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Fire Fighter

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Investing In Yourself

If there's one question that our members over the years often ask, it's **what's the IAFF doing for me?**

To answer, just think about every aspect of our great profession. From the national safety standards that protect you every day on the job to the turnouts you wear and the air you breathe ... from your hard-fought-for pensions to the deferred compensation plans that boost your retirement ... from the PSOB and PSOC benefits that help the families of our fallen to the presumptive coverage for heart and lung disease, occupational illnesses and now post-traumatic stress disorder ... from the federal funding for training and grant programs that help you keep your communities safe to the very schedules you work — and so many other advancements and improvements — are the legacy of our union's work.

You — our members — pay the freight every month for our entire operation and deserve results. Every IAFF member should know the value of their investment in membership in the IAFF and the role this union plays at the local, state, provincial and federal levels to improve their lives and livelihoods and make our profession better.

But some of you may be wondering, what have you done for me lately? Fair question?

Yes, it is. Today, the IAFF is responsible for bringing many of the resources, services and programs that make a difference in our members' lives on and off the job directly to you and your local.

From our very beginning, our number-one priority has been the health and safety of our members. Today, your well-being — physically, emotionally and mentally — is still one of the most important parts of our mission.

That's why two years ago we opened the IAFF Center of Excellence for Behavioral Health Treatment and Recovery, where our members struggling with post-traumatic stress and other mental health conditions can get the best medical and clinical care from professionals who understand the unique culture of the fire service. In that time, more than 900 of our own have received treatment at our facility located outside Washington, DC ... and returned home on a path of renewed health.

We've also built an online behavioral health awareness course and developed an IAFF Peer Support program, training more than 4,500 members with the skills to provide support or lend an ear when a brother or sister needs assistance or counseling following traumatic events. And we're developing a resiliency training program to help protect our members from post-traumatic stress, depression and burnout following stressful events.

We are responding to the needs of our brothers and sisters following natural disasters — hurricanes, wildfires, flooding — to make sure we're there for them and their families while they continue to work on the frontlines even while suffering losses of their own. We've also broadened our capabilities to provide real-time information on large-scale weather incidents in the United States and Canada — including, as I'm writing this column, Hurricane Dorian — so our affiliates can see where incidents are occurring and the potential impact they have on our members in harms way.

As I travel and talk to our members, I know that affordable health care is a top concern. With this in mind, our IAFF Financial Corporation (IAFF-FC) has teamed up with Aetna to offer a national health program for our Medicare-eligible IAFF retirees that includes medical, prescription drug, hearing and vision care options. We are also planning to develop a similar program for pre-Medicare eligible members.

We're committed to providing high-quality education and training programs. From our Fire Ground Survival and HazMat training to our Partnership Education Program (PEP), we bring these events — taught by IAFF master instructors and subject matter experts — directly to you. And through the cutting-edge capabilities available through E-18 Media — our in-house broadcast and video production studio — we can livestream our training programs and education events so you can tune in from home, the union hall, the firehouse or from any local event.

We assist affiliate leaders every day, providing resources to better serve you on the local level, acting as your local's own public relations firm to bring expert assistance during the tough times, as well as help with longer-term strategic planning prior to a crisis. The IAFF can help build your local's brand, including creating custom logos, communications plans and social media campaigns.

Local leaders can rely on the IAFF to prepare in-depth analyses of your employer's financial data so that you have the most up-to-date information on the true fiscal health of your city when it's time to meet at the negotiation table. We provide cutting-edge GIS mapping information showing the impact of company and station closures and how they influence your response times to emergencies, so you are better able to fight to keep fire fighters on the rigs and in the stations to protect your community.

We know that those elected in the political arena, at every level of government, is where the power is. Through our political action, we can make a difference in who gets that power — power to make decisions that impact every aspect of your job. That's why we've developed a scaled-down Political Training Academy delivered directly to affiliates at the state and provincial level to help increase the effectiveness of their election and legislative efforts. The program teaches members effective and advanced campaign skills and is designed to build a network of local leaders capable of managing smaller-scale local campaigns or playing key roles in larger state or provincial-wide efforts. Our initial program deliveries have taken place or are scheduled for this fall in Connecticut, Iowa, New Hampshire, Nevada and South Carolina.

This is just some of the critical work your IAFF does for you every day. The programs we've created and the services and resources we provide are why our union gets things done for our members. It's why our union continues to grow — now just shy of 319,000 members.

Status quo has never been our standard. It's our job to stay committed on your behalf to finding new ways of doing it better, doing more and doing it right. And we will continue to provide the programs, services and resources that produce real value in being an IAFF member.

So, we're going to keep working, keep creating, keep innovating and keep improving services and fighting on the frontlines so we continue to be the union our members — each and every one of you — need and deserve.

When you ask what your IAFF is doing for you, the answer is clear — protecting you and your profession in every way possible.



Harold A. Schaitberger

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Be You, Be Strong, Be Firefighters

Some of you may have noticed that I end most of my columns with the simple saying, 'Be you, be strong, be firefighters!'

In fact, when I travel throughout the United States and Canada, I often end my speech reminding my IAFF brothers and sisters to do just that. I find this concept so impactful that when I designed my challenge coin, I had the saying emblazoned on the coin. I suppose communicating a message is like the beauty of art — in the eye of the beholder — and could be different for everyone. I thought I'd share with you what 'Be you, be strong, be firefighters' means to me, and maybe you will find meaning in it as well.

On August 18, 2007, a fire broke out on the 17th floor of the Deutsche Bank building in Lower Manhattan. The building was heavily damaged during the terrorist attacks on September 11, 2001, and was in the process of being demolished. The fire killed two FDNY/Uniformed Firefighters Association (UFA) Local 94 firefighters, Robert Beddia of Engine Company 24 and Joseph Graffagnino of Ladder Company 5. As with all line-of-duty deaths, the loss hit hard.

In the days that followed, I, as president of Boston Local 718, visited the firehouse of E-24 and L-5 with then-Local 94 Vice President and current 1st District Vice President Jimmy Slevin. Just prior to our visit, an FDNY chaplain wrote on the board the six simple words that captured more than my eye — be you, be strong, be firefighters.

Eleven days after the Deutsche Bank fire, exactly 12 years ago to the day of my writing this article, we had the Tai Ho fire in Boston, which claimed the lives of Local 718 firefighters Paul Cahill of E-30 and Warren Payne of L-25. As this loss hit closer to home for me, those six words rang in my ears.

Dealing with the loss of a comrade is as fundamental to the life of a fire fighter as teamwork. We fight for a living and never win the fight alone. However, we have never been, nor will we ever be, undefeated. As firefighters, we do not own the copyright on sacrifice. It dates back before Christ was nailed to the cross and has been proven untold times throughout history.

The one constant that unites this sacrifice is its motivation — love. Love for those fighting next to you, love for the freedom of family, love for a fellow human in danger. Love motivates us to risk greatly in the face of danger — sometimes at the supreme sacrifice — and we should thank God we have been chosen to do so. For me, it is the ultimate calling.

It has been said that nobody gets out of this life alive. Death is promised to us all. It comes in all forms. Humans have been slaughtering each other longer than animals. Illness, disease, disasters — both manmade and natural — including Hurricane Dorian on a path to Florida as I write this — all deliver an end.

We play in that space where, absent intervention, people die. It is our job to cheat the reaper when he's staring right at us, but it is our nature, as individuals, to stare back and say 'GFY.' That is why we chose, and were chosen, to be firefighters.

Being a fire fighter isn't cheap. Sometimes the loss is catastrophic and violent but comes with the risks we take. Other times it's slow and insidious, borne from the exposures we endure. Toxins, sleep deprivation and emotional pain — they all add up.

The weapons we have in our arsenal to combat the danger of the job are hard work and unity. We have to work hard to compose painful after-action reports, such as the National Institute of Occupational Safety and Health (NIOSH) investigations conducted after a line-of-duty death, which help us develop better methods, training and equipment to minimize risk and exposure.

Self-assessment after a critical incident is one of the most difficult challenges we face as firefighters. We endeavor to bring perfection to what is often complete chaos, the likes of which we have never *exactly* experienced before. We are only human, and no one can bat a thousand.

Our focus on identifying and combatting the emotional toll we endure has been profound. The creation of our own, first-of-its-kind, IAFF Center of Excellence for Behavioral Health Treatment and Recovery has benefited close to 900 members, many of whom have credited it with saving their lives.

Since its inception, the IAFF Peer Support Training program has trained nearly 5,000 members in coping and resiliency tactics. Our peer support teams have been at the scene of every large-scale incident, such as the recent active shooter events in El Paso and Dayton, as well as the less sensational, but just as traumatic incidents our members face — reaching thousands of our members with this support. We are making tremendous steps in the right direction. These initiatives were designed by firefighters, for firefighters. The pressures of our job are unique — don't ever hesitate to reach out for help. Look at self help as a tune up to keep you running smoothly.

Our other weapon is unity. Together we are indomitable. Together we can face sadness and suffering, unfairness and injustice, trial and tribulation. 'Be firefighters' means be together, look out for your brothers and sisters, set aside your personal desires to be there when needed by someone and, above all else, fight like hell for the greater good and the mission.

We chose, and were chosen, to be firefighters. Society decided they wanted someone to come when we, or our loved ones, are having the worst day of our lives and fight. That's us. Think about who you love, but more importantly, who you would want to fight for them on their worst day. That's us. That is why the greatest tribute we can make to a fallen comrade is to get back to work and fight on. When the emotional pain of this calling begins to wear on you, that's the grim reaper whispering in your ear. Don't be afraid to look him in the eye and tell him 'GFY' and remember, we never fight alone!

Be you, be strong, be firefighters!



Edward A. Kelly

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FIRE OPS Success

Dear President Schaitberger:

Thank you for all the IAFF assistance provided for the Maryland FIRE OPS 101 event in July. The event was attended by the lieutenant governor, three county executives, six state senators, eight state delegates, six county council members and a number of additional policy and support staff.

The success of this program can truly be attributed to our headquarters team who assisted with FIRE OPS planning and delivery. All of the staff behind the scenes did a stellar job

helping with this event. I don't need to tell you about the great team that we have at headquarters because you see it each and every day. However, I would be remiss if I did not acknowledge the excellent work that they did on our behalf.

Thanks again for your continued support of our affiliates in the 4th District.

Fraternally,

Andy Pantelis

4th District Vice President

Levy Helps Hire 10

Dear President Schaitberger:

On behalf of Missoula Rural, MT Local 2457, thank you for the support your membership provided us while we campaigned for a mill levy to hire 10 more union fire fighters. Due to the hard work, dedication and support from our brothers and sisters throughout Montana, the Magnificent 7th District and the IAFF, we were able to get the resolution passed on May 7.

As you can imagine, we are excited to welcome our new members and have our staffing levels increased by year's end. However, the work did not end with the passage of the levy as we have begun the process of finding qualified applicants to add to our family. This is a monumental change for our local and quite honestly

uncharted territory for us as we initiate the undertaking of hiring the biggest recruit class in the history of Local 2457 and the Missoula Rural Fire Department.

Obviously, this is an exciting time for our membership and it comes with the need for solving (good) problems in regards to staffing, advanced life support capabilities and what we do with all the extra help that we are not accustomed to.

Thank you again for your support and all the assistance with our social media campaign.

Fraternally,

Toby Ballard

President

Missoula Rural Local 2457



► **Corrections:** In the Spring 2019 edition of Fire Fighter Quarterly, Kitchener, ON Local 457 member Marnie MacMeekin was listed in error as retired.



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The Power of Peer Support

Teams of IAFF-trained peers, along with mental health clinicians, were deployed simultaneously to support members of El Paso, TX Local 51 and Dayton, OH Local 136 after active shooter incidents took place in both cities just hours apart, killing a total of 31 people and injuring dozens more. In Dayton, the IAFF collaborated with the Ohio Association of Professional Fire Fighters (OAPFF) Peer Team. Teams visited members and their families at fire stations and union halls to provide support, counseling and resource referrals as needed.

Peer support is critical following an active shooter event as nothing can emotionally prepare members for responding to a mass casualty incident that claims so many innocent lives. Peer support from IAFF members who are trained to help others can be a vital link to additional resources and professional help when needed, including treatment at the IAFF Center of Excellence for Behavioral Health Treatment and Recovery.

For more information about IAFF Peer Support Training, email behavioralhealth@iaff.org.

For more information about the IAFF Center of Excellence, visit iaffrecoverycenter.com or call (855) 900-8437. ■



IAFF peer support teams were deployed to support Dayton, OH Local 136 in collaboration with the Ohio Association of Professional Fire Fighters Peer Support Team.



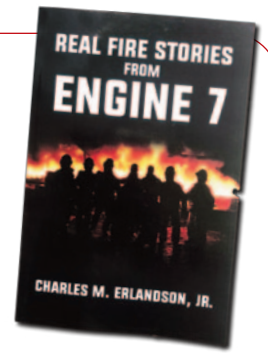
Teams of IAFF-trained peers, along with mental health clinicians, met with members of El Paso, TX Local 51 following the active shooter incident that killed 22 people and injured dozens more at an El Paso Walmart.

Fire Stories

After 27 years as a fire fighter and a loyal union member for more 46 years, retired Austin, TX Local 975 member Charles M. Erlandson Jr.'s book, *Real Fire Stories From Station 7*, recalls his experience as a fire fighter at Station 7 in Austin over a 15-year period.

"Every day fire fighters put their lives on the line. These stories are incidents that all fire fighters experience around the world," says Erlandson.

The book is available on Amazon in paperback or Kindle version. ■



Connecticut Passes PTSD Legislation

General President Harold Schaitberger joined Connecticut Governor Ned Lamont, 3rd District Vice President Jay Colbert, Uniformed Professional Fire Fighters

Association of Connecticut (UPFFA) President Peter Carozza and UPFFA Director of Legislative and Political Affairs Rick Hart for the signing of Public Act 19-17, Connecticut's post-traumatic stress bill, in July.

The legislation provides workers' compensation coverage for fire fighters and police officers diagnosed with post-traumatic stress disorder (PTSD). "It's time to take PTSD out of the shadows, and this law does just that," says Schaitberger. ■



Labor Unites at the NFFPA Convention

At the annual NFFPA Technical Meeting, the IAFF voted in unity with the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA) and the International Brotherhood of Electrical Workers (IBEW) in support of the collective need for safe working conditions.

IAFF delegates voted against the proposed language to eliminate a requirement for organizations and Independent Service Providers (ISPs) for PPE maintenance and cleaning to demonstrate cleaning and sanitizing effectiveness. There

were also multiple proposed amendments to exclude specific types of energy storage systems (ESS) from the standard and one to enhance safety by installing gas detection sensors with alarm capabilities.

The IAFF is an active participant in the NFFPA standards process to ensure that safe working conditions and access to safety equipment are mandated and employers are held accountable.

The IAFF sends a delegation to the annual NFFPA Technical Meeting, an important step in the standards development process. ■



Metro-Dade Local 1403 President Launches Campaign for Congress

Metro-Dade, FL Local 1403 President Omar Blanco is running for the U.S. House of Representatives in Florida's 26th congressional district.

Blanco has been a fire fighter and paramedic in Metro-Dade County for 15 years and has served as Local 1403 president for the last four. He has worked hard to increase public safety resources in his own community and assisted in the lobbying efforts to secure protections for fire fighters throughout the state of Florida. Most recently, he successfully helped push for the passage of legislation that provides full medical coverage for cancer, including disability and death benefits, and recognizes 21 cancers as linked to firefighting.

"I am running for Congress because I want to do my part to restore American values," says



Omar Blanco

Blanco. "If elected I will take the same passion that has driven me to fight for issues important to our brother and sister fire fighters to Washington, DC. While I will often be fighting for broader

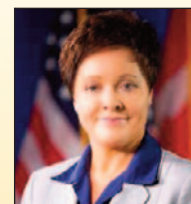
issues, I will never stop being a voice for my union brothers and sisters."

Blanco is running against fellow-Republican restaurateur Irina Vilariño in the Republican primary on August 25, 2020. If he wins the primary, he will be challenging incumbent U.S. Representative Debbie Mucarsel-Powell (D) in the general election.

Learn more about Brother Blanco's campaign at www.omarblanco.com. ■

Metropolitan Fire Chiefs Names Moore Honorary Member

The Metropolitan Fire Chiefs Association has named Dr. Lori Moore-Merrell, formerly an IAFF Assistant to the General President, an honorary member for her expertise in fire prevention. Honorary membership is a distinction limited to very few accomplished individuals. In the



Dr. Lori Moore-Merrell

organization's 54-year history, only three other individuals have been named as honorary members: General George D. Miller and James M. Shannon, both former NFFPA presidents, and Chief Ernest Mitchell, a former USFA administrator. ■

Support Continues for Members Missing Off Florida Coast

When Jacksonville Local 122 member Brian McCluney and Fairfax County, VA Local 2068 member Justin Walker didn't return from a fishing trip off the coast of Jacksonville August 16, 2019, dozens of IAFF members joined the U.S. Coast Guard (USCG) searching for the two men for six days. After scouring more than 105,000 miles of Atlantic Ocean, the USCG made the heart-wrenching decision to suspend the search at the end of the sixth day.

