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QUARTERLY



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"Under intense heat, the steel channels flex, allowing the panels to expand freely. This allows the system to maintain its integrity. In the long run the Westec system helps protect both the training structure and the burn room."

Aaron Adams, president
Fire Facilities, Inc.

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"The Westec Insulation System is the best I've seen. It takes the heat like crazy. And the 15-year non-prorated warranty is pretty awesome. These burn rooms are made to burn and burn for a long, long time."

Jake Barnes, ISFSI Instructor



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Wildfires

IAFF members are increasingly on the frontlines of wildfires, including in Canada, which is experiencing its fiercest wildfire season to-date.

COVER: Zach Rafuse, Halifax, NS Local 268, responds to wildfires in Nova Scotia. Photo courtesy of the Government of Nova Scotia.

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Fire Fighter

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Wildfires: Our New Normal

As our climate changes, populations shift, and the interface is developed, wildfires – once considered a seasonal threat – now persist yearlong. No one knows this reality better than IAFF members. Our brothers and sisters are facing this threat from coast to coast and everywhere in between.

The mission of the IAFF, first and foremost, is to make sure our job is as safe as possible so that everyone goes home at the end of a tour. That's why, since becoming your General President two years ago, I've sought to prioritize the IAFF's work on Health, Safety, and Medicine.

At our 56th Convention last summer, during a roundtable discussion on the Wildland Urban Interface (WUI), CALFIRE Local 2881 President Tim Edwards spoke clearly about the changes we are seeing in wildfire – where wildland fires reach where people live, known as the urban interface. "They built so many homes into the interface [in California] that every fire becomes an interface fire for us. We have homes burning constantly, and it's growing."

The IAFF Wildland Fire Fighters Task Force made their safety concerns a clarion call: Every fire fighter, including me, needs training to respond to wildfires. The IAFF has developed a class specifically for this called Responding to the Interface or RTI. I thought that was a bit of a stretch; I politely explained that I work in downtown Boston, with high-rises, subways, tunnels, ship fires, etc. They quickly enlightened me that when wildfires struck Colorado, city fire fighters from Denver were sent that night. When Gatlinburg, Tenn., burned in 2016, the call for help went out to the city of Charlotte, N.C. They explained simply, when you need lots of fire fighters fast, you call where there are a lot of fire fighters...the cities.

I saw this with my own eyes where I least expected it. After flying home from that very meeting with the task force in May 2022, I emerged from a tunnel on I-93 to see a wildfire blazing in the Blue Hills Reservation, about five miles south of Boston. A number of departments were called in for mutual aid, including close to 10 Boston companies. It hit home quickly.

A short time later, President Biden asked me about pressing issues facing the fire service. Interface fires were top of mind. I told him that when fire fighters get killed in numbers, it's usually a building collapse or being overrun fighting a wildfire. Unfortunately, most municipal fire fighters lack adequate training and equipment to operate efficiently and safely in the interface. I explained that we needed to change this and asked for his help.

IAFF fire fighters protect most of the population in the United States and Canada. Ultimately, it will be our members who will risk their lives to rescue those in the path of a wildfire, no matter where it occurs.

Members across Canada have been doing heroic work during an unprecedented wildfire season, especially in Nova Scotia. When a wildfire entered the city of Halifax, Local 268 Brothers Kevin Corkum and Conor Scott found themselves in a gut-check moment.

When a family couldn't reach their elderly father living with dementia, who was inside a zone overrun with fire, Brothers Corkum

and Scott left their engine and took a faster, lighter department vehicle straight into the inferno to save him. "There were moments when it felt like we were driving through a wall of fire," Conor told CBC News.

Strong work, Kevin and Conor! You've done us all proud.

Thank God, this was a good outcome. As we know too well, not all of our outcomes are good.

The wildfires burning throughout Canada have impacted daily life in the United States, and smoke plumes reached as far as Europe. Thank you to all our members working in brutal conditions on the frontlines in Canada.

The IAFF Canadian office has been pushing for wildfire training funding that was promised over a year ago. In June, the IAFF and the Government of Canada agreed to a one-year pilot program that makes RTI funding available to Canadian fire fighters. Designed by experienced wildfire experts from the ranks of the IAFF, our RTI program is already successfully training fire fighters across the United States and is easily adaptable.

Our careers as fire fighters require us all to understand the need to adapt and to change. I was recently reminded of this as the smoke from the Canadian wildfires made its way to IAFF Headquarters in Washington, D.C.

Our oath is to protect the citizens of our two nations. If fire fighters are not properly trained, the citizenry is not properly protected. We must have a sufficient cadre of well-trained fire fighters available to respond to interface fires. This is our new normal; we must be prepared for it.

As we near the end of the first quarter of the 21st century, we recognized the 10th anniversary of the largest loss of fire fighters' lives since Sept. 11, 2001. With the Yarnell Hill Fire burning out of control and threatening the greater Prescott, Ariz. communities, Prescott Fire Department's own Granite Mountain Hotshots were sent to battle. On June 30, 2013, 19 brave fire fighters made the ultimate sacrifice. In their spirit, let us dedicate ourselves to being ready to battle the wildfire threat.

Be You. Be Strong. Be Fire Fighters.



General President



Edward A. Kelly

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Two Years as your GST: Promises Made — Promises Kept

Sisters and Brothers,

Since taking office as your General Secretary-Treasurer more than two years ago, Team GST and I have been dedicated to bringing transparency and accountability through simplicity to the IAFF finances. Working cohesively with GP Kelly, the Executive Board, and the Board of Trustees, we have made great strides in creating efficiencies in our operations, eliminating waste, and safeguarding the long-term financial health of our union. It has been an honor to travel to state and provincial meetings, conferences, and conventions to hear directly from you and your local leaders about what you expect from the IAFF and how we can assist your Local.

From me personally leading and teaching Secretary-Treasurer focused workshops at our premier educational conference for our union leaders at the Affiliate Leadership Training Summit (ALTS), to the creation of an Assistant to the GST for Operations and Pensions, to the formation of a General Administrative Division, we have definitely made a positive impact within our great union. Some of the things that we have accomplished since taking office have provided big cost savings, while others have laid the groundwork for a financially stronger IAFF in the future.

TRANSPARENCY

As a former IAFF District Vice President in the 10th District, I saw a need and an opportunity to significantly help the District Vice Presidents, Board of Trustees, and other decision-makers get more in-depth information about IAFF finances quickly. We created an online financial library for the IAFF Executive Board and Board of Trustees that provides regularly updated reports on all facets of the GST Office, including bank account balances, audits, investment information, membership reports, and all governmental financial compliance filings.

We also revamped our online Secretary-Treasurer Resources page so that the comprehensive information a local leader may need is always available and up to date. Once a month, we have been sending an email informational bulletin to every affiliate IAFF leader. Each email is focused on a responsibility of the GST Office or the role of the local secretary-treasurer. Some topics have included bonding, local union financial reports, reminders to update your local's membership roster database and submit your Local's annual financial audit as required by the IAFF Constitution & By-Laws — all of which help us pass along fiscal stability to your local.

ACCOUNTABILITY

Monthly Check Registry Review

Once a month, I personally look over the check registry and review every check and transaction. This level of deep detail provides the oversight I strive to create as GST. I work closely with our Comptroller and ask detailed questions about checks or entries that require

additional details or why the amount of the expense may vary from previous months, etc. This process is the foundation of my commitment to accountability and being a fierce watchdog and strong fiduciary over your investment in your IAFF.

Balanced Budgets

By starting the process of budget creation early in the fiscal year, we have been able to present to the Executive Board and Board of Trustees a balanced budget that does not cut services. This is a joint effort between the GP's staff and my staff, and it has proven to be a great benefit, through collaboration. Lastly, due to fiscal discipline, we have also finished each fiscal year with a positive variance.

Procurement Policy

To make sure that the process used for purchasing goods and services at the IAFF is most efficient and cost-effective, the Office of the GST helped create a comprehensive procurement policy. This policy goes a long way in creating a long-overdue policy and standard and uniform process across all IAFF departments for buying equipment and entering into contracts for services. This is just one more example of the work being done to safeguard the financial health of our union.

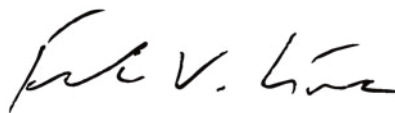
Pension Oversight and Reform

As an international union, providing a defined benefit pension for our employees at IAFF headquarters has always been a priority and necessity to recruit and retain the finest staff. However, to do that, it is imperative that we, as leaders, keep our pension funds healthy. By bringing in an Assistant to the GST to provide guidance on investments and operations of the IAFF pension fund, we have immediately created significant cost savings. We also proposed (and the Executive Board adopted) moderate changes to the pension fund that will save approximately \$60 million over the next 25 to 30 years. That change will create a more robust pension for our valued employees without creating major chaos for the IAFF budget well into the future.

Conclusion

There is so much more that has been accomplished since you elected me as your GST. This list is certainly not comprehensive, but it gives a small glimpse into all that is being done fiduciarily to protect the financial health of our great union while continuing to provide the programs and services that our locals, members, and their families expect and deserve. Our union's financial house must be strong in order to effectively fight for and protect our members.

In solidarity,



General Secretary-Treasurer



Frank V. Lima



GST Lima welcomes Cape Coral, FL Local 2424 member Matthew D'Andrea, his wife Sarah and son Dominic to IAFF headquarters. Members are always welcome to tour headquarters when they are in D.C.



House Reintroduces Public Safety Collective Bargaining Bill

Thousands of fire fighters and emergency medical workers in the United States would benefit from the reintroduced bipartisan Public Safety Employer-Employee Cooperation Act, which would allow public safety workers to form a union, collectively bargain for fair hours and wages, and provide mechanisms for resolution during negotiation impasses.

"Today, tens of thousands of fire fighters and EMS personnel nationwide lack a collective voice with their employer to advocate for themselves, their families, and the communities they took an oath to protect," said General President Edward Kelly. "This is a right that every worker deserves. When fire fighters are at the table, we use our voice to speak out for health and safety improvements that save lives."

If passed, the bill would give fire fighters and EMS personnel basic collective bargaining rights nationwide; currently, 18 states do not allow fire fighters the right to bargain. The legislation gives states broad flexibility to write and administer their own laws, consistent with these minimum standards:

- The right to form and join a labor organization and to have that organization be recognized through the formation and agreement of a contract.
- The right to bargain over working conditions, hours, and wages.
- The ability to resolve disputes through an impasse resolution mechanism, and if an agreement is reached, the right to enforce it in court or through an administrative agency.

The legislation does not allow strikes or lockouts, does not infringe on right-to-work laws, and does not interfere with existing state laws and collective bargaining agreements.

Republican Rep. Pete Stauber, a former police officer, and Democratic Rep. Dan Kildee reintroduced the bill this week.

"As a former police officer who started a union in Duluth, Minn., I know how vital labor rights are for the brave men and women who put their lives on the line every day in service to our communities," said Stauber. "These past couple of years have been especially

difficult for our public safety officers, so it's more important than ever before to ensure they have a voice in the workplace."

"All workers, including police officers, fire fighters, and EMS workers, should be able to join a union and bargain for better wages and safer working conditions," said Kildee. "I am proud to work with Republicans and Democrats to expand collective bargaining rights for public safety officers."

Other cosponsors of the bill include Don Bacon (R-NE), Mike Bost (R-IL), Angie Craig (D-MN), Brian Fitzpatrick (R-PA), Tom Kean (R-NJ), Susie Lee (D-NV), Mike Levin (D-CA), Kathy Manning (D-NC), Dean Phillips (D-MN), Chris Smith (R-NJ), and Gabe Vasquez (D-NM).

"The IAFF proudly endorses the Public Safety Employer-Employee Cooperation Act of 2023, and we urge Congress to pass this common sense, bipartisan legislation and protect the basic labor rights of American workers," said Kelly. "If you are willing to risk your life for others, you deserve a seat at the negotiating table." ■

President Biden Honors Three of New York's Bravest With the Medal Of Valor

Three IAFF members were among the nine public safety officers President Joe Biden honored with the Medal of Valor in recognition of extraordinary acts of heroism and bravery.

President James McCarthy, Local 854 Officer Thomas Reilly, and Local 854 Vice President Bobby Eustace, who said the event was "incredibly impressive and humbling" for all involved.

