsal, **L1737 Harrison Township:** Edward Elliott, **L2659 Farmington Hills:** Donald St. Clair, **L4132 Muskegon Charter Township:** Craig Medendorp

MINNESOTA L0082 Minneapolis: Richard Christensen, Alan Johnson, Jennie Kawaters, Jean Kidd, Joseph Miller, Colleen Mullen, Michael Seide, Patrick Swaggert, **L0173 Hibbing:** Phillip Olsen, **L0579 Mankato:** John Karosas, **L1712 Saint Cloud:** Michael Lewis, **L2078 Red Wing:** Kevin Smith, **L2910 Burnsville Professional Fire Fighters:** Janice Trom, Lee LaTourelle, William Schaezel

MISSOURI L0042 Kansas City: Phillip Calcara, David Caston, Frank Dunnington, Michael Eller, Staley Snook, Lance Staves, **L0073 Fire and EMS Professionals of Saint Louis Missouri:** Mike Watts, **L0077 Saint Joseph:** Kenneth Anderson, Richard Bolinger, Gene Henson, Christopher Kelley, Philip Little, Frank Roberts, **L0152 Springfield:** Russell Darnell, Ralph Goddard, **L0671 Jefferson City:** Tom Mahon, **L1084 Cape Girardeau:** Rick Crites, **L2665 Professional Fire Fighters of Eastern Missouri:** Earl Adams, Ray Antonacci, Robert Aubuchon, Glenn Balkenbush, Brian Bremer, Robert Church, M Dennert, Timothy Dorn, Ronald Eller, Gary Frank, Sylvia Gerdes, Frank Grassmuck, Kelly Hanratty, Robert Helbig, Steven Hulsey, Don Jamison, Dolph Jeck, Michael Kisling, Jeri Krankel, Daniel Leibach, Steven Lodes, Michael Martin, David Mc Master, Jerry Miller, Chris Monroe, Roger Morris, Paul Nobe, Richard Norris, Larry Ostertag, Darlene Piliard, Lawrence Quick, Terry Reynolds, Kenneth Robinson, Vaughn Rooks, Debbie Ross, Joseph Seitz, K. J. Spurlock, David Tilley, Sheila Vasser, Mark Weidemann, Richard Winter

MONTANA L0008 Great Falls: Terry Bailey

NEBRASKA L0385 Omaha: Brett Barns, **L0644 Lincoln:** Randall Case, Mark Darrington, Brad Luedke, Daniel Winkenwerder, Dale Wojtasek, **L0675 Hastings:** James Schamens

NEVADA F0268 N.A.S. Fallon: David Evans, David Payne, **L0731 Reno:** Ryan Irvine, Ike Johnson, Patrick Mooneyhan, Donald Newman, Leon Robles, Tony Shaw, Donald Snyder, **L1265 Sparks:** Phillip Barton, **L1285 Las Vegas:** Raymond Bogle, Michael Davis, James McNeill, **L1908 Clark County:** Ray Candelaria, Hans Christensen, Bryan Cowley, David Croston, Larry Hollingsworth, Jonathan Leavitt, Robin Perry, Stephanie Stephens, Steven White, **L2139 North Lake Tahoe:** Sue Martineau, **L4728 Central Lyon County Fire Fighters Association:** Dave Lane

NEW BRUNSWICK L0771 Saint John: Geoffrey Foote, **L0999 Moncton:** James Banks, Perry Henwood, Maurice LeBlanc, Peter Rooney

NEW HAMPSHIRE L0789 Nashua: Thomas Chacos, **L1088 Berlin:** Robert Jewett, Steven Vien, **L1451 Rochester:** Chris Sheing, **L2904 Professional Fire Fighters Of Merrimack:** Mark Akerstrom, Bruce Cornelius, David Joki, **L2909 Dover Fire Officers:** Jody Provencher, **L3154 Professional Fire Fighters Of Hudson:** Everett Chaput, Neil Pike

NEW JERSEY F0313 Joint Base New Jersey Federal Fire Fighters: Joseph Burdge, Thomas Caruso, Edward O'Kinsky, **L0305 Irvington Professional Fire Fighters Union:** William Smolen, Walter Zagibaylo, **L0384 Asbury Park:** Dominick Marino, Ronald Slinger, **L0788 Camden:** Theodore Balabuch, Rodney Carter, Richard Johnston, Andres Nieves, Geronimo Santana, **L1064 Jersey City Fire Officers:** Bernie Nordquist, **L1197 Edison Township:** Thomas Shjarbach, **L2004 Irvington:** Scott McDonald, **L2616 Pleasantville:** Charles Lassiter, **L2657 Brigantine:**

Robert Sooy, **L3495 Cape May:** Robert Elwell, **L3950 North Hudson:** Darren Anacker, Richard Wefer

NEW MEXICO L0244 Albuquerque: Bill Benjey, Anthony Braunschweiger, Richard Brown, Keneth Bur, Ricky Chadwick, Julian Gallegos, Gilbert Garcia, Fred Garcia, Adrian Glass, Raul Mancha, Josephine Marley, Raul Marquez, James McLaughlin, Christopher Montoya, Adrian Moya, Claude Navarrette, Thomas Ortega, David Ortega, Brian Pacheco, Timothy Payne, Johnnie Perea, Scott Peterson, Michael Ramsey, William Reed, Aaron Sandoval, Matthew Sullivan, Chester Thorne, A. Larry Torres, Thomas Tyma, **L2430 Silver City:** Eloy Medina, **L2850 Farmington:** Robert Anderson, Duane Bair, Vince Moffitt, **L4563 Sandoval County Professional Fire Fighters Association:** Juanito Toya

