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FIRE FIGHTER

INTERNATIONAL



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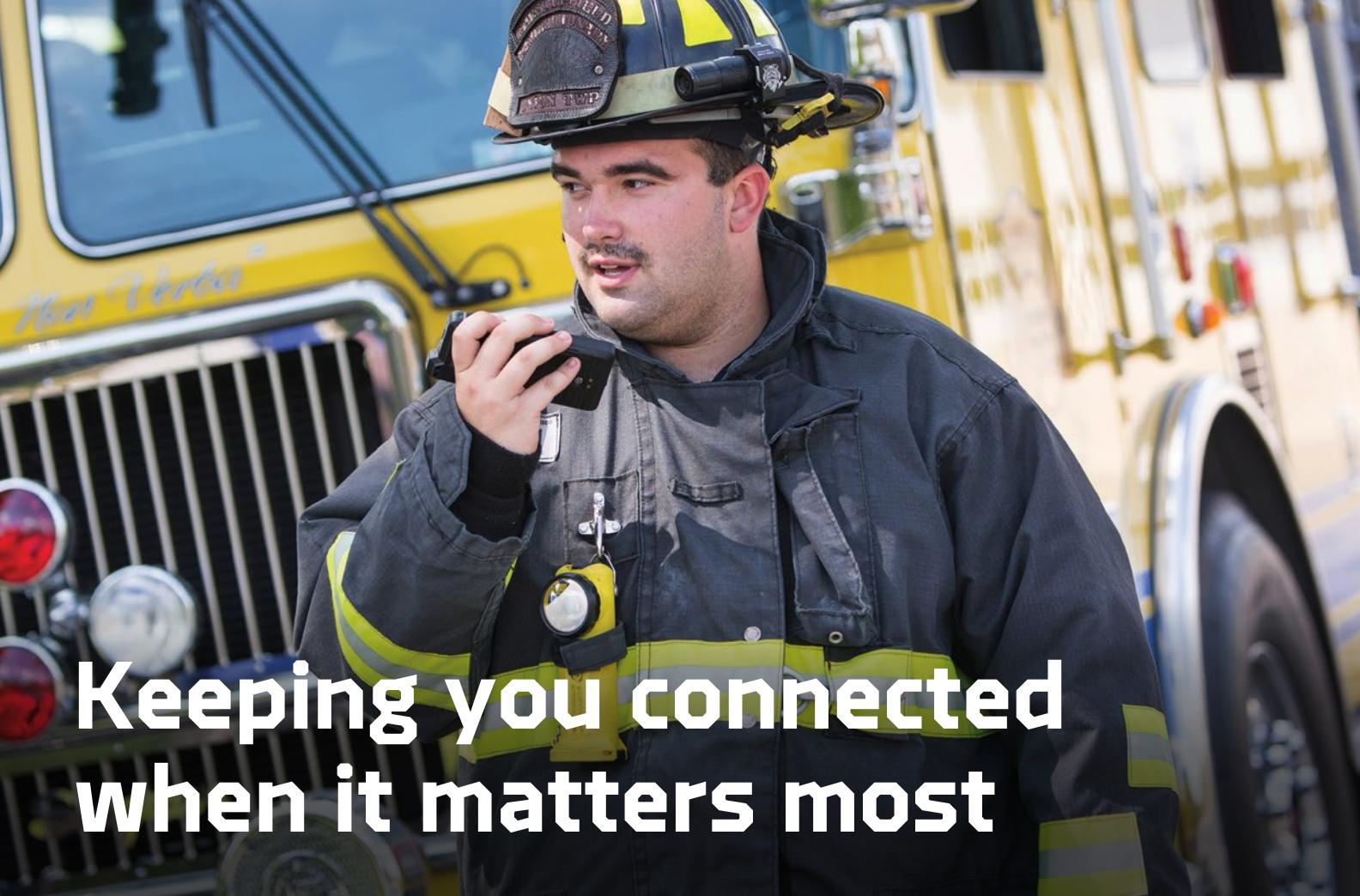
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‘Wherever the Fight Is’

Fifty years after the American Revolution was won, another fight was brewing in Boston.

Skilled workers gathered at Boston’s Faneuil Hall on July 4, 1834 to announce they were joining the General Trades’ Union. The GTU had formed a year earlier when workers took notice of local carpenters striking for better pay. Their collective action and demand for better pay ultimately landed them \$2 a day. Soon, workers realized the surest way to improve their professional lives was through organizing.

Though short-lived – the “Panic of 1837” saw many workers laid off and their unions fold – the GTU (and its successor, the National Trades’ Union) set a precedent for uniting working people. It’s an example we follow today and a righteous battle we are still fighting.

Later this summer, sister and brother members from across our two countries, and representing all corners of the IAFF, will come together in Boston for the IAFF’s 57th biennial convention. Our theme – **Wherever the Fight Is** – embodies the early spirit of our forebears and perfectly represents the mission of the International Association of Fire Fighters. No matter who needs help, no matter who’s in trouble, we show up. It’s our sworn oath as fire fighters, rescue workers, and union leaders.

The IAFF continues to demand a seat at any table that decides our health and safety, the terms and conditions of our work, and our ability to retire with dignity. We’ve done it since 1918, and we’re not letting up.

My grandfather came on the job in the ’30s, before Boston had a fire fighters’ union. They called his firehouse “The Dump,” and for good reason. He broke his leg when part of that building collapsed. Back then, when you got hurt, you didn’t work, and if you didn’t work, you didn’t get paid. It was that simple. His brother fire fighters – soon to be his brother union members – gave up their days off for the next year so my grandfather could keep food on the table.

We’ve come a long way since then, but we’re still fighting for what is right and what is fair. And it takes all of us. Look no further than our brothers and sisters in IAFF Local I-66, which represents the 125 fire fighters and emergency medical workers protecting the Boeing Company’s facilities in Washington State. Boeing is a multi-billion-dollar corporate behemoth, yet our members were being paid almost 30 percent less than fire fighters in nearby departments. It also took them 14 years to reach top pay, a threshold only about a quarter ever reached, as members sought better-paying jobs elsewhere. When their contract expired in March, Local I-66 asked its employer for a raise and an improved focus on safety. Boeing responded by locking them out.

I-66 fire fighters showed what it means to fight, walking 24/7 picket lines outside six Boeing plants. Political allies chimed in during the nearly month-long lockout, encouraging Boeing to get back to the table. On social media, President Joe Biden wrote about

the importance of collective bargaining and told the company to give fire fighters “the pay and benefits they deserve.”

This union goes wherever the fight is – literally and figuratively. The GST and I flew to Renton, Wash., to walk the line with our brothers and sisters. IAFF staff and members, AFL-CIO President Liz Shuler, and others rallied outside Boeing’s Arlington, Va., headquarters.

Rail workers in SMART Locals 324 and 556 refused to cross the picket lines, keeping their trains parked outside Boeing’s factories. Leadership from the Teamsters and the International Federation of Professional and Technical Engineers wrote to Boeing executives to voice their support. The Transportation Trades Department and the Washington State Labor Council had I-66’s back. So did the pilots and flight attendants, the machinists, electrical workers, the operating and professional engineers, longshore and warehouse workers, and UAW members. Every union locked arms with the IAFF. The message was clear: working people stand together. At the end of the day, that’s why we fight. Our issues are community issues. Without expert fire and EMS professionals, the communities where we live and work are less safe.

Local I-66 never backed down in its battle with Boeing, and as May came to a close, our brothers and sisters ratified a contract that better recognized their worth.

Anything worth having is worth fighting for. Every piece of gear that protects us, every benefit we enjoy, is the result of IAFF members choosing to raise their voice and stand on their feet – not live on their knees.

In tackling cancer in the fire service, I’ve said we will take the fight wherever it leads – from Main Street to Wall Street, from the board room to the courtroom. That’s who we are. We don’t lay down. We don’t give up. We will be there – we will fight – and we will overcome whatever challenges or roadblocks are put in front of us.

Our 57th Convention is not only a reminder of where this union has been; it’s a guide for where we are going: **Wherever the Fight Is.**

I’ll see you in Boston.

BE YOU. BE STRONG. BE FIRE FIGHTERS.



Edward A. Kelly
General President



Kelly and Lima walk the line in Renton.

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A financially strong union is a powerful union

April 9, 2024, marked my third year as your IAFF General Secretary-Treasurer. Looking back, we have accomplished great things as we continue working to achieve transparency and accountability through simplicity with the finances of our Union. While some of these accomplishments may not be the most noticeable or sound like a big deal, they all help create the kind of fiscal responsibility that our members expect and deserve. The Office of the GST does more than simply collect dues and write checks. We hold people accountable, enforce financial policies, govern spending, and provide checks and balances that provide solid fiduciary oversight of our union's fiscal health.

We have produced balanced budgets every year since taking office. Our overall assets are up, while our overall liabilities are down. Those simple facts allow the IAFF to continue providing the top-notch services and programs that protect our profession and allow us to stand up and fight on behalf of 346,000 members. That is the result of many contributing factors that we have prioritized since taking office in 2021.

One of the biggest items that we accomplished was resetting our pension plans for our IAFF managers and employees, which has never been done before. These modest adjustments were made so that they had a minimal impact on our future staff with a maximum effect on reducing costs and liabilities prospectively. A few examples are simply reconfiguring the COLA of future retirees to match the Consumer Price Index, returning to a normal retirement age of 65 (from 64), and taking the early retirement age from 53 to 58, the IAFF will reduce our overall liability by \$75 million over the next 25–30 years. We also established a new process for pension applications when an employee retires that requires the pension plan trustees to approve the pension, along with our actuary and pension attorney affirmation. A simple pension application and this type of oversight were previously lacking from the plans. This process helps us stop improper pensions from commencing that could have severe consequences for the pension plans.

Enforcing tighter credit card reconciliation policies, personally reviewing approximately 950 to 1,000 checks and electronic payments and making our bank statements viewable for the entire Executive Board are other examples of the work that we have done to better educate the Executive Board on the IAFF's finances while also managing the books of our Union better. With the approval and input of the Executive Board, we also instituted a long overdue IAFF procurement policy to make sure that the materials and services being purchased with our members' money were done in a process that is both transparent and above board.

Looking at all our programs with an eye toward eliminating inefficiencies and waste resulted in the streamlining of our Local

Union Bonding program. We were able to identify areas where we were paying bonding insurance premiums on Locals that had dissolved or amalgamated with other Locals. This is the kind of

Congratulations and thank you to my friend and fellow Los Angeles City Local 112 Brother Andy Ruiz on his retirement as IAFF Fire Ground Survival Lead Instructor. No doubt Andy's dedication and passion have saved the lives of members across the IAFF. Thank you, Brother Ruiz.



watchdog mentality that your Office of the GST has adopted.

Outside financial professionals are also recognizing our efforts. For the first time in eight years, the IAFF was given a clean financial audit (the highest rating possible) for Fiscal Year (FY) 2022 and another clean financial audit again for FY2023. In fact, for FY2023, our independent auditors (hired by the Board of Trustees through an extensive RFP process) found no material weaknesses or significant deficiencies. They recognized the results-driven hard work that is being done by the Offices of the General President, General Secretary-Treasurer, and the District Vice Presidents.

That attitude of fiscal responsibility is most evident in the increase of our IAFF Reserve Fund. This fund is important so that our International Union is able to meet unforeseen issues and meet any challenge that we may face. Convention delegates in 2018 set a goal of having four to six months of operating costs in the reserve fund. When we took office in 2021, we had around \$4 million dollars in reserves. Now, three years later (without raising dues for reserves), we have built our reserve account to \$18 million through good fiscal management while also making tough decisions about spending. That brings us to close to 77% of the four-month goal, up from just 20% of that goal when we took office. It also represents an impressive 450% increase in our reserve funds overall.

Our efforts to build accountability do not stop at the International level. We are also focusing on ensuring that our Locals build that same level of trust with their members. By helping Local affiliates maintain their tax-exempt status, file annual financial audit reports with the Office of the GST, and implement stronger policies and best practices, we are achieving the goal of creating stronger financial health for all of our Locals, state and provincial associations. When we took office, only 3 percent of Locals turned in their Local financial audits, we are now near 50 percent compliance. Tremendous progress.