"From small towns and big cities, you're cut from the same cloth. You run into danger when everyone else runs away from danger. You possess a selflessness that is literally impossible to explain. And your bravery is one that inspires." — President Joe Biden

During a moving White House ceremony May 16, Biden awarded the Medal of Valor to Lt. Justin Hespeler and Fire Fighter Patrick Thornton of the Uniformed Firefighters Association of Greater New York Local 94, and retired Lt. Jason Hickey of New York's Uniformed Fire Officer Association Local 854.

"From small towns and big cities, you're cut from the same cloth," Biden said of the honorees. "You run into danger when everyone else runs away from danger. You possess a selflessness that is literally impossible to explain. And your bravery is one that inspires."

The three fire fighters were joined at the ceremony by Local 854

"President Biden has been supportive of fire fighters throughout his time in office. We appreciate him honoring us and his continued support," said Eustace. "This was a good day for us. We have a lot of sad days in our department, so it was nice to have a good day."

Hespeler was honored for his heroic rescue of a newborn baby who was unconscious in his crib on the second floor of a burning house in Brooklyn, New York.

"That's true heroism," Biden said, of Hespeler, whose actions saved the child's life.

The medal was awarded to Thornton for his rescue of an elderly man who was trapped



From left: Lt. Justin Hespeler and Fire Fighter Patrick Thornton (Uniformed Firefighters Association of Greater New York Local 94), and retired Lt. Jason Hickey (New York's Uniformed Fire Officer Association Local 854) are awarded the Medal of Valor.

under a capsized small craft in the waters off Staten Island.

Hickey was honored for rescuing a drowning man. While on FDNY's marine training, Hickey heard a distress call come in for a man struggling in the swift waters of the

Harlem River. Hickey jumped in the water, secured the victim, and brought him back safely to the rescue vessel. ■

IAFF Chaplain Inducted Into the Irish American Hall Of Fame

Fr. Thomas Mulcrone, who serves as chaplain for the IAFF and was the Chicago Fire Department chaplain for many years, was inducted into the Irish American Hall of Fame during a special ceremony on April 29.

The Irish American Hall of Fame honors American citizens with Irish heritage who have distinguished themselves in the areas of the arts, business, education, public service, religion, science, and sports.



Fr. Mulcrone with 8th District Vice President Mark Sanders.

"I can think of no one more deserving of this special honor than Fr. Thomas Mulcrone," said General President Edward Kelly. "He has been there for all IAFF members, especially our Local 2 brothers and sisters, when we needed him most. On behalf of the IAFF, I want to congratulate Father Mulcrone and extend our appreciation for his years of service to fire fighters and their families."

Attending the ceremony were 8th District Vice President Mark Sanders, Associated Fire Fighters of Illinois (AFFI) President Chuck Sullivan, AFFI Vice President Luke Howieson, AFFI District 1 Vice President Danny Fortuna, and several members of Chicago Local 2.

"The induction ceremony included a fitting tribute to Father Mulcrone for his decades of service to our members," said Sanders. "It was an honor for all of us to be there to celebrate such a momentous occasion."

Mulcrone began connecting with fire fighters in 1981 when he began



Fr. Mulcrone with AFFI President Chuck Sullivan and other IAFF Illinois leaders

assisting the Chicago Fire Department Chaplain Reverend Matthew McDonald. He then took over as chaplain when McDonald retired in 1987 and continued in the position until his own retirement in 2017. Mulcrone served simultaneously as IAFF chaplain for many of those years.

The mission of the Chicago Fire Department chaplain is to provide spiritual guidance and pastoral care to Local 2 members during life's most important moments — baptisms, weddings, funerals,

hospital visits — and to offer emotional support during major fires and line-of-duty deaths.

"That's the hardest thing you have to do is to ring somebody's doorbell," Mulcrone said about telling fire fighter families that the worst has happened.

Today, Mulcrone is also the full-time chaplain to St. Mary of Providence, which provides a residence for women with developmental disabilities and offers day vocational programs. ■

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⁵ Eligibility for portability through Continuation of Insurance with Premium Payment provision may be subject to certain eligibility requirements and limitations.

MEMBERS ON THE FRONTLINES OF CANADIAN WILDFIRES

IAFF members in Halifax, Nova Scotia, worked around the clock in extreme conditions to save residents and homes in the face of devastating wildfires that ravaged the city's suburban areas.

Driven by hot, dry temperatures and strong winds, two large wildfires erupted May 29 in the Tantallon and Hammonds' Plains neighbourhoods northwest of the city, quickly inundating residential areas and forcing thousands to evacuate. While no lives have been lost, up to 200 structures have been destroyed or damaged.

The IAFF actively engaged in the wildfire situation in Halifax. IAFF 15th District Vice President David Burry traveled to the region, and IAFF leadership and senior staff in Washington and Ottawa were in close contact with Local 268 as the situation progressed.

Approximately 50 of Halifax Local 268's 529 members live in areas affected by the wildfires, including as many as three who have lost their homes. Members whose homes were impacted by the wildfire qualify for financial assistance through the IAFF Foundation's Disaster Relief program.

Brendan Meagher, president of Local 268, told Global News that his members, alongside dispatchers, police, and fire fighters from neighbouring communities modeled the spirit of the job.

"We're all in this together. We're Nova Scotians. We help each other," he said. "Fire fighters, we're here when things are bad. It's our calling. It's what we do."

Officials said the Halifax fires, which covered an area of 950 hectares (2,347.5 acres), were contained after about a week.

IAFF General President Edward Kelly commended the members of Local 268 for responding in extremely difficult circumstances, noting that IAFF members in urban fire departments are frequently on the frontlines of devastating wildfires as they become more common due to climate change and other factors.

"Our Halifax members are doing incredible work responding to the wildfires," he said at the time. "They have been called upon to protect



Canadian Prime Minister Justin Trudeau toured a fire station in Halifax, Nova Scotia, spending time with Local 268 President Brendan Meagher, and Local 268 members Conor Scott and Kevin Corkum. Scott and Corkum were recognized by Trudeau for risking their lives to rescue an elderly man inside the wildfire zone.

their neighbours and their community, while some of them are unsure if their own homes are safe. The IAFF is with them every step of the way and will continue to be with them to provide any Disaster Relief support necessary."

Kelly also noted that IAFF members from British Columbia, Alberta, and Saskatchewan are also fighting wildfires in what has been an unprecedented start to the wildfire season in Canada. More than 20 million acres of forest have burned, with the most intense fires occurring in Quebec and western Ontario.

According to the Canadian Interagency Forest Fire Centre (CIFFC), 497 active fires have occurred as of June 30, of which 230 were considered out of control. More than 100 million people in the United States were under air quality alerts into late June as smoke from the wildfires continues to move south. The hazy and dangerous fumes engulfed the skies over much of the Northeast and impacted states from Missouri to Massachusetts.

The IAFF will begin a one-year pilot training program to prepare Canadian structural fire fighters for the dangers and hazards of wildfires. The Responding to the Interface (RTI) program trains fire fighters for the very different realities of wildfires so that they can operate safely and efficiently on the fire ground. The program is funded by the Government of Canada.

"With the recent occurrence of several wildfires in Western Canada leading to the evacuation of numerous homes, the crucial role of firefighters in protecting these homes is evident," said 6th District Vice President Mike Carter. "The RTI program will aid them in performing their duties safely and efficiently." ■

British Columbia	94
Yukon	13
Alberta	101
Northwest Territories	29
Saskatchewan	24
Manitoba	42
Ontario	66
Quebec	106
Newfoundland	5
New Brunswick	0
Nova Scotia	3
Prince Edward Island	0
Parks Canada	14



497
CURRENT ACTIVE FIRES*



Under Control	171
Out of Control	230
Being Held	96

THE TOUGH MISSION OF A WILDLAND FIRE FIGHTER

“When we’re out on the fire line, it’s not a safe environment. It’s not a safe job. It’s dangerous,” said Anthony Powers, a former wildland fire fighter — or hotshot — and current Burbank, CA Local 778 member. “If anything, the job has gotten increasingly treacherous.”

Wildland fire fighters are on the line year-round thanks to rising temperatures associated with climate change and prolonged drought-like conditions.

In 90-to-115-degree heat, wearing 40-60 pounds of gear, they hike the fire line and work quickly to contain and extinguish fires, which can change direction, pick up speed, and grow with fluctuations in the weather. Shifts during the initial attack on the fire can last three days before they switch to a more manageable 24-hour shift.

“Growing up, all I ever wanted to be was a wildland fire fighter. And there’s nothing better than the comradery that comes with being with a crew on a wildfire for three weeks straight,” said Geoff Trapani, a former CAL FIRE Local 2881 fire fighter and current Ontario, CA Local 1430. “But it’s not without its sacrifices.”

The hours are long and exhausting, family life often suffers, and pay is not on par with the municipal counterparts.

DAYS, SOMETIMES WEEKS, ON THE FIRELINE

“Before 2007, when the Fire Fighter Bill of Rights passed the state legislature and stopped indefinite stints on a fire, you had to be prepared to be out 40-60 days sometimes if you wanted to wear the patch,” said Kevin McKeown, a member of Local 2881. “It’s always satisfying to complete a mission and know you did a good job, but those longer campaign fires are hard on the mind and the body.”

It is challenging to keep stints on the fireline short. With each wildfire season, the fires are getting more ferocious. In fact, seven of the last 10 years have set records for size and intensity.

Local 2881 member Steve Morgado noted that one of the longest stints he spent on the fireline was actually after 2007. The 2021 Dixie Fire spanned five California counties, becoming the largest single (non-complex) wildfire in the state’s history. Before the fire was extinguished, it burned 1,505 square miles.

“I ended up spending 64 days on that fire, partly because this fire was located in the area I grew up in, which adds another layer to it,” said Morgado. “Mentally and physically, it was very tough. I wanted to go home to rest and see my family, but I had a job to do.”

Morgado was among thousands of other fire fighters who began each day on the fireline with a morning briefing before riding or hiking to their 12-24 hour shift. Some fire fighters are assigned to hand crews to prevent the fire’s growth, while others are doing everything possible to save homes.

“Whether on hand crew, a dozer, or an engine company, we all share the load. You really build a lot of comradery working as a team on a big fire like the Dixie fire,” said McKeown, who was there for 32 days. “It is very exhausting, but the satisfaction of completing a mission, saving lives, and protecting property make it worthwhile.”

BEING SEPARATED FROM FAMILY IS HARD

Leaving family behind for that long is challenging. “Before cell phones, we would have to keep an eye out for a working pay phone and hope for the best,” said McKeown. “Very thankful for my wife for keeping things on track while I’m gone, but I do feel bad when I’m on day 22, and she’s at home dealing with a water leak or some other difficult issue.”

“Cell phones make it easier, but we have to cross our fingers that cell service doesn’t go down. Then, we can do a few minutes of Facetime each day,” said Morgado. “I am very thankful for everything my wife is doing, and I do my best to be as present as possible. We make it work.”

While some can make it work, others find switching to a municipal fire department the best option for family life.

In 2020, Powers left the U.S. Forest Service to join the Burbank Fire Department. “It was tough because I loved that job, but I realized I was

Members of CAL FIRE Local 2881 faced intense and dangerous conditions as they battled the Thomas Fire in Ventura County and Santa Barbara County, California.

“Growing up, all I ever wanted to be was a wildland fire fighter. And there’s nothing better than the comradery that comes with being with a crew on a wildfire for three weeks straight. But it’s not without its sacrifices.”

— Former CAL FIRE Local 2881 fire fighter and current Ontario, CA Local 1430 member Geoff Trapani

spending too much time on ‘pieces of line’ and not enough time with my family. I was missing a lot,” he said. “It was an opportunity to have a different impact on the community, and I still get to go out on wildfires via mutual aid. Some might argue that it’s the best of both worlds.”

“Family separation is a big issue,” said Trapani. “Another big retention issue is that many feel the pinch of being paid less than their municipal counterparts.”

SOME RELIEF

The stresses of the job have led to an uptick in behavioral health issues, which CAL FIRE and Local 2881 are working to address.

The department has implemented a policy requiring fire fighters be sent home to rest and reset if they have been on the fireline for 21 days.

“Before this policy was issued, I could never tell my family how long I would be gone,” said McKeown. “It is easier on the mind when your kids ask you, ‘Daddy, when will I see you again’ to be able to give them a more definitive answer.”

Meanwhile, Local 2881 negotiated a new contract with the state, which increased pay by 2.5 percent at the end of 2022, with another 2 percent raise in both January and June 2023.

The contract also includes a reduction in the workweek from 72 to 66 hours per week. The new hours will be effective in late 2024 to allow time to hire additional fire fighters to accommodate the new schedule. ■



Burbank, CA Local 778 member Anthony Powers spent the first years of his career on a hotshot crew. He said nothing beats that level of camaraderie.