NEW YORK F0007 West Point: Kenneth Palazzo, **F0214 914th Tag:** Peter Stein, **L0086 Troy:** Eric Cruickshank, Michael Madsen, **L0094 Uniformed Fire Fighters Assoc. Of New York:** James Baranek, Glendon Bell, John Blake, George Bodnar, Michael Brennan, James Brennan, Jeffrey Brown, Stephen Calcutti, Robert Carmona, William Carrington, Cliff Carty, Ralph Caruso, Richard Casado, Edward Cassidy, Robert Clarke, David Cohen, Michael Colandrea, Bernard Connolly, Michael Daly, John Dattoma, Daniel Dorrian, Keith Dowling, William Drewes, David Dukas, James Fehling, James Fenn, Frank Ferdinandi, Raymond Ferragano, William Fox, Thomas Gernon, James Giordano, Martin Gray, Andrew Harsthorne, Vincent Hefferen, Roger Holzmacher, Brad Hores, Carlos Howell, Ethan Inremona, Daniel Insardi, Thomas Killian, Peter Killian, Joe Lachase, Michael Lamb, Richard LaRocca, Brendan Lowrey, Robert Mahoney, John Mahoney, Thomas Martin, Robert Martin, Vincent Mattone, Thomas McMahon, Richard Meadows, Milton Mendez, Joseph Mondello, Alex Morales, Michael Moschitta, Michael Moughrabie, Timothy Olson, Douglas Palamara, Paul Pennolino, Perry Pizzolo, Edward Quinn, Peter Quinn, Fred Roberts, Donald Ruland, Donald Russell, James Sands, Robert Selesky, Victor Silvestro, Peter Simoncini, Renato Spampinato, Brian Stapleton, Anthony Stefania, Matthew Taylor, Christopher Teleki, Keith Villanveva, Daniel Vito, Jeffrey Vought, John Walsh, Timothy Walters, Fred Wenig, Wayne Wichern, Paul Zenir, **L0126 Oswego:** Patrick Tickle, **L0274 White Plains:** Paul Nimphius, Westley Riley, Steven Saunders, Lawrence Toglia, **L0461 Kingstons:** Charles Dasher, George Dimler, **L0589 Newburgh:** Mark Betheha, John Borden, Stephen Giacco, William Karsten, Sean Maher, Scott Mandoske, Michael Neugebauer, **L0596 Poughkeepsie:** Frank Carhart, Donald Halvorsen, Donald Stauss, **L0729 Binghamton:** Edward Bergmann, Patrick Giblin, Gary O'Neill, **L0779 Johnstown:** Richard Palsgraf, **L0854 New York Uniformed Fire Officers Association:** George Ambrosini, Anthony Barone, Christopher Cooke, Richard Cutney, Michael De Voy, Adian Dennis, John Dooley, James Faller, Martin Farrell, Edward Ireland, Joseph Karaczynski, Thomas Losquadro, George Maier, Margaret Moffatt, Robert Moorhead, John Murphy, David Olsen, Gregg Petersen, Kenneth Quinn, Vincent Sainato, Michael Scully, Patrick Shannon, Kenneth Stefanak, Stephen Ternlund, Raymond Trinkle, Daniel Willis, Domenic Zito, **L0916 Eastchester:** John Arrigo, Sebastian Demeo, Ralph Stuppel, Patrick Varley, **L0932 Corning:** Theodore Dates, **L0963 Lockport:** Kevin Ryan, **L1027 Middletown:** Donald Benedetto, **L1394 Scarsdale:** Mathew Mann, Thomas McGowan, **L1772 Jamestown:** Peter Volpe, **L1971 Port Chester Professional Fire Fighters Association:** Richard Rozell, Anthony Stawicki, **L2007 Albany:** Earl Bennett, Tina Geraci, Joseph Geraci, John McGlone, **L2223 Brighton Professional Firefighters Association:** Bruce Blackman **L2343 Peekskill:** Thomas MacPherson, **L2421 Plattsburgh:** Edmund Sanderson, **L2562 Cohoes:** Michael Spizowski, **L2623 Dutchess-Fairview:** Thomas Ashline, **L2931 Fredonia Professional Fire Fighters Association:** Michael Schwertfeger, **L3359 Niagara Falls Fire Officers:** Gary Chambers, **L3813 Lagrange:** Jeffrey Kaiser, **L4640 Greece Uniformed Fire Officers Association:** Andrew

Paradiso

NORTH CAROLINA L0548 Raleigh: Edgar Byrum, Craig Hodges, Sherlie Moore, James Tyner, William Wall, L0682 Winston-Salem Professional Fire Fighters: Linwood Baker, R. David Miller, James Montgomery, L0947 Professional Fire Fighters Of Greensboro: Adrian Griffin, Michael Simmons, L3015 Kinston: Timmy Mooring, David Ricke, Michael Stephens, L3096 Professional Paramedics Association Of Davidson County: L. Andrew Lyndon, L3393 Cabarrus Professional Fire Fighters: John Eury, L3448 Kernersville: Mark Apple, Grady Price, L4485 Professional Fire Fighters of Mooresville: Eddie Nantz, L4702 City of Rockingham Professional Fire Fighters: William Bellamy

NORTH DAKOTA L0242 Grand Forks: Orlin Anderson, James Smart

NOVA SCOTIA L0268 Halifax: Anthony Ash, David Comeau, Paul Harvey, Earl McGee, L2094 Yarmouth: Loran Penney