"Everyone — our members, the USCG, a multitude of agencies and the public — came together and committed themselves to finding our brothers," says General President Harold Schaitberger. "We cannot thank all of them enough for their incredible efforts."

The IAFF continues to provide peer support to members of Jacksonville Local 122 and Fairfax County Local 2068 and is actively assisting the McCluney and Walker families while their loved ones remain missing.

Jacksonville Fire Fighter Charities raised more than \$200,000 to help fund the search, although many who participated using their own resources refused to be reimbursed. 12th District Vice President Walt Dix says, "The remaining money will go to assist the families of the missing."

"The public outpouring of support has been overwhelming,"

says Local 122 President Randy Wyse. "We continue to receive donations, which will go directly to family members."

McCluney and Walker left Port Canaveral that Friday morning on a 24-foot fishing boat. When they did not return as planned, family members reported them missing. Even though the two fire fighters never deployed a distress signal or phoned for help, emergency crews did detect a cell phone ping the morning of August 17.

The Coast Guard and Jacksonville Fire and Rescue put every available resource into the search effort, including at least 70 boats, nine planes and two helicopters. In addition, IAFF members from various points across the country deployed their own vessels in the massive search effort or contributed to the search fund.

"The number of agencies that answered the call to join our members in searching for our missing brothers was incredible," says 4th District Vice President Andrew Pantelis. "They worked around-the-clock to cover a search grid twice the size the state of Florida. For that, I am extremely grateful."

Searchers found McCluney's tackle bag, but no other equipment or debris from the boat has been discovered.

"We were all heartbroken when the time came to end the official search," says Local 2068



Justin Walker



Brian McCluney and his family.

President Ron Kuley. "I am proud of how Local 2068 and Local 122 came together to search for our brothers and support the families. We will remain strong for each other."

To make a donation to the McCluney and Walker families, visit www.jfird.com. ■

Charlottetown PEI Fire Fighters Join the IAFF

Membership in the IAFF continues to grow in Canada following the affiliation of Charlottetown Professional Fire Fighters Association Local 5219. The IAFF now represents professional fire fighters in all 10 Canadian provinces and two of three territories. Local 5219's 21 members serve the Atlantic Canadian city of 36,000 in a composite department with two fire stations.

Local 5219 President Spencer Waite says his members are thrilled to be a part of the IAFF and have been delighted by the welcome they've received so far. "We're extremely touched," Waite says. "The support we've received has been overwhelming. It's been heartwarming and we feel like we're coming home."

Local 5219 is looking forward to negotiating its first contract this fall. Waite says that some of his members have already benefited from IAFF services online.

Charlottetown follows Montreal, QC Local 125, which rejoined the IAFF in 2017, and Shawinigan, QC Local 5209, which joined in March 2019. The IAFF now has 25,460 active members in 190 locals across Canada. ■



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International April through June 2019.

Local 4081

Burton Professional Fire Fighters
President Thomas Cooper
21 members
Burton, SC

Local 5196

Bay County Professional Fire Fighters
President Justin Barron
33 members
Bay County, FL

Local 5212

South Whidbey Fire Fighters Union
President Robert Husom
10 members
Langley, WA

Local 5214

Idaho State Fire Fighters
President Timothy Rhodes
20 members
Boise, ID

Local 5216

Sierra Madre Professional
Fire Fighters Association
President Gregory Christmas
10 members
Sierra Madre, CA

Local 5217

Carrboro Professional Fire Fighters
Association
President Michael Law
27 Members
Carrboro, NC

Local 5218

Laurelton Professional Fire Fighters
Association
President Joshua Mastin
4 members
Rochester, NY

Local 5220

Rocky Mountain Professional
Fire Fighters
President Kyle Lyman
37 members
Boulder, CO

Local 5221

South Haven Professional
Fire Fighters Union
President Eric Wood
6 members
South Haven IN

Local 5222

Fort Mitchell Professional
Fire Fighters Association
President Sean Callero
14 members
Fort Mitchell, KY

Local 5224

Professional Fire Fighters of Rapides
Parish Fire District 3
President Chad Landis
9 members
Tioga, LA

Local 5225

Berlin Township Professional Fire Fighters
President Tim Carr
5 members
Berlin Township, OH

Local 5226

Salem Professional Fire Fighters
President Patrick Merrill
7 members
Salem, WV

Local 5227

North West Fire Protection District
President James Estle
12 members
Fairplay, CO

Local 5228

Fayetteville Career Fire Fighters
Association
President Jeffrey Jones
11 members
Fayetteville, NY

Local 5229

Professional Paramedics and
EMT's of Pettis County, Missouri
President Mary Stock
39 members
Sedalia, MO

Local 5231

Professional Fire Fighters
of Grove Oklahoma
President Frank Close
4 members
Grove, OK

Women's Health in the Fire Service

Despite increasing attention to the occupational impact of fire fighting, little is known specific to the health of female fire fighters, including pregnancy

While on the job, I fell down a flight of stairs when I was pregnant with my second child. Everything checked out okay. It wasn't until later that I learned the fall had resulted in pelvic tears," says Stephanie White, a member of Fairfax County, VA Local 2068. "Because of the physical demands of the job, doctors should be on the lookout for these types of injuries. This one took three years to fully heal, which affected my ability to do many parts of my job."

After her pregnancy, White was diagnosed with diastasis recti, also known as abdominal separation. This condition occurs when the connective tissue that binds the abs together separates during pregnancy and fails to reconnect afterwards. This made it difficult for White to engage her core.

Becoming injured following pregnancy is not the only concern for women fire fighters.

"I felt strongly that breastfeeding was the best option for my baby and wanted to continue that when I returned to work," says Vice President of Women in Fire and former member of McMinnville, OR Local 3099 Amy Hanifan.

"A system or a set of practices needs to be in place that sets us up for success during pregnancy and when we return to the job. There shouldn't be any guesswork."

— Stephanie White, Fairfax County, VA Local 2068

But there was no refrigerator to store milk and no department policy about breaks needed for pumping. "It was up to me to bring in a small fridge and to inform department management about federal laws that require certain accommodations for nursing mothers, such as making a space — even if temporary — for pumping," she says.

Pumping on the job definitely brought challenges. "I was not comfortable storing pumped milk alongside everyone else's personal items," she says.

Fairfax County Local 2068 member Rachel Blakely says, "On more than one occasion, I had to pump in the back of a rig at the end of a call because we had been gone too long."



PHOTO BY BRENT SCHNUPP

The IAFF is now in the beginning stages of developing resources, tools and protections to ensure members who become pregnant stay healthy and return to the job successfully.

Injury prevention and nursing accommodations are some of the concerns female fire fighters say need to be addressed regarding pregnancy in the fire service. Others include light versus full duty, maternity leave and inadequate or lack of a department pregnancy policies and guidelines.

"We were called to the fire service not only because we want to help people, but because we want a more active job," says White. "A system or a set of practices needs to be in place that sets us up for success during pregnancy and when we return to the job. There shouldn't be any guesswork."

Women in Fire President Angela Hughes, who is also a member of Baltimore County, MD Local 1311, says, "We field a lot of questions about fire department policy as it relates to pregnancy. For those wanting help making changes or creating policy, we can offer suggestions, but it is difficult because every state is different. There is no one-size-fits-all."

The IAFF is now in the beginning stages of developing resources, tools and protections to ensure members who become pregnant stay healthy and return to the job successfully.

According to the U.S. Department of Labor, only about 4 percent of fire fighters in the United States are women. In Canada, it's about 3 percent. The percentage of female fire fighters who have experienced a pregnancy while on the job is even less. Furthermore, there is little research on reproductive health among female fire fighters, making it difficult to develop policies that address this issue.

Dr. Sara Jahnke, director of the Center for Fire, Rescue and EMS Health Research at the National Development and Research Institutes, is the principal investigator or co-investigator on several studies and pilot projects related to women's reproductive health and the fire service.

“The results from these studies will provide important information for doctors treating pregnant fire fighters and the conclusions will also help fire departments create pregnancy-related policies that set women fire fighters up for success before, during and after pregnancy,” says Jahnke.

While more data is needed for the findings of any of these studies to be conclusive, preliminary results show that there is an increased chance of miscarriage, potential exposure to toxins in the first trimester and a probable need for nursing moms to pump and dump for several hours after responding to a fire due to contamination/exposure.

Researchers seem to agree on one thing: even departments that have yet to hire a female fire fighter need to have a pregnancy policy in place that prevents/discourages discrimination based on a fire fighter’s pregnancy status. In addition, fire department doctors should be knowledgeable about the risks specific to female fire fighters and be able to monitor pregnant fire fighters accordingly, watching for risks and communicating those risks to the fire fighter.

Hanifan says, “If you have an active policy in place that addresses issues and concerns before, during and after pregnancy, then everyone knows what accommodations need to be made to comply with the law and, perhaps, what additional resources need to be made available in areas where the law falls short.”

The IAFF policy regarding reproductive hazards mirrors NFPA 1582, Standard on Medical Requirements for Fire Fighters. In addition, the IAFF advocates that fire fighters who become pregnant should be treated no differently than other fire fighters with medical conditions that may inhibit their ability to do the job. Fire departments should have a designated physician to guide/advise fire fighters throughout their pregnancies, and when a fire fighter is no longer pregnant, she must be allowed to return to the position she held prior to being pregnant.

At the federal level in the United States, the Family Medical Leave Act (FMLA) allows employees to take up to 12 weeks of unpaid leave. Employees may also use sick or vacation leave.

Some state and local governments go beyond FMLA to provide maternity leave benefits similar to partial disability benefits. For example, in Washington, DC, the Paid Leave Act — effective in 2020 — will provide up to eight weeks of paid leave for new mothers.

The Affordable Care Act (ACA) amends the Fair Labor Standards Act (FLSA) to require that employers provide “reasonable break time for an employee to express breast milk for her nursing child for one year after the child’s birth each time such employee has need to express the milk.” Employers are also required to provide “a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.”



Fairfax County, VA Local 2068 members Stephanie White (left) and Rachel Blakely say there is a real need for job-specific guidelines and resources for female fire fighters who want to become mothers.

In Canada, federal law allows for maternity leave and benefits administered by provincial employment insurance plans. Depending on length of employment history and hours worked, new mothers can take up to 63 weeks of leave. Employers must accept them back into the same — or equivalent — position. Through the Canadian federal insurance plan, paid leave is offered to one or both parents for up to 15 weeks. Only British Columbia and Ontario have laws that provide specific instructions on how best to accommodate nursing moms in the workplace.

Women in Fire estimates that only about half of fire departments in the United States and Canada have a pregnancy policy. And those that do often do not fully address issues surrounding pregnancies. One department policy simply read, “Upon submission of medical proof, the employer shall assign pregnant employees to duties other than suppression without any loss of any wages or any benefits.”

Even fewer departments have a pregnancy-specific manual or guidelines to aid female fire fighters as they work through their pregnancies and re-enter the field afterwards. While there are exceptions, in general, these manuals tend to

reiterate only basic prenatal and postnatal care guidelines. And there is nothing that addresses what women fire fighters should be doing to ensure they can perform their duties at the same capacity after their pregnancy.

“Our guide is too general,” says Blakely. “What we need is information about potential injuries and steps to prevent them, prenatal and postnatal.”



Continued on Page 14

Continued from Page 13

Requirements for light versus full duty and returning to the field post-partum vary widely, in part because it is a contentious issue among female fire fighters. Some want to work if they feel able to and some want light duty because of concerns related to on-the-job exposures or for personal health reasons.

But the common thread is that it should be up to the fire fighter and her doctor to make that decision, not a blanket fire department policy or fire department management.

The 2019 John P. Redmond Symposium/Dominick F. Barbera EMS Conference, held in August, featured a workshop, Women Fire Fighters and Their Occupational Health, which was streamed live and is now available at [youtube.com/IAFFTV](https://www.youtube.com/IAFFTV).



PHOTO CREDIT: TIFFANY STEWART

The workshop addressed risks related to exposures, shift work and the physiologic impact on maternal and child health, in addition to the overall health of female fire fighters. At the Affiliate Leadership Training Summit/Human Relations Conference in January 2020, the IAFF will offer a workshop, Understanding Pregnancy and Parental Rights and Accommodations, which will focus on existing laws and standards related to the rights of women who become pregnant.

In addition, the IAFF is working with subject matter experts to develop guidelines and resources to better meet the needs of female fire fighters who are pregnant to include injury prevention, fitness and nursing accommodations. ■

“Our guide is too general. What we need is information about potential injuries and steps to prevent them, prenatal and postnatal.” — Rachel Blakely, Fairfax County, VA Local 2068



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PROMOTING Behavioral Health



Columbus Local 67: Setting the Standard for Mental Health Care

The stigma surrounding behavioral health in the fire service is slowly lifting as affiliates and their fire departments increasingly are recognizing and addressing the need for support and services for members struggling with post-traumatic stress disorder, substance abuse, addiction, depression and other mental health conditions.

Columbus, OH Local 67 has been a leader in improving behavioral health care for more than 30 years. Today, these efforts have expanded into a comprehensive and effective program that includes a robust peer support system, partnerships with health care providers and access to the IAFF Center of Excellence for Behavioral Health Treatment and Recovery.

When a tragic line-of-duty death rocked Columbus Local 67 more than 30 years ago, the only recourse for many members, says Local 67 President Mark Siemer, was to look at the bottom of a bottle for answers. "Sometimes, it took more than one bottle," he says. At the time, Siemer was a young recruit at the fire academy. Two years later, after a brush with death during a house fire, Siemer recognized the need for helping members deal with the dangerous realities and traumatic challenges of the job.

Instead of allowing emotions to fester, after-incident support became an opportunity for members to address trauma and helped nurture a culture of understanding. "Having conversations and opening up about emotional and mental well-being doesn't mean there is something wrong with you," says Siemer.

One of the first affiliates to form a peer support group, Columbus Local 67 — which was also among the first to participate in the IAFF Peer Support Training program in 2017 (see box) through the Ohio Association of Professional Fire Fighters — now has more than 100 peer support members who help fellow fire fighters work through their behavioral health issues. When calls affect members, providing support can help open a dialogue about issues and feelings that might otherwise go unrecognized and serve as a reminder of the available resources, including treatment options, to address trauma in a preventative and proactive approach to mental health.

"Having conversations and opening up about emotional and mental well-being doesn't mean there is something wrong with you."

— Local 67 President Mark Siemer



Columbus Assistant Chief Jeff Happ, EAP Liaison Lisa Callander and Local 67 Vice President Ryan Sweetman meet to discuss pathways to better ensure treatments for Local 67 members.

The city's employee assistance program (EAP) is also a tremendous resource. EAP services are available to offer guidance and next steps, no matter what the concern. If a member experiences a challenging call, the EAP can quickly provide services to help work through his/her experiences. If a fire fighter has noticed emotional or behavioral changes related to on-the-job trauma, the EAP can put him/her in contact with peer support specialists or a specialty program. Sessions are private, individualized and completely confidential.

Peer Support

Research shows that peer support programs are an effective method for providing support. The IAFF Peer Support Training program, initiated in 2016, teaches members about common behavioral health problems that impact members in the fire service, how to provide one-on-one peer support and how to develop or enhance a peer support program.

The program was designed to develop a cadre of peers who can identify with the professional struggles fire fighters and paramedics face following traumatic events and to connect distressed members to appropriate services when needed.

Peer support helps fire fighters get confidential support from other IAFF members who are trained to provide assistance and build trust.

After completing the IAFF training, trained peers have the knowledge and skills to provide support to their fellow fire fighters, serve as a bridge to behavioral health services and community resources and help build or enhance other peer support programs.

The training includes a two-hour online behavioral health awareness course, which is a prerequisite for the two-day onsite training. Each training session typically accommodates 30 students. Additional courses tied to peer support are under development, including a resiliency course, a recovery mentor course, a disaster response course and a clinician course.

For more information, contact the IAFF Health and Safety Department at (202) 737-8484. ■

As an extension of its emphasis on behavioral health, the EAP partners with the IAFF Center of Excellence for Behavioral Health Treatment and Recovery. Representatives from the EAP spent two days at the Center of Excellence and right away understood that this facility — exclusively for IAFF members — needed to be part of Local 67’s behavioral health program. To date, four Local 67 members have received treatment at the Center for conditions including post-traumatic stress, depression and anxiety that can build over the course of a career.

The EAP helps members identify need for treatment at the Center of Excellence and provides the resources to get it — whether by arranging transportation to the facility in Upper Marlboro, Maryland,

accommodating leave or confidentially arranging treatment.

“Local 67 has a strong working relationship with the fire administration and EAP,” says Local 67 Vice President Ryan Sweetman. “Without this collaborative effort, we would be behind the eight-ball when it comes to getting needed services to our members.”

Simply knowing about the resources available can help members understand that they aren’t alone and encourage them to seek life-changing assistance when necessary.