Our team has also created a program to assist Locals if they are involved in theft or embezzlement. We know that having certain professionals guide our Local leadership through discovery and reporting to the proper authorities makes this unfortunate situation easier to navigate.

Not only are your IAFF's finances stronger, they have also never been as transparent as they are today. Remember, a union cannot fight on behalf of its members if its financial house is not in order. Thanks to the decisions made over the last three years by your Executive Board and the partnership between the Offices of the General President and General Secretary-Treasurer, our IAFF is ready for any fight that comes our way.

SI SE PUEDE!

In solidarity,

Frank V. Lima
General Secretary-Treasurer



FRONTLINES

OSHA SEEKS COMMENTS ON PROPOSED EMERGENCY RESPONSE STANDARD

The Occupational Safety and Health Administration (OSHA) is proposing an update to workplace protections for fire fighters and other emergency service personnel, marking the first significant revision in over 40 years.

In an email to affiliate leaders, General President Edward Kelly said the changes – which the IAFF has tirelessly lobbied for – “have the potential to reshape fire fighter safety and save the lives of IAFF members by officially acknowledging basic industry standards.”

“Our job will never stop being dangerous, but there are steps we can take to make it safer,” Kelly said. “This update is long overdue, and the Biden administration agrees.”

The proposed standard seeks to update the Fire Brigades Standard, enacted in 1980, and rename it the Emergency Response Standard.

It calls for changes in all aspects of emergency response, including staffing, training, apparatus readiness, and protective clothing and equipment. Additionally, it will require employers to obtain baseline medical screenings for all emergency responders and requires access to behavioral health resources.

“Let me be clear, our IAFF will never support a policy that jeopardizes fire fighters’ jobs,” said Kelly. “Every day, the IAFF fights to make our jobs as safe and dignified as possible, and we will fight to ensure this proposal is a floor for our safety and nothing more.”

OSHA’s public comment period is now open, and the IAFF is encouraging leaders to submit their comments before the July 22, 2024 deadline.

Recognizing that there is no one-size-fits-all approach, the OSHA proposal requires employers to work with employees to design safety plans that make sense for each community and fire department.

Read the full proposal [here](#).



IAFF LEADERS APPOINTED TO KEY ROLES ON CPSE COMMISSIONS

The Center for Public Safety Excellence (CPSE) announced the selection of IAFF Assistant to the General President for Training, Education, & Grants Administration Dr. Joshua Smith, Ph.D., CFO, as the Labor Representative on its Commission on Professional Credentialing (CPC).

“Credentialing is a vital aspect of the fire service, and the Commission on Professional Credentialing stands out as the industry leader,” said Smith. “Representing labor in this capacity is a true honor for me.”

Smith, a retired chief fire officer, brings over 20 years of experience in emergency services and adult education. He joined the IAFF’s staff in 2022.

“Josh is the only labor representative on the CPC commission, and his presence is necessary for advocating for labor interests and shaping the policies that govern the certification process,” said Thomas Breyer, IAFF’s Assistant to the General President for Technical Assistance & Information Resources.

The CPC consists of 12 members representing a range of fire and emergency services, including career, combination, volunteer, and Department of Defense fire departments, along with city and county management, and labor.

At the IAFF’s 56th Convention in Ottawa, Resolution 29 was adopted, emphasizing the importance of increasing the IAFF’s representation on the CPSE board and commissions.

“As more departments become accredited by the Commission of Fire Accreditation International (CFAI) and individual certifications through CPC, it is clear that the results of these

two processes involve our members’ conditions of work,” Breyer said.

“Including labor representatives is crucial to address the interests of fire service professionals in policy and standards development.”

In addition to Smith’s appointment, James Mitchell, president of Carmel, IN Local 4444 and 5th District Vice President of the Professional Fire Fighters Union of Indiana, along with Dave Coker, president of Greensboro, NC Local 947, have also been appointed as new labor representatives on the CFAI. Mitchell represents an agency serving fewer than 100,000 people, while Coker represents agencies serving populations over 100,000.

“As an IAFF appointee to the commission representing departments with a population under 100,000, I look forward to bringing my labor perspective and experience to the commission and sharing how labor involvement in the process plays a significant role in a department’s efforts of self-assessment and continuous improvement,” said Mitchell.

“I’m exceptionally excited and humbled to be appointed to the CPSE Accreditation Board,” said Coker. “It is critically important that labor have a voice in the accreditation process and hearings. We cannot have a serious discussion about continual improvement without the inclusion of labor.”

The CFAI accredits fire departments and emergency services with a 13-member board from various sectors, including fire departments, city and county management, labor, standards, and the U.S. Department of Defense.

“We pushed for CPSE to truly embrace diversity, equity, and inclusion (DEI) by considering all classifications, income levels, and other factors,” said Breyer. “Initially, we had one seat and were outnumbered, so we fought for more labor seats. This expansion is a major win, giving us more influence and seats at the table.”

IAFF SUPPORTS NEW RULE ADDRESSING TRAIN CREW SIZE REQUIREMENTS

U.S. Department of Transportation (USDOT) Secretary Pete Buttigieg announced a new rule mandating the presence of a second crewmember on all trains to enhance safety protocols.

"Common sense tells us that large freight trains, some of which can be over three miles long, should have at least two crew members on board – and now there's a federal regulation in place to ensure trains are safely staffed," said Buttigieg.

The finalized rule sets minimum standards and federal oversight, with the Federal Railroad Administration (FRA) considering over 13,500 written comments and testimonies from communities and railroad workers during its development.

"The volume of comments from rail workers and their families, as well as comments from the general public impacted by long trains and other issues, raised legitimate safety concerns that railroads, on their own, have not been able to adequately

address," said FRA Administrator Amit Bose.

Washington, DC, IAFF Local 36 President David Hoagland, who introduced Buttigieg at the event, highlighted the administration's focus on the safety of fire fighters responding to emergencies.

"Trains are essential to our national economy and provide critical freight and passenger transportation in all 50 states, but they can also pose a severe hazard when they are understaffed and poorly prepared for emergencies. Quick decisions during emergencies depend on crew presence," Hoagland said. "Crews provide crucial cargo info and identify issues to responders, and this rule enhances safety for all."

The push for enhanced rail safety, prompted by multiple train derailments such as the 53-car derailment in East Palestine, Ohio, in early 2023, led Buttigieg to advocate for immediate action.

Since the East Palestine derailment, over 1,500 derailments have occurred in the U.S., with Hoagland calling the mandating of two-person crews a "critical safety feature."

"When I talk about safety, I talk about the safety of our communities, I talk about the safety of our first responders, including our fire fighters

that are here with us today," said Jeremy Ferguson, president of the International Association of Sheet Metal, Air, Rail, and Transportation Workers' Transportation Division. "I talk about the professional men and women that are operating the train."

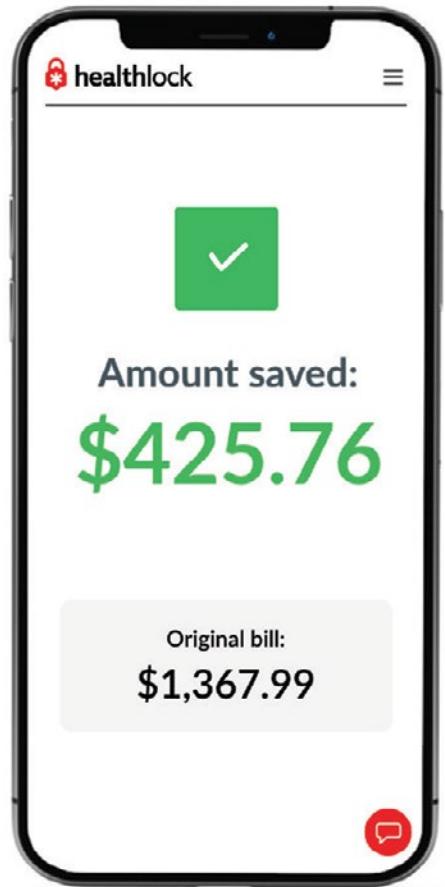
With funding to support the effort from President Joe Biden's Bipartisan Infrastructure Law, Buttigieg is calling on congressional support to back future railway safety initiatives.

"We are going to keep pressing Congress to pass the Railway Safety Act, and that's the bill that was introduced by bipartisan leaders in the wake of the East Palestine incident," said Buttigieg. "Last week in Baltimore, we were reminded of what is at stake in the safety of our transportation systems. It is literally about lives and livelihoods."

The IAFF is working closely with the USDOT and Pipeline Hazardous Materials Safety Administration (PHMSA) to ensure members can receive the training they need to respond to hazardous materials incidents and other emergencies.

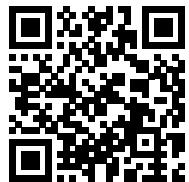
Washington, DC Local 36 President David Hoagland said the new rule will make workers, communities, and first responders safer.





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EPA BANS CARCINOGENIC ASBESTOS IN THE U.S.

The Environmental Protection Agency (EPA) has implemented a ban on the ongoing use of raw chrysotile asbestos, a hazardous carcinogen found in various consumer goods. This move, hailed as a milestone in public health protection, expands EPA regulations under the 2016 Toxic Substances Control Act amendments. In 2022, more than 300 tons of raw chrysotile asbestos was imported into the United States.

"Any asbestos exposure places fire fighters at an extremely high risk of developing cancer," said General President Edward Kelly. "This new regulation ensures fire fighters protecting ports of entry and surrounding highways won't be forced to endure exposures to one of the most potent carcinogens."

"This ban is critical in our war against asbestos and all causes of fire fighter cancer."

The Asbestos Disease Awareness Organization (ADAO) and the IAFF have long collaborated on ways to protect fire fighters and the communities they serve from the dangers of asbestos. Earlier this year, the ADAO and IAFF co-launched a crucial campaign in Times Square, New York City, advocating for the Alan Reinstein Ban Asbestos Now Act. This legislation would ban the importation, manufacturing, sale, and distribution of all forms of asbestos.

AFL-CIO President Liz Shuler lauded the EPA's initiative for worker safety while urging swift action on other asbestos threats. "While a critical step forward, this does not eliminate all types of asbestos fibers and is only the first half of the EPA's plans to address worker asbestos exposures, including tens of thousands of workers – many fire fighters, construction, and manufacturing workers – exposed to 'legacy' asbestos throughout old buildings and infrastructure," she said.

ADAO addressed the ban as a landmark step forward but said the rule's limited scope will not fully protect Americans. "Users of raw asbestos and asbestos-containing

brake blocks and gaskets in the chlor-alkali, brake block, chemical, and refining sectors will finally be required to transition to non-asbestos technology, but we are alarmed that the rule allows an unnecessarily long transition period and creates inconsistent compliance deadlines for certain asbestos users, which will allow dangerous exposure to chrysotile asbestos to continue for years to come," said Linda Reinstein, president of ADAO.

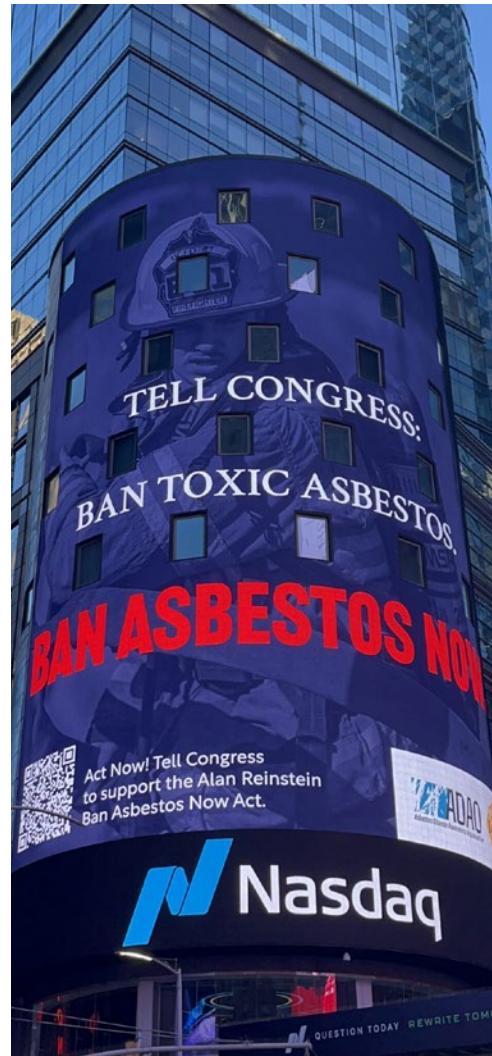
The IAFF and ADAO remain committed to working toward passage of the Alan Reinstein Ban Asbestos Now Act. The legislation would prohibit all six carcinogenic asbestos fibers to reduce future health hazards. In June 2022, IAFF Chief Medical Officer Dr. Dan Whu testified before the Senate on the need to protect fire fighters by banning asbestos. Fire fighters' risk is especially evident since they are more than twice as likely as the average person to develop asbestos-related cancers.