OHIO L0048 Cincinnati: Jeff Bauman, Michael Braun, Rodney Gibson, Douglas Hoover, Jesse Ratliff, L0067 Columbus: Kevin Bahl, Barbara Capuana, Mark Hanson, Patrick McCabe, Cindy Morris, Bryan Oiler, William Robinson, John Shaffer, Jeffrey Thompson, Ronald Walker, L0093 Cleveland: Mark Bauman, James J. Corrigan, Kristopher Czinger, Bryan Gallagher, Patrick Gallagher, James Gipper, Daniel Hageman, Russell Haynik, Ronald Herip, Timothy Holzman, Joseph James, Howard Komora, Edward McAdams, Martin McGinty, Gregory McNea, Daniel Moran, David Mraz, Thomas Otto, Robert Readinger, William Rivera, James Savastano, John Schaefer, Michael Smith, Thomas Woisnet, Michael Wollmann, L0109 Newark: Timothy Cline, L0136 Dayton: Victoria Carr, Michael Harmon, Eric Ireland, Christopher Mayer, John Smith, L0204 Warren: Richard Grove, L0266 Mansfield: Duane Debo, Ronda Shafer, L0283 Salem: Rodney Hughes, L0291 Lancaster: Thomas Dempsey, L0312 Youngstown: Edwin Fay, David Leetch, J. Martyn Lipinsky, John Marks, L0328 Fremont: Marvin Wagner, L0330 Akron: James Gill, James Timoch, L0382 Lakewood: Stephen Hack, L0402 Cleveland Heights: Bryan Knerr, Mitchell Scudellari, L0434 Painesville: Thomas Orban, L0474 Elyria: Craig Camp, Robert Dempsey, L0639 Parma: Thomas Wiczorek, L0721 Kent: David Manthey, L1144 Bay Village: Martin Mace, L1176 Boardman Township: Timothy Drummond, L1199 Norwalk: Timothy Lucas, L1340 Ravenna: James Vair, L1521 Upper Arlington: Ric Beck, John Eakins, James Starrett, L1662 Stow: Raymond Durkee, L2009 Richmond Heights: Robert Armstrong, Frank Dworning, L2150 Kettering: Michael Slavik, L2236 Madeira/ Indian Hill Professional Fire Fighters: Mark Johnston, L2507 Madison Township (Groveport): Mark Wagner, L2948 Champion Township: Matthew Balut, L3003 Perry Township: Richard Merkosky, L3029 Jefferson Township: James McCormick, L3036 Washington Township(Dublin): Ricko Steffl, L3369 Washington Township(Centerville): Robert Hayes, L3443 Brookfield Township: Raleigh Hughes, L3717 Reading Career Fire Fighters Association: Kevin Kaiser, L3754 Liberty Township (Powell): Michael Wells, L3960 Perry Township: Dave Shetler, L4170 Perrysburg Township: Brian Bugbee, L4207 Clearcreek: Thomas Kaeff

OKLAHOMA L0157 Oklahoma City: Ricky Harris, Carrie Pennington, Herbert Tanner, L0176 Tulsa: Brett Baker, Eddie Bell, Kevin Ferguson, Don Graves, Aaron Haynes, Kenneth Keim, Lucious Patrick, James Pritchard, Michael Witten, L0206 Shawnee: John Sartin, L2041 Chickasha: Darren Martin, Brian Ragain, L2066 Midwest City: Ronnie Fielder, Brian Iley, Bill Lott, L2095 Stillwater: Robert Sodowsky, L2479 Ponca City: Sonny Olmstead, L2551 Broken Arrow: Jim Bright, Bobby Cranford, Mike Hogan, Jeff Vandolah, L2907 Anadarko Professional Fire Fighters Association: Dannie Bailey, L4242 Perry: Jim

Smith

ONTARIO L0142 London: Douglas Romyn, Patrick Seinosky, L0162 Ottawa: John Barrett, Michael Diamond, David Hadden, Pat Houlihan, Peter Hunt, Richard Pettes, L0169 Peterborough: Ronald Gow, Kenneth Tedford, L0193 Thunder Bay: Glen Graydon, Doug Irwin, Dave Long, Bill Stark, L0284 North Bay: Dale Sheremeta, L0288 Hamilton: Brian Leslie, Kim Lockhart, Ronald MacIntyre, L0447 St. Thomas: Cheryl Price, L0455 Windsor Professional Fire Fighters: Judith Borman, Randy Fasan, Cheryl Murray, L0457 Kitchener: Ronald Grisdale, L0465 Oshawa: Lloyd McDonald, L0485 St. Catharines: Cornelius Dezeeuw, Bill Horne, Daniel O'Hearn, L0497 Belleville: George LaRocque, L0528 Niagara Falls: Mark Dimond, L0529 Sault Ste. Marie: Randy Richards, L0938 Collingwood: Richard Fawcett, William Switzer, L1068 Brampton: Dana Bradshaw, Stephen Charles, Mike Gostlin, Ted Jakubczyk, Mark Russell, L1212 Mississauga: David Clarke, Brian Martin, Duane McPhail, Dave Morgan, Jacob Starr, L1582 Oakville: Glenn Holmes, L1632 Pickering: Mathew Seward, L1677 Hawkesbury: Luc Dubois, L1957 Richmond Hill: Robert Sackfield, L2307 Port Colborne: Dave Radzikoski, William Teal, L3139 Clarington Fire Fighters Association: Frank Azevedo, L3168 Milton: Barry Kory, L3888 Toronto Professional Fire Fighters: Alan Anderson, Larry Aplin, Mervyn Armstrong, Phillip Ball, James Barr, William Beattie, Kim Bedford, Charles Bellamy, Ted Bellmore, Brian Bertram, Ron Blizzard, Kenneth Bodrug, Steven Bowen, David Branson, James Breedon, Paul Breeze, Matthew Brierly, Duncan Brown, Terry Buckley, Brian Burrows, William Cameron, Colin Campbell, Ron Campbell, Brian Cartwright, Paul Casey, Eamon Cassidy, Gary Christensen, Michael Cioci, Stephen Clark, Danny Clarke, Kim Colby, David Collins, David Colwill, Kenneth Cooke, David Cooney, Francis Court, Craig Cunningham, Gilbert Daoust, Scott Day, Elik De Vries, Dallas Demerchant, John Dempsey, Rick Dennis, Gord Dickie, James Dillon, John Dion, Ambrose Donovan, Michael Draper, Paul Duncan, David Eaglen, Ronald Elbertsen, Michael Ellis, Steven Fitzgerald, Michael Fleming, James Fletcher, John Fortier, John Fyfe, Gary Fyles, Michael Gaiger, Thomas Galand, Douglas Galea, Richard Gallo, William Gill, Gregory Gilmore, Gairy Gonsalves, Timothy Grace, Ian Hamilton, John Harris, Donald Hayes, Keiron Hickey, John Hill, Michael Hocking, Robert Humphrys, David Inglis, Jean Marie Jasudavicius, Andrew Jenkins, Brian Johnson, Aarne Kartna, Dennis Kelly, Peter Kennedy, Douglas Kerel, Stephen Leeson, Larry Leeson, Ian Leslie, William Lewis, Edwin Li, Kenneth Lines, Barry Locke, Robert Lovitt, Brian Lowes, Mike MacDonald, Mark Mannering, Raymond Marchand, Patricia McEdwards, Steven McKenzie, Linda McLean, Mark McNichol, Glenn Misiurski, Stephen Mogford, Ken Morrison, Frederick Motton, Paul Nicholas, Stephen Nicholls, Larry Niece, Brennan Oakley, Timothy Ottaway, James Park, Don Parker, Donald Peckford, Juris Perkons, Paul Pierre, Brian Power, Mark Pratt, Donald Purchase, Juris Ratnieks, David Reid, John Reid, Robert Rivard, Jeffrey Rock, Marshall Rogers, Hugh Ross, Ross Rudkin, Michael Rzadzowski, Robin Sanders, William Sault, Kenneth Simpson, Bruce D. H. Smith, David Smith, Bruce Smith, David Snowball, Gary Spencer, John Sperrino, William Stevens, Glen Storey, Douglas Strauss, John Strong, Doug Tait, Alan Thomas, Leslie Trempe, Brad Vesna, John Voss, Johnnie Walker, Kenneth Warner, Andrew West, Thomas Whelan, Larry Wideman, Frank Wiederer, Robin Wight, Mark Williams, Craig Wilson, Robert Wilson, Scott Winton, John Woodbury, Matthew Woodrow