Burbank, CA Local 778 member Anthony Powers in the field.



CAL FIRE Local 2881 member Steve Morgado with his wife and children.

“Whether on hand crew, a dozer, or an engine company, we all share the load. You really build a lot of comradery working as a team on a big fire like the Dixie fire. It is very exhausting, but the satisfaction of completing a mission, saving lives, and protecting property make it worthwhile.”

— CAL FIRE Local 2881 member Kevin McKeown

2023 IAFF Legislative Conferences



U.S. Legislative Conference: Demanding Excellence

Nearly 800 affiliate leaders from across the United States convened for the 2023 Alfred K. Whitehead IAFF Legislative Conference in Washington, D.C., a short distance from the Capitol. The annual conference champions issues critical to the nation's professional fire fighters and allows union leaders to hear from elected officials, including President Joseph R. Biden.

Biden made history March 6 when he addressed the conference. It was the first time in 25 years that a sitting president spoke at an IAFF event. Biden, a longtime supporter of the fire service, expressed his profound appreciation for fire fighters and EMS professionals. "And you say you're just doing your job. Well, we know it's not just a job," the president remarked. "Being a fire fighter is not what you do, it's who you are."

Biden's comments also highlighted the dignity of work.

"Dignity and respect also mean protecting your health," he said. "Toxic substance you're exposed to on the job are almost certainly why cancer is a leading killer to fire fighters."

Federal fire fighter Mike Jackson, president of Fort Myer Local F253, commended the president's support of the fire service before the crowd.

"President Biden is making sure our government does not abandon fire fighters – especially those of us, like me, who develop cancer while serving others and protecting our nation," he said.

The recent National Defense Authorization Act (NDAA), signed by the president, provided federal fire fighters with presumptive benefits for cancer, heart, and lung disease. And his American Rescue Plan helped cities hire fire fighters and avoid massive layoffs during the COVID-19 pandemic. "Cities like Tampa, Dallas, Tulsa, Knoxville used the funding for premium pay, new fire and rescue vehicles, extra staff during peak times," Biden said.

"You are the only person I ever hear saying, 'The only thing that saves fire fighters is more fire fighters.' You get us," said General President Kelly to Biden. "You have clearly established yourself as the greatest president fire fighters have ever had. You're making our very dangerous profession as safe as it possibly can be, one decision at a time, and we thank you."

In his remarks to the crowd, Kelly underlined the importance of supporting politicians who back the fire fighter issues.

"We are not red. We are not blue. We are fire fighters through and through," said Kelly. "We are here this week to lobby our congressional leaders on issues that keep us safe, give us a voice, and provide a dignified retirement. When it comes to political parties, we do not care if you are Republican or Democrat as long as you support our issues."

Echoing the legislative conference theme: Demanding Excellence, Kelly continued, "Whether it is funding the creation of our next-generation,



"It is past time that government stop hindering those that keep us safe from doing their job and give you the resources that you need to be safe."

— Rep. Anthony D'Esposito (R-NY)



"Exposure to hazardous materials that can cause cancer must not be the expectation or accepted by this profession. We need to revolutionize the gear and tools that firefighters utilize on the job to ensure they remain protected as you protect our communities."

— Rep. Debbie Dingell (D-MI)



"In Congress, you can count on me to have your back. That is why I will be supporting the Honoring Our Fallen Heroes Act. We can no longer deny the occupational connection between cancer and the fire service, and you deserve the full benefits for your service."

— Rep. Nikki Budzinski (D-IL),
a former IAFF Political Action
Department lobbyist



"Collective bargaining leads to better working conditions. It's time for Congress to guarantee that all public sector unions have that right. That will help us to establish fair pay and hours for fire fighters and paramedics."

— Sen. Brian Schatz (D-HI)



"We want America to know about 9-8-8. That's the number we stood up last year to help anyone who's suffering from a mental health crisis, who's about to take the wrong fork in the road, who doesn't believe anyone cares and anyone's listening."

— HHS Sec. Xavier Becerra

PFAS-free bunker gear or whether its other cancer protections, we demand excellence from those who represent us in Congress.”

The Legislative Conference, and the visits that followed to Capitol Hill, centered on five pieces of legislation: the Honoring Our Fallen Heroes Act, Protecting Firefighters and Advancing PFAS Alternatives Act, Healthcare for Heroes Act, Public Safety Free Speech Act, and Public Safety Employer-Employee Cooperation Act of 2023.

- The Honoring Our Fallen Heroes Act would classify occupational cancer deaths as line-of-duty deaths, making surviving family members eligible for Public Safety Officer Benefits (PSOB).
- The Protecting Firefighters and Advancing PFAS Alternatives Act seeks to provide a funding source (\$25 million in grant dollars) to support research to create PFAS-free turnout gear and PPE. Fire fighter involvement in the process has been written into the bill as a requirement.

■ The Public Safety Free Speech Act has earned the most bipartisan support in the current Congress. It would ensure first responders cannot be penalized for exercising their right to free speech about job-related concerns like staffing levels, inadequate safety equipment, wages, working conditions, or unreasonable administrative rules.

■ Collective bargaining is not a right that all IAFF members have. That is why there is another push to pass the Public Safety Employer-Employee Cooperation Act. It would establish collective bargaining for all public sector union employees if passed.

■ The Healthcare for Heroes Act would provide fire fighters who retire before becoming Medicare-eligible with a tax credit to offset the costs of obtaining temporary retiree health insurance.

“We support those who support us,” said Kelly. “We need help on both sides of the aisle to effect this change.” ■

President Biden Headlines IAFF Legislative Conference

President Joe Biden made history March 6 when he addressed hundreds of IAFF members at the 2023 Alfred K. Whitehead Legislative Conference. It was the first time in 25 years that a sitting president spoke at an IAFF conference.

Biden, a longtime supporter of the fire service, expressed his profound appreciation for fire fighters and EMS professionals, remarking, “People don’t appreciate you until they need you. When that bell rings ... you jump in the truck, no matter what.”

Biden’s commitment to fire fighters has been evident throughout his career. During the COVID-19 pandemic, his American Rescue Plan helped cities hire fire fighters and avoid massive layoffs. “You all know, the only thing that protects you is more fire fighters,” he said to a round of thunderous applause and a standing ovation.

Most recently, the president signed into law the National Defense Authorization Act (NDAA), providing federal fire fighters with presumptive benefits for cancer, heart, and lung disease.

Throughout his speech, Biden touched on many of the key legislative issues IAFF members came to Capitol Hill to advocate for. “Your job is about dignity and respect,” he said. “That’s why I fight so hard to protect your right to collectively bargain.”



General President Edward Kelly thanks President Joe Biden for his remarks at the U.S. Legislative Conference in March.

In a passionate call to action, President Biden declared his support for the Honoring Our Fallen Heroes Act, which recognizes cancer as a line-of-duty death and ensures benefits for the families of those who have paid the ultimate sacrifice. “Get it to my desk, and I’m going to sign it,” he stated emphatically.

Reducing cancer deaths in the United States has been a top priority for the president and for the IAFF. After recognizing the devastating impact of cancer on the fire service, Biden reaffirmed his commitment to ensuring all fire fighters receive next-generation, PFAS-free protective gear, adding, “I’m determined to make sure you have the gear that protects you without making you or your family sick.” The NDAA included a provision requiring the Department of Defense to purchase PFAS-free gear when it becomes available.

“I have your back, I promise you. You had my back,” President Biden said, referencing the IAFF’s early support of his 2020 campaign, “I’ll have yours.”

General President Edward Kelly thanked Biden at the end of his speech, expressing his gratitude for the president’s steadfast commitment to the fire service.

“You are the only person I ever hear saying, ‘The only thing that saves fire fighters is more fire fighters.’ You get us,” said Kelly. “You have clearly established yourself as the greatest president fire fighters have ever had. You’re making our very dangerous profession as safe as it possibly can be, one decision at a time, and we thank you.” ■



President Biden spent nearly an hour meeting with members along the rope line after his speech.

Historic 30th Canadian Legislative Conference in Ottawa

IAFF leaders from across Canada lobbied MPs and Senators to take regulatory action against dangerous PFAS chemicals in fire fighter protective gear and to strengthen the nation's airport firefighting regulations at the historic 30th Canadian Legislative Conference March 27-28 in Ottawa.

A record 160 delegates attended the conference and reported strong support for the two issues after conducting lobby meetings with their elected representatives.

In an address to delegates, IAFF General President Edward Kelly cited occupational cancer as a top priority of the IAFF. He commended the Canadian membership for their commitment to political action and for moving Bill C-224, which proposes a national framework to address occupational cancer in fire fighters, forward in the legislative process.

Kelly emphasized the need to fight together to win the PFAS battle and other vital issues affecting the profession. "Just like fighting a fire, when we go out the door, we do it together; we don't do it alone," Kelly said. "It's when we fight together that we win."

The conference included a PFAS roundtable discussion with Kelly and IAFF Director of Science and Research Neil McMillan, a PFAS legal forum with attorneys from the firm Motley Rice, and the Canadian premiere of the documentary film BURNED: Protecting the Protectors, which provides a hard-hitting and emotional examination of PFAS in fire fighter protective gear.

General Secretary-Treasurer Frank Lima, who introduced the film, said it was a stark realization that the very gear that's supposed to keep fire fighters safe is now known to cause cancers and other health problems due to the PFAS they contain.

"It's easy to see the reports and realize that this stuff was in our gear for years and get angry. But I suggest we put that anger aside and get motivated and energized for the fight," Lima said. "We are in this together, and I can't imagine a better, stronger group of people standing beside me as we enter this fight."

Delegates also lobbied MPs and Senators to strengthen Canada's airport firefighting regulations, which, unlike International Civil Aviation Organization (ICAO) standards, don't specify rescue as a resourced function of airport fire fighters.

Conference speakers included Public Safety Minister Bill Blair, New Democratic Party Leader Jagmeet Singh, Conservative MP Chris Lewis, Green Party Leader Elizabeth May, and Bloc Québécois MP Kristina Michaud.

In a special moment, Montreal-area Liberal MP Sherry Romanado addressed delegates with an update on her private member's Bill C-224, which passed the Senate and received royal assent on June 22 after drawing support from all parties.

Romanado commended delegates for their advocacy on Parliament Hill and thanked the IAFF for its steadfast support of the bill addressing occupational cancer. She also said she was overwhelmed with the number of people who came forward in the past year and shared personal stories about firefighting and cancer.

"There are now 338 MPs who know that fire fighters are more likely to



Attorneys from the Motley Rice, one of three law firms retained by the IAFF to assist with PFAS-related litigation, attended the Canadian Legislative Conference. They briefed members alongside Sean McManus, special assistant to the General President and Canadian legal counsel.

develop cancer, and that's because of your hard work," she said. "Everyone supports this bill, and hopefully, we can get it through before the end of June, and by this time next year, we're talking about a new national framework for the prevention and treatment of cancers linked to firefighting."

Romanado was joined on stage by Senator Hassan Yussuff, an IAFF ally and former Canadian Labour Congress President who has agreed to champion Bill-224 in the Senate.

Other speakers included Canadian Association of Fire Chiefs President Ken McMullen, Broadbent Institute Executive Director Jen Hassum, and Nathan Wright, National Indigenous Fire Safety Council Executive Director.

The conference also included the crowd-favourite Political Pundit Panel featuring noted political commentators and strategists Kathleen Monk, Tim Powers, and Carlene Variyan. It concluded with the IAFF Parliamentary Reception, where delegates mingled with MPs, Senators, parliamentary staff, and other guests. ■



Senator Hassan Yussuff



General President Kelly and General Secretary-Treasurer Lima



18 Members from across Canada attended the 30th Canadian Legislative Conference in Ottawa.



MP Sherry Romanado was among the conference's featured politicians.

Prime Minister Trudeau Hosts IAFF Town Hall

Canadian Prime Minister Justin Trudeau discussed occupational cancer, wildland fire fighting response, and other key issues with IAFF members and their families at a special Town Hall meeting March 16 hosted by the IAFF and the Mississauga Fire Fighters Association.

Dressed casually and seated in the middle of a large crowd at an events centre in Mississauga, Ont., the prime minister was greeted enthusiastically by fire fighters and their family members from across the Greater Toronto Area before fielding their questions for more than an hour.

"This is a really great privilege for me," Trudeau told the crowd before thanking them for their service.