By providing a comprehensive and progressive behavioral health program, Columbus Local 67 is setting a standard for mental health care that can help transform members, their families and communities. ■

About the Center of Excellence

The IAFF Center of Excellence for Behavioral Health Treatment and Recovery is a one-of-a-kind treatment facility specializing in the behavioral health needs of IAFF members. More than 900 IAFF members struggling with addiction, post-traumatic stress, complicated grief and other related behavioral health challenges have already come to the Center and taken the first steps toward recovery.


The Center provides a safe haven for members to talk with other brothers and sisters who have faced or overcome similar challenges. Created through an innovative partnership with Advanced Recovery Systems (ARS), the IAFF Center of Excellence is a flagship recovery center exclusively for IAFF members.


Treatment at the IAFF Center of Excellence uses cognitive processing therapy (CPT), an evidence-based

psychotherapeutic treatment that is supported by research and is demonstrated to be effective in reducing symptoms of post-traumatic stress. The treatment team uses a multidisciplinary approach — combining the expertise of doctors, nurses and clinicians from different disciplines — so the whole person is treated, not just the addiction or co-occurring disorder.

Located just outside Washington, DC, in Upper Marlboro, Maryland, the 15-acre facility includes a pool, basketball court, gym and comfortable residential accommodations for up to 64 clients.

Learn more at www.iaffrecoverycenter.com or call (855) 900-8437. ■





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South Fulton Local 3920 Wins Collective Bargaining Rights

Thanks to effective lobbying efforts by South Fulton, GA Local 3920, the South Fulton City Council passed an ordinance enacting Georgia State Statute 25-5, the Fire Fighters Mediation Act, giving fire fighters the right to bargain collectively with their employer regarding benefits and other terms and conditions of employment.

“Our members worked tirelessly to educate members of the city council on the value of collective bargaining, and their hard work paid off,” says 12th District Vice President Walt Dix. “I congratulate our Local 3920 members on a job well done.”

Although the state statute was passed in 1971 during Jimmy Carter’s time as governor, until recently, affiliates have been largely unaware of the Fire Fighters Mediation Act.



When Andrea Hall was elected local president, among her many goals was to re-establish and to improve the local’s relationship with the city administration. This included enacting the Fire Fighters Mediation Act.

“I know that Local 3920 and the city administration have the common goal of creating an environment where employees want to stay long term,” says Hall. “I know that passing this ordinance will allow labor and management to sit down and negotiate terms that will create an environment that supports that idea.”

Hall says the IAFF and District Vice President Dix were extremely supportive of Local 3920’s efforts to



Local 3920 is among the first affiliates in Georgia to pass legislation giving fire fighters collective bargaining rights.

secure collective bargaining in South Fulton.

“The most critical piece was to educate the city council members on the value of collective bargaining,” says Hall. “We armed ourselves with all the facts so that we could answer any questions the administration might have.”

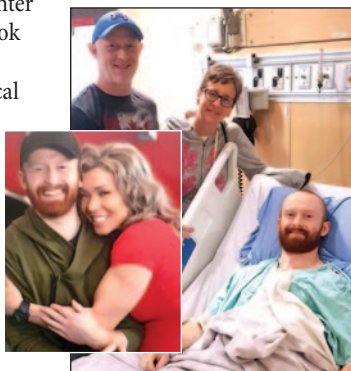
The Fire Fighters Mediation Act ultimately earned the support of Council Member Helen Willis, who sponsored the ordinance, and others on the council. The vote was unanimous in favor of passing the ordinance. ■

Ajax Fire Fighter Responds to Call for Liver Donation

An Ajax, ON Local 1092 fire fighter has gone beyond the call of duty to help the son of a fellow fire fighter who is fighting a rare form of liver cancer.

In May, Nadine Young, a 14-year Ajax fire fighter, donated a portion of her liver to Jarrett Singer, 18, son of Ajax fire fighter Mark Singer. The surgeries took place May 13, and both are recovering well, says Ajax Local 1092 President Dan Bonnar.

Bonnar says the story has exemplified the sense of duty that fire fighters feel. “I think it shows how fire fighters are wired. That’s the reality; we’re there when someone is in need.”



When no one in Singer’s family was a match for donation to Jarrett, Local 1092 put out a call to fire fighters, police and paramedics across Canada to be tested to see if they were potential donors. Young was one of about 100 who came forward and turned out to be a perfect match.

Bonnar says Young, who is known internationally as a fitness model, did not hesitate about the donation for a second once she learned she was a match.

Left: Jarrett Singer, the son of an Ajax, ON Local 1092 member, is battling a rare form of liver cancer. In May he received an organ donation from Local 1092 member Nadine Young. Right: Singer with his parents, Mark and Christine.

The fire chief and the Town of Ajax agreed to allow members to donate sick days to Young for her recuperation. And Local 1092 members came through in droves, donating more than 2,000 unused sick days, well in excess of what will be needed.

“Our members came through big time, and the Town was very good about it too,” Bonnar says.

Both Young and the Singer family are experiencing costs that are not otherwise covered. Visit

www.gofundme.com/nadine-young-beyond-the-call-of-duty and <https://ca.gofundme.com/f/SingerFamily> to donate.

Unused funds from the Nadine Young GoFundMe page will be given to the Singer family as Jarrett will require ongoing care and medical expenses. ■

Representative Katie Hill Visits Local F-314 Palmdale Station

Representative Katie Hill (D-CA) enjoyed a visit with USAF Plant 42 Federal Fire Fighters Local F-314 President Brent Crispin and his members at their Palmdale fire station. Hill thanked Local F-314 for the opportunity to discuss issues affecting fire fighters in her district, including retirement security, cancer in the fire service and toxic firefighting foams.

Hill expressed her support for mandating testing of federal fire fighters’ blood for the presence of PFAS and passing legislation directing the Department of Defense to develop and adopt a PFAS-free firefighting foam.

“I was honored to spend quality time with our local fire fighters at Plant 42,” says Hill. “They are not only veterans, they are protecting our mission-critical Air Force personnel and programs.”

Hill, who comes from a long line of public servants, says, “I will always fight for those who fight for us, and I am proud to use my position in Washington to ensure that IAFF Local F-314 has a voice at the highest possible levels. From concerns with PFAS, working conditions and pay, I’ve got your back.”

“Fire fighters are our best ambassadors,” says 16th District Vice President James Johnson. “Affiliate leaders nationwide should take advantage of the Congressional District Work Periods to meet with members of Congress in their local offices or invite them to



Representative Katie Hill (D-CA) met with members of USAF Plant 42 Federal Fire Fighters Local F-314 in Palmdale, California.

join us in our offices or fire stations.”

Hill is serving her first term in the U.S. House of Representatives after winning the seat with the help and support from the IAFF and California affiliates. ■



Hollywood Local Wins Back Pensions and Pay

Hollywood, FL Local 1375 is relishing a hard-fought victory eight years after city officials unilaterally cut pay and pensions and increased working hours for its professional fire fighters.

Thanks to aggressive, non-stop efforts by the Florida Professional Firefighters (FPF), Local 1375 and the IAFF, those cuts are now restored after years of underfunding, attrition and eroding morale.

In the wake of the deep recession that began in 2008, the Hollywood City Commission declared that financial urgency in fiscal years 2011 and 2012 gave it the authority to circumvent negotiated contracts with fire fighters, police officers and other public employees and implement drastic cuts.

Local 1375, which questioned the financial urgency, nonetheless offered wage concessions and furloughs to help bridge the shortfall. But city officials nevertheless slashed fire fighter pay by 15 percent, making Hollywood fire fighters among the lowest paid in the state. In addition, the city increased working hours and eliminated overtime pay.

Later in 2011, the city held a voter referendum to cut pensions for fire fighters and launched a deceptive ad campaign warning that without those cuts, citizens would face a large tax increase. The measure passed and the city restructured the fire fighter pension into a four-tiered system that left newer hires with much weaker retirement security.

Local 1375 vowed to never give up on efforts to return the hard-earned benefits taken away by the city to its members. The fight to win back all that was stripped from Local 1375's contract was waged in the courts, the negotiating table and at the ballot box.

"We began a strategy where every contract we negotiated — every opportunity we had — we made sure to chip away a little more of what was lost. We vowed to never stop fighting until everything was returned," says Local 1375 President Charles Tullio.

With the assistance of the IAFF, Local 1375 appealed the city's decision in court, arguing that the city misused the financial urgency declaration and failed to demonstrate a need for the drastic cuts to the fire department. In 2014, the District Court of Appeals of the State of Florida Fourth District ruled in favor of Local 1375.

Meanwhile, Local 1375 ramped up political efforts to tilt the balance of power on the seven-person city commission away from anti-labor sentiment and towards respect for public employees and public safety. Now, according to Tullio, the local enjoys the full support of four of the seven commissioners.

"We knew the city was abusing its authority, so we just kept fighting until we won. The truth is, we could not have prevailed without the help from our brothers and sisters in the IAFF," Tullio says.

During the most recent contract negotiations, which took two years to complete, Local 1375

informed negotiators for the city that it would not discuss any contractual provisions until pension benefits were restored to 2011 levels.

President Tullio says the local repeatedly warned city officials that chronic underfunding was turning the Hollywood Fire Department into a training academy as new recruits quickly realized they could make a better living in other municipal departments.

The city agreed to reopen pension negotiations, paving the way for the approval of a three-year contract with Local 1375 that effectively restores all pay and benefits lost in 2011 and has no out-of-pocket health care costs for retirees.

"That was just icing on the cake," says Tullio.

At its lowest point, starting fire fighters in Hollywood were making just \$12.83 per hour. Now, thanks to the hard work of Local 1375, starting pay is \$22.27 per hour.

In March, the City of Hollywood Commission unanimously approved a \$2.5 million plan to restore fire fighter pensions, following a similar vote for police pensions, marking a dramatic turnaround for Local 1375 and the Hollywood Fire Department.

"Local 1375 never gave up and never stopped looking at the end goal of taking care of the membership. If you stick together and fight as a union, you will see results," says 12th District Vice President Walt Dix. ■

Station 1271 Serves Surrey Community

On May 10, Surrey, BC Local 1271 officially opened Station 1271, a decommissioned fire hall the local bought and turned into a multi-use hub for the local and the community. Built in 1923, the heritage building now houses offices for Local 1271 and the Surrey Fire Fighters Charitable Society, as well as restored vintage fire trucks and a hall available to the public for weddings and other events. Much of the renovation of the 6,000-square-foot building was done by members of the 424-member local, which serves British Columbia's second-largest city. ■



Permanent Reauthorization of September 11th Victim Compensation Fund Signed Into Law

President Donald Trump on July 29 signed into law the Never Forget the Heroes: James Zadroga, Ray Pfeifer and Luis Alvarez Permanent Authorization of the September 11th Victim Compensation Fund Act to permanently extend the September 11th Victim Compensation Fund (VCF).

General President Harold Schaitberger, 1st District Vice President James Slevin, Uniformed Firefighters Association (UFA) Local 94 President Gerard Fitzgerald and Uniformed Fire Officers Association (UFOA) Local 854 President James Lemonda attended the signing ceremony.

“On September 11, 2001, our nation swore to Never Forget, and this nation finally lived up to that solemn vow,” says Schaitberger. “This important law permanently reauthorizes this essential, life-sustaining compensation fund for fire fighters, emergency medical responders and other responders who never quit until the completion of their mission after the devastating attacks of September 11.”

General Secretary-Treasurer Ed Kelly says, “I had the pleasure of knowing Ray Pfeifer since the late 1990s. His infectious personality and the guiding foundation of his character, along with the voices of so many who worked at Ground Zero — in concert with the collective political might of IAFF members in every single congressional district — was crucial in bringing us to this day and passing a permanent VCF into law.”

The bill signing at the White House Rose Garden marks the successful result of tireless efforts by the IAFF, UFA Local 94, UFOA Local 854 and many others to make sure those who become ill as a result of their work at Ground Zero get the benefits and care they deserve.

Sick and dying responders deserve the care and compensation guaranteed under this critical legislation,” says Local 854 President Jake Lemonda. “They have waited too long. Passing this bill ensures the VCF will always be available to the heroes of 9/11.”

“Thousands of brave fire fighters have suffered tremendously because of their heroism on 9/11,” adds Local 94 President Gerard Fitzgerald. “Cancer and other chronic, life-threatening illness are a reality for too many fire fighters and emergency response personnel. This bill helps ease the tremendous burden of financial distress from the loss of life or chronic injuries.”

The VCF was signed into law under the James Zadroga 9/11 Health and Compensation Act, and had awarded more than \$5 billion to at least 22,500 responders and survivors suffering from health problems and the families of those who had died. Although advocates knew the VCF would expire in 2020 and require reauthorization, the situation became more urgent in February of this year when it was announced that the fund was running out of money more quickly than expected and benefits would be cut by 70 percent.

As a result, legislation was introduced in both chambers of Congress to permanently reauthorize the program and ensure its full funding. The Never Forget the Heroes Act was introduced in the U.S. House of Representatives by Representative Carolyn Maloney (D-NY), Jerry Nadler (D-NY) and Peter King (R-NY) and in the Senate by Senators Kirstin Gillibrand (D-NY) and Cory Gardner (R-CO).

With a singular focus on the VCF, the IAFF and affiliate leaders maintained the pressure on Congress to move the VCF through the legislative process to the House floor for passage. Affiliate leaders, UFA Local 94 President Fitzgerald and UFOA Local 854 President Lemonda returned to Washington several times to lobby reluctant members of Congress and worked closely with state and local leaders across the country when members of Congress needed an extra push from their respective state or local fire fighters.

By the middle of June, Congress succumbed to the constant pressure. The Never Forget the Heroes Act had amassed 332



The IAFF, Local 94 and Local 854 and affiliate leaders kept the pressure on Congress throughout the legislative process to pass the VCF permanent authorization.

bipartisan cosponsors in the House and in rapid succession the House Judiciary Committee, chaired by original bill sponsor Representative Nadler, held a hearing and a mark-up of the bill. As a testament of the groundwork carried out over the previous three months, the markup was a mere procedural event without any amendments offered. Ranking Member Doug Collins (R-GA) supported the legislation, despite his concerns about the price tag of the bill. The full House subsequently passed the bill by a vote of 402-12.

Attention then turned to the Senate, where Senate Majority Leader Mitch McConnell (R-KY) committed to the 9/11 community that he would hold a vote on the bill before the August recess. Keeping his word, the Senate moved expeditiously to consider the bill, scheduling a vote on the matter for July 23.

The bill's lead sponsor in the Senate, Senator Kirsten Gillibrand (D-NY), attempted to pass the bill by unanimous consent, only to have Senators Mike Lee (R-UT) and Rand Paul (R-KY) object, insisting on amendments that would have impaired the ability of the VCF to make full awards to 9/11 responders and threatened passage of the underlying bill.

Taking no chances, IAFF leaders rallied the membership, orchestrated a volley of calls, emails, and social media postings from fire fighters across the country and urged senators to reject the Lee and Paul amendments and pass the bill. The strategy worked, and the Senate voted to pass the measure overwhelmingly, 97-2, rejecting the Lee amendment 32-66 and the Paul amendment 22-77.

The VCF will now be fully funded to handle the record number of responders who are presently ill or who become ill from their service after the terrorist attacks.

“I am extremely grateful to all those who worked tirelessly, especially Presidents Fitzgerald and Lemonda, Representatives Maloney, King and Nadler, Speaker Pelosi and Senators Gillibrand, Gardner and Schumer, as well as the countless fire fighters who called, emailed, tweeted and otherwise raised hell to force Congress to do the right thing,” says Schaitberger. ■

ET3 Pilot Program

The Center for Medicare & Medicaid Innovation (CMMI), in coordination with the Center of Medicare & Medicaid Services (CMS), has announced a five-year pilot program, Emergency Treat, Transport, or Triage (ET3), scheduled to begin in January 2020.

The ET3 project will investigate whether Medicare costs can be reduced if ambulances are compensated for transporting patients to alternative care destinations — such as an urgent care or mental health facility — treated and released on scene and referred to social services through dispatch.

Fire departments and EMS agencies will be selected to participate through an online CMS

application process, with several open application periods over the five-year pilot program.

Fire departments and EMS agencies that apply for this opportunity must be a registered CMS ambulance supplier and possess a current National Provider Identifier (NPI). The participant is required to provide transport to an alternative destination, but treatment-no-transport remains optional. To provide treatment-no-transport and be eligible for reimbursement, participants must provide a consultation between the patient and a qualified advanced practitioner, either on-scene or via telehealth that complies with CMS requirements.

Later in the fall of 2019, CMS will open an online application process for 9-1-1 agencies that provide a medical/nurse line triage to receive funding to provide care over the phone or schedule a doctor's office appointment for the caller without initiating an ambulance dispatch.

Keep in mind that many states have laws, rules and regulations that prohibit ambulance suppliers from transporting to any facility other than a hospital emergency department. As such, departments and agencies interested in participating in the ET3 pilot project may require waivers, if available.