OREGON L0227 Bend: Ryan Bales, Mike Caligure, John Love, Drew Miles, L0890 Klamath Falls: William Clanton, L1660 Tualatin Valley: Daniel Atkisson, Allen Kellas, L3340 Klamath Falls Airport: Gary Sciocchetti

PENNSYLVANIA F0221 Federal Fire Department New Cumberland: Warren Clowdis, Robert Radosevic, Scott

Reichenbach, John Shirck, L0022 Philadelphia: Edwin Grugan, Michael Hawrylack, Christopher Lattanzio, Joseph McKenna, William Riley, L0104 Wilkes Barre: Thomas Burke, Joseph Perlis, Robert Smith, L0160 New Castle: Robert Duncan, Thomas Maciarelo, John Onufrak, L0293 Erie: William Bowe, Paul Sutkoff, L0299 Altoona: Philip Bracken, Joseph Eberhardt, Stephen Michelone, Rodney Quigley, Randy Santone, Robert Watchey, Mark Wineland, L0627 York: Terry Newcomer, L1038 Allegheny County: Arthur Cerminara, George Jones, Joseph Vargo, L1095 Carbondale: Ray Arthur, L1803 Reading: Keith Moyer, L2655 Nanticoke: Michael Bohan

RHODE ISLAND F0100 N.E.T.C. Naval Base - Newport: Michael Jacques, Daniel LeMieux, Edward Pacheco, Robert Paul, John Ruppel, L0732 Woonsocket: Paul Shatraw, L0799 Providence: Lori Franchina, Bryan Hawkins, Alan Quantmeyer, Gregory Rich, Jon Traversie, L0850 East Providence: Ronald Calder, Paul Cotter, David McIntyre, L1363 Cranston: Leo Kennedy, Paul Venditto, L1950 Johnston: Steve Hart, L2748 Warwick: Kevin Armstrong, Joseph Pfeiler, L3372 Central Coventry Fire District: Kevin Schnell

SOUTH CAROLINA L3052 Hilton Head Island Professional Fire Fighters Association: Dennis Pavone, L3352 Professional Fire Fighters Of Florence: Timothy Young, L4614 Myrtle Beach Professional Fire Officers Association: R. Richard Carter, L4723 St. John's Professional Fire Officers: Anthony Carter

SOUTH DAKOTA S0017 Joe Foss Field: Billy Munce

SASKATCHEWAN L0080 Saskatoon: Darwin Blondeau, David Lucyk, Timothy Reid, Raymond Scott, L0181 Regina Professional Fire Fighters Association: Tom Brittner, Larry Dolter, Dwayne Gafencu, M. Gatteringer, M. Gelsingier, Tom Lowe, Harvey Murray, D. Neald, L0510 Prince Albert: Evan Lindsay

TENNESSEE L0065 Knoxville: Timmy Kirby, Michael Pacetti, L0140 Nashville: Jesse Adcox, Richard Lampkin, Richard McIntyre, Ronald Neely, L0820 Chattanooga: Roy Barrows, L1784 Memphis: Marcus Gaines, Mark Hamlet, Aubrey Kyle, L1784 Memphis: Kenneth Marino, L2269 Dyersburg Fire Fighters Association: Kent Baumgardner, L2585 Shelby County: Gene Adams, M. James Snyder, Scott Snyder, L3384 Millington: Allen Coulter, L3836 Morristown Professional Fire Fighters: Michael Moyers, Duane Reeves, L4238 Wilson County: Andrew Harmon, L4381 Columbia Fire Fighters: Cindy Brunson, L4501 Gallatin Fire Fighters Association: Michael McFarland