"As fire fighters, you chose to serve your communities, and your families are also serving alongside you. They make sacrifices because of what you choose to do in your life to keep others safe."

Asked about PFAS, the toxic 'forever chemicals' used in fire fighter protective gear, Trudeau stated the government was studying them "very, very carefully right now" before pledging that, pending its review, the government would take appropriate measures to keep fire fighters safe. He also cited Liberal MP Sherry Romanado's Bill C-224, which proposes a national framework to address occupational cancers in fire fighters and is moving quickly through the legislative process.

"You are the folks who are keeping Canadians safe," he said. "The government needs to make sure we're doing everything to keep you safe."

Answering a question about training for wildland response

"As fire fighters, you chose to serve your communities, and your families are also serving alongside you. They make sacrifices because of what you choose to do in your life to keep others safe."

— Canadian Prime Minister Justin Trudeau



training, Trudeau confirmed his government's commitment to train 1,000 fire fighters and noted the IAFF's leadership and expertise on the issue in the United States. The IAFF has provided a funding proposal to use the Responding to the Interface (RTI) program to help the Canadian Government meet its training targets and is pressing



to have it considered before next year when Trudeau said the government is expecting to entertain those submissions.

Trudeau also fielded audience questions about mental health supports for first responders, the opioid crisis, carbon pricing, and affordable childcare, and expressed his support for a current proposal that would make fire fighter safety an objective within the National Building Code.

IAFF Local 1212 President Chris Varcoe, who introduced Prime Minister Trudeau and cited a long list of fire fighter issues his Liberal Government has acted on since it was elected in 2015, said he was thrilled to host the event.

"This was a very special night for us and an important occasion for all IAFF members," Varcoe said. "We're grateful to Prime Minister Trudeau for listening to our concerns and speaking directly to us about his views on issues that are dear to us."

IAFF General President Edward Kelly said the Town Hall was a testament to the International's strong political ties on both sides of the border. U.S. President Joe Biden spoke to IAFF members 10 days prior at the U.S. Legislative Conference in Washington, D.C.

"It was a great honour for the IAFF to host Prime Minister Trudeau and a terrific opportunity for our members to hear his views on issues affecting them and their families," Kelly said.

Trudeau's Liberal Government has proven an important ally for professional fire fighters in Canada.

After it was elected in 2015, the Liberal Government acted swiftly on several IAFF legislative issues, including a National Action Plan on post-traumatic stress injuries, renewed funding for the IAFF Canadian Haz-Mat & CBRNE Training Initiative, and establishing the Memorial Grant Program for First Responders, which provides \$300,000 to the surviving families of fallen fire fighters as a recognition of their service and sacrifice.

In 2017, the Liberals also proclaimed the second Sunday each September as Firefighters National Memorial Day in honour of fire fighters who have died in the line of duty. ■



Canadian Prime Minister Justin Trudeau at the Town Hall meeting.

2023 MDA Summer Camp — Volunteers Needed!

MDA has been leading the way as the #1 voluntary health organization for people living with neuromuscular diseases for more than 70 years, and families are at the heart of our mission. We couldn't fulfill our mission without the volunteers who work tirelessly to support the neuromuscular disease community in so many ways. That is why we have proclaimed 2023 the *Year of the Volunteer*. The generosity of our volunteers allows us, year after year, to continue to provide the research, care, and programs that are empowering individuals with neuromuscular diseases to live longer, more independent lives.

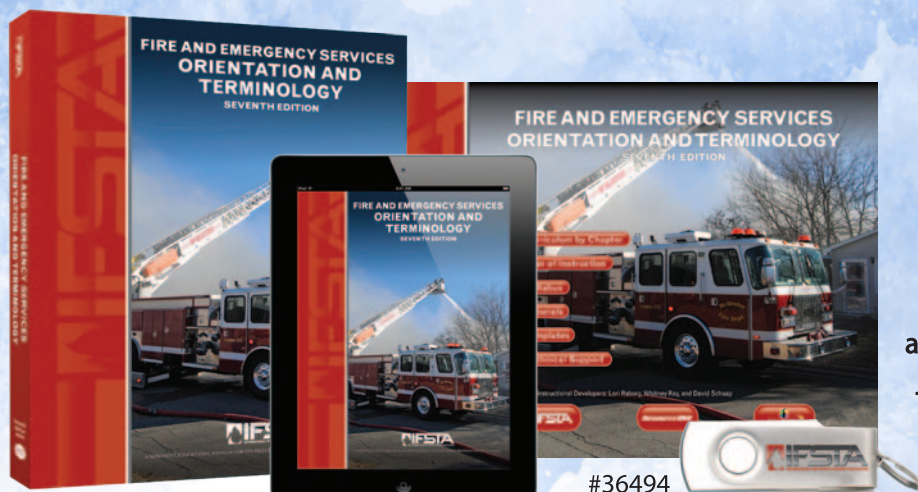
MDA Summer Camp plans are underway, and volunteers make a profound difference in ensuring campers have a safe, fun, and memorable experience. We have an urgent need for camp counselors and medical team volunteers to provide care and support to campers throughout the country!

If you are interested in volunteering, apply today or share this opportunity with members of your Local! ■



► Learn more and apply: mda.org/summer-camp/volunteer.

Back to the Basics: New Orientation and Terms



Fire and Emergency Services Orientation and Terminology, 7th Edition, acquaints new firefighters and fire science students with the history, traditions, terminology, organization, and operation of the fire and emergency services. In addition, this manual contains typical job and operation descriptions that provide insight into the inner workings of the fire service.

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Think You're Ready for Retirement? HERE'S YOUR CHECKLISTS

Firefighting might be the best job in the world. But one day, maybe soon, it will be time to retire. Are you ready?

When considering retirement planning, most think about the financial aspects first. And that is important, but it is equally important to mentally prepare for what it will be like to not be at the firehouse doing what you were called to do.

We asked experts from the IAFF - Financial Corporation and the IAFF's Behavioral Health department what you need to know to prepare for life after the job. Here's what they have to say...

Your Financial Planning Checklist

1. Make sure your beneficiaries are updated.

Think about your life insurance and retirement policies. Make sure those benefits will go to the correct people.

2. If you have a 457b or 401a retirement account, now is the time to think about where that money will go once you retire.

For your 457b or 401a account, you have options. One option is to roll the money into an Individual Retirement Account (IRA), which generates tax-free income during retirement. If your deferred compensation plan allows for it, a second option can be to leave the money in your plan. The advantage is that deferred compensation plans come with lower fees and better investment share classes than an IRA.

3. Do you have a 401a (defined contribution) plan through your employer?

If you have this plan, you can 'sell back' unused sick leave balances into your 401a. It's an easy way to increase the money available to you in retirement.

4. Did you participate in Social Security your entire career or just part of it?

If you only participated in Social Security for a portion of your career, you may be subject to the Windfall Elimination Provision (WEP). This provision could reduce your retirement or disability benefits if your employer did not pay Social Security taxes on your earnings during a period of your career. You could avoid WEP by working for an employer who pays Social Security taxes for a period after you retire from the fire department. This will ensure you have enough Social Security credits to qualify for full benefits.

5. Did you serve in the military?

If you served in the military and your pension plan allows for military service buybacks, consider using money from your 457b to purchase that time. The buyback program allows you to add your military service time as a credit to your civil service (fire career) time. This would result in an increased retirement annuity.

6. Think about healthcare.

Health insurance is a critical consideration for retirees. Government-funded healthcare is typically only available at the age of 65. Everyone's situation is different. Some members have retiree healthcare available through their employer, while others may need to purchase it. The IAFF-FC has two options available to some members: the IAFF Health and Wellness Trust and the IAFF Medical Expense Reimbursement Plan.

The International Association of Fire Fighters Financial Corporation can connect you with the right resources for financial planning or health insurance needs. Contact the IAFF-FC at (202) 737-1125.

Your Health and Wellbeing Checklist

1. Get ready for a new sense of purpose.

After spending 20-30 years doing what you are called to do, a retirement life with no one calling for help can feel abrupt. Some find fulfillment in second careers, while others are content to focus on a hobby or additional family time. Whatever you choose, it is important to have a post-retirement plan.

2. Normalize connecting with a mental health professional during your career.

Don't wait until you need help to find a counselor. It's much easier to start counseling if you have someone identified ahead of time. Even if you don't think you need counseling as an active fire fighter or rescue worker, it's good to know where to find peer support or a clinician.

3. Reconnect with your primary care doctor.

It is important to take care of your overall health, not just your mental health. If you have not been seeing a regular primary care doctor, now is the time. Set regular appointments and follow up with recommended care.



4. Plan to stay connected to your fire service family after you retire.

Even if you are ready to hang up your gear, most retirees remain interested in what is happening in the department and their Local. Some IAFF locals have alumni associations or other organized ways to keep retirees active. If there are no organized retiree meetups, consider starting your own and inviting others.

5. Build or re-establish connections with your friends/family.

Reconnecting with your friends and family outside of the fire service is important for a healthy balance in retirement. Your family has been used to the demands of the job — long hours, working holidays, responding to natural disasters. Remember that your retirement is a big change for them, too, so be sure to communicate with them about it.

6. Establish a predictable daily schedule.

A regular routine can help you adjust to retirement. In the fire service, you are used to a regular shift schedule. After your last day on the job, establish a new routine that includes wake-up time, exercise, meals, and bedtime. This will help you transition into retirement smoothly. ■

THE IAFF GUARDIAN POLICY

Protecting Your Right to Free Speech

As fire fighters and rescue workers, you know that your voice matters in the community. You are the experts when it comes to public safety, and you have a responsibility to speak up on matters of public concern. But what happens when you speak out and are retaliated against? That's where the IAFF's Guardian Policy comes in.

"We live in a country where you're entitled to speak your mind. But yet, if you want to speak up about safety deficiencies, you could be fired," General President Edward Kelly said at this year's U.S. Legislative Conference. "About half of the Guardian cases that the IAFF is fighting are because IAFF leaders stood up, spoke the truth, and were being disciplined or terminated for doing so.

**That's what we are fighting for ...
making sure you have a voice.**

— General President Edward Kelly

The cases are vast, as are the forms of retaliation, but the IAFF's history of supporting members' rights in court has stood the test of time. Enacted by Convention Resolution in 1996, the Guardian Policy has been protecting members' right to free speech mostly behind the scenes, with little fanfare.

The Guardian Policy makes available direct legal representation from IAFF General Counsel to protect union leaders facing retaliation for engaging in union-related activities or speaking out on matters of public concern, as well as cases that could have a precedent-setting impact on other IAFF affiliates.

As experts in emergency response, IAFF members are uniquely qualified to educate the public and elected officials on the importance of emergency preparedness. Moreover, they have a constitutionally protected right under the First Amendment to publicly voice job-related safety concerns.

Despite the First Amendment right to freedom of expression, many municipalities have implemented policies restricting public safety personnel from expressing their opinions on job-related issues, even off-duty using personal social media accounts, leading to severe penalties in some instances.

IAFF members have faced consequences for advocating their positions on ballot referendums, raising awareness of staffing shortages with elected officials, calling for improved safety equipment, and writing letters to the editor about fire department needs. In many cases, first responders challenge these penalties in court; however, they are often denied justice

due to confusing laws regarding when public employees can comment and what disclosures are protected by the First Amendment and whistleblower rules.

"Our members are protected by the First Amendment, but there are caveats and some very gray areas in certain situations that allow for their rights to be violated," said IAFF General Counsel Peter Leff. "It's happening across the country."

"Bottom line," he continued, "the First Amendment does not provide as much protection as we think it should."

Leff estimates that approximately half of the cases handled via the IAFF Guardian Policy involve violations of First Amendment rights or protected union activity, with speech-related issues comprising a significant portion of the caseload.

The policy has defended members in a range of cases, including:

- A Local in East Chicago, Indiana that saw its shift schedule change after announcing its mayoral endorsement. The case is currently pending.
- A local president in Jackson, Mississippi, who was suspended for speaking to the press about the city's inadequate COVID response. IAFF counsel reached a \$62,500 settlement, including \$1,800 in backpay for the five-shift suspension, \$17,200 in compensatory damages, and \$43,500 in attorneys' fees and expenses. The city also agreed to rescind the five-day suspension and to redraft the department's unconstitutional media policy.
- A local president in Arizona who was able to prove – with IAFF Guardian Policy assistance – that his failure to be promoted was tied to his union activity. The president was awarded backpay and lawyer fees.
- Members in Florida who were disciplined for posting on social media about staffing and resource shortages that led to a delayed response to a fatal structure fire. A settlement was reached, awarding the members backpay.
- A local president in Texas who was fired for participating in a photo shoot for the local's PAC. After years of litigation, the IAFF helped secure \$211,963 in lost wages and \$113,107 in attorneys' fees.