For a more detailed look at the ET3 pilot program requirements, contact the IAFF Fire and EMS Department at (202) 737-8484. ■

IAFF Testifies on Collective Bargaining Bill

The rights of public sector workers to bargain collectively took center stage in the U.S. House of Representatives as the House Subcommittee on Health, Employment, Labor and Pensions held a hearing on the IAFF's collective bargaining bill, the Public Safety Employer-Employee Cooperation Act (HR 1154). President of the Professional Fire Fighters and Paramedics of North Carolina and Charlotte, NC Local 660 Tom Brewer was among those invited to give expert testimony.

"At its core, the Cooperation Act guarantees a conversation between public safety employers and employees — a process — not an outcome. Nowhere is this relationship more important than when lives and property are at stake. Having a voice in the workplace is a fundamental right for fire fighters, just as the public has a fundamental right to rely on effective emergency services," testified Brewer.

Brewer spoke directly to the disadvantage that he and his colleagues face every day in North Carolina, where public sector collective bargaining is illegal. Citing numerous examples of unsafe staffing, training and inadequate health care protections, he advocated for the necessity of this bill and the good it would do for the members he represents.

The Public Safety Employer-Employee Cooperation Act is a bipartisan bill to provide a basic set of collective bargaining rights for public safety workers. Introduced earlier this year by Representative Dan Kildee (D-MI) and Brian Fitzpatrick (R-PA), the bill would ensure that all fire fighters, regardless of where they serve, are able to sit down with their employer, share their expertise and voice their concerns over how to effectively serve the community.

Identical legislation has also been introduced in the U.S. Senate. S 1394 is sponsored by

Senator Tammy Baldwin (D-WI).

The ability to join a union and collectively bargain for important workplace issues, such as safety, staffing, equipment and hours, helps emergency responders keep the public safe.

General President Harold Schaitberger says, "The House hearing on the Cooperation Act is an important step towards providing essential workplace protections for all public safety workers. Our message becomes stronger and more effective when we take it directly to those in power. This hearing is a big win for the Cooperation Act and moves us one step closer to passing the bill."

The Cooperation Act continues to gain support on Capitol Hill, with 146 bipartisan cosponsors to date. The House Committee is expected to vote on the bill in the coming weeks, with an eye towards consideration by the full House before the end of the year. ■

Growing Your Retirement Savings With Fixed Annuities

Long before President Franklin D. Roosevelt signed the Social Security Act in 1935, there's been a need for guaranteed lifetime income.

Over time, fixed annuities have evolved significantly to complement retirement portfolios, promoting peace of mind, preserving assets and generating a supplemental guaranteed income you can't outlive.

In the past, some annuities have been viewed skeptically because of high commissions paid to financial professionals, often hefty fees associated with the product and, if a life-only annuity option had been elected, an insurance company's ability to keep unpaid annuity payments upon the annuitant's death.

However, many of today's lifetime income solutions have lower costs and often offer better benefits, not only supplying a guaranteed stream of income in retirement to cover savings shortfalls, but also allowing a beneficiary to receive the remaining payments upon the annuitant's death.

Questions to Consider Before Buying an Annuity

1. How long do I intend to keep my money in the annuity?
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3. How much can I reasonably expect to receive from this annuity in retirement?
4. What is my annuity's guaranteed minimum interest rate?
5. If riders are available with the annuity, how do they work?
6. What are all of the annuity's fees, charges and adjustments?
7. How long is the surrender charge period for an annuity (typically ranges from five to 15 years)?
8. Is there a limit on how much I can take out of my annuity each year without paying a surrender charge? Is there a limit on the total amount I can withdraw during the surrender charge period?
9. Will my beneficiaries receive any payment from my annuity if I die?

As part of a holistic retirement savings strategy, a lifetime income solution can provide safety and stability for a portion of your portfolio while your other investments in the market retain the potential to reap gains that could further ease the effects of inflation. Most importantly, you can choose how and when you want to start taking income, knowing that you'll receive that amount for the rest of your life.

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Prime Minister Trudeau Makes Impromptu Stop at Canadian Policy Conference

Prime Minister Justin Trudeau made a surprise appearance at the IAFF Biennial Canadian Policy Conference August 7 in St. John's, Newfoundland, capping a memorable week that included business sessions, information sharing and Newfoundland hospitality.

After a standing ovation, Trudeau thanked fire fighters for the sacrifices they make and the work they do in their communities, adding he was honoured to have support from among fire fighters across Canada.

He also outlined numerous advances his government has made on behalf of the IAFF and fire fighters since 2015, including establishing the Memorial Grant Program for First Responders, which has provided more than \$14 million to the families of 47 Canadian IAFF members who have died in the line of duty since April 1, 2018. The Canadian government has also included the IAFF as a key stakeholder in the development of a National Action Plan on Post-Traumatic Stress for first responders and pledged to respect workers and labour unions.

"I see a number of you have your kids here today, and I think it's just wonderful to tell you directly that your moms and dads are heroes. You have our backs, and we'll have your backs, as a government," he said before taking time to greet delegates and their families and posing for numerous photos.

Held every two years, the Canadian Policy Conference is a unique forum where the IAFF's Canadian leadership meets to vote on resolutions and participate in information sessions and presentations on emerging issues facing Canada's professional fire fighters.

General President Harold Schaitberger and General Secretary-Treasurer Ed Kelly both attended the Biennial Canadian Policy Conference in St. John's and addressed delegates. Prime Minister Justin Trudeau, right, also made a special appearance.

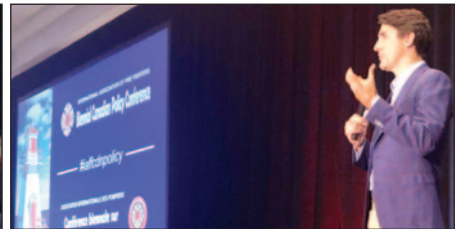


PHOTO BY MELISSA PELLEY

General President Harold Schaitberger and General Secretary-Treasurer Ed Kelly both spoke to delegates, praising them for their hard work and emphasizing the importance of political action.

During the week, delegates adopted a resolution calling for better airport firefighting and rescue regulations at the federal level and participated in sessions on post-traumatic stress and strategic communications and discussed election laws and election strategy in advance of a federal election in October.

Former IAFF 6th District Vice President Mike Hurley, who was elected mayor of Burnaby, British Columbia, last October, gave a presentation about the remarkable political action effort that led to his upset victory over a long-time incumbent. Hurley thanked Burnaby Local 323, the British Columbia Professional Fire Fighters Association (BCPFFA) and the IAFF for the hard work and support for his campaign.

During the conference, the IAFF was honored to receive the Dr. David Green Impact Award from Muscular Dystrophy Canada (MDC), in recognition of a close bond with MDC dating back 65 years and our affiliates' annual fundraising

efforts — \$1.3 million for the charity during the last fiscal year. The award was presented to the IAFF following a moving speech by Paralympic gold medalist Danielle Campo McLeod, a former MDC ambassador who is now the charity's director of mission.

The conference host, St. John's Local 1075 did a tremendous job making sure delegates and their families experienced the vibrant maritime culture of the historic city and the breathtaking scenery of the region.

Also welcoming delegates to St. John's during the conference were Mayor Danny Breen, Fire Chief Sherry Colford and The Honorable Seamus O'Regan, Federal Minister of Indigenous Services, who represents the riding of St. John's South-Mount Pearl. ■

IAFF Politically Active in Advance of Canadian Election

With a federal election taking place in October in Canada, the IAFF is embarking on a political action initiative designed to educate Canadian members about ballot box choices that best represent them as professional fire fighters and to educate the public about their best election choices for public safety.

The IAFF has registered with Elections Canada as a third party, which enables the Canadian office to use FIREPAC Canada funds for issue-based advertising before and during the election campaign. Messaging for members and the public will be done primarily through a "Fire Fighters for Canada" social media presence.

General President Harold Schaitberger says, "The stakes are too high to sit on the sidelines and remain silent when there is an opportunity to be part of the national discussion leading up to polling day."

In September, General President Schaitberger issued a letter to the IAFF's 25,440 Canadian members laying out the IAFF's views on party positions in advance of the election.

"The IAFF will not be telling our members or anyone else who to vote for. But we're going to make sure our members and everyone else knows

which political parties have the strongest histories of support for IAFF issues and the best current positions on fire fighter priorities, on public safety and on other important issues, including respect for workers and unions," says Schaitberger.

An interactive federal election strategy session was held with the IAFF's Canadian leadership in early August at the Biennial Canadian Policy Conference in St. John's Newfoundland, and the IAFF Canadian office and Canadian district vice presidents are in constant contact with Canada's 188 IAFF locals in advance of the election to ensure affiliates understand and are in compliance with Canada's election laws.

In Canada — as in the United States — the IAFF follows the longstanding mantra of "supporting those who support us." In advance of the last federal election in 2015, the IAFF contacted all of Canada's main political parties for formal positions on our federal legislative issues and other fire fighter and public safety matters.

Both the Liberals and the New Democratic Party (NDP) responded with firm commitments on our



issues and when the Liberals were elected, they acted immediately to establish the Memorial Grant Program for First Responders, a line-of-duty death benefit that provides \$300,000 to the family of fallen fire fighters and other public safety workers as a recognition of their service and sacrifice.

The benefit, which was established in direct response to a tenacious 25-year lobby by the IAFF, is set to provide a total of \$14.1 million to the surviving families of 47 fallen Canadian IAFF members who made the ultimate sacrifice since it came into effect on April 1, 2018.

The Liberals also included the IAFF as a key stakeholder in a National Action Strategy on Post-Traumatic Stress Injury funded in the amount of \$30 million over five years to cover research and treatment for fire fighters and other first responders.

In addition to the NDP, the Green Party of Canada has always expressed strong support for the issues on the IAFF's Canadian legislative agenda. In 2011 and 2015, the Conservative Party did not respond to the IAFF request for positions on our legislative issues. ■

Highlights From the IAFF Health, Safety and EMS Conference

1. The John P. Redmond Symposium and Dominick F. Barbera EMS Conference, held in Nashville, Tennessee, August 18-22, provided education and networking for a record-setting 1,400 attendees from across the United States and Canada.
2. A full day of pre-conference workshops included: Advanced Burn Life Support; DrugIQ: Synthetic Opioid Risk Based Response; Fire Ground Survival Practical Workshop; Functional Nutrition for the Fire Service; IAFF Resiliency Training: How to Bend, Not Break; Tactical Emergency Casualty Care; and Using the WFI Fitness Assessment to Make Exercise Matter.
3. The opening general session featured remarks from General President Harold Schaitberger, along with presentations on a variety of health, safety and EMS topics. "This union's founders wrote into the IAFF Constitution that 'we shall promote as safe and healthy a working environment for fire fighters as is possible through modern technology.' Today, we begin our next century of work to ensure that our members go home after their shift safe, emotionally secure and that they have a prosperous, fulfilling and healthy career," said Schaitberger.
4. Nashville Local 140 President Mark Young welcomed attendees at the opening general session. Local 140 assisted attendees throughout the week and hosted an evening event at Nashville's Wildhorse Saloon.
5. Nationwide Leader of Retirement Plans Distribution Scott Ramey presented General President Harold Schaitberger a check for \$100,000 for the IAFF Foundation. Nationwide has donated more than \$850,000 to the Foundation since 2012.
6. Tencate Director of Sales for Emergency Response Tyler Pientok presented a \$25,000 check to General President Schaitberger to benefit the Foundation.
7. The biennial health, safety and EMS conference included three days of exhibits featuring more than 40 vendors.
8. Blake Skola, a member of Central Jack, MO Local 3133, was the winner in the IAFF contest to guess the number of M&Ms in this jar. He guessed 2,000 — the actual total was 2,003.

Watch the general sessions and select presentations, including General President Schaitberger's remarks, at www.youtube.com/IAFFTV.



John P. Redmond, the IAFF's fourth General President, died in office from occupational heart disease. In his memory, the John P. Redmond Memorial Trust Fund, which was later renamed the John P. Redmond Foundation, was established as a nonprofit organization at the IAFF Convention in 1958. The Redmond Foundation sponsors the biennial symposium on the occupational health and safety hazards of the fire service.

Dominick F. Barbera served as IAFF 12th District Vice President from 1984 to 2006. During his service, he was known for his strong support for fire-based EMS. He authored the Convention resolution for establishing the IAFF EMS Committee in 1986. Two conventions later, he pushed for the passage of another resolution to develop a biennial EMS Conference. The first EMS Conference was hosted in 1991 by Metropolitan Dade County Association of Fire Fighters Local 1403, his home local. In honor of Barbera's efforts, delegates at the 1998 IAFF Convention voted to rename the conference the "Dominick F. Barbera Emergency Medical Services Conference" upon his retirement in 2006.

Canadian Members Deployed to Wildfires

As another wildfire season began to heat up in Canada, IAFF members in two provinces were deployed to the frontlines to fight fires and assist evacuees.

In early June, fire fighters from six Alberta locals — Leduc Local 4739, Red Deer Local 1190, Airdrie Local 4778, Fort McMurray Local 2494, Grande Prairie Local 2770 and Grande Prairie County Local 5108 — were dispatched to fight wildfires that threatened smaller communities in the northwestern and north central parts of the province.



“It’s really standard now that urban members are responding to wildland urban interface (WUI) areas,” says 6th District Vice President Mike Carter. He says factors including increased development in interface areas and environmental changes mean that wildfires are an increasing threat in western Canada.

While there is wildland training among the province’s membership, the training the IAFF

is developing will be of great assistance. “We are really looking forward to getting the IAFF hands-on training, the sooner the better,” says Carter.

In Ontario, where a large wildfire threatened the remote First Nations community of Pikangikum, Thunder Bay Local 193 members helped with the logistics of receiving some of the 3,800 people who had been evacuated to their city.

IAFF Director of Health and Safety Operational Services Rick Swan explains that the free online awareness course for the IAFF Responding to the Interface basic urban interface response training is already available. The first two-day, onsite course with IAFF instructors took place in late June in Missoula, Montana. A Train-the-Trainer course is also being developed.

Swan says a goal of the training is to “break the memory muscle” of urban fire fighters who are trained in structure fire response, given the different nature of a wildfire. “If we don’t have these tools in our toolbox, we fight all fires the same way,” he says. “A wildland fire moves, so you have to be mobile, and when that doesn’t happen and you become immobile, the fire goes around you.”

Funding is available for the IAFF training course in the United States and a funding source for Canadian courses is currently being pursued. ■



Study Underway to Help Grow IAFF Foundation

The role of the IAFF Foundation in supporting our members in their time of need continues to grow.

As part of our efforts to continue to provide the quality programs and assistance administered through the Foundation, we are exploring opportunities to ensure our Foundation remains vibrant for years to come. This includes working with Accelerist, a leader in nonprofit fundraising, to build relationships and partnerships and to help us leverage our brand to target potential donors to boost our Foundation’s fundraising, visibility and mission.

The IAFF Foundation’s core mission is to help members and their families in their times of need, including assistance following natural disasters, scholarships for the children of our fire fighters who have died in the line of duty, support services and flags for the families of fallen IAFF members throughout our Fallen Fire Fighter Memorial service, and the best care possible for our members who suffer burn injuries and that their families can be with them. ■

Exciting Advances in NMD Treatments Spur Need for Newborn Screening

The IAFF’s long history of supporting MDA has helped make a difference in the lives of people with neuromuscular diseases (NMDs) in countless ways. Because of this partnership, MDA has been able to fund millions of dollars of research for treatments, to connect thousands of patients to the care and services they need and send many happy kids to camp to learn vital life skills, confidence and independence.

The IAFF’s support has also enabled MDA to successfully advocate for newborn screening for two neuromuscular diseases: spinal muscular atrophy (SMA) and Pompe disease, which are the only two NMDs



added to the list of recommended conditions for which babies born in the United States should be screened. Now, MDA and the IAFF have teamed up to encourage states to implement screening for both conditions, as only five states are actively screening newborns for both SMA and Pompe.

It’s an unprecedented time of treatment for SMA. In the last three years, two lifesaving therapies have been approved for this condition; previously, none were available. Patients with SMA type 1 typically do not live to age two. However, babies who were screened and treated with a new gene therapy just approved this year started to grow stronger. This type of advancement is

why newborn screening is so important — if babies don’t have a diagnosis for their condition, they cannot be connected to the doctors who can deliver the treatment they need to survive.

Once newborn babies are screened, MDA’s network of care centers at more than 150 of the nation’s top medical institutions plays a key role in confirming an accurate diagnosis and connecting families with clinical trials or treatments that can save lives. Expert clinicians are there for patients from day one through lifelong follow-up care, managing individual progress.

Newborn screening makes early diagnosis and treatment possible, and the IAFF is working to encourage states to implement this critical screening. ■

Making Exercise Matter

Exercise can be an amazing tool. It can be used to make difficult tasks easier and more enjoyable, prevent musculoskeletal injuries and help us to perform at levels that far exceed our expectations — that is, if an emphasis is placed on the transfer to non-exercise related activities.

Enhancing a fire fighter's capacity to meet the demands of the job (or life) cannot be accomplished by simply recommending a particular exercise, intensity or training volume. **It is not about the exercise.** An appreciation for movement is essential to guarantee that the motion strategies used are safe, effective and suited to training objectives.