TEXAS F0089 San Antonio: Russell Mellieon, Juan Prangner, F0299 Fort Bliss: Rene Rivera, L0058 Dallas: Jesse Aguirre, Blair Currey, Danny Currey, Joe Flores, S. Ike Griffith, Garry Jones, Thomas Miller, John Ruiz, Robert Steely, Brandon Varner, Randall Yanowski, L0341 Houston: Thomas Atkinson, Lee Christ, Larry Cinco, Robert Corley, Larry Fenske, Tirso Flores, Richard Fontenot, Sergio Garcia, Roy Gonzales, Kenneth Hagan, James Kiser, Sergio Lopez, Eddie Mathews, Ernest McCreary, Michael McGinty, Bruce Mueller, Stephen Novak, Mario Pena, Gerald Ream, Joe Reyes, L0397 Port Arthur: David Barclay, Mark LeBlanc, Henry Walker, L0399 Beaumont: Gary Fondren, Doug Seaman, James Sikes, Jesse Trevino, L0440 Fort Worth: Michael Arellano, Johnny Campos, Stacy Clark, Joe Dearing, Gary Gregory, Tommy Jackson, J. S. Kirkpatrick, Robert Parker, John Stevens, L0478 Waco: Allan Blahuta, Darren Qualls, L0542 Amarillo: Louie Black, John Faulkner, Tracy James, Johnny Saunders, L0872 Laredo: Juan Cazares, Mario Flores, Oscar Garza, John Hundsnuerscher, Ricardo Venegas, L0883 Tyler: Mickey Haisten, Terry Rozell, L0970 Brownsville: John Adams, Victor Alfaro, Rodolfo Gamez, Daniel Gutierrez, Dean Gutierrez, Marco Longoria, Randy Russell, Albert Trevino, Norma Urrutia, L0972 Lubbock: Steve Odorizzi, L0975 Austin: Travis Crim, Michael Pearson, Duke Turpin, L1173 Baytown: Barry Hawkins, L1293 Garland: Archie

Engledow, David Howard, **L1329 Arlington:** Tracy Casburn, Bob Franklin, Thomas Harvey, Sal Jubera, Norman Phillips, Charles Robinson, Michael Scamardo, Neal Strasser, Wayne Wilkins, **L1518 Mesquite:** Russell Armstrong, **L1550 Corsicana:** Dickie Mullenix, **L1665 Odessa:** Jimmy Ellis, Denny Emery, **L2149 Plano:** Randy Jones, Terry King, Allan Rasor, Mark Shields, Doug Walker, Allen West, **L2182 Carrollton:** Joe Ellard, Jay Heppner, Frederick Kasper, Kelly Nichols, Charles Walker, **L2602 McAllen:** Manuel Garcia, Baldomero Ozuna, Ruben Ramos, **L2661 Professional Fire Fighters of McKinney:** George Doan, Darrell Groves, **L3207 Weslaco:** Tomas Dimas, **L3325 Farmers Branch:** Terry Barthold, Mike Mixon, **L3404 Harlingen:** Juan Aranda, John Bradwell, Ramiro Carmona, Amador Marquez, Ernesto Morin, **L3649 Flower Mound:** Mark Hughes, **L3679 Victoria:** Celeste Hunter, Steven Martin, **L4098 Live Oak:** Bernie Brietzke, **L4255 Sugar Land Professional Fire Fighters:** Robert Emerick, **L4331 Longview Professional Fire Fighters:** Steve Latham, Joe Tillery, **L4405 Professional Fire Fighters Association of Midland:** Stephen Forbes, **L4674 Mineral Wells Professional Fire Fighters:** Roderick Coquat

UTAH **L1645 Salt Lake City:** Kriss Garcia, Scott Peterson, Paul Runyon, Jeffrey Spencer, **L1696 Salt Lake County:** Victor Dancer, James French, Jeff Gray, Joaquin Homen, Ken Sharp, **L2970 West Valley City:** William Miano, **L4624 West Jordan Fire Fighters:** Blake Behunin, Robert Lemon, Burton Romrell, **L4821 Murray City Fire Fighters:** Russ Groves

VERMONT **L3044 Burlington:** John Whitehouse, **L3671 South Burlington:** Matthew Vinci, **L3702 Barre Town Association Of EMT's:** Ronald Harbour

VIRGINIA **L0068 Norfolk:** Steve Henson, Scott McClain, Mark Salmon, **L0539 Portsmouth:** Michael Foote, A. J. Polar, Sheldon Wilder, **L0995 Richmond:** Francis McKearin, **L1146 Lynchburg Fire Fighters Association:** Bryan

Barber, **L1568 Henrico County:** David Street, **L2068 Fairfax County Professional Fire Fighters And Paramedics:** Richard Bright, Keith Dubetsky, Eric Erlendson, Donald Montague, Eddie Orndoff, **L2141 Alexandria:** Briant Atkins, Jim McCarthy, Robert Robinson, David Stelter, Paul Valencik, **L2363 Charlottesville:** Peter Sweeney, **L2449 Chesapeake:** Joseph Zanders, **L2498 York County & City of Williamsburg Professional Fire Fighters:** Donald Jenkins, Joseph Woolard, **L2598 Prince William Professional Fire Fighters Inc.:** John Petrie, **L2801 Suffolk Professional Fire And Rescue:** William Moore, **L2803 Chesterfield County Professional Fire Fighters Assn.:** Pamela Cimburke, **L2924 Virginia Beach Professional Fire Fighters:** Patrick Cameron, Daniel Fentress, William Jounigan, Ronald Morton, Donald Moss, Timothy Trail, Stanley Vaughn, David Wade, **L3612 Colonial Heights:** David Hawks, **L3762 Fauquier County:** Justin Clayton

WASHINGTON **F0283 Fort Lewis:** Thomas Detlefsen, **I0024 Hanford:** Jerry Keelin, **L0027 Seattle:** John Ellis, Donald Hecker, Donald Howell, Craig Keith, Walter Pedeferrri, **L0029 Spokane:** Amity Bishop, Leonard Downey, Darci Fraser, Alfred Harris, W. Shannon Millard, David West, **L0046 Everett:** David Fidline, Gene Hasson, Jay Kammrezell, **L0106 Bellingham:** Ronald Morehouse, **L0452 Vancouver:** John Gentry, **L0468 Olympia:** Steve Rowe, **L0726 Pierce County Professional Fire Fighters:** William Billings, **L0876 Spokane Valley:** Gary Collins, **L1257 Seatac Airport:** Richard Kruckenber, **L1433 Pasco:** Patricia Hilberg, **L1488 West Pierce Fire Fighters:** Steven Tank, **L1604 Bellevue:** Dwight Altenburg, Dennis Olsen, Frank Whitney, **L1747 Kent:** Michael Moore, John Robinson, David Stargel, **L1828 Snohomish County Fire District 1 Professional Fire Fighters:** Wayne Kindig, James Smith, **L1983 Mount Vernon:** Larry Torseth, **L2024 South King County Professional Fire Fighters:** Steven Hopf, Melvin