The Public Safety Free Speech Act – which would ensure first responders cannot be penalized for exercising their right to free speech about job-related concerns like staffing levels, inadequate safety equipment, wages, working conditions, or unreasonable administrative rules – is an IAFF legislative priority that perhaps has earned the most bipartisan support, including from Sen. Rand Paul (R-KY) and Rep. Jim Jordan (R-OH).

"The Public Safety Free Speech Act would provide much-needed clarity on the rights of IAFF members both on and off duty," said Leff. "In the meantime, the IAFF remains steadfast in defending our members when their legal rights have been infringed upon." ■



CANCER DIAGNOSIS

and family

From the initial shock of diagnosis to treatment and recovery, cancer doesn't just impact the diagnosed fire fighter. Its repercussions extend to family and friends.

Hialeah, FL Local 1102 President Eric Johnson asked the University of Miami's Cancer Prevention and Wellness Clinic to conduct cancer screenings for his membership. When clinicians examined Johnson, they ordered a colonoscopy and more tests.

"Looking at the results, there was no room for doubt. I had had colorectal cancer for as many as five years without experiencing any symptoms," he said. "When the testing found it, the cancer was at stage three, and I needed treatment right away."

"Even though you've always known it's possible, it doesn't feel real," said Darlene Johnson, Eric's wife. "You go from shock to worrying that he's going to die."

Patty Jackson knows that feeling.

Jackson serves as a dispatcher at Fort Myer in Arlington County, Virginia, where her husband, Fort Myer Local F-253 President Mike Jackson, is a fire fighter. "I had a friend at work who was going through colon cancer and was not doing so well. So, when we got the news about Mike's testicular cancer, it hit me like a ton of bricks."

When Jackson, a 29-year fire fighter, suspected something was wrong, he went to his doctor to get checked. The doctor confirmed he had a mass and recommended surgery to remove it. An aggressive round of chemo followed.

Family and Friends Become Caregivers

Spouses are most often the ones who take on the most responsibility. They transport the cancer patients to appointments, attend appointments, provide emotional support, take on the role of home nurse, and keep family/home life operational.

"It's your turn to be the rock, and it can be a lot," said Patty Johnson. "Sometimes you just have to go outside and take a deep breath. Then, go back inside and just keep going."

Jim O'Toole, vice president for both the Atlantic Provinces Professional Fire Fighters Association and Saint Johns, NL Local 1075, was first diagnosed with kidney cancer and, later, some recurrences of melanoma (skin cancer).



Fort Myer Local F-253 President
Mike Jackson



San Diego, CA Local 145 member Dan King

"The kidney cancer was the easiest as treatment only required surgery. I thought the melanoma would be simple too because it appeared to be just superficial, but I guessed wrong," said Crystal Dominix, O'Toole's wife.

"IT'S YOUR TURN TO BE THE ROCK, AND IT CAN BE A LOT. SOMETIMES YOU JUST HAVE TO GO OUTSIDE AND TAKE A DEEP BREATH. THEN, GO BACK INSIDE AND JUST KEEP GOING."

— Patty Johnson

She continued, "The treatment caused fever, joint pain, and some other side effects. I learned to stay mission-focused and accept that not every day is going to be the best."

In addition to being a home nurse, spouses or designated family members often need to help keep track of everything related to treatment and recovery.

When San Diego, CA Local 145 member Dan King was diagnosed with throat cancer, his treatment plan included a high volume of doctors' appointments. His wife, Theresa, was with him at these appointments for moral support and to be a second set of ears to hear care instructions.

"Waiting for answers and watching the effect cancer had on him was very stressful, but organizing helps me cope. I put the doctors' appointments, treatments, and medications into spreadsheets," said Theresa King. King's husband, Dan, is a San Diego Local 145 member and was diagnosed with throat cancer.

"Because it was throat cancer, I had to be on radiation and use a feeding tube. I couldn't drive or anything," said Dan.



Jim O'Toole, vice president for both the Atlantic Provinces Professional Fire Fighters Association and Saint Johns, NL Local 1075.



Hialeah, FL Local 1102 President Eric Johnson found support from his family, union brothers and sisters, and medical team during his cancer treatment.

“YOU HAVE TO ACCEPT THAT YOU’RE GOING TO HAVE TO NEED HELP. FIRE FIGHTERS ARE USED TO BEING THE ONES TO HELP, SO GETTING INTO THAT MINDSET IS CHALLENGING.”

— San Diego, CA Local 145 member Dan King

Ask for Help

The treatment plan and home care will become all-consuming. The families of cancer patients may find that they need help with yard work, walking the dog, or childcare.

“You have to accept that you’re going to have to need help. Fire fighters are used to being the ones to help, so getting into that mindset is challenging,” said Dan King. “Local 145 members were great. I would come home from an appointment, and they would be there cutting the grass or completing another household chore. We never had to ask; they just did it.”

IAFF members were also ready to step in and assist the Jackson family. “We didn’t want to ask for help because we thought it might get worse and then we would really need people to step in,” said Patty Jackson. “But Local F-253 members never failed to stop by the dispatch center every day I was on duty to see if Mike needed anything.”

The Jacksons did accept help from nearby family members to help with the kids.

What About the Children?

“Seeing my dad when he wasn’t feeling well was hard,” said Rylee Jackson, 16. “I just wanted to make things easier for him and my mom. So, my sister, Kenzie [age 7], and I started doing extra things around the house. I even cooked a few times, which went better than I thought it would.”

The family tried to keep the lines of communication as open as possible and answer any questions the kids had. But deciding how much to involve the kids is personal for each family.

“Our kids are in high school, so the big question they had was whether or not I was going to die,” said Dan King. “We just answered their questions to the best of our ability.”

“We really appreciated it when they did extra things around the house. But it was also important to us that this situation not disrupt their lives too much,” said Theresa King.

The O’Toole/Dominix family took a similar approach, but it wasn’t always easy. “Both of our boys are involved in hockey, and we wanted to make sure they could participate as usual,” Crystal

Resources.

Cancer’s impact is overwhelming, and it can be hard to know what to do first and where to go next.

Hotline.

Through the IAFF’s partnership with the American Cancer Society, IAFF member families can call a 24/7 hotline specifically set up for them (877) 901-7848.

Online Community.

Fire fighter families can also go to the Cancer Survivors Network at csn.cancer.org to join an online community to find support and ask questions.

Mentors, etc.

The Firefighter Cancer Support Network (FCSN) serves as a resource to fire fighter families in the United States and Canada currently battling cancer. The FCSN offers mentors and help finding resources to battle cancer. Learn more or ask for help by visiting the FCSN at firefightercancersupport.org.

said. “But, at some point, you realize you can’t do it all. We were fortunate to have very good friends who could help us, especially when Jim was in the hospital.”

Treatment left Local 1102 President Johnson feeling nauseous. As a result, he lost a lot of weight in a short amount of time.

Johnson’s son, Jaedon, a Monroe County, FL Local 390 member, could see his dad was not doing well.

“IT WAS RIGHT THEN THAT I DECIDED I DIDN’T CARE IF I GOT SICK WHEN I ATE OR HOW BAD I FELT TRYING TO STAY ACTIVE. I WAS GOING TO PUT MY WEIGHT BACK ON. I WAS GOING TO START MOVING MORE. I WAS GOING TO RECOVER.”

— Hialeah, FL Local 1102 President Eric Johnson

“One day, Jaedon said to me, ‘I feel like I’m watching you die right in front of me,’” recalled Johnson. “It was right then that I decided I didn’t care if I got sick when I ate or how bad I felt trying to stay active. I was going to put my weight back on. I was going to start moving more. I was going to recover.”

Johnson and other fire fighters interviewed for this story are all cancer free, though they continue to be monitored by their doctors in case of recurrence. ■

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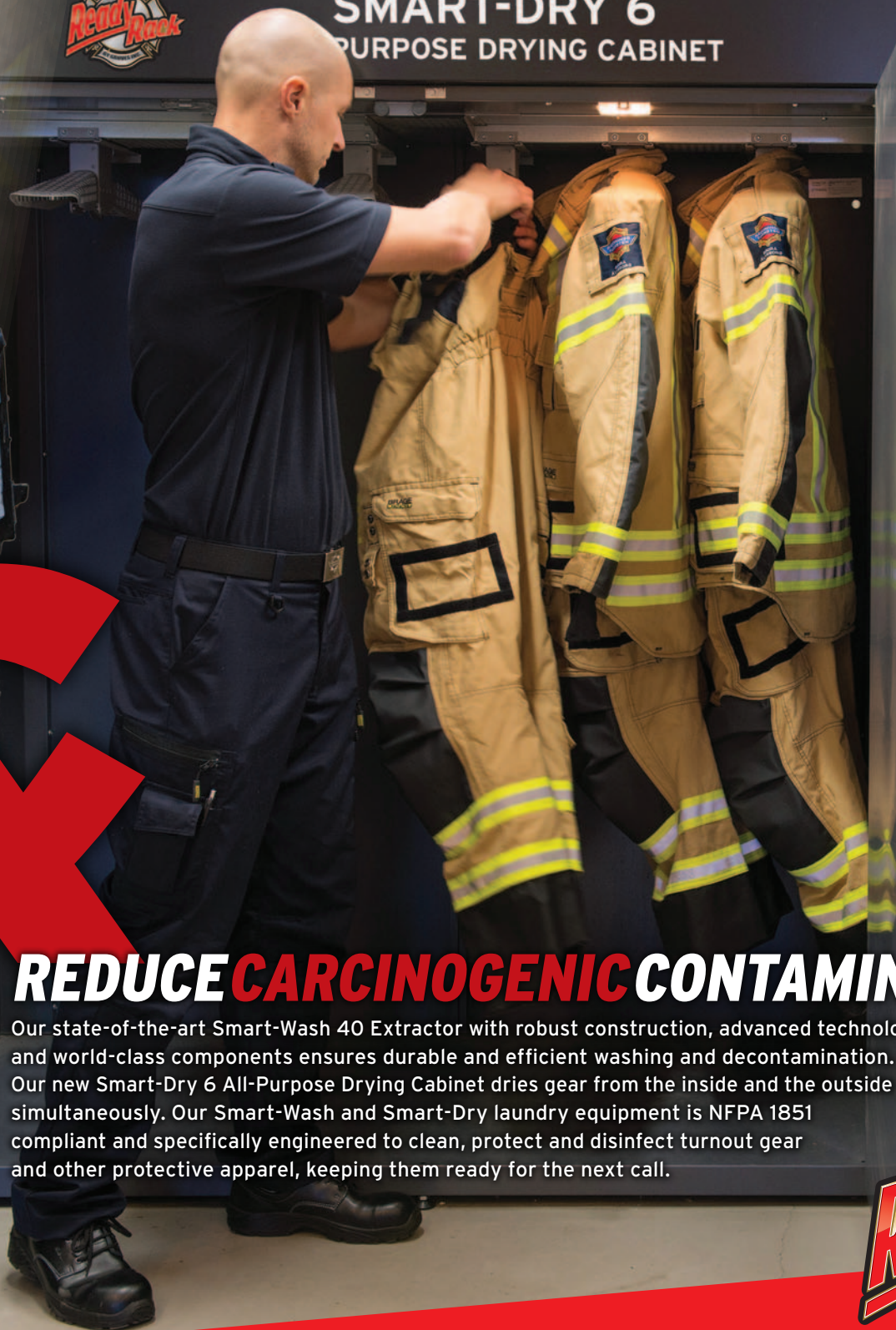
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Goodyear, AZ Local 4005 member Gilbert Aguirre on the job.

IAFF Rallies Around Arizona Member in His Fight for Cancer Coverage

The IAFF and its members are turning up the heat on CopperPoint Insurance to do the right thing for Goodyear, AZ Local 4005 member Gilbert Aguirre, a 23-year fire fighter who has been fighting cancer and the workers' compensation insurance company since 2015.

General President Edward Kelly, General Secretary-Treasurer Frank Lima, 10th District Vice President Stephen Gilman, Local 4005 President Dan Freiberg, and hundreds of fire fighters stood outside the insurance company's headquarters in April, demanding approval for Aguirre's claim.

"The medical examiners the company employs have a record of denying fire fighters who are sick, and that's wrong," said Kelly. "Brother Aguirre, like all other fire fighters, took an oath to put his life on the line every day for people he doesn't even know. And he has honored that oath. It's past time for CopperPoint to honor his sacrifice and approve his claim."