It is this type of training that serves as the framework for the IAFF Peer Fitness Trainer (PFT) program and provides the best possible opportunity to change a fire fighter's health, performance and quality of life.

The information below offers a brief summary of the 2015 study conducted by Frost and colleagues titled: Exercise-based performance enhancement and injury prevention for firefighters: Contrasting the fitness- and movement-related adaptations to two training methodologies. This work was originally published in the Journal of Strength and Conditioning Research (J Strength Cond Res 29(9): 2441—2459, 2015).

Study Design

The study involved 52 fire fighters from the Pensacola Fire Department who completed a comprehensive fitness test — the Functional Movement Screen (FMS) — and a laboratory-based biomechanical assessment that asked them to perform five general movement patterns (i.e., squat, lunge, hinge, push and pull) with varying loads and speeds.

Following these baseline tests, individuals were assigned to one of three groups:

- 1) Movement-centered intervention
- 2) Fitness-centered intervention
- 3) Control

Key Findings

Following 12 weeks of training, both intervention groups exhibited substantial changes in body composition, aerobic capacity, muscular strength and endurance, and upper and lower body power. However, only those participants in the movement-centered group demonstrated a positive change to their habitual movement patterns. In each instance, fire fighters exhibited less spine and frontal plane knee motion while squatting, lunging, lifting, pushing and pulling. In contrast, fire fighters who participated in the fitness-centered intervention moved with more spine and frontal plane knee motion while performing the transfer tasks and exhibited a higher risk for injury.

Implications

1. Exercise can be used to change fire fighters' habitual movement patterns. Exercise programs can (and should) be used to improve fire fighters' capacity. This was the first study to show that an exercise-based intervention can significantly alter the movement patterns used to perform a series of distinct tasks with varying demands that are relevant to every fire fighter. The findings provide a tremendous framework to build exercise programs for every fire department.

2. Placing an emphasis on fitness alone may increase fire fighters' risk of injury.

Fire fighters in the fitness-centered group exhibited exceptional improvements in aerobic



capacity, strength and endurance, but may have actually increased their risk of injury given their propensity to increase spine flexion and frontal plane knee motion when performing each of the transfer tasks. ■



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The Importance of Staying Hydrated

We all know how important water is — after all, it is essential to life and critical for optimal performance. Yet the average person is mildly dehydrated most of the time.

Progressive dehydration from exercise or fire ground operations impairs performance, mental capacity and perception of effort — and it can be life-threatening. Throughout the course of running calls, it is extremely important to pay close attention to how you are hydrating before, during and afterwards.

Hydration can greatly influence the success of any dietary changes you make as well. If

you want to reduce body fat but still take in empty calories from other beverages, your efforts can quickly flounder. On the flip side, if you are trying to gain muscle and improve performance, water can make the difference between a killer workout and a flop.

How Much?

How much do you need to drink? Making a blanket statement about



how much everyone should drink is difficult. It is best to make recommendations based on an individual's weight. Start with 0.5 ounces of water per pound of body weight. For example, a 150-pound person should drink at least 75 ounces per day (more with physical exertion).

What to Drink?

Water. Always start with water. In fact, most of your fluid intake should be water. This doesn't mean you can't enjoy your morning cup of joe. It just means that most of the fluid you're drinking should be plain water.

Once you reach those upper limits of water consumption (e.g., > 100 ounces) or for times of excessive sweat loss during exercise or fireground operations, it is important to keep electrolytes in balance because too much of anything (including water) is never good. Adding in an electrolyte tab or even making your own sports drink ensures the water gets fully absorbed into your body. Otherwise it just slushes around in your gut, not getting absorbed by your cells.

Tip: Gatorade and other sports drinks are not the best option, as they often contain the wrong combination of electrolytes and carbohydrates, plus they often contain high-fructose corn syrup, artificial ingredients and dyes.

Two easy solutions are to either mix up a homemade recipe, such as the one below, or to add .25 teaspoons of sea salt to your water bottle and shake to dissolve.

Here's a quick and easy recipe for a homemade sports drink:

- 4 cups water (option: substitute coconut water for two of the cups)
- ¼ tsp Himalayan pink sea salt
- ½ tsp calcium magnesium powder
- ½ cup 100 percent juice (e.g., orange juice)
- 1 tbsp honey
- Optional: 2 tbsp lemon juice

Directions: Mix all ingredients together in a pitcher and stir until the salt dissolves. Chill before serving. ■

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★★★ IAFF Shows Support for Biden at New Hampshire State Convention ★★★

IAFF members joined General President Harold Schaitberger, General Secretary Treasurer Ed Kelly, 3rd District Vice President Jay Colbert and leadership from the Professional Fire Fighters of New Hampshire (PFFNH) in Manchester at the state Democratic Party Convention to show the IAFF's support of presidential candidate and former Vice President Joe Biden.

After marching from Manchester's central fire station and joining with many other Biden supporters at the Southern New Hampshire University arena, the IAFF gold and black was an unmistakable presence with several large IAFF branded posters flanking Biden's campaign signs.

"Joe Biden has been as strong a supporter of fire fighters and our issues as we could ever ask for," Schaitberger told those assembled. "And we know as president that support will continue."

Reminding the crowd that "unions built the middle class" and recognizing the sacrifice that fire fighters make in their communities, Biden shared his record and his vision to restore civility to the office of the president.

Following his remarks, Biden greeted each and every IAFF member in attendance.

"Our members had an opportunity to interact with Biden one on one and experienced a more



personal side of him that you just don't get from watching him deliver a speech on the stage," says PFFNH President Bill McQuillen. "We are very grateful for his personal commitment to us and our profession." ■

IAFF members, along with General President Harold Schaitberger, General Secretary-Treasurer Ed Kelly and 3rd District Vice President Jay Colbert, turned out in New Hampshire to support presidential candidate Joe Biden at the State Democratic Party Convention.

Fire Fighter Softball Tournament Benefits the IAFF Fallen Fire Fighter Memorial

Fire fighters from across the country participated in the National Fallen Fire Fighters Softball Tournament in May in Las Vegas, Nevada. Organizers of the annual event donated the \$10,000 raised to the IAFF Fallen Fire Fighter Memorial.

"After attending the memorial in 2018, I knew what I wanted to do," says Bill Malovrh, the tournament's principal organizer and a member of Mentor, OH Local 1845. He hopes to present a \$10,000 check benefiting the Memorial every two years."

Los Angeles County Local 1014 member Russell Vandemark started the National Fallen Fire Fighter Memorial Softball Tournament in 2002 in the aftermath of the 9/11 terrorist attacks as a way to bring fire fighters together and raise money for charity. Vandemark has since passed away, but the tournament lives on.

About four years ago, Malovrh took over organizing the tournament. The Local 1845 fire fighter is a seasoned organizer, having organized an annual softball tournament in his hometown honoring the memory of fire fighter Matt Henk who passed away from cancer.

"We have fire fighter softball teams from all over the country come to the Ohio event, so I have been trying to do the same thing



The National Fallen Fire Fighter Memorial Softball Tournament was first introduced following the September 11 terrorist attacks.

in Las Vegas with the National Fallen Fire Fighter Memorial Softball tournament," says Malovrh. "I am proud to say that this tournament continues to grow. Last year, we had 58 teams."

Malovrh says the tournament's success couldn't happen without the support of the members of his home local — Mentor, OH Local 1845 — and Local 1845 President Tom Keidel. And he says he does not do it

alone. He has a great team, including Detroit, MI Local 344 member Tom Suchora, Arlington, TX Local 1329 member Cade Hall, Clark County, NV Local 1908 members Mike Mosley and Jason Montenegro, North Las Vegas, NV Local 1607 member Luis Olmos and Las Vegas, NV Local 1285 member Justin Williams.

The 2020 tournament is scheduled for May 5-7. ■

Mayors, Elected Leaders Participate in FIRE OPS 101

Mayors from more than 40 U.S. cities experienced the smoke, adrenaline rush and physical stress and strain that fire fighters and emergency medical personnel face every day in their communities as part of a FIRE OPS 101, held in conjunction with the U.S. Conference of Mayors (USCM) annual meeting in Honolulu, Hawaii, in June.

In addition, more than 25 state and local elected officials from throughout Hawaii accepted the challenge to experience life as a fire fighter as part of a second FIRE OPS 101 event one day earlier.

Hosted by the Hawaii Fire Fighters Association Local 1463 and the Honolulu Fire Department, both events included a live fire scenario, vehicle extrication, search and rescue and a medical emergency.

President of the Hawaii Fire Fighters Association Local 1463 Robert Lee says, "There's no better way to show state and local officials what our members do every day to protect our communities than FIRE OPS 101."

"In the last four years, more than 140 mayors have participated in FIRE OPS 101, leaving with a new understanding of the job fire fighters do and the information they need to make important, informed decisions about fire fighter staffing and resources," says General President Harold Schaitberger.

10th District Vice President Frank Lima welcomed the mayors, stressing that mayors and fire fighters need to work together to deliver quality public safety services in their communities. "When you go back to your respective cities, when you have to make the tough decisions, we want you to have your fire fighters' backs when it comes to the community's safety and their safety."

Hawaii Lieutenant Governor Josh Green was among those who participated. He says he has a renewed appreciation for the dangerous job fire fighters do. "Every executive, every legislator, should do this FIRE OPS at least once so they know they are investing in the right people."

In his remarks, Honolulu Mayor Kirk Caldwell said, "Every mayor should know what it's like to go into a burning building," adding, "If you're going to be an effective mayor, you need to be



President of the Hawaii Fire Fighters Association Local 1463 Robert Lee welcomed mayors from throughout the United States to FIRE OPS.



Mayors participated in four FIRE OPS scenarios, including EMS response.

right there as a partner, side by side, to make sure your fire fighters get the support they need." He added, "As a mayor, you have to be a partner with your fire fighters or you should resign or find another job."

Here's some of what other mayors had to say about their experience as a fire fighter for a day.

"Public safety is our number-one priority. We need to be doing all we can to make sure our fire fighters are fully equipped and fully staffed to do the job."

– Donald Margo, Mayor, El Paso, TX

"They're not going to make \$1 million, but they do more than a \$1 million worth of work."

– William Edwards, Mayor, South Fulton, GA

"It's a game changer. I want our fire fighters to have good equipment and everything they need to keep us safe."

– Yvonne Spicer, Mayor, Framingham, MA

"I view the relationship between our elected officials and our fire department and fire union as one of collaboration and transparency. If we all have the same information about budgets and revenue, we can come to similar conclusions."

– David Holt, Mayor, Oklahoma City, OK

A video highlighting the FIRE OPS 101 and the participants' experiences was broadcast during the U.S. Conference of Mayors to more than 1,000 attendees, including 400 mayors. In addition, social media served as a very effective tool for the IAFF and affiliates in creating awareness for FIRE OPS events and what it takes to be a professional fire fighter and the resources needed to do the job safely and effectively. ■

FirstNet Provides Secure Emergency Communications Network for Public Safety

A secure, resilient and reliable wireless platform to provide critical emergency communications is a vital part of public safety and for increasing fire ground survival and safety. But for too long, fire fighters have been using commercial technology that can lead to unnecessary risk in the field.

But with FirstNet, this is changing. Built with AT&T in public-private partnership with the First Responder Network Authority — an independent agency within the federal government — FirstNet was selected to build and manage the National Public Safety Broadband Network. It is the country's nationwide communications platform dedicated to public safety to help first responders communicate critical information needed every day and in every emergency.

The IAFF has been involved in the quest for a dedicated public safety communications network for decades and led the lobbying efforts in 2011 to secure bandwidth for the exclusive use of public safety and for an additional \$7 billion to build out the network.

The need for a dedicated, purpose-built solution for first responders was among the recommendations from the 9/11 Commission following the communication challenges public safety experienced during the September 11, 2001, terrorist attacks. Those challenges made it clear that the needs of public safety demand more than what commercial offerings can provide.

While the dedicated broadband from FirstNet does not yet support mission critical voice, it is a long overdue and much-needed technology upgrade for emergency communications and public safety,

With FirstNet, fire fighters nationwide have access to an interoperable network for sharing critical information and coordinating efforts in near real time, including data, video, images and more that are sent across the network ahead of other traffic.

In addition, agencies on FirstNet have access to 75 dedicated deployable network assets at no additional charge. These mobile cell sites are deployed where public safety needs it most — based on life safety, incident stabilization and property conservation — and help boost communications during large events and emergencies.

The nationwide scale brought by FirstNet will also help maximize the value of every public safety dollar spent by allowing public safety end users to take advantage of an increasingly competitive marketplace while investing back in the network to spur future innovation.

For more information about FirstNet, visit www.firstnet.com. ■



Hawaii Lieutenant Governor Josh Green was among more than 25 local and state lawmakers taking part in FIRE OPS 101.

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



General President Harold Schaitberger joined the Uniformed Professional Fire Fighters Association of Connecticut (UPFFA) in Waterbury as Governor Ned Lamont signed SB 164, which provides workers' compensation benefits to emergency responders diagnosed with post-traumatic stress (see page 10). Schaitberger and UPFFA President Pete Carozza also visited Waterbury Local 1339 at Station 10, meeting with Local 1339 President Jonathan Schultz and members on shift.



IAFF Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0454 Gadsden—John Nelson, Jimmy Rhoden, Steve Van Pelt, L0508 Anniston—Harlan Roberts, L1833 Huntsville—Daniel Beddingfield, James Green, Penny Metherly, Kevin Rose, Greg Spruell, Geoff Statum, L2152 Attalla—Jerry Garmany, L2676 Northport—Kenneth Pate, L4566 Madison Professional Fire Fighters Association—Stacy Crews

ALASKA L1324 Fairbanks—Jeffrey Conner

ALBERTA L0209 Edmonton Fire Fighters Union—Raymond Agterbos, Tim Doherty, Gary Gamble, Marty Hamilton, Allan Holloway, L0237 Lethbridge—Eric Patching, L0255 Calgary—Tom Caves, Bruce Cole, Jim Devolin, Kevin Grahl, Shayne Kardal, Greg Kay, Brad Kopp, Terry Larson, Douglas Ward, L2130 St. Albert—Greg Wedgewood, L4739 Leduc Fire Fighters Association—Leah Bender

ARIZONA I0060 United Emergency Medical Professionals Of Arizona—David Stockton, L0479 Tucson—William Carrell, David Mockbee, Michael Pursley, Hugh Wodecki, L0493 Phoenix—Bryant Adams, William Edgin, John Gardiner, Gerald Haase, Greg Houston, Gary Howes, Robert Lopez, Terry McCue, Chuck Montgomery, Martin Munoz, Larry Pierce, Mark Thorn, L1234 Yuma—Robert Rodriguez, L1505 Flagstaff—Richard Maggard, L2260 Mesa—Brenden Cocke, Dave Green, Dean Morales, Wade Stahl, L3504 United Pima Fire Fighters—Maria Hawkes, David Shafer, L3647 Colorado River Professional Fire Fighters—Mark Ambler, L3690 Sedona-Verde—Robert Collingwood, L3832 North Tucson Fire Fighters—Roy Helmandollar, L3878 United Maricopa County Fire Fighters Association—Kevin Hennis, Toby Young, L3924 Avondale Professional Fire Fighters Association—Jeffery Farris, Stephen Johnson, L4005 United Goodyear Fire Fighters—Lonnie Downing, L5050 United Scottsdale Fire Fighters Association—Nick Lorenz, Ray Morris, L5100 Vail Fire Fighters Association—Ben Wooley

ARKANSAS L0014 Pine Bluff Fire Fighters Association—Michael Davis, L0034 Little Rock—James Lemon, Eric Marsh, Pamela Richard, Steven Strayhorn, L0035 North Little Rock—John Adams, David Johnson, T. C. Metcalf, L0502 Texarkana—Michael Gilliam, Virginia Lee, L1373 Camden Professional Fire Fighters Association—Rick Van Assche, L2765 Benton—Ernie Coppock, Dennis Mitchell, L3007 Springdale—Floyd Haws, Travis Hodges, Jeff Johnson, L3718 Jonesboro—Ricky Cooper, L4680 Stuttgart Fire Fighters—Kevin Raper, L4708 Eureka Springs Fire Fighters—Billy Summers, L4756 Sherwood Fire Fighters Association—Thomas Golden

BRITISH COLUMBIA L0018 Vancouver—Eric Froese, Garth Wace, L0730 Victoria—Richard Long, Mike Schrank, L1183 District Of North Vancouver—Doug Beckett, Blair Murray, L1271 Surrey—David Bachand, Trevor Bonn, Jason Cairney, Russell Conway-Brown, Ben Dirksen, Andrew George, Lawrence Howlett, Sarah Hughan, Craig Leighton, Michael Macapagal, Steve Oliver-Trygg, L1372 Prince George—Lawrence Obst, L1763 Delta

Firefighters—Todd Roberts, Neil Shuster, L1782 Coquitlam—Guy Buglioni, L2399 Port Moody—Mark Blaxland, L4550 Township of Langley Professional Fire Fighters Association—Randy Hopkins