McMahon, Christopher Murphy, Nick Spaeder, **L2099 North Sound Professional Fire Fighters:** Tim Bollinger, Dave Hale, Cliff House, Joe Mack, Dan Montecalvo, Alan Nicholas, **L2444 Camas:** Larry Osentowski, **L2459 Kenmore Professional Fire Fighters:** Tim Wooldridge, **L2595 King County Paramedics:** Paul Ahrens, Ron Pentecost, **L2597 Painefield:** Dennis Hill, **L2878 Eastside Fire & Rescue:** Jack Greathouse, **L2898 Seattle Fire Chiefs:** Paul Fletcher, **L3680 Union Gap:** Brian Line, **L3701 Spokane Valley Chiefs Association:** Randy Olson, **L4034 Bainbridge Island:** Benjamin McCafferty

WEST VIRGINIA **L0317 Charleston:** Timothy Mansheim, Joel Wooten, **L0347 Bluefield:** Glenn Sutphin, **L0795 Beckley:** Gary Raines, **L0837 South Charleston:** Jeffrey Snodgrass

WISCONSIN **L0127 La Crosse:** Gary Behrens, Todd Koch, **L0141 Green Bay:** David Baumgart, Michael Malecki, Richard Mercier, **L0215 Milwaukee:** Scott Anderson, Brian Bobber, Duane Kantowski, Jeffrey Krzywda, David Luna, Joseph Mack, Edwin Roman, Theodore Uribe, Clarence Volk, Richard Wojciechowski, **L0257 Appleton:** Michael Straw, **L0311 Madison:** Gordon Berggren, Gary Clark, Rene Garza, Karen Hoffman, David Krall, Tim Olson, **L0316 Oshkosh:** John Gee, **L0368 Manitowoc:** Gregory Scheurell, **L0400 Fond Du Lac:** Douglas Baltz, **L0414 Kenosha Professional Fire Fighters:** Gregory Belsky, Charles Gann, Theodore Johnson, Rick Jurvis, Clay Lagerwall, John Peterson, Jeffrey Strangberg, **L0415 Wausau:** Chris Kainz, Wallace Olson, David Sanft, **L0487 Eau Claire:** Terrance Bechel, Kevin Frank, Joseph Snow, **L0580 Janesville:** Kevin Murray, Matthew Simpson, **L0583 Beloit:** Daniel Summers, Steve Warn, **L1923 Wauwatosa:** Gregory Loesche, **L2025 West Bend:** Jeffrey Ciriacks, **L2740 Caledonia:** Eugene Michaels, **L4831 Somers Professional Fire Fighters:** George Wojtak