Chrysotile asbestos, commonly used in brake linings, gaskets, and industrial processes like chlorine bleach production, has long been linked to severe health hazards. In 2022, more than 300 tons of raw chrysotile asbestos were imported into the United States – primarily through ports located in Los Angeles and along the Gulf Coast. Fire fighters protecting these ports and nearby highways where asbestos is transported are particularly susceptible to asbestos exposures.

Recent data from the Centers for Disease Control and Prevention underline the staggering toll of asbestos-related diseases, claiming 40,000 lives in the U.S. annually. From 1991 to 2021, more than one million Americans died from preventable asbestos-caused diseases.

Rep. Suzanne Bonamici (D-OR), one of the lead sponsors of the Alan Reinstein Ban Asbestos Now Act, issued a statement online saying, "It is long past time for the U.S. to ban asbestos."

"I've spent years advocating for asbestos to be banned and am grateful for the steps the EPA is taking today to



LIT UP: The 'Ban Asbestos' awareness campaign has taken the ADAO and the IAFF to Times Square.

finalize its rule to prohibit the import and use of chrysotile asbestos. This action will save lives."

The EPA said it is evaluating asbestos fibers, in addition to legacy uses and associated disposal of chrysotile and asbestos-containing talc, as part of the second phase of the asbestos risk evaluation, expected to be published by the end of the year.

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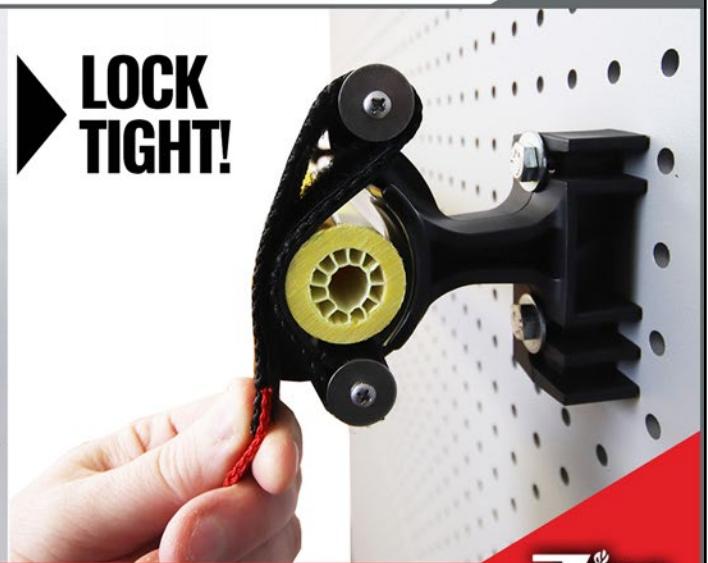
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LETTERS TO THE GENERAL PRESIDENT

IAFF SHOWS UP FOR ORLANDO

On behalf of the 500 men and women of the Orlando Professional Firefighters, I am writing to extend my deepest gratitude to the IAFF for the invaluable support extended to our Local during the aftermath of the recent tragedy involving the loss of one of our own to suicide.

It is during times like these that the true essence of brotherhood and sisterhood within the IAFF reveals itself. Your compassionate support

exemplifies the spirit of solidarity that binds us together as fire fighters, transcending geographical boundaries and reminding us that we are never alone in our struggles.

As we continue to navigate through the healing process, please know that the support of the IAFF has made a meaningful difference in the lives of our members. Your kindness and generosity will be remembered long after this dark chapter has passed. In the unfortunate

event another local finds itself in need of assistance, please know that the men and women of L1365 stand by ready to help.

Once again, thank you for your unwavering support and solidarity. Please convey our heartfelt appreciation to the entire Peer Support Team who contributed to providing assistance during our time of need.

Doug Zabin

President, Orlando, FL Local 1365

IAFF'S SUPPORT THROUGH HARDSHIP

I wanted to take a moment to express my sincerest gratitude for your support and assistance throughout the long and arduous journey of my court case.

The issue has been resolved and I can say that we are relieved to have this chapter behind us.

The past nine years have been filled with countless challenges and hardships, yet I firmly believe that our struggles were not in vain. This experience has equipped me with the knowledge and strength to advocate for other fire fighters in Arizona who may be facing similar battles with cancer diagnoses and workman's compensation denials.

I must apologize for the delay in reaching out to express my gratitude. This month also coincided with the one-year anniversary of my son Gabe's passing, and my family and I were navigating through a particularly challenging time. Nevertheless, your unwavering support has not gone unnoticed, it gave us hope during our difficult times.

I am deeply grateful to everyone who played a role in advocating for me and ensuring that I had a voice throughout this process. A special thank you is owed to my Local UGFF 4005, Dan Freiberg, and Orion Godfrey for standing by me from the very beginning. To Steve

Gilman, 10th District Vice President, and the PFFA, your support has been invaluable. President Kelly, thank you and the IAFF for your support and for allowing Dr. Whu and your legal counsel to assist on my behalf. Your assistance gave me the opportunity to have a seat at the table.

Words cannot adequately express the depth of my gratitude for the love, kindness, and support you have extended to my family and I. Your contributions have made a difference in our lives, and for that, I am forever thankful.

Gilbert Aguirre

Goodyear, AZ Local 4005

WHEN WE FIGHT, WE WIN

I am writing to thank the International Association of Fire Fighters for its impact on our recent political victory in Fairfield, Conn.

For years, the First Selectwoman was hostile toward the fire fighters and refused to negotiate our most recent contract in good faith, which resulted in a drawn out arbitration process. Throughout that process, the IAFF gave us much-needed assistance, which led to receiving raises larger than any other bargaining unit in town, and an increase in manpower.

We then decided town leadership had to change. In the fall of 2023, we went all in to ensure she did not win reelection. After reaching out and explaining the scenario, 3rd District Vice President Jay

Colbert gave us every resource we needed. He put us in touch with Kent Grosse, who personally worked with our legislative team right up to the eve of the election.

After a stunning election night and a recount of 18,000 ballots cast, the candidate we backed won by 38 votes. The new First Selectman acknowledged that victory would have been impossible without IAFF Local 1426. In turn, we acknowledge that without Kent, we could not have pulled this off.

Even though only a few months have passed, the benefits of this win have already started coming to fruition. We easily settled a half a dozen grievances without needing a hearing at the Labor Board. We also corrected a long-standing issue of our ladder and rescue trucks

being without an officer, and will be promoting eight new lieutenants to supervise those pieces. The outcome of our political action has had immediate real-world rewards.

In addition, many of our members have had FIREPAC check-off payroll deductions for more than a decade. After seeing what a difference the IAFF can make in a local election, more of our members were inspired. We did another FIREPAC check-off drive, and increased our donations by more than 100%. I could not be more proud to belong to a union and represent a Local that both believe not just in talking the talk, but walking the walk.

William Tuttle

President, Fairfield, CT Local 1426

LEADERS FIGHT FOR THE FUTURE IN OTTAWA AND WASHINGTON



The IAFF's political priorities took center stage in Ottawa and Washington, D.C., this spring, as hundreds of affiliate leaders gathered for the union's annual legislative conferences.

In Washington, members called on Congress to reauthorize AFG and SAFER grants, and advance various legislation recognizing occupational cancer deaths as line-of-duty, funding the development of PFAS-free gear, protecting first responders' free speech, ensuring collective bargaining for fire and police, and ending WEP/GPO, which unfairly penalizes retired members and other public servants. In Canada, members advocated for eliminating PFAS from firefighting gear and foams, supporting Criminal Code amendments to deter assaults on fire fighters and paramedics, and strengthening airport firefighting regulations.

The conferences drew politicians from all sides of the aisle, including IAFF members. Republican Rep. Carlos Gimenez, a retired member of Miami Local 587, spoke, as did Rep. Kat Cammack (R-FL), introduced by her husband, Gainesville, FL Local 2157 member Matthew Harrison.

Liberal MP Ken Hardie, who is sponsoring the airport firefighting legislation, and Conservative MP Todd Doherty, sponsor of the bill protecting responders from violence, were among those who spoke in Ottawa.

Delegates in the U.S. were greeted by a surprise visit from Vice President Kamala Harris. President Joe Biden addressed the event in 2023, the first time in 25 years that a sitting president spoke at an IAFF conference.





PROPER TREATMENT KEEPS FIRE FIGHTERS GOING AFTER INJURY

Billy Ellison suffered his first job-related injury – a torn anterior cruciate ligament – when he was still a recruit.

Ellison, who has a degree in exercise science, relied on his schooling to rehabilitate and start a new career as a fire fighter. Unfortunately, it wasn't that simple the next time the Charlotte, NC Local 660 member was injured.

A 2004 training exercise resulted in a torn meniscus and surgery. Over time, his occupational injuries led to osteoarthritis and some limited range of motion. Through rehabilitation, though, he found ways to finish out his 28-year career in the fire service.

"Without proper rehabilitation, I would have retired early, unable to finish out my firefighting career," said Ellison, who uses his life experiences to help others as an IAFF Fit to Thrive (F2T) instructor. F2T supports the IAFF's Wellness-Fitness Initiative (WFI) by offering training to fire departments. "I made sure I followed the recommendations of my doctors and physical therapists to recover from each injury. And I kept working to strengthen any weak areas even after being cleared to return to work."

Firefighting is a dangerous job, and the risk of injury is high. Lower back, shoulder, and knee injuries are common.

Some might be tempted to push through minor aches and pains, but a minor injury can develop into a more serious one. That, in turn, can lead to prolonged recovery, surgical intervention, or even permanent disability.

For example, small tears in the meniscus (knee cartilage) or rotator cuff (a group of muscles and tendons in the shoulder) can grow into bigger tears, requiring more aggressive surgery and longer recovery. Permanent movement limitations and even disabilities are also possible.

Ellison and other experts recommend the following when dealing with injuries.

The physical demands of firefighting increase the likelihood of on-the-job injury. Proper rehabilitation can help get fire fighters back on the job safely.



Physical therapy should incorporate move sets from the fire ground to better prepare fire fighters to return to full duty.

1. GET EVALUATED

The first step to healing an injury while on the job is evaluation. Fire fighters should follow department protocol here, but keep your Health and Wellness Director in the loop.

South Metro (Colorado) Fire Rescue's Health and Wellness Director Chris Macklin said his department gets fire fighters safely back on the job faster when the full scope of the injury is known from the beginning.

"Our workers' compensation prefers that physical therapy is tried before an MRI. But because of a positive working relationship with our local government and the risk manager, we can send our fire fighters for an MRI right away," said Macklin, a retired member of Local 2086. "This way, there are no delays in administering the right treatment."

2. PROTECT YOURSELF ON THE JOB

Some injuries are minor enough that members can return to work immediately, with slight modifications or additional recovery between calls.

Calgary, AB Local 255 member Ian Crosby served as the department's wellness coordinator before being promoted to captain and, later, district chief. He's currently an F2T instructor.

"A fire fighter still recovering from an injury has few options on the fire ground," Crosby said. "If staffing allows, fire fighters may be able to rotate out of certain tasks that might irritate the injury. Protective sleeves might also help, depending on the injury. But what will make a difference is how well the fire fighter recovers between calls and shifts."

Sleep plays a big role. It's then that muscles will increase blood flow,

transporting oxygen and nutrients that help repair muscles and regenerate cells. In addition, the pituitary gland releases growth hormones that stimulate muscle repair and growth. Fire fighters often miss out on good sleep during shifts, so it is important they sleep well off-shift.