CALIFORNIA F0053 Edwards Air Force Base—Joseph Garcia, Phillip Remley, Edward Riggs, Raymond Turriaga, F0085 Federal Fire Fighters Association—Raymond Woolley, L0055 Oakland, Alameda County And Emeryville—Dan Darling, Geoffrey Hunter, Stephen Miguel, Troye Mowrer, Larry Sampson, L0112 Los Angeles City—Enrique Arana, Charles Augello, Dennis Baker, Gary Bradley, Armando Cuevas, John Dallas, Lawrence Fiori, Edward Gutierrez, Dane Jackson, Thomas Jaramillo, Bertram Jobsz, William Jones, Thomas Kennington, Bruce Liverpool, Gail Manning, Kenneth Meyer, Christopher Moffatt, Douglas Morgan, Duc Nguyen, Erick Nieves, David Nordquist, Gregory Pascolla, Michael Raden, Daniel Rodriguez, Francis Rodriguez, Joseph St. Georges, Craig Stromsoe, Roberto Tafoya, James Thompson, Rosa Tufts, Christopher Villavicencio, Vito Violante, Darnell Wade, L0145 San Diego—Todd Barry, Jeff Butler, Edward Cardenas, Douglas Hagan, Arthur Jackson, Harold LeMire, Maryann Liley, Kevin Lyon, Richard Miranda, Michael Nuanes, Tricia Pollett, Bruce Pollett, Thomas Ruckle, David Tucker, Patricia White, L0230 San Jose—Patrick Mulcahy, Michael Sperrer, Jacob Ware, L0456 Stockton—Matthew Duaine, L0522 Sacramento—Jeff Allen, Charles Angell, Jerry Apodaca, Charlton Atwood, C. John Barsdale, Masoud Barukzai, Eric Blackmun, Douglas Bruce, Anthony Foo, Richard Hiatt, Caprice Huguenot, Jon Hunter, Anthony Kastros, Ann Kempf, Shawn Kite, Koren Martinelli, Anthony Medina, Bart Meyer, Charles Nicholas, Michael Olcese, Craig Olson, Kevin Osen, Brennen Overstreet, Nancy Perkins, Jamie Poole, Carl Powell, Greg Redman, Mark Repetto, Scott Richardson, Forrest Rogell, Christopher Ruscia, Steven Salvestrin, Eric Sex, Tracey Valentine, Brett Waddell, Michael Walters, Aaron Webster, Mark Wellendorf, William White, Curt Wick, Jonathan Woo, L0525 Santa Barbara City—David Aguilar, Kevin Bryant, Jon Otsuki, L0689 Alameda—Kevin Williams, L0753 Fresno—Rudy Guadiana, Michael McGee, Daniel Perkins, Richard Pogue, Gregg Skaggs, L0776 Glendale—Michael Ellis, Cordel Harges, L0798 San Francisco—Mike Aguilar, Stuart Beach, Michael Bryant, John Cheung, Clyde Christobal, John Fogarty, Cristobal Guajardo, Ronald Johansen, Scott Kinkade, Harrison Kong, Norman Kwan, Stanley Perriatt, Daniel Romero, Eric Sadler, Melinda Talmadge, L0935 San Bernardino County—Shirley Allen, John Borowski, Tony Picciano, L1067 Riverside City—Patricia Mullen, Michael Reynaud, L1109 Santa Monica—Thomas Stanfill, L1186 Fire Fighters Local 1186—Chris Bartow, L1225 Lodi Professional Fire Fighters—Craig Copulos, L1270 Salinas—Thomas Houge, Jon Husted, Logan Lambert, Richard Lopez, Thomas Luczod, Gene Martin, Nathan Mitchell, Jason O’Neil, Jacquelina Pacelli, Frank Smythe, Theodore Sokotowski, Neil Svendsen, Phil Willsie, L1289 Modesto—Michael Shockey, L1401 Santa Rosa—Roy Keegan, Glenn Rampone, L1475

Coronado Fire Fighters Association—Scott Stepanof, L1699 Milpitas—Reggie Sutton, L1775 Marin Professional Fire Fighters—Yvette Blount, Jeff Davis, Robert Shubin, Tony Vitalie, L1909 Hayward—Earl Boles, L1934 Redding—Michael Gould, L2274 Rancho Cucamonga—Mike Jerkins, L2881 Cal Fire Local 2881—Morton Allen, Steven Diaz, Steve Lo, Jana Luis, Mark Martin, Michael Olivarria, Ricardo Rodriguez, Gregory Turbeville, L2899 Anaheim Fire Fighters Association—David Galaz, L3124 Napa City—Kevin Horn, L3354 Huntington Beach—Gary Finney, Darren Newton, L3355 Tracy City—Darryl Scott, L3540 Murrieta—Forest Hansen, Brion Nelsen, L3546 San Ramon Valley—David Bonnie, Steven Cochran, Paul Mast, Alex Ray, Jack Sheppard, L3631 Orange County Professional Fire Fighters Association—Randall Adamson, Fred Baca, Jay Bento, Chris Brown, David Cunningham, Cynthia Curiel, James Day, Karl Dieckman, Daniel Espinoza, Raymond Geagan, Joseph Gonzalez, John Hamilton, Donald Hays, Thomas Hoklotubbe, Richard Khoshaba, Steve Kircher, Charles Legg, Lance Low, Tim Merchant, Douglas Obermeier, David Talbert, Alan Wilkes, Frank Ybarra, L3654 Cathedral City—Brent Poist, L3682 El Segundo—Dina Carr, Mitchell Emerson, Mark Harrison, Carson James, Daren MacDonald, Mark Simpson, Samuel Tarango, Christopher Thomason, Joe Williams, L3707 Monterey—Bruce Meyer, L3730 Carlsbad—Glen Miller, Chris Robinson, Cynthia Wong, L3757 Corona Fire Fighters Association—Charles Apodaca, L3779 Solana Beach—Darin Kuite, L4409 Lake Valley Professional Fire Fighters Association—Chad Stephen, L4488 Lakeside Fire Fighters Association—Josh Wilson

COLORADO L0003 Pueblo—Robert Hudgens, L0005 Colorado Springs—Brian Keys, L0888 Greeley—Todd Walters, L0900 Boulder—Robert Aspey, Gary Connelly, L1309 West Metro Fire Fighters—William Maron, L3319 Pueblo Rural Fire District—Walter Williams, L3566 Loveland—Ronald Schroeder, Vance Stolz, L4138 Vail Fire & Emergency Services—David Eich

CONNECTICUT L0834 Bridgeport—Albert Diaz, Clayton Jurgens, Brian Koundry, Zygmunt Mysliwicz, Kevin Shevlin, David Simon, L0992 New Britain—George Bodycoat, Kenneth Dzioba, Brian Lizon, L1148 Meriden—Joseph Erff, Robert Gawel, Edward Hanlon, Clifford Monges, George Planeta, Andrew Tortorella, Richard Warriner, L1339 Waterbury—Randolph Blizzard, Gene Fappiano, Gregg Gyenizs, Mark Kowtko, Michael Wihbey, L1522 New London—Rocco Basilica, Jonathan Cooke, Roger Tompkins, Rodrick Ventura, L1579 Manchester—Michael Dillon, Lawrence Talbot, L2687 Hamden Professional Fire Fighters—Raffaele Difonzo, Kevin Shields

DISTRICT OF COLUMBIA L0036 Washington—Michael Best, Angelia Boddie, Victor Ceglie, Kenneth Crosswhite, Ramon Hounshell, Gary Morton, Marie Rosich-Capo, Victor Smith, Dane Smothers, Adrian Stokes, David Tinsley

FLORIDA L0122 Jacksonville Association Of Fire Fighters—Matthew Braasch, Carl Bradford, Darren Brown, Timothy Culpepper, Herbie Douglas, William Granger, Karl Hidalgo, Albert Kerber, Mark Keys, Alan Lambert, Raymond Lutzen, Kevin Mattox, Darcy McQuaig, Mark Pena, Tammi Reyes, James Smith, Steven Thornton, Richard Tuten, L0707 Pensacola Professional Fire Fighters—Richard Simmons, L0747 St. Petersburg Association Of Fire Fighters—Ronald Kidwell, L0754 Tampa—Jack

Attkisson, Stephen Croy, Roger Picard, **L0765 Fort Lauderdale**—Donnie Alexander, William Banks, Danielle Gustafson, Timothy Habig, Lori Veccia, **L1102 Hialeah Association Of Fire Fighters**—Jacinto Calderin, Alexander Gonzalez, **L1158 Clearwater Fire Fighters Association**—Greg Godwin, Thomas Jensen, **L1210 Coral Gables Professional Fire Fighters Association**—James Dolan, Carla Rossby, **L1365 Orlando Professional Fire Fighters**—Robert Boudreau, Robert Coschignano, Catherine Duprey, Shawn Greene, John McGrath, **L1377 Professional Fire Fighters & Paramedics Of Saint Lucie County**—Sarah Caldabaugh, Grady Christopher, Joel Cruzado, David DeFlorio, James Elizer, Derek Foxx, David French, Shelly Hamilton, Robert Johnson, Robin King, Debbie Knupp, Robert Ledbetter, Jeffery Lee, David Mele, Jack Merritt, Ralph Moody, Martha Newport, Kyle Stirrat, **L1403 Metropolitan Dade County Association Of Fire Fighters**—Arturo Alonso, Gary Fregeolle, Mario Gonzalez, Michael Hemmer, Thomas Kenney, Jorge Llerena, Michelle McCook, David Reardon, Jeffrey Roberts, Tony Tola, **L1424 Key West Fire Department**—Randy Charles, Daniel Galvan, Omar Garcia, Ronald Herrington, Wayne Owen, Steven Wells, **L1560 Fire Fighters Of Boca Raton**—Mario Eaton, Patrick Kelly, Michael Lucas, Mary Murphy, **L1826 Southwest Florida Professional Fire Fighters**—Edwin Campbell, Michelle Desjardin, Matthew Galewski, Charles Memoli, Paul Passaretti, Eddie Schreier, Robert Wall, **L1951 Melbourne Fire Fighters Association**—Clifford Roberts, Michael Stainton, **L2057 Orange County Fire Fighters Association**—Mike Comeau, William Dike, Steven Elliott, Kevin Flanagan, Richard Gunter, Ronald Korth, Than Nguyen, Brian Ontkos, Thomas Ping, Lucye Poole, Robert Reineke, Mark Smothers, Richard Zika, **L2117 Reedy Creek Professional Fire Fighters Association Local 2117 Inc.**—Kent Cartwright, Maxwell Cornell, William Konnerth, **L2135 Professional Fire Fighters Of Ocala**—Ronnie Williams, **L2157 Gainesville Professional Fire Fighters**—Mark Boals, Julie Butterfield, **L2174 Professional Fire Fighters Of Naples**—Daniel Crisp, Chad Haverkate, Steven Hunton, Joanne Lanzisera, **L2201 Indian River County Fire Fighter/Paramedic**—David Bishop, Dean Filippi, Jeffery Raynor, **L2271 New Smyrna Beach Professional Fire Fighters Association**—Brian Grace, **L2292 Professional Fire Fighters Of Pembroke Pines**—Judy Hernandez, **L2294 Hillsborough County Fire Fighters**—Joseph Chiellini, Christopher Frey, Franklin Hahn, Howard Knapp, Michael O'Brien, James Sutton, Eric Valdes, Blake Wilder, **L2297 North Collier Professional Fire Fighters and Paramedics Local 2297**—Albert Duffy, John Vosburgh, **L2339 Tallahassee Professional Fire Fighters**—Fulton Roberts, **L2546 Suncoast Professional Fire Fighters & Paramedics**—Walter Berninger, James Byrd, Bradley Courtney, Robert Daughtry, Dale Everhart, Craig Gerardi, Kevin Lemery, Jeffrey Parris, David Pinkham, Randolph Schultz, Marvin Shepard, Mark Tuttle, **L2680 Crestview Professional Fire Fighters Association**—Jeff Sory, **L2820 Professional Fire Fighters Of Miramar**—Chris Armstrong, **L2928 Professional Fire Fighters & Paramedics Of Palm Beach County**—Eddie Boswell, Scott Conley, Timmy Cozad, Michael Derby, Edwin Ehrke, Mark Geller, Donald Galin, Terry Higgs, David Lampman, Richard Vassalotti, **L2957 Professional Fire Fighters Of Leesburg**—Chris Creager, **L2959 Professional Fire Fighters and Paramedics of Martin County**—Elbert Davis, Hilton

McLaughlin, Scott Schlawiedt, **L2969 Brevard County Professional Fire Fighters**—Bob Furci, Jeff Krupinsky, **L3080 Metro-Broward Professional Fire Fighters**—Slade Bruce, Frank Cagan, Juan Gomez, Michael Gorman, Arthur Newell, Virgil Strickland, Samael Tejada, Kimberly Warrick, **L3163 Longwood Professional Fire Fighters Association**—Tim Byfield, **L3254 Seminole County Professional Fire Fighters Association**—Eric Borns, Tim Grenz, Mark Hall, Matthew Hool, Russell Kay, Susan LaFond, Donald McBryde, Lewis Nighwonger, Jeffrey Thomas, **L3499 Ormond Beach Fire Fighters Association**—Matthew Schubert, **L3516 South Walton Professional Fire Fighters Association**—Blake Griffiths, **L3529 Putnam County Fire and EMS Professionals**—Gregory Brown, **L3538 Lake Wales Professional Fire Fighters**—Michael Gamez, **L3570 Cocoa Beach**—Matthew Ericson, Michael Telesca, **L3760 Hernando County**—E. Scott Edmisten, Michael Sellitto, **L3852 Fire Rescue Professionals Of Alachua County**—T.C Bergman, Shane Crawford, **L3865 St. Johns County**—Peter Accorti, James Beckett, Richard Owen, Jeffrey Prevatt, **L4153 Saint Cloud**—Todd Hastings, **L4173 Lakeland**—Margaret Colson, Johnny Register, **L4321 Broward County**—Howard Noland, **L4350 Clermont Professional Fire Fighters**—Joseph Sawyer, **L4413 Professional Fire Fighters of Walton County**—Abbie Cook, **L4420 Pasco County Professional Fire Fighters**—Rusty Luter, Mack Moore, Victor Scheeren, Mark Spudie
GEORGIA F0107 Robins Professional Fire Fighters—Dan Paro, Terrance Tidwell, **L0134 Atlanta**—Keith Schumacher, **L2084 Thomasville Professional Fire Fighters Association**—Allen Powell, **L2563 Cobb Professional Fire Fighters**—Matt Babcock
HAWAII F0263 Federal Fire Fighters Of Hawaii—Edward Visitacion, **L1463 Hawaiian Islands**—Donald Awa, Benjamin Bland, Jesse Ebersole, David Fenton, Howard Hose, Amos Lonokailua-Hewett, Peter Napolitano, Eric Neuhart, Sean Sommers, John Steves
IDAHO L0149 Boise—Tom Gainor, Ronald Galindo, Kevin Gould, Steven Satterlee, Lance Sellers, Kendal Smith, Bruce Stewart, Mark Westerdoll, **L0187 Pocatello**—Jon Miller, **L0672 Boise Fire Chief Officer's**—Randy Howell, **L0804 Nampa**—John Lindberg, **L1565 Idaho Falls**—Michael Evans, **L1773 Lewiston**—Phillip Ashe, Steve Stocking, **L2856 Kootenai County Fire & Rescue**—Todd Amende
ILLINOIS L0002 Chicago—Gerald Barry, John Brannigan, Frank Brim, Patrick Broenneke, James Byrne, Antonio Calvillo, David Comiskey, Thomas Galvin, William Hetland, Paul Holzman, Victor Houston, Byron Jordan, Scott Kalis, John King, Mark Kolp, Kurt Nelson, Mica Padua, Juan Reyes, Tommy Richardson, James Sattler, Leonard Urbanski, William Vaci, Louis Wilkerson, **L0253 Granite City**—Jeff Joyce, **L0413 Rockford**—Michael Barnhart, Sileena Crawford, Joel Erickson, **L0471 Harvey**—Gary Pleckham, Michael Sink, **L0505 Decatur**—D. Mark Allen, **L0506 Berwyn**—Denis O'Halloran, **L0513 Kewanee**—Jeff Lane, **L0524 Pekin**—Kevin Lawrence, **L0618 Centralia**—Michael Calabrese, **L0711 Chicago Heights**—Christopher Bednarek, **L1236 Dekalb**—Timothy Stiker, **L1526 Franklin Park**—David Richter, Deborah Salaterski, **L1943 Dixon**—Andrew Brooks, **L2625 Collinsville**—Eric Schrage, **L2697 Park Ridge**—John Boeringa, Timothy Debs, Zivko Kuzmanovich, John Scott, **L2714 North**