"From the beginning, Gilbert has only asked for what's fair," said Lima. "He should be able to focus on his recovery without having to worry about whether he has enough leave time to take off from work or whether he can pay for the life-saving treatment he needs. CopperPoint should stop issuing denials and do the right thing."

Doctors first suspected Aguirre had cancer during a regular medical exam. His platelet count was 2.5 million, which should have been between 150,000 to 450,000. Further testing led to a diagnosis of chronic myeloid leukemia.

At the time, the state was still without a cancer presumption law. It was on Aguirre to prove he developed cancer on the job, so he submitted copious amounts of data with his claim. Still, CopperPoint Insurance, the workers' compensation carrier for the city of Goodyear, denied his claim.

Presumptive legislation, which included leukemia, finally passed the Arizona state legislature in 2021. Aguirre tried again for coverage. CopperPoint, once again, denied his claim.



General President Edward Kelly tells the crowd in Goodyear it's time to get justice for Gilbert Aguirre.

"This time, the insurance company claimed that the legislation covered leukemia, but not his type of leukemia. While there are four types of leukemia, there is no such thing as just leukemia," said Local 4005 President Dan Freiberg. The four types are acute lymphocytic, acute myelogenous, chronic lymphocytic, and chronic myelogenous.

"We knew the reason the insurance company gave was false. So, we are continuing to fight," continued President Freiberg.

The denials have been hard on Aguirre's treatment, recovery, and financial stability. His sick leave and vacation time would not be enough to allow him to recover at home, so he



“My health insurance through my employer covers the \$15,000 worth of medication I need to keep cancer at bay each month. Once I retire, that health insurance goes away,” he said. “This is why workers’ compensation benefits are so critical.”

— General President Edward Kelly

“For this case, the IAFF’s legal and health and safety departments are providing their

expertise," said Gilman. "We are prepared to stay in this fight for as long as it takes to get Aguirre's benefits approved. Not only is that the fair thing, it's also the right thing." ■

IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International January through March 2023.

United Yuma County Fire
Association
President Jon Hansen
71 members
Yuma, AZ

Templeton Fire Fighters
President Phillip Goldbloom
5 members
Templeton, CA

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New District Events Brings IAFF HQ to Members

A new model for IAFF district conferences — formerly known as District Partnership Education Program (PEP) events — is bringing the resources of the International directly to rank-and-file members.

Leadership from the union's divisions will attend this year's conferences to discuss their areas' accomplishments and the services they provide for affiliates, as well as answer attendees' questions.

"Everything we do is focused on serving our members' interests," said General President Edward Kelly. "It's critical that our brothers and sisters hear directly from Headquarters staff, know the resources available to them, and have the opportunity to ask the questions that matter to them."

In addition to Kelly and General Secretary-Treasurer Frank Lima, leadership from Communications; Government Affairs; Health, Safety, and Medicine; Human Relations, Education and Grants Administration; Membership Services; Technical Assistance and Information Services; the IAFF Financial Corporation, and the General Counsel's office will address the

conferences.

District 14 held the year's first conference last week in Gulf Shores, Ala. It was also opened to those in the 12th District.

"Everyone seemed eager to learn and were very engaged in the workshops," said 14th District Vice President Danny Todd. "And all were very appreciative of the opportunity to hear from the GP, the GST, and IAFF department leaders."

Thomas Malone, Jr., longtime president of Memphis Local 1784, said the presence of headquarters resources made the event one of the most beneficial in his time as an affiliate leader.

"I thought bringing in the IAFF staff to give a quick rundown of what they were responsible for and allowing us to put a face with a name made the conference a huge success," he said.

Terrence Dossett, of Gautier, MS Local 3290, was attending his first district conference.

"I didn't know everything the IAFF offered, all the research being conducted," he said. "This



AGP for Government Affairs Kevin O'Connor meets with Thomas Malone, president of Memphis, AL Local 1784, during the District 14 Conference.

gave me a better understanding of what the International does and what it offers us so that I can take that valuable information back to my Local."

"From what I gathered," Dossett added, "the two days just scratched the surface of all that's available to us." ■



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OPFFA President Greg Horton, along with Ontario Premier Doug Ford and Minister of Labour, Immigration, Training and Skills Development Monte McNaughton, celebrate the announcement of government support for IAFF training programs.

Ontario Government Announces Funding for IAFF Safety, Behavioural Health Programs

The Ontario Professional Fire Fighters Association is welcoming significant investments from the provincial government, which include funds to enhance fireground safety and to expand access to behavioural health resources using IAFF programs.

On May 15, the Ontario Minister of Labour, Immigration and Skills Development, Monte McNaughton, announced \$700,000 in funding for four fire fighter safety projects, including \$367,105 for the Ontario Professional Fire Fighters Association (OPFFA) to conduct IAFF Fireground Survival (FGS) Training in the province and an additional \$65,099 to the OPFFA for IAFF Peer Support Training in support of behavioural health for fire fighters.

OPFFA President Greg Horton said he was thrilled with the announcement, noting that the funds will be used to purchase and deploy a custom-made Fireground Survival Training trailer and props that simulate various high-risk firefighting situations. The FGS training will occur across the province, led by newly certified trainers.

“Professional development and capacity building are core value propositions the OPFFA offers members,” Horton said. “The association plays a unique role in assessing the continuing education needs of members

and delivering programs to meet those needs. While there is ample training on how to put out a fire and save lives, there hasn’t been adequate training on fire fighter survival.”

Both IAFF FGS training and Peer Support training courses will be offered in October at the OPFFA’s DeFazio Taylor Health and Safety Labour seminar in Toronto, which has become the largest event of its kind in Canada.

In addition to funds for the OPFFA projects, the Ontario Government announced that the City of Mississauga will receive \$101,099 for IAFF FGS training, and the Town of Georgina will receive \$176,000 for a fire service professional development project. The OPFFA applied for a total of \$1.6 million for fire fighter safety projects, with the possibility of additional funding allocations in 2024 and 2025.

General President Edward Kelly welcomed the announcement.

“The IAFF is committed to making our dangerous job as safe as it can be,” he said. “These IAFF-developed programs will surely advance fire fighter safety throughout Ontario, and the province’s support speaks to our success as a leading authority in these areas.”

“The IAFF is committed to making our dangerous job as safe as it can be. These IAFF-developed programs will surely advance fire fighter safety throughout Ontario, and the province’s support speaks to our success as a leading authority in these areas.”

— General President Edward Kelly

IAFF 13th District Vice President Fred LeBlanc thanked Premier Doug Ford and Minister McNaughton for turning to the IAFF programs to improve fire fighters’ physical safety and mental health. “These programs will help save the lives of fire fighters by providing the skills needed to self-rescue should they become trapped at an emergency scene, and to better deal with the mental trauma often resulting from the job.”

In March, the Ontario Government announced an expansion of the province’s presumptive regime for fire fighters, adding thyroid and pancreatic cancer coverage and bringing the total number of cancers presumed occupational for the purpose of worker’s compensation benefits to 19.

The OPFFA represents 12,161 members in 82 locals across Ontario. ■

“Professional development and capacity building are core value propositions the OPFFA offers members. The association plays a unique role in assessing the continuing education needs of members and delivering programs to meet those needs. While there is ample training on how to put out a fire and save lives, there hasn’t been adequate training on fire fighter survival.” — OPFFA President Greg Horton

Double Play! Hero Member Saves Again, This Time at a Ball Game!

Todd Covington certainly has a knack for being in the right place at the right time. How else can you explain two life-saving events in 13 months?

Let's start with his heroics May 24.

Covington, a Kansas City, MO Chief Officers Local 3808 member, was attending a Washington Nationals game with Kansas City Local 42 member Joe Disciacca, their families, and friends.

It was a beautiful night for baseball in the nation's capital — until a man near the group in section 113 started choking.

Covington, according to MLB reporter Grant Paulsen who shared the events on Twitter, let his training and instincts take over.

"Just saw the most amazing thing at the Nats game," Paulsen wrote. "Fans started yelling for help in mass. Turns out a man was choking. A guy hopped two rows and started performing the Heimlich Maneuver on him. Legit saved his life. After 20 seconds or so, the object came out. Everyone cheered."

A remarkable night for Covington.

"As soon as I realized he needed help, I jumped a couple of rows back to see what I could do," Covington, who has training as a fire fighter and nurse, said. "I gave him a couple of back blows first because a lot of times that's enough to do the trick, but he needed the

Heimlich maneuver.

"I don't feel like a hero; chalk another one up for the good guys."

Disciacca with Rep. Graves

Paulsen begged to differ, later posting: "We overuse the term hero, but the guy saved a person's life. Legit hero."

The choking fan offered to buy beers for the rest of the night, but Covington turned him down.

"This story will not surprise anyone who knows Todd. He is a very humble guy who always wants to do his part to help others," said Local 3808 President Clayton Calvin. "We are very proud to have him as a battalion chief for the Kansas City Fire Department and member of Local 3808."

Remember, this wasn't Covington's first time in the middle of a news event.

He and Disciacca were in Washington, D.C., this week to receive the Ready Communities National Service Award from U.S. Representative Sam Graves (R-MO) for their actions during the June 2022 Mendon train derailment.

That incident took place June 27, 2022, and was caused when an Amtrak train struck a dump truck.



Covington with Rep. Graves



Disciacca with Rep. Graves

Covington, who was nearly crushed in the incident, and Disciacca were on their way to Chicago for a training event. They freed themselves from the train and, with the help of a Boy Scout troop on board, broke out windows and pulled dozens of people out to safety. Four people died in the crash.

In an interview with KMBC 9, Covington summed up his actions perfectly.

"It comes down to just being a good human," Covington said. "It's not, 'Hey, I'm a fire fighter.' If you have the ability to help out mankind, why would you not do that?" ■

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Not Knowing These Five Things Could Cost Public Workers

There are many misconceptions and gaps of knowledge about Social Security that can prove costly. This list will help clarify those misconceptions and fill in those gaps.

1. Your government job may not provide Social Security coverage.

Some state and local government employees are not eligible for Social Security benefits.¹ Government employers may exclude some employees from coverage if these employees

are enrolled in a retirement plan that meets federal regulations.

2. Your private sector Social Security benefit may be reduced if you qualify for a public pension.

The Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) reduce benefits for some employees who qualify for a pension from work that did not pay into Social Security. These provisions

were designed to prevent a windfall from collecting both Social Security and public sector pensions.

3. The WEP may reduce your Social Security benefit by as much as \$512 per month.

The reduction cannot be more than half of your pension amount, and \$512 is the maximum reduction amount in 2022.

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- Social Security benefits are based on your work history and wages in jobs that paid into Social Security. The monthly amount you receive at your full retirement age is known as your primary insurance amount (PIA). For those subject to the WEP, the formula to calculate your PIA is adjusted and reduces monthly benefits by up to \$512 per month.

4. The GPO may reduce spousal and/or survivor benefits.

A dollar amount equal to 2/3 of your government pension may be subtracted from your spousal or survivor benefit. If that dollar amount exceeds the value of your spousal or survivor benefit, the entire benefit may be eliminated.

- Spousal benefits pay up to 50% of a spouse's Social Security benefit and survivor benefits pay up to 100% of a deceased spouse's Social Security benefit, in most situations. But these benefits are reduced if you qualify for a government pension for work in which you did not pay into Social Security through FICA taxes.

5. You might not qualify for full government pension benefits.

Studies by the Center for Retirement Research have found that many state and local government workers leave their jobs before they qualify for full pension

benefits, suggesting that they should carefully consider how well they are preparing for retirement readiness.²

Consider this: You should start preparing a Social Security strategy at age 55.

For additional resources call the Retirement Resource Group at 800-772-2182.

Your situation is unique. In addition to the factors discussed above, other factors that may impact your decision include, but are not limited to, whether you are married, divorced or widowed; your current health; your family history of longevity; and other sources of retirement income.



1 "Pensions for State and Local Government Workers Not Covered by Social Security: Do Benefits Meet Federal Standards?" Social Security Administration (January 2020).

2 "How prepared are state and local workers for retirement?" Alicia H. Munnell, Jean-Pierre Aubry, Josh Hurwitz and Laura Quinby, Trustees of Boston College, Center for Retirement Research (October 2011).

This material is not a recommendation to buy or sell a financial product or to adopt an investment strategy. Investors should discuss their specific situation with their financial professional.