Some have also found red light therapy and cold immersion therapy helpful. Red light therapy is a low-level laser therapy that delivers red and near-infrared light to your body. Some studies have shown this helps regenerate cells, restore cell function, and trigger blood flow. Thus, it is supposed to help with muscle regeneration and pain.

Cold immersion therapy is just as it sounds: getting in cold water for anywhere from a few seconds up to five minutes. Research has found evidence it helps reduce the degree of exercise-induced muscle damage that can occur after physically challenging activities. Less damage leads to less inflammation, reducing soreness and restoring physical performance the next day.

3. PHYSICAL THERAPY IS NECESSARY

The IAFF WFI offers guidelines to keep fire fighters and emergency medical workers physically and mentally healthy on the job. Among other things, it recommends departments have in-house rehabilitation clinicians, allowing for members to be treated by providers familiar with common fireground injuries.

The Indianapolis Fire Department's (IFD) wellness program models its injury management and rehabilitation plan after protocols used for professional athletes. The IFD partners with ProTeam Tactical Performance, cofounded by former Indianapolis Colts quarterback Jim Sorgi and former

Dry needling, a therapy that stimulates muscles, is often used during physical therapy for pain and movement concerns.



Reinforcing proper alignment and strengthening weaker areas are important parts of the recovery process.

St. Louis Cardinal Joey Vandever. That program encourages early intervention and includes an aggressive physical therapy regimen.

"Our previous program included six weeks of mandatory physical therapy. No one wanted to report their injuries and be put in the system," said Douglas Evans, Division Chief of Health and Safety at the Indianapolis Fire Department. "Under the current program, the average number of days off per injury has reduced from 14 to 3. And the number of surgeries needed per year has decreased from 130 to 30."

4. EXERCISE CAUTION

Once cleared for full duty, it is still important to be careful. Many opt to continue physical therapy as a safeguard.

"If you've been injured and cleared for full duty or returning to full duty after a recovery period, it is important for fire fighters to take steps to ensure continued recovery," said Chris Moran, an Indianapolis Local 416 member who helps coordinate the wellness program. "It's a good idea to work with the physical therapist or clinician to develop a set of strengthening and mobility exercises in the weaker areas that may be prone to reinjury."

Dr. David Frost, who oversees the IAFF's Fit to Thrive program, agreed. He says it's important to use training and physical therapy to prevent reinjury or getting injured in the first place.

"When fire fighters train, they need to pay particular attention to how they move their knees, lower back, and shoulders. No matter what the exercise is, be conscious of alignment," Frost said. "This creates a muscle memory. When they are on the fire ground rescuing trapped victims, getting out of fire trucks, and navigating confined spaces, they will be more likely to automatically use proper alignment and have a lesser chance of irritating old injuries or getting a new one."



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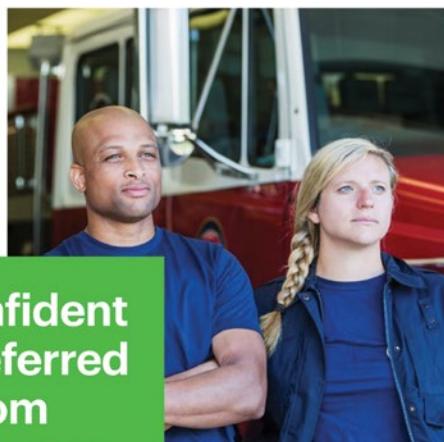
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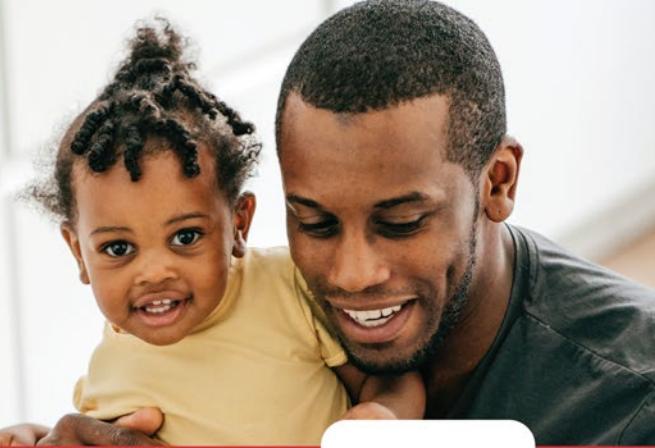
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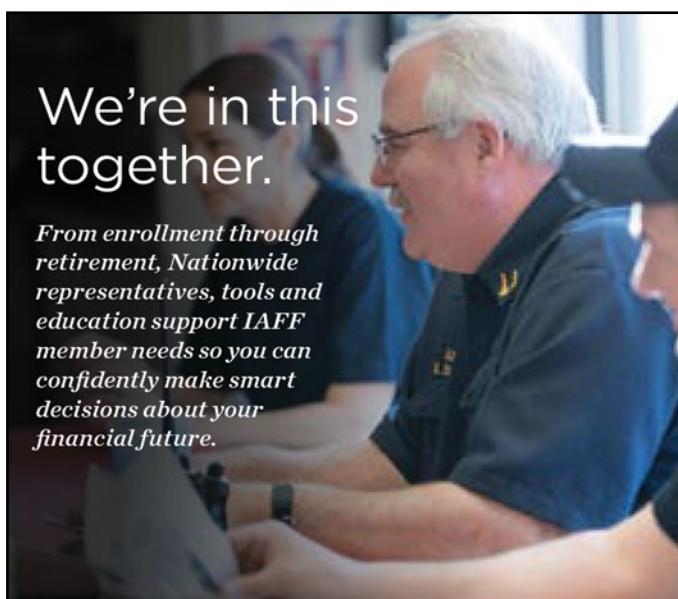
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THE IAFF WELCOMES NEW LOCALS!

The new IAFF affiliates listed below joined the International between January and April 2024.

Local 5451, Town of Lisbon Fire Department

4 members
Lisbon, ME

Local 5467, Justin Professional Fire Fighters Association

10 members
Justin, TX

Local 5468, Greater Waller County Professional Firefighters Association

40 members
Waller County, TX

Local 5469, Cornbelt Firefighters

3 members
Mahomet, IL

Local 5470, Palm Beach Gardens Firefighters

135 members
Palm Beach, FL

Local 5471, The Panama City Beach Professional Firefighters Association

45 members
Panama City Beach, FL

Local 5472, Godley Professional Fire Fighters Association

3 members
Godley, TX

Local 5473, Iqaluit Professional Fire Fighters Association

19 members
Iqaluit, NU

Local 5474, Batesville Professional Fire Fighters

12 members
Batesville, AR

Local 5475, City of Hopewell Professional Firefighters

17 members
Hopewell, VA

Local 5476, Marquette County EMS

18 members
Marquette County, WI

Local 5477, High Springs Fire Department

15 members
High Springs, FL

Local 5478, Reno County EMS

13 members
Hutchinson, KS

Local 5480, Huntington Township Professional Firefighters

3 members
Huntington Township, OH

Local 5481, Milford Township Fire Fighters

15 members
Milford Township, MI

Local 5483, Fort Mill Professional Firefighters Association

15 members
Fort Mill, SC

Local 5484, Bloomington Professional Firefighters

28 members
Bloomington, MN

Local 5485, Lake Johanna Professional Firefighters

6 members
Shoreview, MN

Local 5486, Hadley Professional Fire Fighters

9 members
Hadley, MA

FROM LEFT TO RIGHT: Local 5469, Local 5470, and Local 5473 receive their IAFF Charters.



ON THE RUN

ANDREW GLAZE HAS BEEN RUNNING MORE THAN 100 MILES A WEEK, EVERY WEEK, FOR MORE THAN FOUR STRAIGHT YEARS.

He often wakes up before everyone else and runs loops around his fire station, carrying a radio in case his crew gets a call. Some mornings, he gets 20 miles in. Then, he runs a second set of miles at night, which he affectionately calls dinner miles.

Glaze, the president of La Verne, CA Local 3624, is an ultra-marathon runner who concentrates on races longer than 26.2 miles. He runs these races – often 100 and 250 miles long – because he loves the challenge. But the miles also have a bigger purpose.

“After about 50-75 miles, I am deep in the pain cave. My ankles, legs, and pretty much everything else hurts. That’s when my mind shuts off and the PTSD symptoms subside,” Glaze said. “I am just in survival mode: eating, drinking, and moving forward. I’m not thinking about that bad call or any other triggers.”

The National Institute of Mental Health (NIMH) defines Post-Traumatic Stress Disorder (PTSD) as a condition that can develop after experiencing or witnessing a

traumatic event. It also can develop after continuous exposure to stressful situations or cumulative stress.

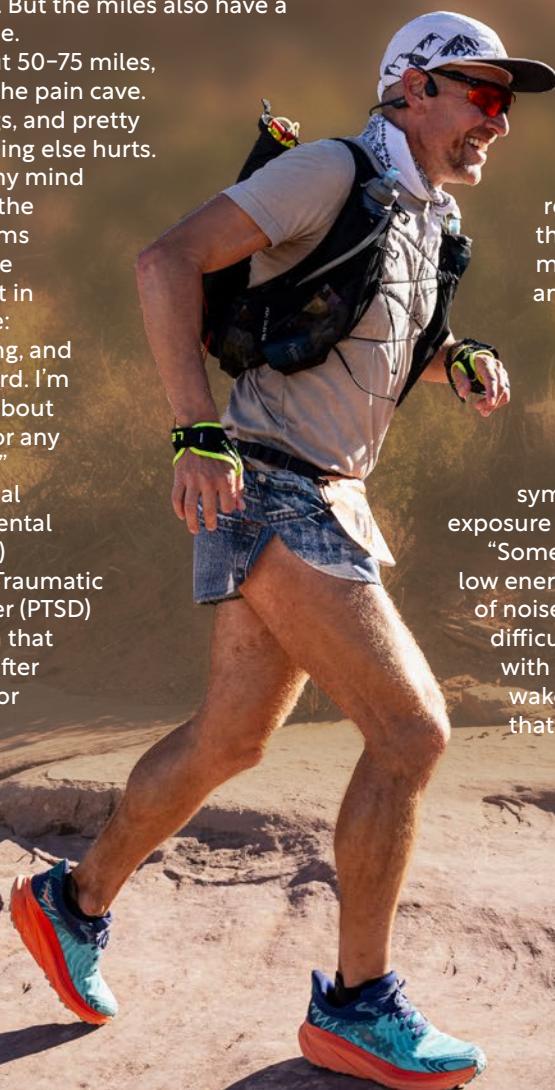
Symptoms of PTSD include flashbacks, avoidance of reminders, and negative changes in emotions and behaviors.

“Exercise, in general, can be a critical piece of the behavioral health recovery process,” said Dr. Abby Morris, a psychiatrist at the IAFF Center of Excellence for Behavioral Health Treatment and Recovery. “When you exercise, you increase blood circulation to your brain and influence your hypothalamic-pituitary-adrenal axis, which controls your body’s reaction to stress. Not only that, but it also improves your mood by releasing dopamine and serotonin.”

In short, research has proven that exercise reduces stress, lessens anxiety and depression, and boosts confidence.

Glaze believes his symptoms result from repeated exposure to trauma.

“Sometimes I feel depressed, have low energy, and it feels like I have a lot of noise in my head. Nightmares and difficulty sleeping can also go along with that,” he said. “Other times, I wake up feeling like I’m there in that triggering incident.”



The connection between PTSD and traumatizing rescue work is clear.

A study from the Journal of Occupational Health Psychology reveals that approximately 20 percent of fire fighters and emergency medical workers meet criteria for PTSD at some point during their careers. This compares with a 6.8 percent lifetime risk for the general population.

For Glaze, now 46, running has been medicine through movement.

He started running at 24 when he was still an IT professional to help cope with anxiety and depression.

"I was not healthy at all back then. I smoked cigarettes, drank too much alcohol, and was out of shape," he said. "It was hard at first, but that didn't last long. Pretty soon, I was hooked."

He liked how he felt, so he quit everything bringing negativity to his life, including cigarettes.

Of course, Glaze didn't start running ultra-marathons right away. He started with smaller races and worked up to a 24-hour Tough Mudder, an obstacle and endurance race designed to test agility and stamina.