YUKON TERRITORY **L2217 Whitehorse:** Paul Taylor

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NEVER FORGET

In Memorium of Those Who Have Served

Local Name	Local Name, State	Local Name	Local Name, State	Local Name	Local Name, State	Local Name	Local Name, State
F0116	Roberto BazanVandenberg, CA	L0122	Walter TaylorJacksonville, FL	L0718	Luca MoranoBoston, MA	L1590	Joseph KaneWilmington, DE
L0002	Paul AlbertChicago, IL	L0124	Thomas BurnetteFort Wayne, IN	L0718	Joseph MullenBoston, MA	L1607	Mike ParryNorth Las Vegas, NV
L0002	John BoyleChicago, IL	L0140	John BeasleyNashville, TN	L0718	Morgan NeeBoston, MA	L1619	Douglas OsterhousePrince George's County, MD
L0002	Michael ClatchChicago, IL	L0140	James LawrenceNashville, TN	L0718	Edward NortonBoston, MA		
L0002	John DruzikChicago, IL	L0140	Michael MaloneNashville, TN	L0718	Paul O'BrienBoston, MA	L1619	Henry TronPrince George's County, MD
L0002	John FinnChicago, IL	L0140	Tommy MeltonNashville, TN	L0718	Joseph WalshBoston, MA		
L0002	Timothy GibsonChicago, IL	L0140	Jimmie MillikenNashville, TN	L0734	Lawrence BellBaltimore, MD	L1664	Larry MercerMontgomery County, MD
L0002	William KrzyzewskiChicago, IL	L0140	Leslie PhillipsNashville, TN	L0734	Rich DeTorieBaltimore, MD	L1664	John ParslyMontgomery County, MD
L0002	Henry LienemannChicago, IL	L0140	J. W. WillisNashville, TN	L0734	John DunnBaltimore, MD	L1774	David FrederickBarrington, RI
L0002	Edward MakowskiChicago, IL	L0144	Charles FoleyBrockton, MA	L0734	Donald HahnBaltimore, MD	L1784	Michael BondsMemphis, TN
L0002	Edward McClungChicago, IL	L0157	Stephen HowardOklahoma City, OK	L0734	Gary HnylaBaltimore, MD	L1784	John BondsMemphis, TN
L0002	Michael McKittrickChicago, IL	L0157	Joshua KiddOklahoma City, OK	L0734	James JohnsonBaltimore, MD	L1784	Jerry BraddockMemphis, TN
L0002	Edwin PietrowiczChicago, IL	L0157	Billy PinsonOklahoma City, OK	L0734	Marshall LongworthBaltimore, MD	L1784	Joseph ColumbusMemphis, TN
L0002	Gary ReitzChicago, IL	L0157	Bob QuallsOklahoma City, OK	L0734	William NolkerBaltimore, MD	L1784	Robert CulpepperMemphis, TN
L0002	Cedric RobertsChicago, IL	L0157	Ronald WilliamsOklahoma City, OK	L0734	George SabolBaltimore, MD	L1784	Billy DundyMemphis, TN
L0002	John SolcaniChicago, IL	L0204	Robert CarrollWarren, OH	L0734	Walter SchmidtBaltimore, MD	L1784	Ronald LemmonsMemphis, TN
L0002	Dennis StuartChicago, IL	L0204	James HerronWarren, OH	L0734	John WaldnerBaltimore, MD	L1784	James MallettMemphis, TN
L0002	Cleophas TrimmChicago, IL	L0215	Arlington BrauchMilwaukee, WI	L0734	Eugene WatsonBaltimore, MD	L1784	Charles ThurmanMemphis, TN
L0002	Mike YergovichChicago, IL	L0215	Bennett FetherstonMilwaukee, WI	L0737	Albert WilliamsIthaca, NY	L1828	Don NavarreSnohomish County, WA
L0004	Roy ArnettDes Moines, IA	L0215	Richard JaroszewskiMilwaukee, WI	L0747	Henry GagnonSt. Petersburg, FL	L2046	Allen EscobarSanta Barbara, CA
L0004	Pierce CoadyDes Moines, IA	L0215	Charles MathersMilwaukee, WI	L0747	William MooreSt. Petersburg, FL	L2057	Delma AndersonOrange County, FL
L0004	Robert GreenDes Moines, IA	L0215	Nathaniel RobersonMilwaukee, WI	L0786	Edward PalitzStamford, CT	L2068	Dennis BetteendorfFairfax County, VA
L0022	Thomas AllenPhiladelphia, PA	L0215	Theodore ZielinskiMilwaukee, WI	L0788	Kevin SeyboldCamden, NJ	L2068	Joseph HunterFairfax County, VA
L0022	John ArotPhiladelphia, PA	L0293	David ZimmermanErie, PA	L0825	Jaime PoliteNew Haven, CT	L2068	Stephen MarkhamFairfax County, VA
L0022	Joseph BechtPhiladelphia, PA	L0312	Edward HolcombYoungstown, OH	L0854	George FinnertyUFOA, NY	L2068	Everett TimmonsFairfax County, VA
L0022	Robert BowmanPhiladelphia, PA	L0317	Otis BurdetteCharleston, WV	L0856	Paul BolieauManchester, NH	L2598	Andrew LucasPrince William, VA
L0022	Cornelius CalterPhiladelphia, PA	L0344	Kenneth BrozoDetroit, MI	L0867	Norval BrownellWinnipeg, MB	L2665	Michael HansenEastern Missouri, MO
L0022	Paul CiccimaroPhiladelphia, PA	L0401	Floyd WallsYpsilanti, MI	L0867	Brian BrusegardWinnipeg, MB	L2665	Bill HayesEastern Missouri, MO
L0022	Joseph ClarkPhiladelphia, PA	L0479	Rudolfo ArriagaTucson, AZ	L0867	Stan CoxWinnipeg, MB	L2665	Greg LightEastern Missouri, MO
L0022	Anthony CubbagePhiladelphia, PA	L0479	Raymond BaldwinTucson, AZ	L0867	Leonard HeidrickWinnipeg, MB	L2790	John MelinEaston, MA
L0022	Vincent DombrowskiPhiladelphia, PA	L0479	Norman ClarkTucson, AZ	L0867	Edward PalamarWinnipeg, MB	L2829	Joseph M. GallegosRedmond, WA
L0022	Alan HancockPhiladelphia, PA	L0514	Todd CashShreveport, LA	L0964	Thomas BaileyBFOA, MD	L2876	Jamel LinzeySouth Kitsap, WA
L0022	Gerald KazelisPhiladelphia, PA	L0514	Anthony HudsonShreveport, LA	L0964	George BullBFOA, MD	L2881	Ricky HartleyCDF Fire Fighters, CA
L0022	William KeePhiladelphia, PA	L0515	Ronald KesslerMeadville, PA	L0964	Charles DeggesBFOA, MD	L2896	Frank VentoSeminol, FL
L0022	Francis LaffertyPhiladelphia, PA	L0596	David SeiftsPoughkeepsie, NY	L0964	Robert HarrisBFOA, MD	L2928	Andy JaslowskiPalm Beach, FL
L0022	Carl LevittPhiladelphia, PA	L0621	Robert BearlundCalumet City, IL	L0964	Luther JoynerBFOA, MD	L2928	Carey TierschPalm Beach, FL
L0022	William McKennaPhiladelphia, PA	L0621	Bob GroszewskiCalumet City, IL	L0964	Marven KinnardBFOA, MD	L2928	Michael WalshPalm Beach, FL
L0022	Philip McMichaelPhiladelphia, PA	L0632	Dennis CronanNew Orleans, LA	L0964	Richard LindsayBFOA, MD	L2969	Dustin RatliffBrevard County, FL
L0022	Charles StinsmanPhiladelphia, PA	L0632	John MarcadeNew Orleans, LA	L0964	Robert MuellerBFOA, MD	L3044	David GaleBurlington, VT
L0022	Joseph SwiderPhiladelphia, PA	L0632	Michael O'NeillNew Orleans, LA	L0964	Robert SchmittBFOA, MD	L3080	Wayne WareMetro-Broward, FL
L0022	John TamulisPhiladelphia, PA	L0632	Stephen WilliamsNew Orleans, LA	L0970	Jose CasanovaBrownsville, TX	L3118	Craig MorriseyPort Orange, FL
L0036	Robert DubostWashington, DC	L0673	Todd MartinezHigh Point, NC	L0992	Mark McCrannNew Britain, CT	L3145	Phil BroadwayDickson, TN
L0036	Robert GourlayWashington, DC	L0718	John AlbaneseBoston, MA	L1064	Gregory BarnasJersey City, NJ	L3174	Kyle KoetsierKentwood, MI
L0036	Ernest HunsbergerWashington, DC	L0718	Alexander CampbellBoston, MA	L1068	Chris SparksBrampton, ON	L3288	Michael DoolanHanover, NH
L0036	Thomas RuggieriWashington, DC	L0718	Paul CookBoston, MA	L1148	Gregory PolanskiMeriden, CT	L3655	Jesse PickettGrand Chute, WI
L0036	James TydingsWashington, DC	L0718	Philip DalyBoston, MA	L1227	Anthony NunesBerkeley, CA	L3751	Michael MauserBellevue-Dayton, KY
L0067	Bryan OilerColumbus, OH	L0718	Francis FlynnBoston, MA	L1285	Anthony BellLas Vegas, NV	L3888	Wayne BoydToronto, ON
L0073	Harry HausmannSaint Louis, MO	L0718	James FordBoston, MA	L1290	Jason MurphyAurora, CO	L3888	Darrell EllementToronto, ON
L0073	James McMahonSaint Louis, MO	L0718	John HanleyBoston, MA	L1309	Michael MillerWest Metro, CO	L3888	Brian KozlukToronto, ON
L0073	Donald MorganSaint Louis, MO	L0718	Durwood HaynesBoston, MA	L1311	Dora WaddyBaltimore County, MD	L3888	Gregory LawToronto, ON
L0073	George SmithSaint Louis, MO	L0718	Henry HickeyBoston, MA	L1426	Gary ZaletaFairfield, CT	L3888	Mark LemessurierToronto, ON
L0093	Steven KnausCleveland, OH	L0718	Kevin JeffersBoston, MA	L1463	Steven AiuHawaiian Islands, HI	L3888	Ian RobertsonToronto, ON
L0094	John MonteverdeUFA, NY	L0718	John KilroyBoston, MA	L1463	Cary BarretoHawaiian Islands, HI	L3888	David RossToronto, ON
L0104	James MartinWilkes Barre, PA	L0718	Maurice LaCasciaBoston, MA	L1463	Mitchell KaiHawaiian Islands, HI	L4035	Carl FosterHoover, AL
L0108	Arthur HebertNorthampton, MA	L0718	Paul LandryBoston, MA	L1463	Francis KapahuaHawaiian Islands, HI	L4191	Gregory DuncanKingman, AZ
L0109	Gerald BaumgartnerNewark, OH	L0718	James McCabeBoston, MA	L1463	John SouzaHawaiian Islands, HI	L4191	Laryel TahboKingman, AZ
L0109	Robert MillerNewark, OH	L0718	Raymond McDonoughBoston, MA	L1463	Steven TavaresHawaiian Islands, HI	L4805	Robert ClaytonMontgomery County, KY
L0122	Glenn DanielsJacksonville, FL	L0718	Joseph MirabellaBoston, MA	L1580	John BrooksCanton, MA		