Riverside—Russ Perez, **L2977 Marion**—Bruce Plumer, **L3005 Bolingbrook**—Scott Newton, **L3009 Lombard**—Timothy Hogan, **L3033 Skokie**—Peter Kravetz, **L3039 Oak Forest**—Jeff Matusik, **L3074 Alsip**—Tom Styczynski, **L3177 Buffalo Grove**—Mark Anderson, John Jason, **L3234 Downers Grove**—John Stoerber, **L3405 Oak Lawn**—Donald Mundo, **L3892 Libertyville Professional Fire Fighters**—Kevin Fisher, Jeffrey Schmidt, **L4092 Schaumburg**—John Brohan, **L4109 South Holland**—Ronald Swets, **L4186 Glenview**—Kerry Garman, Joseph Groeller, **L4235 Round Lake**—Dave White, **L4302 Naperville Professional Fire Fighters**—Karla Bellandi, **L4323 North Palos**—Donald Jernberg, **L4632 Deerfield Bannockburn Fire Fighters**—Andrew Hamilton, **L4646 Associated Fire Fighters of Oak Brook**—Ted Vassios, **L4684 East Dundee Professional Fire Fighters Association**—Mark Setzer, **L4727 Addison Professional Fire Fighters Union**—Joel Amier, **L4766 Fosterburg Professional Fire Fighters Association**—Michael Holtorf, **L4786 Mundelein Professional Fire Fighters**—Mike Dippel
INDIANA L0124 Fort Wayne—Steve Messerschmidt, Holly Volz, **L0357 Evansville**—Kurt Behme, Charles Hertzberger, Richard Howard, William Jackson, Jim Mastison, Larry Meriweather, James Morrow, Vernon Prather, Thad Robinson, **L0362 South Bend**—Mark James, **L0365 East Chicago**—Phillip Castillo, **L0416 Indianapolis**—Gregory Gates, Harry Morris, David Ward, Wayne Williams, Christopher Wilson, **L0676 Marion**—Ernest Courtney, Fred McMullen, Gary Wylie, **L0680 Huntington**—Timothy Albertson, Christopher Sunderman, **L0758 Terre Haute**—Daniel Curley, John Long, **L1348 Muncie**—Jeffery Benson, Stephen Curtis, Garry Faust, Jeffery Gibson, Daniel Ivy, Terry Lucas, Christopher Myers, Robert Scott, Steve Snyder, Michael Whited, **L1630 Clay Fire Fighters**—James Hummell, **L1722 New Castle**—Bill Sutherland, **L2190 Columbus**—Richard Chatham, Daniel Cleland, John Shoaf, **L4416 Hamilton County Professional Fire Fighters Union**—James Brown, **L4444 Carmel Professional Fire Fighters Union**—Kenneth Brant, Jeffrey Steele
IOWA L0004 Des Moines—George Antolik, Joseph Hogan, Troy Olson, Kenneth Parkins, Bruce Weber, Ralph Weber, Becky Ziesman, **L0007 Sioux City**—Allen Kinzie, Michael McClennen, **L0011 Cedar Rapids**—Todd Hagen, Steve Hildebrand, Donald Maas, Randy Macku, Frank Satariano, **L0017 Davenport**—Ron Stevenson, **L0608 Muscatine**—Rhonda Theobald, **L0625 Ames**—David Folkmann, Nicholas Lucchesi, **L3076 Red Oak**—Kevin Walford, **L3190 Bettendorf**—Curtis Conner, **L4127 Dallas County**—Daniel Lindsay
KANSAS L0064 Kansas City—Darren Pollock, Seth Toomay, **L0083 Topeka**—William Browne, Maurice Watson, **L0135 Wichita**—Mark Dewey, Dustin Nimz, Christopher Tice, Mike Wilson, **L1371 Johnson County Fire Districts 2 & 3**—Mark Schmeltz, Brian Spini, **L2542 Olathe Professional Fire Fighters**—Michael Huffman, **L4885 Professional Paramedics of Johnson County**—Alyssa Whim
KENTUCKY L0168 Paducah—Gil Alterburn, Gary Harris, Jason Leath, Michael Leneave, Eugenio Rosario, **L0345 Louisville**—Anthony Cameron, Christopher Cox, Edward Dunagan, Jacqueline Graviss, Paul Knop, Ron Madrick, Brian Meurer, William Phipps, Richard Roberts, James Rodgers, John Simpson, Thomas Stowers, Carl Thompson, **L0526 Lexington**—Shane Bishop, Ronald Bowman, Kristopher Branham, Matthew Haney, Mark Hawkins, Michael Rambo, James Smitson, **L1017 Frankfort Professional Fire Fighters**—Brad

Durr, **L3298 Prestonsburg**—Jason Holbrook, **L4587 Danville Professional Fire Fighters**—Scotty Caldwell

LOUISIANA L0514 Shreveport—Roderic Arterberry, Brian Patrick, Adrian Saldana, **L0540**

Alexandria—George Anders, Connie Baum, Allan Bernheisel, Bobby Brimer, Silton Metoyer, Ricky Nall, Graham Smith, **L0632 New Orleans**—Pete Castagnetta, Thomas Meagher, Rudolphe Toranto, **L1051 Bossier City**—Barry Monzingo, **L1468 Saint Bernard**—Joseph Dullary, **L1694 Ouachita Parish**—Todd Thompson, David Trichell, **L1798 Natchitoches**—Timothy Pulley, **L2361 Hammond**—David Atkins, Ivy McManus, Douglas Riggs, Terrance Stewart, Leo Tate, **L3704 Mandeville**—Joseph Burford, Douglas Daussin, **L4800 St. Tammany District 12 Fire Fighters Association**—Eric Rodick

MAINE L0740 Portland—Alan Bouchard, **L1476 South Portland**—David Barrett, **L1650**

Augusta—Thomas Freeman, **L2300 Saco**—Wayne Hanson, **L3894 Scarborough Professional Fire Fighters Association**—Robert Conlogue

MARYLAND F0121 National Capital Professional Federal Fire Fighters—Charles Duran, Howard Goldey, Jeffrey Hahn, Christopher Hammett, Claude Jordan, Bryan Ogilvie, Raymond Tatekawa, Thomas Trossbach, **F0271 National Institutes Of Health**—Chris Pyles, **L0734 Baltimore**—Jennifer Keyser, John Moser, Reginald Rice, Anthony Smith, **L1311 Baltimore County**—Steven Adelsberger, Dennis Long, Karen Meyers, Wayne Wagner, **L1563 Anne Arundel County**—Renny Grapes, **L1619 Prince George's County**—Richard Evans, **L1664**

Montgomery County—Michael Hamilton, **L1742**

Baltimore/Washington International Airport—John Hurley, Robert Reynolds, Robert Stower, **L2000 Howard County**—Brandon Coleman, John Johnston, James Joyce, Charles Ridgely, Joanne Rund, Thomas Shull, **L3666 Frederick County**—Kenneth Day, Seth Edwards, Edith Hughes Rinehart

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John Lowry, Carlos Meza, Brenton Moore, Barbara O’Neal, Stephen Schott, Christopher Sutherland, Lea Twidwell, Arthur Villarreal, Michael Young, **L0846 Temple Professional Fire Fighters**—D. Scott Hoelscher, Timothy Johnson, **L0883 Tyler**—Robert Moon, **L0906 Marshall Fire Fighters Association**—Mark Walker, **L0936 Corpus Christi**—Markus Benys, James Brown, Richard Dannevik, Dennis Fair, Gregory Gideon, George Hinojosa, Andrew Longoria, **L0970 Brownsville**—Omar Alegria, Larry Stambaugh, **L0972 Lubbock**—Brandon Bates, **L0975 Austin**—Rob Bredahl, Charles Coombs, Mark McCartney, Kimberly Roland, Craig Walker, **L1044 Abilene**—Mark Bland, Philip Chapman, Kelly Davis, Daniel Moore, B. J. Schulle, David Standard, Kenneth Stites, Steve Taylor, Lewis Washburn, Russell Watts, **L1204 Bryan**—William Bouse, **L1291 Denton**—Rory Ellison, **L1293 Garland**—Merrill Balanciere, Christopher Balanciere, Joseph Feil, **L1954 Richardson**—Dan Delgado, Frank Prigmore, **L2182 Carrollton**—Steven Heath, **L2602 McAllen**—Cesar Gomez, Jerardo Pena, **L2999 Duncanville**—John Clark, **L3178 Coppell**—Kelley Gelsthorpe, **L3293 Pampa Professional Fire Fighters**—Claud Scifres, **L3339 Nederland**—Paul Gallier, **L3358 Rowlett**—Smith White, **L3404 Harlingen**—William Adair, **L3587 Bedford**—David Brown, **L3599 Mansfield**—Stacy Ables, **L3606 Lewisville**—Phillip McGee, Tony Wright, **L3732 Frisco**—Brad Lane, **L3885 North Richland Hills**—Charles Goggans, Greg Lindsey, Troy Mars, **L3942 Seagoville Fire Fighter Association**—William Daugherty, **L4146**



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Stephenville—Robert Derrick, **L255 Sugar Land Professional Fire Fighters**—Matthew Gutierrez, **L4934 North Lake Travis Fire Fighters Association**—Lee Buckley, **L4964 Pearland Professional Fire Fighters**—Lee Atchison
UTAH **L0081 Salt Lake City**—Fred Anstee, J. Clair Baldwin, Cory Huffman, **L0552 Ogden**—Chris Maltby, **L0593 Provo**—Lindsay Peterson, **L3851 South Jordan**—Jeremy Allen, **L4821 Murray City Fire Fighters**—Joe Beard, Scott White
VERMONT **L2287 Montpelier Fire Fighters Association**—Dana Huoppi, **L2323 Rutland City Fire Fighters**—Micah Haven, **L3044 Burlington Fire Fighters Association**—Scott Kilpatrick
VIRGINIA **F0025 Tidewater Federal Fire Fighters**—Thomas Cartwright, Gerard McElroy, Timothy Pritchard, James Smellie, William Smith, **F0173 Fort Eustis**—Scott Bruce, **L0068 Norfolk**—Stephen Connally, **L1132 Roanoke**—Richard Flora, Kathryn Hodge, Daryl Songer, **L1568 Henrico County**—Howard Barker, Christopher Buehren, John Campo, Jeffery Sawulski, Kenny Schools, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Victoria Callow, Mark Guditus, Robert Konczal, Pamela Leins, Jeffrey Mongold, Kathleen Stanley, **L2449 Chesapeake**—Barry Bailey, **L2498 The York County/City of Williamsburg/City of Poquoson/James City County Fire Fi**—Edwin Draper, Joseph Rondeau, Clifton Taylor, **L2499 Bristol**—John Cornett, **L2532 Danville Professional Fire Fighters Association**—K. W. Guill, Barry Neal, Cody Phelps, **L2598 Prince William Professional**

Fire Fighters, Inc.—Robert Presgrave, Douglas Webb, **L2924 Virginia Beach Professional Fire Fighters**—Keith Arnold, **L3194 Roanoke County P.F.F. And Paramedics**—Daryl Burks, Steve Poff, **L3612 Colonial Heights**—Eric Gryder, **L3762 Fauquier County**—Kenneth Johnson
WASHINGTON **I0066 Boeing Fire Fighters**—Phillip Childs, Mabelle Flowers, **L0027 Seattle**—Dave Gwiazdon, Roy Mason, Gregory Maxwell, Roger Sargent, Thomas Taylor, **L0029 Spokane**—Linda Hendrix, Harley Leestma, **L0031 Tacoma**—Kevin Caillier, Andrew Cylkowski, James Duggan, David Elmer, Thomas Hardy, Scott Nicholson, **L0452 Vancouver Fire Fighters**—Jack Anderson, David James, **L0726 Pierce County Professional Fire Fighters**—James Glass, Calvin Hoge, Kendra Marroquin, Timothy Pierce, Henry Weber, Derek Williams, **L0876 Spokane Valley**—Richard Bruce, **L1296 Kennewick**—Nathan Rabe, **L1433 Pasco**—Tom Michel, Craig Patterson, **L1461 Burien**—Aaron Overland, **L1488 West Pierce Fire Fighters**—Eric Norton, Karl Roth, Mark Tinsley, **L1747 Kent**—Gregory Bolender, Cordell Council, John Madson, Kevin Nee, Phil Palady, Robert Rush, Brian Shore, Guy Thompson, **L1805 Clark County Fire District 6**—Michael Swanson, **L1828 South County Union Fire Fighters**—Scott Crane, Dan Olson, Edgar Wilson, **L1983 Mount Vernon**—Mark Malone, James Wietispach, **L2088 Tukwila**—Merle Brooks, James Brooks, Wesley Butler, Martin Grisham, James Schell, Jay Wittwer, **L2328 Toppenish**—Patrick Perrault, **L2394 Mason County Professional Fire Fighters**—Kellyann Gordon, **L2409 Tumwater**—Michael Pavlich, **L2459 Kenmore**

Professional Fire Fighters—Jim Harvey, Paul Schultz, **L2545 Kirkland**—Mike Dettmer, **L2829 Redmond**—Timothy Force, Thomas Norton, Timothy Wilson, **L2878 Eastside Fire & Rescue**—Don Bridenbaugh, Brian Busby, Ryan Thaut, **L2916 Professional Fire Fighters Of Spokane County Fire District 9 & 10**—Thomas Hedequist, **L3152 Key Peninsula**—Paul Bosch, **L3186 Mountain View Professional Fire Fighters**—Donald Goff
WEST VIRGINIA **L0317 Charleston**—Robert Lanham, Michael Robinson, Michael Shank, Richard Simmons, Robert Sloan, Wesley Smith
WISCONSIN **L0215 Milwaukee**—Brad Bennett, Michael Bilicki, Sean Duffey, Ronald Dzioba, Nathaniel Green, Robert Lewis, Ryan Shinn, Stephen Stricklin, Christopher Weaver, Carl Wempe, **L0311 Madison**—Andrew Brandl, Gail Campbell, Deborah Nikolaus, **L0400 Fond Du Lac**—Stephen Pieper, **L0423 Two Rivers Fire Fighters**—Randall Pinchard, **L0425 Wisconsin Rapids**—John Janssen, **L0487 Eau Claire**—Chris Dolen, Mark Humphrey, David Strassman, **L0583 Beloit**—Margaret Fallon-Polizzi, David Ferger, **L1072 Milwaukee County**—Jeffrey Birmingham, Kevin Erdmann, **L1440 North Shore**—Charlie Baldarotta, Marcus Looker, **L1923 Wauwatosa**—Martin Purpi, **L2025 West Bend**—Alan Hefter, **L4982 Door County Emergency Services**—Julie Williams, **L5026 Dells - Delton EMS**—Fayette Cunningham
WYOMING **L0279 Cheyenne**—Doug Keune