"I remember thinking to myself, 'I'm gonna be running really far in 24 hours, so I better train for that,'" he said. "And so, the way I trained for it was running a couple of 50Ks, which is 31 miles, and that's sort of like the rabbit hole of getting into ultras."

RACES: A LIFE METAPHOR

Glaze said races help him to deal with big things like PTSD, as well as smaller stresses in life.

"When you hit a tough spot in a race, like tough terrain, or you didn't eat or hydrate enough, you find a way to push through it. You remember that you can run, you can race, and you're healthy," Glaze said. "Take the negatives and turn them into a positive. So, in life, if you're going through something difficult, you know because of these races that you can do hard things and that you will get through it."

The California fire fighter said he has run many difficult races, but the most challenging was on Mount Fuji in Japan. There was a monsoon and mudslide during the race.

"There were moments I didn't think I was going to make it out alive," he said. "But after seven hours, I was able to extricate myself. It was so traumatic that I wasn't sure that I'd be able to run again, but here I am."

Maybe his personal mantra helps: Smile or you're doing it wrong.

The phrase originated when Glaze was running a difficult trail near his home. It is hard for runners not to get caught up in its difficulty, but one day, Glaze found himself slowing down to look around.

The scenery was beautiful. "I just thought, 'If you're not smiling when you're doing this, then you're doing it wrong.' It just stuck," he said.

PAYING IT FORWARD

Glaze said he changed careers in his 30s to become a fire fighter because he wanted to help people. He started in San Bernadino and transferred to the La Verne Fire Department in Los Angeles County.

"Brother Glaze has impressed me for years as I have watched him move through the ranks of the fire department and Local 3624," General Secretary-Treasurer Frank Líma said. "He has inspired me and countless others to become active in behavioral health, following his lead by taking on setbacks, whether it be physically from long runs or mentally by getting into an ice bath. Brother Glaze has given a path for some of our members who carry high levels of stress as a coping mechanism. He has become a model for fire fighter wellness and fitness."

The desire to help also pushed Glaze to start his Instagram account, which has 160,000 followers, and to participate in podcasts. For runners, he knows that not everyone is going to run ultras, but he hopes his content will inspire his followers to do more each day.

"He's always reminding us to get out of those blue chairs, and he's right," Yonkers, NY Local 628 member Kevin Duffy said. "My first three years on the job, I didn't take care of myself, and I felt awful. I try to run a little more every week. I ran 88 miles in March, which was more than double the amount I ran the month before, thanks to his inspiration."

Glaze is more careful when he speaks about mental health. He makes it clear that he's not an expert and that he's just relaying his own experiences.

"I speak openly about my struggles with PTSD because I want anyone who is following my Instagram or listening to a podcast to know that they are not alone," Glaze said. "I'm not an expert. I'm not a therapist. But it is very important for fire fighters and others not to suffer in silence. Tell the people they know, their families, their coworkers, and their friends.

Seek those coping mechanisms and resources that work, whether it's running like me or therapy."

Sharing his story is something that many have found relatable and almost therapeutic.

"His story is relatable to many of us. I lost my first wife to addiction, and I too turned to running to cope with the mental health crisis that followed," South-Metro Fire District Local 2086 member David Freyta said. "I don't run as far as he does, but he inspires me to get out there and do something every day. I know I'll feel better when I'm done."



ABOVE: Glaze gets a lot of added support from his wife, Lauren, who shares his enthusiasm for staying active.

BELOW: The desire to help others is what drives Glaze to be in the fire service and to inspire others to take care of themselves through exercise.

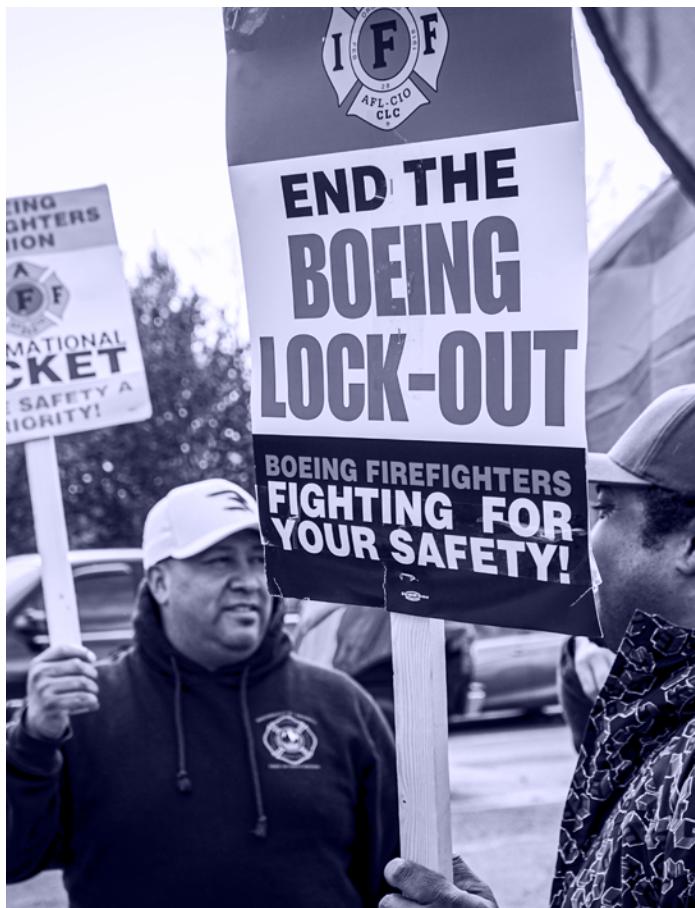


Boeing Fire Fighters Local I-66 members will return to work after voting to ratify a four-year contract with the Boeing Company that offers better pay and an improved seniority scale. The company took the unusual strategy of locking out the fire fighters after negotiations stalled at the beginning of May.

The lockout drew national attention from the media and lawmakers, including Washington State Governor Jay Inslee and President Joe Biden, who urged Boeing to



I-66 STANDS UP TO BOEING, SECURES FOUR-YEAR CONTRACT



return to the bargaining table and give fire fighters "the pay and benefits they deserve." Boeing, facing federal investigations over numerous safety violations, returned to talks and finally agreed on May 30 to a contract acceptable to I-66 membership.

"Boeing Local I-66 fire fighters stood tall in the face of a multi-billion-dollar company trying to break their ranks. The entirety of the Labor Movement stood with them, as did President Biden," said General President Edward Kelly. "We're grateful our rank-and-file members got the contract they deserve, which provides them with fair pay for their critical work."

The Boeing fire fighters had been working under a contract that paid members about 30 percent less than nearby fire departments, creating a constant retention problem as experienced fire fighters left for better pay.

The new four-year contract includes wage increases of 2 to 3 percent annually, with guaranteed overtime, increasing average annual pay by up to \$21,216. The agreement also includes a one-time \$1,000 signing bonus and other compensation

improvements that reduce the number of years fire fighters must work to receive top pay.

"This is why collective bargaining matters," said Kelly. "It gives workers a voice at the table and strengthens our country's middle class."

According to I-66 Local President Casey Yeager, the new contract brings Boeing fire fighters closer to parity with other fire departments and will help keep them at Boeing.

"This was a David and Goliath story, and I don't think Boeing expected us to stand together and fight the way we did," said Yeager. "The pay was important, but our members also wanted to be respected because we love Boeing, and those employees are like family. This contract shows us that Boeing values the work we do."

Throughout the nearly month-long lockout, Yeager reminded his brothers and sisters to "just fight the fight! Give it your best, and don't look back."

In mid-May, Kelly, AFL-CIO President Liz Shuler, and 4th District Vice President Andrew Pantelis rallied with IAFF staff and members outside Boeing's headquarters in Northern Virginia. They were joined by others from Labor, including members of the Transportation Trade Department, AFL-CIO.

Later that month, Kelly and General Secretary-Treasurer Frank Líma flew to Washington and joined locked-out I-66 members on the line outside Boeing's Renton facility.

The overwhelming vote, 86 to 24, capped a contentious labor dispute with the massive global aerospace manufacturer. I-66's 125 members in Washington State were locked out on May 4 and rejected two previous offers from Boeing that failed to address their concerns over wages and retention issues. I-66 members remained steadfast in their demands and staged 24/7 picket lines outside the entrances of six of Boeing's facilities.

Other Boeing unions voiced support for Local I-66. The International Brotherhood of Teamsters, the International Association of Machinists (IAM), and the Society of Professional Engineering Employees in Aerospace (SPEEA) all vowed to honor the strengthening picket lines.

"The courageous members in Seattle who have put their livelihoods on the line, who have said, 'Enough is enough, we need a fair contract,' those are the individuals we advocate for daily in the labor movement," Shuler said.

According to Ricky Walsh, 7th District Vice President, the win could show other industrial fire fighters and private emergency medical workers the importance of organizing.

"We have just experienced what it takes to win a collective bargaining agreement with a powerful private sector employer," Walsh said. "We can begin to build a playbook to begin organizing other private sector affiliates."



SURVEY SAYS: TELL US WHO HAS OUR BACKS

ABOUT THE SURVEY

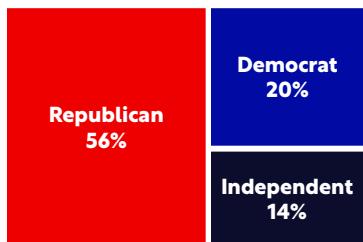
In our continuing commitment to listening to every member who wants their voice heard, the IAFF recently conducted an all-member survey asking them questions about the job, their personal and political priorities, and what the Executive Board should consider when making political endorsements.

The survey builds on a series of focus groups with members and affiliate leaders, which started in August 2023 at the John P. Redmond Health and Safety Symposium/Dominick F. Barbera EMS Conference. Political pollster Dr. Frank Luntz led a focus group in late fall that informed March's email survey.

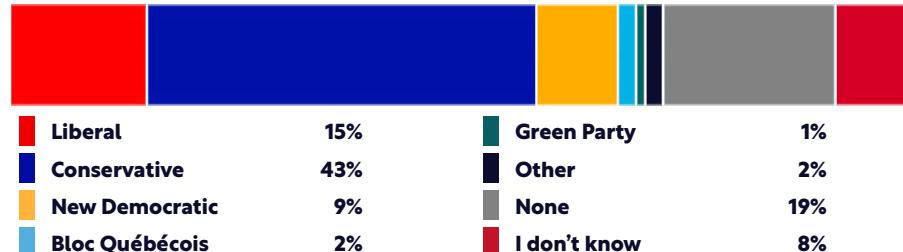
The survey was sent to every member with an active email address on file with the IAFF; we received 16,642 responses over seven days (92% from the United States and 8% from Canada).

Here's what we learned:

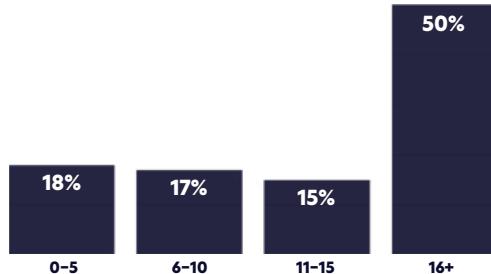
U.S. POLITICAL AFFILIATION



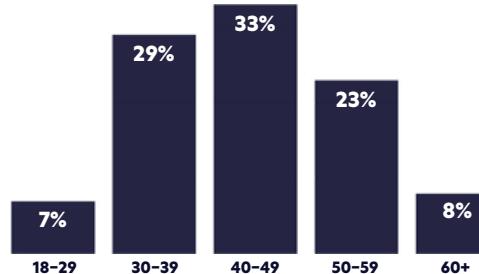
CANADIAN POLITICAL AFFILIATION



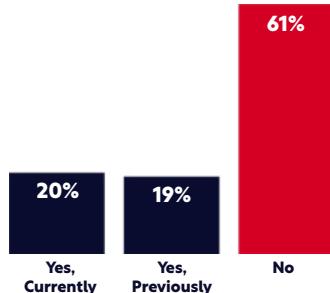
EXPERIENCE AS AN IAFF MEMBER (YEARS)



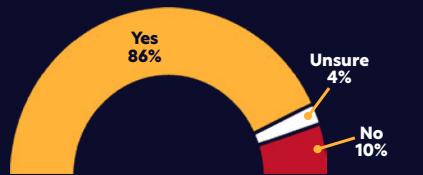
RESPONDENTS BY AGE



ARE YOU A UNION OFFICER?