Federal tax laws are complex and subject to change. The information in this material is based on current interpretations of the law. Neither Nationwide nor its representatives provide tax, legal or investment advice. You should consult with your own counsel or financial professional for answers to specific questions.

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Anglin, Douglas Barnett, Maurice Byrd, R. Stephen Coldiron, James Dorr, Nathaniel Griffith, Alfred Harden, Thomas Kleier, Mary Taylor, Michael Walker, Christopher White, John Williams, **L0067 Columbus**—Ballard Armstrong, Richard Belt, Jeffrey Bowersock, Michael Calafatis, Gary Childers, Sheldon Combs, Robert Cooper, Dwayne Crum, Allen Curran, James Detrow, William Dye, Richard Farwell, Anthony Francescon, Arron Kerns, Raymond Mason, Dorris Moore, James O'Connor, Bryan Owens, George Roback, Jeffrey Ross, Steve Saltsman, Lawrence Schrader, Jeffrey Shaw, Jefferey Short, M. Lewis Smith, Ralph Swartz, David Treffert, Glenn Tucker, **L0088 Zanesville**—Kenny Jones, **L0092 Toledo**—Paul Adam, Gerardo Arredondo, Matthew Conway, Carl Lerch, Janet McVicker, Michael Whatmore, **L0093 Cleveland**—Michael Gillissie, Raymond Kelly, Grant Melton, Peter Szabo, **L0109 Newark**—Douglas Albertson, David Decker, Jason Goodhart, Michael McNamara, **L0249 Canton**—Michael Urick, **L0266 Mansfield**—Timothy Fawcett, **L0312 Youngstown**—Kurt Wright, **L0328 Fremont**—Kenneth Luc, **L0329 Barberton**—Michael Corll, Kevin Thacker, **L0330 Akron**—Damon Ferguson, Augustine Fortune, John McIntyre, David O'Neal, Thomas Whatley, **L0336 Middletown Fire Fighters Association**—John Fadden, David Hoerst, **L0381 Findlay**—Troy Stoner, Ken Thomas, **L0382 Lakewood**—Steven Colbert, Joseph Schmook, Richard Glisson, **L0445 Norwood**—Alan Stump, **L0474 Elyria**—Robert Atkinson, David Seljan, **L0480 Alliance**—Eugene Devies, Danille Kemp, Jeffrey Votaw, **L0494 Cuyahoga Falls**—Patrick Hayden, Richard Malak, **L0516 Shaker Heights**—Kenneth Bruening, **L0606 Delaware City Fire Fighters**—Alan Matteson, James Oberle, Blaise Stojkov, **L0639 Parma**—Kurt Just, Anthony LaVigna, Terryl Martin, **L0699 Washington Professional Fire Fighters**—Martin Rennison, **L1267 North Olmsted**—Daniel Coyle, Dave Meadows, Mathew O'Donnell, Jeffrey Wilson, **L1340 Ravenna**—Gregory Brown, **L1361 Avon Lake**—John Rogers, **L1497 Bedford Heights**—Larry Genova, Steve Wloszek, **L1638 Troy**—Stephen Schmitz, **L1723 Norwich Township**—Robert Spann, **L1832 Miami Valley Professional Fire Fighters**—Tim Shafer, **L2009 Richmond Heights**—Dominic Silvestro, **L2134 Marion Township**—Jerry Gandee, **L2280 Jackson Township (Canton)**—Mark Stewart, **L2507 Madison Township Fire Fighters IAFF Local 2507**—Larry Baugess, **L2885 Franklin Fire Fighters Association**—James Heim, **L2926 Huber Heights Fire Fighters**—Eugene Schuder, **L2932 Truro Township Fire Fighters Association**—David Heery, Zachary Leckrone,

Bradley Leckrone, Kevin Perry, **L2964 Green Township**—Mathew Sample, **L2967 Plain Township**—Matt DeCosta, Jason Kuhn, **L3032 Marysville Division Of Fire**—Steve Rausch, **L3344 Hamilton Township**—Scott Russell, **L3518 West Chester**—David Leitch, Rodney Parrett, Todd Wilson, **L3544 Springfield Township(Holland)**—James Schill, **L3768 Miami Township(Clermont County)**—Jeffrey Childers, Kaylee Haggard, **L4027 Springdale Professional Fire Fighters**—Mark Pelfrey, **L4391 Montgomery Fire Department**—Dane Williams, **L4394 Liberty Township Professional Fire Fighters**—Matt Sempier, **L4498 Sharonville Professional Fire Fighters**—Wayne Messerschmitt, **L5126 Athens County EMS**—James Hanson

OKLAHOMA **L0057 Muskogee**—Mark Etchison, Bryan Fuller, **L0176 Tulsa**—Norita Bridges, Rick Bruder, Robert Chorette, Jason Dobson, Ray Evins, Bryan Goins, Brad King, Sean Lawless, Phillip Lee, Robby Roberson, Nick Swainston, Gerry Tarver, Richard Tattershall, Andy Teeter, Jeff Wagnon, John Williams, **L0194 Sapulpa**—Ryan Daniels, Chad Davis, Donald Keizor, Matt Miller, Darrell Smith, David Taylor, Travis Victory, **L0200 Bartlesville**—Mike Burch, Tony McCammon, **L0243 Professional Fire Fighters Of Enid**—Trampas Cross, Curtis Howard, **L2047 Moore**—Vernon Boyce, **L2115 Nichols Hills**—Wayne Knight, **L2551 Broken Arrow**—Phillip Reid, Jeff Van Dolah, Mark White, **L3958 The Village Fire Fighters Association**—Michael Tollison, **L4067 Skiatook**—Robert Nail, **L4242 Perry**—Stephen Duke

ONTARIO **L0142 London**—Dave Hood, Jeff May, Denise Rose, Christopher Walch, **L0162 Ottawa**—Dominic Assaf, Timothy Cavan, Rene Forestier, Bruce Griffin, Bodo Jung, Gunther Krausbar, Ray Maddock, Marc Messier, Norman Mills, Alex Morrice, John Poirier, Kirk Reid, Barrie Robillard, David Rondeau, Kenneth Sine, Benjamin Young, **L0169 Peterborough**—Mitchell Black, Joe O'Brien, Chris Roberts, **L0193 Thunder Bay**—Darren Smallwood, **L0288 Hamilton**—Brad Bates, David Bendia, Roberto Conti, Dan Ellingham, Joseph Elliott, Kevin Hodges, John Howie, Craig McInnes, Tony Piedimonte, Michael Smith, Wayne Triemstra, **L0455 Windsor Professional Fire Fighters**—John Lee, Bob Mijovic, **L0457 Kitchener**—Stephen Caine, Larry Hofheinz, Steve Lacey, Doug Sharp, Gord Snider, **L0465 Oshawa**—Paul Richard, **L0467 Guelph**—Craig Bottomley, John King, **L0485 St. Catharines**—Donna Gill, Don Nesbitt, **L0486 Chatham Kent**—Mike Myers, Scott Sproule, Tom Stover, **L0499 Cambridge**—Jo Anne Anderson, Peter Hawthorne, Rick Hembly, John Jetter, Rob Lambert, Dana Landsborough, David Mazmanian, Dana Schmidt, Don Tuffnail, **L0527**

Sudbury—Peter Ferguson, **L0529 Sault Ste. Marie**—David Boucher, Ken Cameron, Rocco Celetti, Geoff Elgie, Daniel Fraser, James Hachey, Brian Oliver, Carlo Provenzano, Michael Simon, Debra Stares, **L0791 Waterloo**—Rick Fielding, **L0849 Cornwall**—William Lalonde, **L1068 Brampton**—Eric Hansel, Bert Smienk, Neil Sullivan, **L1100 Orillia**—Ian Nicholson, **L1182 Thorold**—Dino LaFratta, **L1212 Mississauga**—Glenn Demmink, Mark Garrod, Jeff Marchant, Roger Parly, Stephen Quesnel, Karin Roskam, Ray Stancel, **L1595 Vaughan Professional Fire Fighters**—Stuart Collins, **L1753 Barrie**—Donna Douglas, David Dunt, Jesse Northcott, **L1957 Richmond Hill**—Bruce Chubb, Glenn Harrison, Frank Hoffmann, Richard Nomura, Maurice Pare, Scott Sedore, **L2036 Whitby**—Michael Mowat, **L2511 Central York**—Paul Cooke, **L3888 Toronto Professional Fire Fighters**—Tiziana Abate, Colin Aspden, Scott Belford, Kenneth Bernard, Len Bertrand, Gregory Byers, Thomas Cameron, Paul Catchpole, Peter Coyne, Traci Dixon, Danny Filippidis, Jan Ford, Bryan Grant, Paul Grills, Peter Gutenberg, Robert Hampson, Lee Herriot, Garnet Irving, Russ King, Peter Koehler, Matthew Kulik, James Lapinskas, Donald Lester, Gregory MacIsaac, David Matheson, Scott McKelvey, Steven Moyle, Ian Peters, Peter Pongetti, Gary Poole, Tracey Powell, James Reilly, Paul Rooney, Bruce Saunders, Wayne Smith, Dave Stachiw, Paul Stewart, Michael Walker, Keith Wilson, **L4382 Pearson Airport**—Alex Demyanenko, **L4686 Caledon Professional Fire Fighters Association**—Mel Everett

OREGON L0043 Portland—Michael Dawkins, Andrew Legear, Steven Sharpe, **L0824 Medford**—Chris Howard, **L1660 Tualatin Valley**—Mark Hanson, Douglas Napoli, Todd Newcomer, Mike Rose, Gary Satterfield, Zachary Williams, **L1817 Rogue Valley Professional Fire Fighters Local 1817**—Leroy Brite, Brian Murdock, **L2210 Hillsboro**—Charles Marble, **L2240 Corvallis**—Pat Dowling, Michael Maldonado, Dan Quick, **L2557 Marion County Fire District 1**—Keith Storms, **L2752 Hermiston**—Carry Munro

PENNSYLVANIA F0061 Philadelphia Naval Shipyard—Brian Collison, **F0301 R.R.M.C. Professional Fire Fighters**—William Hawse, **L0001 Pittsburgh**—Steven Ashe, Christopher Bichler, Ralph Bilski, Thomas Early, Glenn Gasiorowski, Ryan Haid, Michael Knipp, David O'Leary, Brian Podgorski, Douglas Praskovich, Douglas Schmotzer, Mark Schneider, Michael Suska, **L0022 Philadelphia**—Joseph Mancini, Walter Milewski, Samuel Rivera, Daniel Rodriguez, Jennifer Tinkler, Luis Viera, **L0293 Erie**—Frank Stora, **L0299 Altoona**—Kenneth Over, **L0319 Lancaster**—Roy Bender, **L0417 Sharon**—William Stigliano, Darryl Torrence, **L0428 Harrisburg**—Marty Henderson, **L0463**

Johnstown—Timothy Hughes, **L0507 Hazleton**—Jeffery Barnes, **L0627 York**—Bernard Baxter, Chad Deardorff, Allen Fuentes, Randy Rauhauser, Charles Sleeper, Todd Stough, **L0713 Easton**—Barry Schaffer, **L0735 Bethlehem**—Deven Knoll, Sean O'Hearn, **L1400 Chester**—Derrick Davis, Robert Griffin, Devin Johnson, Raymond Pierce, Daniel Wilson, **L1813 Greater Chambersburg**—Marshall Warden, **L2045 Greater Hanover Professional Fire Fighters Association**—Anthony Clouser, **L2218 Washington**—Kevin Wilson, **L2335 Norristown**—William Epright, John Gallagher, **L3407 Upper Moreland Township**—Andrew Gerth, **L3503 Manchester Township Career Fire Fighters Association**—William Blackwell, Todd Heilman, Matthew Russ, Curvin Wolfgang, **L3790 Coatesville**—Michael Pawlowski, **L4803 Professional Emergency Service Providers of Berks**—John Lewandowski, William Shuman, **L4890 Montgomery Township Professional Fire Fighters**—John Scheiter, **L5089 Mt. Lebanon Career Fire Fighters Association**—Christopher Meyers

QUÉBEC L0125 Association des Pompiers de Montréal Inc.—Steve Arsenault, Karl Belanger, Yvan Bernier, Pierre Bujold, Donald Coupal, Stephane Courtois, Robert Dagenais, Sylvain Dault, Alain Fortin, Yanick Genereux, Stephane Lalande, Francois Laplante, Nathalie Menard, Denis Millette, Yves Poirier, Andre Roy, Paul Tamas, Jean-Francois Therien