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L357	James D. Mastison, Sr.	Evansville, IN	6.14.87	L162	Richard W. Mason	Ottawa, ON	10.14.13
L80	Harold A. Fahl	Saskatoon, SK	11.19.90	L94	Adolfo Otano	New York, NY	11.8.13
L181	Denis E. Gritzfeldt	Regina, SK	5.28.92	L798	Daniel V. Armenta	San Francisco, CA	11.25.13
L181	Lawrence D. Pyle	Regina, SK	7.11.94	L867	Brian B. Brusegard	Winnipeg, MB	12.29.13
L265	James R. Keats	Calgary, AB	5.30.06	L4405	James A. Gardner	Midland, TX	1.9.14
L94	Kevin M. Delano	New York, NY	7.30.08	L798	Clyde Watarai	San Francisco, CA	2.5.14
L1314	Dennis E. Mathieu	Fall River, MA	10.7.09	L4813	Michael W. Wurtz	Woodstock, IL	2.7.14
L1652	Anthony E. Resteghini	Framingham, MA	8.6.01	L2057	Carl E. Andriano	Orange Co., FL	2.8.14
L1014	Philip D. Gibbs	Los Angeles Co., CA	1.30.03	L1055	Bruce E. Britt	Columbia, MO	2.22.14
L1014	Kenneth P. Moiseve	Los Angeles Co., CA	7.30.03	L3888	Neil G. Harrison	Toronto, ON	2.24.14
L1014	James E. Sheehan	Los Angeles Co., CA	3.14.04	L2343	Kevin J. Bristol	Peekskill, NY	3.3.14
L181	Frank A. Sabo	Regina, SK	12.23.10	L975	David E. Smith	Austin, TX	3.4.14
L94	William Quick	New York, NY	1.18.11	L1264	Jeffery E. Bayless	Anchorage, AK	3.7.14
L1014	Timothy J. Bernstein	Los Angeles Co., CA	10.7.12	L479	Thomas R. Quesnel	Tucson, AZ	3.14.14
L457	William Morley	Guelph, ON	12.15.12	L622	Thomas A. Peart	Fort Dodge, IA	3.14.14
L4405	Robert L. Wise	Midland, TX	2.23.13	L1032	Arthur J. Moscufo	Medford, MA	3.23.14
L255	Allan L. Anderson	Calgary, AB	4.9.13	L718	Michael R. Kennedy	Boston, MA	3.26.14
L854	Richard D. Arazosa	New York, NY	4.13.13	L718	Edward J. Walsh, Jr.	Boston, MA	3.26.14
L80	Larry W. Hazelwanter	Saskatoon, SK	4.15.13	L1311	Dora D. Waddy	Baltimore Co., MD	3.28.14
L854	Emil Harnischfeger	New York, NY	5.6.13	L841	George C. Gobeil	New Bedford, MA	3.31.14
L162	Herbert Lytle	Ottawa, ON	6.28.13	L2881	Renny E. LeRoy	CDF Fire Fighters-	4.3.14
L854	Peter J. Casey	New York, NY	7.3.13		Sacramento, CA		
L3473	Brian R. Wolf	Downey, CA	7.21.13	L492	Hank Smit	Sarnia, ON	4.11.14
L265	Robert D. Moore	Calgary, AB	8.11.13	L718	Thomas P. Bell	Boston, MA	4.15.14
L450	Edward S. Tothe	Brantford, ON	8.16.13				

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