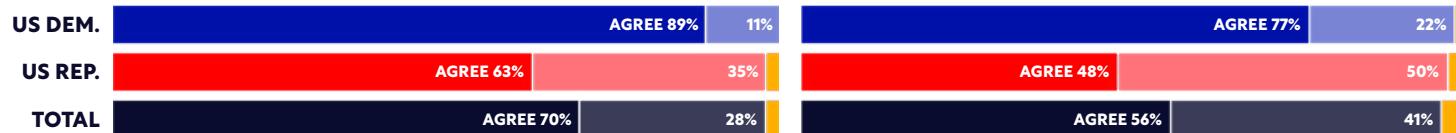


IS IT YOUR UNION'S DUTY TO NOTIFY YOU OF WHO HAS THE BEST TRACK RECORD OF SUPPORTING FIRE FIGHTER ISSUES?



IAFF endorsements should be based ONLY on issues related to its mission, such as healthcare, fire fighter safety, and pension protection.

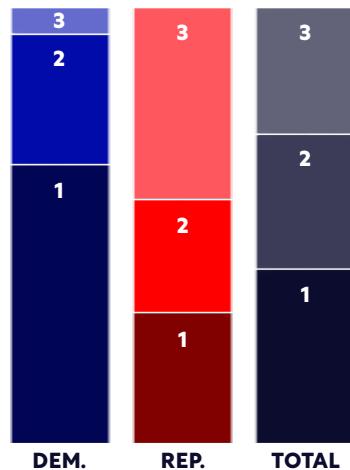
IAFF endorsements should NOT consider gun rights, abortion rights, foreign policy, or other issues outside of the union's mission.



Denotes "I don't know" response

WHAT TYPE OF CANDIDATE ARE YOU MOST COMFORTABLE WITH THE IAFF ENDORSING?

- 1** Not from your party, but supports labor issues and the expansion of collective bargaining for fire fighters
Democrats: 64% Republicans: 30% Total: 41%
- 2** Not from your party, but supports protecting health and safety, with a focus on comprehensive benefits, cancer research, and eliminating PFAS
Democrats: 30% Republicans: 26% Total: 31%
- 3** From your party, share your political priorities, and have no track record of supporting IAFF goals
Democrats: 6% Republicans: 44% Total: 29%



WHICH IS THE MOST COMPELLING REASON TO TAKE THE UNION'S CANDIDATE ENDORSEMENT SERIOUSLY, EVEN IF IT'S NOT FOR A CANDIDATE YOU LIKE?

TOTAL	REP.	DEM.	ISSUE
51%	42%	75%	Regardless of partisanship or politics, we endorse the candidate that's better on wages, better on collective bargaining, and better on health and safety.
42%	46%	29%	Political party affiliation doesn't matter. We need politicians who respect the sacrifice we fire fighters make every day for our communities.
37%	36%	41%	The IAFF drives fire fighter issues forward every single day. We need politicians who protect our brothers and sisters just like we protect our own.
30%	28%	38%	Our endorsement isn't about partisan politics. It's about who benefits YOU most as a fire fighter.

WHEN YOU THINK ABOUT POLITICAL ENDORSEMENTS, WHICH OF THE FOLLOWING ISSUES ARE MOST IMPORTANT TO YOU?

TOTAL	REP.	DEM.	ISSUE
51%	59%	26%	Inflation and the high cost of everyday living
29%	20%	64%	Labor / Union issues
25%	28%	10%	Corruption in government
22%	32%	4%	Immigration
20%	22%	9%	Taxes
19%	25%	5%	The debt / Wasteful Washington spending (US)
18%	23%	9%	Crime and public safety
18%	23%	12%	National security and foreign policy
18%	9%	35%	Health care
17%	14%	33%	Retirement issues (US)

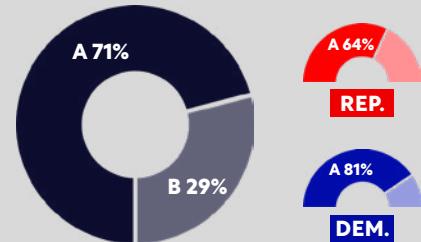
OTHER THAN WAGES AND BENEFITS, WHICH OF THE FOLLOWING FIRE FIGHTER ISSUES ARE THE MOST IMPORTANT TO YOU, PERSONALLY?

- 51%** Ensuring fire fighters have proper staffing, training and equipment
- 28%** Eliminating the Windfall Elimination Provision and Government Pension Offset provisions that reduce regular Social Security benefits for fire fighters (US)
- 32%** Increasing benefits for IAFF members battling job-related chronic illness and cancer
- 28%** Protecting and improving fire fighters' health and safety by developing next-gen toxin-free turnout gear to prevent exposure to carcinogens and PFAS

WE'RE FIRE FIGHTERS FIRST.

What's more core to your own individual identity?

- A Identity as a fire fighter
- B Support for a candidate or political party



WHAT MATTERS MOST TO YOU?



WHICH CANDIDATE WOULD YOU BE MORE LIKELY TO VOTE FOR IN A FEDERAL ELECTION?



76% Candidate I agree with most on national issues that matter most to me
24% Candidate II supports fire fighters' issues

LOCAL SCENE

1 L2068: LOCAL HONORED AFTER SUCCESSFUL FIRST CONTRACT NEGOTIATIONS

Fairfax County Fire Chief John Butler recognized Local 2068 and county negotiators earlier this month for successfully bargaining their first contract.

Butler's remarks and certificate presentation came during the department's monthly awards and recognition ceremony on April 3.

Key provisions of the agreement include a new pay plan with a higher starting salary and annual raises for the first 25 years of service, pay for training, an additional period of light duty for workers after pregnancy, and a pay incentive for higher education.

The path to collective bargaining in Virginia opened in May 2021 when a law allowing the process went into effect. Fairfax County became one of the first to do so, in October 2021.

Ratified by union members on Nov. 8, the contract runs from July 1, 2024, through June 30, 2027. In addition to fire fighters, medics, mechanics, and other Fairfax County Fire and Rescue Department personnel, it covers 911 dispatchers in the Department of Public Safety Communications.

2 L5473: IQALUIT, NU AFFILIATION EXTENDS IAFF'S REACH IN CANADA

The IAFF is welcoming 20 new members in the Arctic Canadian city of Iqaluit, Nunavut who have affiliated as they strive to improve fire fighter health and safety and public safety in their community.

The IAFF now has locals in all 13 provinces and territories, a welcome milestone that continues a trend of steady growth for the union in Canada.

The 20 Iqaluit members join the IAFF with associate status, meaning the Public Service Alliance of Canada (PSAC) will continue to hold their

bargaining rights. The Iqaluit fire fighters are joining the IAFF to access key services specific to their profession in the fly-in Baffin Island community of just under 10,000 residents.

Iqaluit Local 5473 President Alex Storring said the city's fire fighters had sought IAFF affiliation for several years and were pleased with the option of associate membership.

He is now looking forward to tapping into IAFF services, such as training, mental health resources, and technical services, such as GIS analysis.

The Iqaluit fire fighters staff one fire station and provide ambulance-based EMS in their community. With five members on duty and a minimum strength of three, and no mutual aid available, the city relies on a lot of callbacks.

Nunavut, which includes Canada's eastern Arctic and the country's most northern reaches, was part of the Northwest Territories until becoming a territory of its own on April 1, 1999.

3 L290: WOODBRIDGE'S 1ST FEMALE FF INSPIRES LOCAL GIRL SCOUTS

Andrea Schelmety, a member of Woodbridge, NJ Local 290, was the first female fire fighter in her department. Now she's inspiring young girls like her local Girl Scouts to follow their dreams.

Troop 83715 from Central & Southern New Jersey recently hosted Schelmety and other local first responders to share invaluable tips and tricks of the trade.

Two years ago, Schelmety was on a different career path when she found firefighting.

"I was going to college at the time for a degree in journalism and media studies at Rutgers University, and I took a fire fighter prep course to help my brother," she said. "My father suggested I take the test myself, I aced the test and got hired. It fits; I wanted to help, be part of a team, and learn – and here I am."

Schelmety encouraged the girls to venture beyond their comfort zones, exploring various hobbies with the possibility of someday following in her shoes.

"Go out for the sports team, and try that hobby that may not seem cool or maybe more of a boy thing; there are no gender roles," she said. "You do not have to be the biggest, strongest, or fastest, but as long as you have the most heart, come with a willingness to learn, and possess a fire inside that you will never give up, I think you will find the fire service is a place for you, and you will succeed."

4 L92: TOLEDO MEMBER IS WORLD'S STRONGEST FF

Toledo, Ohio Local 92 fire fighter and EMT Marcus Waugh earned a new title recently: World's Strongest Firefighter.

Waugh won the title at an annual event at the Arnold Sports Festival in Columbus, Ohio. It features a variety of contests that test different aspects of strength, endurance, and agility, all tailored to the challenges fire fighters face in the line of duty.

For Waugh, whose passion for weightlifting led him to previous competitions, the road to victory was filled with challenges including a ruptured Achilles tendon in 2022. But he remained determined.

Waugh's triumphant return to this year's competition defied all odds as he faced off against 119 fire fighters from seven different countries to secure the coveted title.

5 L5219: CHARLOTTETOWN FFs WELCOME SIGNIFICANT GAINS IN ARBITRATION AWARD

Members of Charlottetown, Prince Edward Island Local 5219 are welcoming a landmark arbitration award that makes significant and long-overdue gains in salary and moves fire fighters from an antiquated eight-hour shift schedule to the 24-hour shift schedule that's predominant in fire departments across Atlantic Canada.



The award, handed down Feb. 18, establishes the Local's first contract as an IAFF affiliate and covers 2019 to 2024. Prior to 2019, Charlottetown's 17 fire department employees belonged to a large, national public sector union and, for bargaining, were lumped mainly in with the city's other municipal employees.

Using other Atlantic Canadian IAFF locals as comparators, the arbitrator brought the historically underpaid Charlottetown fire fighters closer to the regional average by awarding 3.5 percent wage increases in each of the contract's six years.

There was a lot of back-and-forth about how to solve the shift issue, which all agreed had to change. All parties ultimately agreed to a 24-hour shift rotation.

The award also renamed the seasonal fire fighters as Relief Fire Fighters with two classifications based on the number of hours worked. As permanent employees, they are now eligible for sick leave credits and priority for overtime opportunities.

6 L76: RETIRED SOMERVILLE FF CELEBRATES 100TH BDAY

Retired fire fighter William Griffiths, a distinguished veteran of both World War II and the Somerville Fire Department, celebrated a remarkable milestone on Feb. 20, as he turned 100-years-old.

His family, friends, and Somerville, MA Local 76 members celebrated a century filled with incredible experiences and memories.

Born in 1924, Griffiths' journey of service began when he enlisted in the U.S. Marine Corps on Jan. 23, 1942, answering the call of duty during World War II. Over the course of his distinguished military career, Griffiths rose to the rank of corporal and participated in several major battles.

Following his discharge on Nov. 22, 1946, after nearly five years of service,

Griffiths returned to Somerville, Mass., where he continued his legacy of service by joining the Somerville Fire Department.

After 32 years of service, Griffiths retired in June 1981.

7 L55: OAKLAND PRESIDENT SEEKS CITY COUNCIL ROLE

Oakland, CA Local 55 President Zac Unger is taking on a new challenge: running for Oakland City Council.

With close to three decades serving as a fire fighter and paramedic, along with a lifetime dedication to labor unions, Unger is hoping to bring his public safety experience to city governance.

"A lot of people run for office as their first step in a long political career. I'm running for city council as my last step in a long public safety and public service career," Unger said. A fourth-generation union leader, he helped run campaigns, negotiated contracts, worked on ballot measures, and addressed long-term pension and debt obligations for the city.

Read more profiles of IAFF members running for office at iaff.org/newsroom.

—ACROSS THE IAFF—

IAFF'S PAT MORRISON HONORED FOR CAREER OF SERVICE

IAFF Chief of Field Services Patrick Morrison was honored with the 2024 Congressional Fire Services Institute (CFSI) and Motorola Solutions Mason Lankford Fire Service Leadership Award at the 34th Annual National Fire and Emergency Services Dinner for his outstanding contributions to the fire service community.