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Local	Name	Local Name	State	Local	Name	Local Name	State
F0088	Wayne Rexroat	Wright-Patterson Air Force Base	OH	L0022	Richard Johnston	Philadelphia	PA
F0246	Kenneth Best	Tobyhanna	PA	L0022	Walter Joly	Philadelphia	PA
L0002	Jarry Avants	Chicago	IL	L0022	Richard Jones	Philadelphia	PA
L0002	Gerald Barry	Chicago	IL	L0022	Roy Jones	Philadelphia	PA
L0002	Richard Boike	Chicago	IL	L0022	Andrew Kasper	Philadelphia	PA
L0002	William Brown	Chicago	IL	L0022	Thomas Kingston	Philadelphia	PA
L0002	Laurence Brueck	Chicago	IL	L0022	Raymond Krawczyk	Philadelphia	PA
L0002	Kenneth Cleeton	Chicago	IL	L0022	Earl Krienitz	Philadelphia	PA
L0002	Thomas Convey	Chicago	IL	L0022	Robert LaCovara	Philadelphia	PA
L0002	Richard Daly	Chicago	IL	L0022	Robert Lawler	Philadelphia	PA
L0002	William Dyra	Chicago	IL	L0022	Edward Linsley	Philadelphia	PA
L0002	Donald Ehlert	Chicago	IL	L0022	William MacDade	Philadelphia	PA
L0002	David Figueroa	Chicago	IL	L0022	Herbert MacWilliams	Philadelphia	PA
L0002	Frank Fisher	Chicago	IL	L0022	Eugene McCormick	Philadelphia	PA
L0002	James Fogarty	Chicago	IL	L0022	Dennis McDaniels	Philadelphia	PA
L0002	Edward Gurske	Chicago	IL	L0022	Michael McGrenehane	Philadelphia	PA
L0002	James Guswiler	Chicago	IL	L0022	Joseph McGrenehane	Philadelphia	PA
L0002	John Kelly	Chicago	IL	L0022	Raymond McKenzie	Philadelphia	PA
L0002	James Kinnebrew	Chicago	IL	L0022	Morgan Miller	Philadelphia	PA
L0002	Earl Larsen	Chicago	IL	L0022	Robert Miller	Philadelphia	PA
L0002	Richard Larsen	Chicago	IL	L0022	James Nelson	Philadelphia	PA
L0002	Thomas Majewski	Chicago	IL	L0022	Donald Nobel	Philadelphia	PA
L0002	Dennis Martus	Chicago	IL	L0022	Edward Nolan	Philadelphia	PA
L0002	Norman McCreane	Chicago	IL	L0022	Thomas O'Connor	Philadelphia	PA
L0002	Robert Mierdendorf	Chicago	IL	L0022	Leonard Oetzel	Philadelphia	PA
L0002	Patrick Mroczek	Chicago	IL	L0022	Bruce Padgett	Philadelphia	PA
L0002	John Nance	Chicago	IL	L0022	Robert Patrick	Philadelphia	PA
L0002	Dennis O'Shea	Chicago	IL	L0022	Phillip Pellechia	Philadelphia	PA
L0002	Sven Oak	Chicago	IL	L0022	William Power	Philadelphia	PA
L0002	George Olmsted	Chicago	IL	L0022	James Pulaski	Philadelphia	PA
L0002	Horst Petrat	Chicago	IL	L0022	Ernest Ragonesi	Philadelphia	PA
L0002	Richard Soso	Chicago	IL	L0022	Harry Salmund	Philadelphia	PA
L0002	Reginald Stroud	Chicago	IL	L0022	George Sauers	Philadelphia	PA
L0002	Hans Wanner	Chicago	IL	L0022	Phillip Sheridan	Philadelphia	PA
L0022	James Antonio	Philadelphia	PA	L0022	Claude Smith	Philadelphia	PA
L0022	Frank Armentani	Philadelphia	PA	L0022	Robert Smith	Philadelphia	PA
L0022	Morris Barr	Philadelphia	PA	L0022	Raymond Smith	Philadelphia	PA
L0022	William Bartley	Philadelphia	PA	L0022	Norman Sprouls	Philadelphia	PA
L0022	Edward Baysmore	Philadelphia	PA	L0022	Russell Stauffer	Philadelphia	PA
L0022	Luis Bermudez	Philadelphia	PA	L0022	Frederick Sweeney	Philadelphia	PA
L0022	Richard Boyd	Philadelphia	PA	L0022	Joseph Sweeney	Philadelphia	PA
L0022	Oscar Boyer	Philadelphia	PA	L0022	John Toland	Philadelphia	PA
L0022	John Brady	Philadelphia	PA	L0022	Joseph Tomlinson	Philadelphia	PA
L0022	Glenn Bromiley	Philadelphia	PA	L0022	Vincent Urbank	Philadelphia	PA
L0022	Benjamin Brookes	Philadelphia	PA	L0022	Alfred Ward	Philadelphia	PA
L0022	David Casper	Philadelphia	PA	L0022	William Weissman	Philadelphia	PA
L0022	Leonard Cassidy	Philadelphia	PA	L0022	John Willis	Philadelphia	PA
L0022	Harry Clark	Philadelphia	PA	L0022	John Wirth	Philadelphia	PA
L0022	Robert Craig	Philadelphia	PA	L0022	Harry Woodards	Philadelphia	PA
L0022	William Crowley	Philadelphia	PA	L0022	John Yurick	Philadelphia	PA
L0022	Michael Cybulski	Philadelphia	PA	L0036	Donald Capps	Washington	DC
L0022	David Darby	Philadelphia	PA	L0036	Bernard Jameson	Washington	DC
L0022	John Devenney	Philadelphia	PA	L0041	Ray Wood	Mason City	IA
L0022	Joseph Eisenlohr	Philadelphia	PA	L0042	William Aldridge, Jr.	Kansas City	MO
L0022	Emmanuel Evans	Philadelphia	PA	L0042	Louis Hansen	Kansas City	MO
L0022	Bernard Farley	Philadelphia	PA	L0042	Harland O'Rear	Kansas City	MO
L0022	John Ferguson	Philadelphia	PA	L0042	Donald Riley	Kansas City	MO
L0022	Clarence Fischer	Philadelphia	PA	L0049	Charles Harris	Bloomington	IL
L0022	Michael Follmer	Philadelphia	PA	L0058	Lloyd Moseley	Dallas	TX
L0022	Thomas Fowler	Philadelphia	PA	L0112	Richard Tucker	Los Angeles City	CA
L0022	Leroy Gallus	Philadelphia	PA	L0122	Richard Hunt	Jacksonville Association Of Fire Fighters	FL
L0022	Waldo Gentry	Philadelphia	PA	L0122	Richard Johnson	Jacksonville Association Of Fire Fighters	FL
L0022	Martin Griffin	Philadelphia	PA	L0124	Donald Edwards	Fort Wayne	IN
L0022	Michael Halpin	Philadelphia	PA	L0124	Charles Graf	Fort Wayne	IN
L0022	James Henry	Philadelphia	PA	L0124	Eugene Snouffer	Fort Wayne	IN
L0022	Stephen Howard	Philadelphia	PA	L0136	Richard Fitzpatrick	Dayton	OH

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In Memoriam of Those Who Have Served

Local	Name	Local Name	State	Local	Name	Local Name	State
L0140	James Clouse	Nashville	TN	L0867	John Walker	Winnipeg	MB
L0140	Michael Erdelyan	Nashville	TN	L0888	Steve Kuzik	Greeley	CO
L0140	Joe Kane	Nashville	TN	L0904	Scott Low	Casper	WY
L0157	Marvin Mouse	Oklahoma City	OK	L0964	Michael Annarelli	Baltimore Fire Officers Association	MD
L0157	Ernest Smith	Oklahoma City	OK	L0964	Martin Catterton	Baltimore Fire Officers Association	MD
L0176	Ryan Phillips	Tulsa	OK	L0964	Charles Cornell	Baltimore Fire Officers Association	MD
L0209	Kevin Foy	Edmonton Fire Fighters Union	AB	L0964	Peter O'Connor	Baltimore Fire Officers Association	MD
L0209	Phil Frigon	Edmonton Fire Fighters Union	AB	L0972	Kurt Kitten	Lubbock	TX
L0209	Willy Lasky	Edmonton Fire Fighters Union	AB	L1044	Michael Degering	Abilene	TX
L0209	Ted Levitt	Edmonton Fire Fighters Union	AB	L1271	James Bale	Surrey	BC
L0209	Dennis Sager	Edmonton Fire Fighters Union	AB	L1271	William McNamara	Surrey	BC
L0215	Russell Ewert	Milwaukee	WI	L1348	Bill Brand	Muncie	IN
L0215	Frederick Kohlhapp	Milwaukee	WI	L1348	Jack Carnes	Muncie	IN
L0215	Ralph Lehn	Milwaukee	WI	L1348	Richard DeWitt	Muncie	IN
L0215	Ray Schmitt	Milwaukee	WI	L1348	George Horning	Muncie	IN
L0215	Robert Sullivan	Milwaukee	WI	L1348	Dan Knox	Muncie	IN
L0288	Murray Patterson	Hamilton	ON	L1348	Jack Schaubut	Muncie	IN
L0291	Arthur Bevinger	Lancaster	OH	L1363	Victor Lusignan	Cranston	RI
L0311	Todd Mahoney	Madison	WI	L1363	Jeremy Wall	Cranston	RI
L0311	Rich Mccann	Madison	WI	L1400	Thomas Groch	Chester	PA
L0345	Lawrence Graves	Louisville	KY	L1400	Eugene Maysky	Chester	PA
L0357	Robert Doerr	Evansville	IN	L1403	John Biller	Metropolitan Dade County Association Of Fire Fighters	FL
L0357	Brian Owen	Evansville	IN	L1403	Jimmie Boone	Metropolitan Dade County Association Of Fire Fighters	FL
L0357	James Pauli	Evansville	IN	L1403	William Branagan	Metropolitan Dade County Association Of Fire Fighters	FL
L0416	Bradely Armstrong	Indianapolis	IN	L1403	Michael Goad	Metropolitan Dade County Association Of Fire Fighters	FL
L0416	Charles Cox	Indianapolis	IN	L1403	Daniel Waters	Metropolitan Dade County Association Of Fire Fighters	FL
L0416	Michael Estridge	Indianapolis	IN	L1424	Donald Williams	Key West Fire Department	FL
L0416	John Fuller	Indianapolis	IN	L1463	Milton Aiu	Hawaiian Islands	HI
L0416	Jay Meimberg	Indianapolis	IN	L1463	Herman Kalahiki	Hawaiian Islands	HI
L0416	Donald Meyers	Indianapolis	IN	L1463	David Mahon	Hawaiian Islands	HI
L0416	Patrick Nix	Indianapolis	IN	L1463	Thomas Schoenbeck	Hawaiian Islands	HI
L0416	Daniel O'Connell	Indianapolis	IN	L1526	Robert Hjellum	Franklin Park	IL
L0416	F. Pierce	Indianapolis	IN	L1563	John Hoy	Anne Arundel County	MD
L0416	Ronald Porter	Indianapolis	IN	L1590	Robert Lloyd	Wilmington	DE
L0416	Marklin Scott	Indianapolis	IN	L1590	Otto Schmid	Wilmington	DE
L0416	Charles Thompson	Indianapolis	IN	L1590	William Walton	Wilmington	DE
L0452	Wayne Longfield	Vancouver Fire Fighters	WA	L1595	John Hamm	Vaughan Professional Fire Fighters	ON
L0455	Wesley Orr	Windsor Professional Fire Fighters	ON	L1650	Howard Lynton	Augusta	ME
L0484	Robert Trzebiatowski	Stevens Point	WI	L1689	Daniel Lyton	Fremont	CA
L0522	Vern McCarthy	Sacramento	CA	L1742	Andres Ben	Baltimore/Washington International Airport	MD
L0627	William Ulrich	York	PA	L1742	Robert Scott	Baltimore/Washington International Airport	MD
L0632	William Bruner	New Orleans	LA	L1784	James Bacon	Memphis	TN
L0632	David Delyea	New Orleans	LA	L1784	Bobby Crisel	Memphis	TN
L0632	Kenneth Perdue	New Orleans	LA	L1784	Robert Kamerzink	Memphis	TN
L0632	Scott Reinecke	New Orleans	LA	L1784	Curtis Taylor	Memphis	TN
L0632	John Sparacello	New Orleans	LA	L1784	Lance Terwilleger	Memphis	TN
L0682	R. Harlow Bennett	Winston-Salem Professional Fire Fighters	NC	L1784	John Todd	Memphis	TN
L0718	Robert Barnes	Boston	MA	L1908	Donald Ashley	Clark County	NV
L0718	James Carter	Boston	MA	L1908	Kelly McNamara	Clark County	NV
L0718	Christopher Connolly	Boston	MA	L2157	Sharron Jones	Gainesville Professional Fire Fighters	FL
L0718	Stephen Daly	Boston	MA	L2157	Thomas Lewis	Gainesville Professional Fire Fighters	FL
L0718	Carl Johnson	Boston	MA	L2157	Curtis Sheppard	Gainesville Professional Fire Fighters	FL
L0718	Francis Maher	Boston	MA	L2194	Rinaldo Bernadone	Southbridge	MA
L0718	David Mendes	Boston	MA	L2345	Samuel Murray	Myrtle Beach Professional Fire Fighters Association	SC
L0718	Edward Neff	Boston	MA	L2915	James Brown	Windham	NH
L0718	Daniel Patterson	Boston	MA	L2956	Malcolm Macdougall	Lake Mohegan	NY
L0718	Robert Rumsis	Boston	MA	L2977	Frank McCree	Marion	IL
L0718	Theodore Weiner	Boston	MA	L3128	Valentin Ramos	Fitchburg	MA
L0718	John Whalen	Boston	MA	L3290	Daniel Kauppi	Gautier	MS
L0734	Samuel Hicks	Baltimore	MD	L3351	Jeffrey Stewart	Denham Springs	LA
L0734	Edward Shreve	Baltimore	MD	L3531	Conner Kuschel	Polk County Professional Fire Fighters	FL
L0734	Franklin Willis	Baltimore	MD	L3573	Nathan Van Briesen	United Sun Cities Fire Fighters	AZ
L0742	George Strom	Evanston	IL	L3885	Kevin Moore	North Richland Hills	TX
L0747	John King	St. Petersburg Association Of Fire Fighters	FL	L4940	Robert Shubert	Murrells Inlet Garden City Professional Fire Fighters Association	SC
L0758	Elisha Hamblen	Terre Haute	IN				
L0867	Bernie Bartmanovich	Winnipeg	MB				
L0867	Barry McVeigh	Winnipeg	MB				

LAST ALARM

We Honor Those Who Lost Their Lives in the Line of Duty



L0798	Terry W. Smerdel	San Francisco, CA	09/19/1977	L2449	Heather J. Callahan	Chesapeake, VA	05/18/2019
L2546	Charlie Allison	Suncoast Professional Fire Fighters & Paramedics, FL	12/15/1995	L0493	Brian Beck, Jr.	Phoenix, AZ	05/19/2019
L2546	Anthony Brusco	Suncoast Professional Fire Fighters & Paramedics, FL	05/18/1997	L0149	Charles Ruffing	Boise, ID	05/21/2019
L2546	Bruce A. Campbell	Suncoast Professional Fire Fighters & Paramedics, FL	07/18/1999	L0440	Keven Teague	Fort Worth, TX	05/24/2019
L2546	Richard A. Brenner	Suncoast Professional Fire Fighters & Paramedics, FL	12/09/2006	L2881	James A. Buckley	Cal Fire - Sacramento, CA	06/01/2019
L2546	Walter Tarlowski	Suncoast Professional Fire Fighters & Paramedics, FL	06/10/2010	L2172	Thomas F. Kenney	Hyannis, MA	06/05/2019
L2546	Deborah A. Schuster	Suncoast Professional Fire Fighters & Paramedics, FL	05/05/2012	L0323	Ken J. Kinney	Burnaby, BC	06/07/2019
L0279	Terry P. Cassel	Cheyenne, WY	03/30/2013	L1077	Marty Osborne	Claremore, OK	06/07/2019
F0025	Mark A. Shultz	Tidewater, VA	12/11/2013	L2881	Stacy A. Hamilton	Cal Fire - Sacramento, CA	06/08/2019
L1364	John W. Spiker	Ventura County, CA	12/20/2013	L2665	Chris Moore	Professional Fire Fighters of Eastern Missouri	06/08/2019
L0157	Jeffrey White	Oklahoma City, OK	12/26/2017	L0385	Jeremy Knott	Omaha, NE	06/12/2019
L2546	William C. Donaldson	Suncoast Professional Fire Fighters & Paramedics, FL	04/17/2018	L0038	Dale Allen Brown	Covington, KY	06/21/2019
L1364	Reuben Murrieta	Ventura County, CA	10/12/2018	L3556	Branden Hustrei	El Dorado County, CA	06/28/2019
L0593	Wane Oviatt	Provo, UT	10/21/2018	L1271	William J. Robertson	Surrey, BC	06/30/2019
L0142	Brian Carter	London, ON	11/21/2018	L3007	Dean W. Loos	Springdale, AR	07/01/2019
L0460	Kenneth E. Porteous	Brantford, ON	01/02/2019	L2400	Brian Dickson	San Mateo County, CA	07/07/2019
L1552	Art McGlynn	Burlington, ON	03/03/2019	L0737	Daryl Lynn Pace	Ithaca, NY	07/08/2019
L0094	Christopher Slutman	New York, NY	04/08/2019	L0771	Daniel P. Finnigan	Saint John, NB	07/10/2019
L3816	Trever A. Murphy	Orange Township, OH	04/12/2019	L0964	Lawrence H. Goldberg	Baltimore, MD	07/11/2019
L2455	Erik T.S. Kreppein	Slidell, LA	04/24/2019	L1876	Thomas M. Szpila	Easthampton, MA	07/16/2019
L0018	Ronald Renville	Vancouver, BC	05/04/2019	L0718	LeRoi Rodriguez	Boston, MA	07/16/2019
L4321	Steven K. Anascavage, Sr.	Broward County, FL	05/05/2019	L1009	John R. Kennedy	Worcester, MA	07/20/2019
L4147	Chris Askew	Westlake, TX	05/12/2019	L1249	Jeff Stroble	Rosewell, NM	07/21/2019
L0257	Mitchell F. Lundgaard	Appleton, WI	05/15/2019	L0134	Gregory Wise	Atlanta, GA	07/22/2019
				L2881	Yaroslav I. Katkov	Cal Fire - Sacramento, CA	07/29/2019
				L0362	David Koehler	South Bend, IN	08/07/2019
				L0068	David Hughes	Norfolk, VA	08/14/2019

NOTE: Children of IAFF members killed in the line of duty are eligible to receive the W.H. "Howie" McClennan scholarship, which provides financial assistance to attend a university accredited college or other institution of higher learning. For more information contact the IAFF Department of Education at (202) 824-1533.

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F1294 - **\$26.25**



OCTOBER IS BREAST CANCER AWARENESS MONTH



PINK BREAST CANCER AWARENESS T

IAFF Breast Cancer ribbon logo on left chest. 100% cotton, unisex style.

F1067 - **\$16.75**

IAFF LOCALS

Visit us online for an exclusive offer for custom printed IAFF Affiliate Breast Cancer Awareness T-Shirts



STAINLESS COCKTAIL SHAKER

Off Duty design engraved on front of this stainless steel, single serve shaker with strainer. Gift boxed.

F828 - **\$26.00**

STEMLESS MARTINI GLASSES

Contemporary 8 oz. glasses printed with Off Duty design in dark gray. Set of 2.

F829 - **\$19.25**



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