The award was first established in 1998 in honor of Lankford – the late Texas fire service leader whose mission was to make the profession safer for all members.

“Through our involvement on the National Fallen Firefighters Foundation Board of Directors, I have developed a greater appreciation for Pat’s commitment and dedication to our nation’s fire fighters,” said Mike Leonard, Vice President of Motorola Solutions Sales and Services. “His concern for their health and safety is reflected in the groundbreaking work he has performed throughout his career.”

CFSI Executive Director Bill Webb commended Morrison’s impact on the fire service and behavioral health, calling him a “difference-maker” who has done extraordinary things for the fire service.

“I can’t think of anyone who emulates Mason Lankford more than Pat Morrison,” said Jim Estepp, President and CEO of the Greater Prince George’s Business Roundtable who serves on the CFSI Board of Directors.

During his tenure in the fire service, Morrison observed significant shifts, particularly noting an increased awareness of behavioral health issues and a more collaborative approach to addressing them.

General President Edward Kelly highlighted Morrison’s ability to see the human flaws in people and pull the good out of them, calling it his hidden talent driven by love.

“The changes he made in the fire service around behavioral health – whether it’s our IAFF Center of Excellence for Behavioral Health Treatment and Recovery, which over 3,000 members have gone through, the 12,000 members trained as peer supporters, or the clinicians’ programs where we teach professionals about our specific needs – have, and will continue to, save thousands of fire fighters lives.”

In his acceptance speech, Morrison spoke of the importance of

getting involved.

“There’s a lot of young people out there. This fire service needs you. We want you to be part of this. Remember ... it’s not easy. You have to champion something. Every program that I’ve seen, if it doesn’t have pain and sweat behind it, it wasn’t a program that was worth building.”

International Association of Fire Chiefs President and Fairfax County Fire and Rescue Department Chief John Butler says the weight of Morrison’s work throughout the years has benefitted many leaders, including himself.

“The Fairfax County Occupational Health Center is named after him, and we don’t take naming things lightly in Fairfax County,” Butler said. “The ability for us to identify conditions, treat them, and get people back to their families is the biggest legacy anyone can want, and Pat is living that. He is that.”

Morrison’s journey from unexpected beginnings to influential leadership exemplifies the power of dedication and compassion in the fire service, marking the continuation of a legacy poised to save lives for years to come.



CANADIAN GOVERNMENT DOUBLES FUNDING TO RTI PROGRAM



Natural Resources Minister Jonathan Wilkinson announced a \$800,000 investment in the IAFF's RTI training at the Canadian Legislative Conference.

More fire fighters will be trained to safely and effectively protect their communities from the growing threat of wildfire thanks to a funding increase for the IAFF Responding to the Interface (RTI) program, announced the Government of Canada on April 15.

Following a successful pilot project that trained 325 fire fighters in Alberta and British Columbia using IAFF instructors between August 2023 and March 2024, the federal government will extend the initiative while doubling the amount of funding to \$800,000.

Natural Resources Minister Jonathan Wilkinson announced the funding at the 31st Canadian Legislative Conference in Ottawa. Details of the funding were included in the federal budget, which was tabled in the House of Commons on April 16.

Pointing to the success of the pilot project, Wilkinson lauded the IAFF training, which prepares structural fire fighters to work safely in wildland-urban interface areas.

"The need for more fire fighters and high-quality training opportunities across Canada is crucial to keeping Canadians safe, and that's why we're continuing to partner with the IAFF to deliver what is needed to protect and preserve Canadian livelihoods," he said.

General President Edward Kelly was in Ottawa when the funding was announced and thanked Wilkinson and the government for its support. Recognizing the growing threat wildfires pose across Canada, he stated the importance of the training.

"When fire fighters are safe, the communities we took an oath to protect are safe. That's our top priority. The IAFF is committed to continuing its work with the Government of Canada to ensure fire fighters, and those we serve, are better protected in the face of this new reality," Kelly said.

Through the initial pilot program, 25 fire fighters took part in a train-the-trainer course and an additional 300 from Alberta and British Columbia were trained by IAFF instructors and the IAFF RTI curriculum during courses held in Kamloops and Chilliwack (British Columbia), and Grande Prairie, Alberta.

In addition to the funding announced April 15, the IAFF has submitted a proposal to the Canadian Government for a three-year funding commitment to conduct RTI training, with the goal of expanding it across Canada, including French-language courses.



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¹Savings validated by new customers who switched to Liberty Mutual between 1/2020-10/2020 and participated in a countrywide survey. Savings may vary. Comparison does not apply in MA. The descriptions of coverages and benefits are necessarily brief, and are subject to policy provisions, limits, deductibles, and exclusions that can only be expressed in the policy itself. Coverages and programs vary by state and are not available in all states. For a complete explanation of coverages, please consult a Sales Representative. May not apply in MA.

²ACCIDENT FORGIVENESS NOT AVAILABLE IN CA. Terms and conditions apply. ³Optional coverage in some states; availability varies by state. Eligibility rules apply. ⁴Subject to eligibility requirements. Benefits and eligibility requirements may vary by state. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 175 Berkeley Street, Boston, MA 02116 USA. Equal Housing Insurer. ©2021 Liberty Mutual Insurance 15815133

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FAIRFIRE

A SALUTE TO DEDICATION, SERVICE, AND COURAGE

CORRECTION: In the February edition, Daniel Chard was listed as a retired member of Monmouth, IL Local 1702. Brother Chard is an active member.

ALABAMA L0117 Birmingham—Barry Casey, Doyle Craig, Joel Dean, Thomas King, Jason Lane, Cynthia Letchman, Robert McGill, Danny Pitts, Brannon Vernon, James Ward, Lonnie West, **L0980 Bessemer**—Tommy Cannon, Craig Phillips, **L1288 Homewood**—Andy Butler, Tony Franklin, Bryan Swindle, **L1349 Mobile**—Vincent Dumas, Timothy Falin, Coye Lucky, Larry Tait, Maurice Vautier, **L1437 Decatur**—Michael Bowling, David Parker, James Patterson, Troy Sible, **L1833 Huntsville**—Jeremy Archer, Gerrianne Boatright, Levi Harris, Steve Price, Mike Prince, Evan Reed, **L3447 Guntersville**—Wesley Mann, **L3948 Jacksonville Professional Fire Fighters**—Randall Childs, **L4035 Hoover**—Charles Burns, Michael Norman, Keith Wilkinson, **L4309 Orange Beach**—Jacob Cooper, Samuel Hester, **L4486 Catera Fire Fighters**—Jonathan Parker

ALASKA L1264 Anchorage—Benjamin Booher

ALBERTA L0209 Edmonton Fire Fighters Union—Gary Balon, Patrick Fleet, Ann Gibbons, Kevin Krzanstek, Howard Samycia, Martin Sutton, **L0237 Lethbridge**—Robert Chollak, Neil Green, Warren Keith, **L0255 Calgary**—Brian Ladds, **L2461 Strathcona County Fire Fighters**—Barry Bouwsema, **L2770 Grande Prairie**—Ryan Ulrich, **L4794 Rocky View County Fire Fighters**—Stephen Nogler

ARIZONA I0060 United Emergency Medical Professionals Of Arizona—Kimberly Allison, Jennifer Hoffman, **L0479 Tucson**—Jimmy Cantano, James Heal, Michael Short, David Velador, **L0493 Phoenix**—Victor Armendariz, Jeffrey Bascue, Kenneth Bruck, Leedell Bunton, Shawna Coder, James Collier, Daniel Crowley, Jeffery Dick, Kevin Dodds, James Ellstrom, George Felix, Christopher Flores, Phillip Gaiser, Xavier Gutierrez, Steward Hostettler, Shelly Jamison, Eli Leyba, Nicole Minnick, Lamont Newby, Sean Payne, Brian Ritter, Wayne Smith, Thomas Tunney, Ryan Van Damme, **L1234 Yuma**—Stephen Legros, **L2260 Mesa**—Hugo Barrera, Jack Cravens, Therese Derivan, Scott MacArthur, Kevin McColm, John Tobin, Thomas Wainman, Kara Wainman, **L2273 Globe**—Daniel Bolinger, Michael Peterson, **L3504 United Pima Fire Fighters**—James Werts, **L3572 Northwest Fire Fighters**—Michael Gran, Jason Lafferty, Raymond Marquez, **L3647 Bullhead Professional Fire Fighters Association**—Mike Decker, **L3690 Sedona-Verde**—Randy Killman, **L3832 North Tucson Fire Fighters**—Bill Howe, Thomas Logan, Frederick Pearce, Scott Robb, Alfred Valencia, **L3878 United Maricopa County Fire Fighters Association**—Todd Brunin, **L4217 White Mountain**—Lars Moore, **L4492 Professional Fire Fighters of Sierra Vista**—Robert Nieuwenhuis, **L4944 Old Pueblo Fire Fighters Association**—Mark Andrews, Craig Boydell, Alan Dekalb, Kurt Freeman, Phillip Friskel, Daniel Heeringa, Neal Heeringa, Ryan Hustin, Cliff Maloy, Albert Mendirol, Robert Moon, Scott Rutter, Rafael Sanchez, Ronald Stevens, Luke Tschirhart, Brad Williams, **L5050 United Scottsdale Fire Fighters Association**—Michael Adamo, Matthew Lindsey, Richard Stuve, Jeremy Volk

ARKANSAS L0014 Pine Bluff Fire Fighters Association—Steve Adams, **L0034 Little Rock**—Charles Austin, Ruebel Holmes, Scotty Sanford, Curtis Smith, Chris Spruell, **L1074 El Dorado**—Steven York, **L2276 Malvern**—Jeremy Harper, **L2397 Searcy Professional Fire Fighters Association**—Danny Short, **L2866 Fayetteville Fire Fighters Association**—David Frazier, Kyle Martin, Richard Oslica, Jeremy Oxford, James Quinton, Shane Wood, Nathan Wood, **L2995 Harrison-Ronald Lemley**, **L3007 Springdale**—Richard Bohannan, **L4016 Conway**—Farris Park, **L4078 Van Buren**—Richard Davis, **L5474 Batesville Professional Fire Fighters**—Brandon Magness

BRITISH COLUMBIA L0018 Vancouver—Derrick Bunz, Gordon Ditchburn, Andy Greenwood, Randall Mulligan, Denis Murru, M.A. Navratil, S.C. Nicol, Jerome Perodie, Darryl Phillips, Andrew Sojka, Glen Wong, Alan Zagar, **L0323 Burnaby**—Darren Babey, Warren Brozer, Trent Collison, Rob Hourigan, Dale Kristmanson, Joey Marra, Darcy Robinson, Christine Roy, Scott Ruddy, John Wiesner, **L0730 Victoria**—Kevin de Bruin, Allan Griffin, John Mokosak, Chad Verch, **L0905 Nanaimo**—Brian Cripps, Randy Geddes, Mark Jonah, Daniel Multari, Mark Schwager, **L0913 Kamloops**—Ed Allan, Jennifer McManus, **L0967 Saanich**—Konstantine Niketas, **L1271 Surrey**—Wes Eaton, John Murphy, Ron Ritchie, **L1286 Richmond**—Mike Kelly, Shawn McCluskey, Trevor Northrup, Grant Wyenberg, **L1525 West Vancouver**—

Giulio Caravatta, **L2399 Port Moody**—Jim Bleasdale, Rob Suzukovich, **L2827 Fernie Professional Fire Fighters Association**—Brett Uphill, **L2864 Abbotsford Fire Fighters Association**—Dwayne Jones, Cory Kwak, **L4449 Maple Ridge Fire Fighters**—Ralph Ogilvie, **L4550 Township of Langley Professional Fire Fighters Association**—Ken McWilliams

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Michael Gygax, **L3631 Orange County Professional Fire Fighters Association**—Kurt Bidinger, Jose Garcia, Jerald Hill, Andrew Louch, Ramon Munoz, Jacob Stein, Lawrence Underwood, Alexander Van, Andres Vazquez, David Waldschmidt, James Wood, **L3654 Cathedral City**—Russell Barsness, Chad Smith, Richard West, **L3684 Laguna Beach Fire Fighters Association, Inc.**—Dan Conroy, **L3688 Rialto**—Nicholas Delia, **L3707 Monterey**—Marcial Del Rosario, **L3719 Visalia**—Michael Durham, Allen Wilkinson, **L3730 Carlsbad**—Brad Dantzer, Mike Miles, **L3757 Corona Fire Fighters Association**—Charles Hartwell, Peter Schumacher, Justin Shaw, **L3787 Encinitas**—James Gibson, Peter Keks, **L3925 Manhattan Beach Fire Fighters Association**—Brian Yount, **L4184 San Marcos**—Mitch Smith, **L4577 Patterson Fire Fighters Association**—David Hohl, **L4665 Dixon Professional Fire Fighters Association**—Alexander Apaka, **L5032 Sutter County Professional Fire Fighters**—Craig Dunn

COLORADO L0003 Pueblo—Mike Dome, Jeffrey Mize, **L0005 Colorado Springs**—Kiersten Tarvainen, **L0858 Denver**—Timothy Compton, Wendy Fey, William

Flowers, Michael Flynn, Robert Hedrick, Robert Kmak, Dave Lilja, David McGrail, Mark Ruzicki, Melissa Taylor, Bradley Thayer, Peter VanderMiller, **L0888 Greeley**—Gregory Becker, **L0900 Boulder**—Jeff Martinez, **L1002 Canon City**—Doug McAndries, **L1290 Aurora**—John Lauder, **L1806 Longmont**—Martin McFarland, **L1945 Poudre Fire Authority**—Wayne Brewster, Harold Plitt, Shad Schaaf, **L2086 South Metro Fire Rescue Professional Fire Fighters Association**—Kris Binford, Alan Dole, Joel Heinemann, Pam Krotz, Gary Robinson, Paul Slater, Alexander Soli, Dave Ullery, **L2203 North Metro**—Charles Gross, **L2376 Thornton**—Shane Hyndman, **L2403 Adams County Professional Fire Fighters**—Frank Rotello, **L4138 Vail Fire & Emergency Services**—Thomas Talbot, **L5124 South Adams County Fire Fighters**—Robert Noel, Ryan Roberts, **L5389 Wellington Professional Fire Fighters**—Don Durity

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County Fire Fighters—Ed Binnie

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ONTARIO I0444 Chalk River Professional Fire

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PENNSYLVANIA F0221 Federal Fire Department, New Cumberland—Colin Andres, Jonathan Olewine, Paul Shannon, **L0001 Pittsburgh**—William Clark, Timothy Evangelista, William Fogle, Michael Glaser, John Hunt, Edward Hurley, Robert Ireland, Mark Lewandowski, William Marks, James McCarthy, Roy McDonald, Scott Muto, Jayson Orpel, Jesse Pierce, Terrence Quirin, Anthony Rectenwald, Michael Riley, Mark Sauter, Thomas Williams, **L0010 McKeesport**—James Shields, James Young, **L0022 Philadelphia**—Terrance Anderson, Edwin Boardman, Paul Buchanan, John Duff, Beth Glynn, Carlton Grymes, Thomas Hillgen, Lawrence Hopkins, David Keller, Francis Kinney, Perry Lawrynkiewicz, Kevin O'Mally, Obed Rolon, William Schiller, Patrick Smith, Robert Vecchione, Charles Witherspoon, **L0060 Scranton**—Edward Gallagher, **L0114 Butler**—Jeffrey Scott, **L0160 New Castle**—Delbert Lane, **L0293 Erie**—Brian Fullerton, Gregory Purchase, William Wilson, **L0302 Allentown**—David Arner, Jason Custer, **L0428 Harrisburg**—Wilbert Turner, Byron Worne, Cedric Yates, **L0515 Meadville**—James Aldridge, **L0627 York**—Wade Fleming, Christopher Grove, Patrick Rose, **L0735 Bethlehem**—Scott Ryan, Jeffrey Stiffinella, **L0802 Aliquippa**—David Childs, **L0840 Luzerne County**—Maurice Grimes, **L1095 Carbondale**—Steve Wright, **L1680 Swissvale**—Mark Lukac, **L1803 Reading**—Stuart Bansner, Luis Rolon, Robert Schmale, Gene Spotts, **L1813 Greater Chambersburg**—Kevin Elter, **L2045 Greater Hanover Professional Fire Fighters Association**—William Lawver, **L2102 Corry**—Christopher Young, **L4803 Professional Emergency Service Providers of Berks**—Dakota Glass, Matthew Nistor, **L4838 Harrisburg International Airport Fire Department**—Warren Humphrey, **L5021 North Penn Area Professional Emergency Services**—Cheryl Chamberlain, Pasquale Gambone, Ryan Meehan, Christopher Moss, Leanne Ruch, Michael Shearer, Aubrey Wilcox

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QUEBEC L0125 Association des Pompiers de Montréal Inc.—Dominique Ouellet

RHODE ISLAND L0732 Woonsocket—Brian Magnan, **L0799 Providence**—Joseph Bretna, Kevin Bross, Steven Capracotta, Kevin Jutras, Mark Perrault, Peter Sword, Peter Tagliaferrri, **L0850 East Providence**—Michael Carey, Brian Poland, **L104 West Warwick**—Mathew Manni, **L1261 Pawtucket Fire Fighters**—William Conroy, **L1363 Cranston**—Timothy Castelli, Timothy Colantino, James Warren, **L1651 North Kingstown**—Eric Maculan, **L1703 Tiverton**—Craig Committo, Robert Gagnon, **L1950 Johnston**—Nicholas Audet, **L2748 Warwick**—David King, **L3023 Lincoln Rescue**—Joseph Amaral, Chris Tardie, **L4824 Hopkins Hill Fire Fighters**—Mark Vincent

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—Richard Edwards, William Evans, Xavier Larralde, Rudolph Mallette, **L3846 Woodlands Professional Fire Fighters Association**—Todd Gladish, William Holt, **L3929 Terrell Fire Fighters Association**—Todd Lee, Cindy Main, **L4102 Alice**—Joe Esquivel, **L4171 Bellaire Professional Fire Fighters Association**—Stephen Frank, **L4183 Montgomery County Professional Firefighters Association**—Jeff Barker, **L4194 Taylor**—Timothy Davis, **L4331 Longview Professional Fire Fighters**—George Glenn, Jay Goss, Chris Gray, John Hargis, Eddie Haywood, Justin Jenkins, Erasmo Lopez, Chris McGinnis, Preston Risinger, Scott Smith, **L4405 Professional Fire Fighters Association of Midland**—David Castillo, Eric Matthews, **L4511 College Station Professional Fire Fighters Association**—Brad Ballard, James Myers, **L4590 Eagle Pass Fire Department**—Jose Sotelo, **L4660 Hurst Fire Fighters Association**—Richard Carrillo, **L4683 South County Professional Fire Fighters Association**—John Hunt, **L4929 DFW Airport Fire Fighter Association**—Delmar Langan, **L5153 Celina Professional Fire Fighters Association**—Pat DiCredico, **L5407 Bexar-Bulverde Professional Fire Fighters Association**—Aaron Almendarez

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L0004.....	Phillip Broderick	Des Moines, IA	01/16/2024
L4646.....	Thomas Sinclair	Oak Brook, IL	02/12/2024
L0022.....	John Garrow	Philadelphia, PA	02/27/2024
L0018.....	William Widdess	Vancouver, BC	02/28/2024
L0080.....	Les Parker	Saskatoon, SK	03/25/2024
L1525.....	Ken Gisby	West Vancouver, BC	03/25/2024
L4119.....	Tim Evans	Mount Prospect, IL	03/31/2024
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Edward Sonnenthal, L0122, Jacksonville Association of Fire Fighters

Edward Stroud, L0122, Jacksonville Association of Fire Fighters

James White, L0122, Jacksonville Association of Fire Fighters

Stephen Adams, L0138, Taunton

John Andrade, L0138, Taunton

Rich Arikian, L0138, Taunton

Dennais Avila, L0138, Taunton

Frank Mendes, L0138, Taunton

Robert Howard, L0140, Nashville

Marvin Lanham, L0140, Nashville

Donald Lewellen, L0140, Nashville

Donald Fonzi, L0157, Oklahoma City

Jimmy Haney, L0157, Oklahoma City

David Harber, L0157, Oklahoma City

Mark Ledlow, L0157, Oklahoma City

James Long, L0157, Oklahoma City

Bobby Mowles, L0157, Oklahoma City

Gene Oruch, L0157, Oklahoma City

Warren Parnell, L0157, Oklahoma City

Jerry Quick, L0157, Oklahoma City

Richard Schmitt, L0157, Oklahoma City

Brice Taylor, L0157, Oklahoma City

Mike Finley, L0209, Edmonton Fire Fighters Union

Rolly Henderson, L0209, Edmonton Fire Fighters Union

Kevin Kinney, L0209, Edmonton Fire Fighters Union

Nick Melnyk, L0209, Edmonton Fire Fighters Union

Lionel Milette, L0209, Edmonton Fire Fighters Union

Aaron Brooks, L0237, Lethbridge

Mark Hillery, L0282, Buffalo

Patrick Mangan, L0282, Buffalo

William Thompson, L0302, Allentown

Charles Busch, L0311, Madison

Ronald Ruland, L0311, Madison

Donald Schmitt, L0311, Madison

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Braden Watts, L0341, Houston

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Reginald Eubank, L0416, Indianapolis

Craig Swatts, L0416, Indianapolis

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Trent Aldrich, L0452, Vancouver Fire Fighters

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Fernando Fimbres, L0479, Tucson

Charles Phillips, L0479, Tucson

Guy Renfro, L0479, Tucson

Glenn Michalek, L0506, Berwyn

Donald Richardson, L0514, Shreveport

Valentino Damiata, L0522, Sacramento Area Fire Fighters

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Carl Jacobs, L0632, New Orleans

Ralph Maronge, L0632, New Orleans

Dale Messina, L0632, New Orleans

Arthur Turner, L0632, New Orleans

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Donald Ray, L0660, Charlotte

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John Evans, L0718, Boston

Joseph Keif, L0718, Boston

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John McKenna, L0718, Boston

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John McNally, L0718, Boston

Michael O'Connor, L0718, Boston

Francis Spacco, L0718, Boston

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Thomas Tyzack, L0734, Baltimore
Shaney Warehime, L0734, Baltimore
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Robert Daniel, L0858, Denver
Donnie Kier, L0858, Denver
Timothy Osborne, L0858, Denver
Harry Wolf, L0858, Denver
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Al Chapman, L0867, Winnipeg
Henry Enns, L0867, Winnipeg
Lloyd Hartley, L0867, Winnipeg
Noel Jasper, L0867, Winnipeg
Ron Murray, L0867, Winnipeg
Gary Samson, L0867, Winnipeg
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Rolland Derflinger, L0964, Baltimore Fire
 Officers Association
James Griffin, L0964, Baltimore Fire
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Robert Merritt, L0964, Baltimore Fire
 Officers Association
Richard Nash, L0964, Baltimore Fire
 Officers Association
Charlie Lunday, L0975, Austin
Bruce Paterson, L1068, Brampton
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Larry Powell, L1102, Hialeah Association Of Fire Fighters
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Louis Stiffler, L1311, Baltimore County
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Edward Musgrove, L1349, Mobile
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Russell Chard, L1375, Hollywood Professional Fire
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Edward Lipscomb, L1403, Metropolitan Dade County
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Herbert Sammons, L1403, Metropolitan Dade County
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Paul Woodall, L1403, Metropolitan Dade County
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William Westbrook, L1784, Memphis

Alexander Winer, L1784, Memphis
Robert Zuendel, L1784, Memphis
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Ronald Smith, L2068, Fairfax County Professional Fire
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Margaret King, L2141, Alexandria
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Albert Steck, L2665, Professional Fire Fighters of
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Stephen Walls, L2665, Professional Fire Fighters of
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Joe Walsh, L2665, Professional Fire Fighters of
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Brady Grim, L4314, Caroline County
Jacob Rudolph, L4651, United Wickenburg Fire
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Christopher Ellorin, L4757, Tulare County Professional
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Daniel Kilian, L4882, West Dundee Professional
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Jabon Chubbuck, L5176, Winthrop Professional
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