RHODE ISLAND L0732 Woonsocket—Glen Felicio, **L0799 Providence**—Robert Cornell, Timothy Gingell, John Hannon, Edward Kennedy, Mathew Labonte, Brian Mahoney, **L0850 East Providence**—Thomas Salisbury, **L1080 Newport**—James Brown, Allan Byrne, Bradford Cronin, Robert Edward, Peter Serbst, **L1261 Pawtucket Fire Fighters**—John Dolan, Joseph Murray, Michael Thurber, **L1363 Cranston**—Scott Robinson, **L1589 Narragansett**—Troy Sweet, **L1950 Johnston**—David Iannuccilli, Kevin Racette, **L2334 North Providence**—Edward Flaxington, **L2748 Warwick**—Thomas Brady, Robert Valley

SASKATCHEWAN L0080 Saskatoon—Wayne Budz, Mark Zawislak, **L0181 Regina Professional Fire Fighters Association**—Simon Arsenault, Tod Brown, Scott Goldie, Mark Perry, **L1318 Swift Current**—Denise Dykstra

SOUTH CAROLINA L0061 Charleston Fire Fighters Association—Kevin Brophy, Frank Dabney, **L0793 Columbia**—David Laird

SOUTH DAKOTA L0814 Sioux Falls—Todd Balzer, Harvey Enalls, Troy Scandin, **L1040 Rapid City Fire Fighters Union**—Tyler King

TENNESSEE I0002 X-10 Industrial Fire Fighters—David Williams, **I0014 Tullahoma**—Steve Macon, Terri Rigney,

Kenneth Yarbrough, **L0065 Knoxville**—David Jenkins, **L0140 Nashville**—Herbert Ashburn, Anthony Bryant, Richard Carney, Teresa Crum, John Dowlen, Anthony Glover, Jimmy Greenwood, Ronald Lawson, Gerald Lindsey, Frank Middleton, Mark Mitchell, David Moyers, Douglas Pardue, James Ransford, Patricia Reynolds, Hubert Spears, **L0820 Chattanooga**—Eric Bruce, Lesley Morgan, David Thompson, **L1784 Memphis**—Daniel Baker, Rodney Berry, John Bingham, Rickey Chambers, Vivian Collier, Robert Dowie, Gwendolyn Joiner, Vincent Long, Billy Massey, Sandra Nash, Joe Payne, Clifton Reed, Carl Scott, James Spence, Carl Strickland, Michelle Whitaker, Terron Wright, **L1791 Johnson City**—Eric Hyder, **L2270 Kingsport**—Stephen Stewart, **L3145 Dickson**—Chris Waychoff, **L3759 Signal Mountain**—Lewis Thatcher, **L3858 Germantown**—John Appling, Jim Francis, **L4238 Wilson County**—David Cross

TEXAS F0089 San Antonio—Charles Medellin, Milton Miller, **L0051 El Paso**—Martin Alvarez, Jesus Artalejo, Wayne Baker, Juan Balderrama, Jon Beltran, Tristan Berry, Daniel Coronado, Mario D'Agostino, Jose De La Cruz, Michael Franco, Carl Frede, Juan Gallegos, James Gunther, Jesse Hernandez, Milton Jones, Stephen Mendez, Enrique Mendoza, Derrick Olsen, Ricardo Orrantia, Fidel Portillo, Arturo Provencio, Jose Santiago, Clinton Sims, **L0058 Dallas**—Charles Cavnor, Paul Ferguson, Jose Garcia, Christopher Guidry, Charlie Lopez, Eddy Marquez, **L0341 Houston**—Albert Bennett, Ronnie Dees, Michael Hartnett, Chris Harvin, Rory Hefley, Daniel Morales, Shelley Squires, Lisa Thom, Anthony Thomas, Christopher Virgadamo, Lorre Woods, **L0397 Port Arthur**—Richard Malone, **L0399 Beaumont**—John Bourgeois, Johnnie McMahan, Michael Peevey, Terence Simon, **L0440 Fort Worth Professional Firefighters Association, IAFF Local No. 440**—Greg Adams, Todd Bagby, Michael Cullum, Herman Dunlap, Charles Freeman, Jerome Gibson, Stacy Gilliam, David Johns, Robert Lomerson, William MacQueenette, Randy Malone, Jesus Martinez, George Mays, Rohn Renfro, Kevin Smith, Stephen Urban, **L0542 Amarillo**—David Garcia, Arick Wray, **L0624 San Antonio**—Edward Alvarado, John Anz, Glenn Aultman, Richard Barbosa, Mark Brown, Machele Cevallos, Dennis Chavez, Robert Despain, Kenneth Dugger, Joel Fox, Michael Gray, Paul Hohman, Phillip Laws, Rene Lopez, Bradley May, David Ruiz, Joseph Sansom, Thomas Sinclair, Bertha Soto, Danny Wilks, **L0846 Temple Professional Fire Fighters**—Michael Rhea, Christopher Wilkinson, **L0872 Laredo**—Juan Cardenas, Marcus Dally, Luis Gomez, David Martinez, Luis Montemayor, Carlos Pedraza, Ruben Rodriguez, Victor Vazquez, **L0936 Corpus Christi**—Alex Blanco, Patrick

Brennan, Edward Geis, Kenneth Gorski, Robert Harrison, **L0970 Brownsville**—Gustavo Mendoza, Joseph Prosise, **L0972 Lubbock**—Ed Donaho, Crayton Fowler, Brent Smith, **L0975 Austin**—Preston Curtis, Christopher Donohue, Jay Grooms, Allen Mynk, Tice Porterfield, Brent Sjolseth, **L1293 Garland**—Gregory Ward, **L1329 Arlington**—Timothy Fortner, Mark Griffin, Justin Robinson, **L1905 Groves Professional Fire Fighters Association**—Panagiotis Konidis, **L1954 Richardson** Barbara Bell, Steven Marksberry, **L2149 Plano**—John Cardwell, **L2731 Conroe**—Joe Craig, **L2922 Big Spring**—Chad Hennesay, Ron Phillips, **L2943 Sweetwater**—Russell Reeves, **L2999 Duncanville**—Steven Wakeland, **L3082 Round Rock**—Michael Heard, Mark Jaeger, Ronnie Krause, Michael Morrow, Dion Strange, **L3142 Plainview**—Bruce Fowier, **L3178 Coppell**—Mark Elliott, Monty Moon, **L3187 Addison**—Jared Schreher, **L3293 Pampa Professional Fire Fighters**—Craig Harkcom, **L3453 Allen**—Mark Bentley, William Dowtin, Duran Ferguson, Scott Harrison, Shannon Langford, Denice Lopez, Shane Reed, Jason Reyes, John Sinor, Jason Thornton, **L3474 Forest Hill** William Blackwelder, **L3599 Mansfield** David Gilmore, **L3606 Lewisville** Philip Brazeel, **L3732 Frisco** John Adams, **L3846 Woodlands Professional Fire Fighters Association** Edward Williams, **L3991 Georgetown** Jeremy Chapman, **L4025 Burleson** Dallas Fowler, **L4117 Lake Travis Fire Fighters Association** Brian Quinlan, **L4183 Montgomery County Professional Firefighters Association** Chris Puls, **L4233 Cedar Park** Eric Charanza, Jonathan Morris, **L4405 Professional Fire Fighters Association of Midland** Jayme Farmer, James Martin, Douglas Van Zandt, **L4465 Murphy Professional Fire Fighters** Genaro Ocanas, **L4660 Hurst Fire Fighters Association** Aaron Gilmore, **L5300 Smith County Professional Fire Fighters Association** John Wolcott

UTAH **L4624 West Jordan Fire Fighters** Jason Hankins

VERMONT **L0881 Barre City Fire Fighters** Brian Cushman, Robert Howarth

VIRGINIA **L0539 Portsmouth** Chad Johnson, Christopher Jones, Christopher LaLonge, **L0995 Richmond** Charles Everett, Curtis Jones, Brian Turnage, **L1568 Henrico County** Allen Williams, **L2068 Fairfax County Professional Fire Fighters And Paramedics** Daniel Borden, Clyde Buchanan, Charles Horton, Richard Lancing, Haywood Marshall, James Masiello, Marc Straubinger, Jack Walmer, Kelly Woolf, **L2141 Alexandria** David Lukes, Glenn Ross, Raymond Whatley, **L2450 Hampton** Alexander Feliciano, Matthew Hardesty, Bryan Sears, Kevin Williams, **L2498 The York County/City of**

Williamsburg/City of Poquoson/James City County Fire Fi David Dixon, Wade Dunlap, Robert Horton, **L2598 Prince William Professional Fire Fighters, Inc.** John Hornaday, Gene Luckinbill, Richard Pennock, Stephen Yannarell, **L2757 Manassas Park** David Friedman, Roland Hackney, **L2800 Arlington County** Tracie Anderson, Jemal Davis, Raymond Gorham, Michael Gowen, Chad Stamps, **L2801 Suffolk Professional Fire And Rescue** Richard Bland, **L2803 Chesterfield County Professional Fire Fighters Assn.** Carl Adams, Lisa Hess, **L2924 Virginia Beach Professional Fire & EMS** Jason Nichols, Nicholas White, **L3401 Winchester** Matthew Mintschenko, **L3478 Salem Professional Fire Fighters** Jeff Faulkner, **L3756 Loudoun Career** Patti Collins-Bliss, Raymond Muth, Kevin Wright, **L3886 Spotsylvania County Career Fire Fighters** Scott Flavin, **L4202 Hanover** William Bryant, **L4830 Campbell County Professional Fire Fighters Association** Thomas Sheppard, **L4865 Goochland Professional Fire Fighters Association** Earl Taylor

WASHINGTON **F0282 Puget Sound Federal Fire Fighters** Bobby Morse, **F0283 Fort Lewis** Arthur Doss, Jeffrey Schumann, Eric Teel, **I0024 Hanford** Jason Noah, **I0066 Boeing Fire Fighters** Michele Warrender, **L0027 Seattle** Aaron Banks, Stephen Bernocco, Mark Frazier, Mike Greene, Joseph Lombardo, Clifford Mas, Theodore Powell, Steven Severin, Kyle White, Daryl Whitley, Terry Williams, Babe Witter, **L0029 Spokane** Tracy Schoenleber, **L0031 Tacoma** Lee Reid, **L0046 Everett** Matthew Hausmann, Judd Luton, Matthew Park, Brent Stainer, **L0106 Bellingham** Ed Jirsa, Ronald Richard, Jason Sims, **L0451 Centralia** Karl Vonbargen, **L0452 Vancouver Fire Fighters** Scott Taube, **L0469 Yakima** Dawna Davis, Gary Gefre, James Giles, Donald Wolterstorff, **L0726 Pierce County Professional Fire Fighters** Russell Karns, Jennett Nielson, **L0828 Longview** Brett Johnson, **L0864 Renton** Rick Myking, **L0876 Spokane Valley** Richard Freier, Eric Hesse, Stephen Neff, Doug Salmon, **L1052 Richland** Erubiel Clara, Ron Duncan, **L1296 Kennewick** Matthew Worman, **L1461 Burien** Jeffery Meagher, Joe Schneider, **L1604 Bellevue** Todd Metter, Sean Sturgeon, **L1747 Kent** Jerry Brown, Brian Schoonhoven, Kurt Self, **L1758 Ellensburg** Joshua Overland, **L1760 Shoreline** Derek La Fontaine, Bruce Rice, **L1892 Pullman** James Turpin, **L2394 Mason County Professional Fire Fighters** Darrell Roberts, **L2545 Kirkland** Thomas Clark, Marc Hallen, **L2781 Union Firefighters of Snohomish County** Jon Dudder, Darcy Hepper, Bill Hoffman, Derik Millich, Thomas Withrow, **L2819 Kitsap County** Douglas Bekenyi, Ryan Madison, **L2878 Eastside Fire Fighters** Russell Gawler, **L2898 Seattle Fire Chiefs** William Simpson, **L2916**

Professional Fire Fighters Of Spokane County Fire District 9 & 10 Daniel Garner, **L3186 Mountain View Professional Fire Fighters** Robert Jewett, **L3219 Marysville** Cal Droke, Nathanael Merseal, **L3438 North Snohomish County Union Fire Fighters** Joel Smith, **L3520 East Pierce Professional Fire Fighters** Doug Babcock, **L3701 Spokane Valley Chiefs Association** Ken Capaul, Brian Foster-Dow, Warren Kennett, Robert Proctor, Greg Rogers, Andrew Rorie, Patrick Schaffer, **L4189 Vashon Island** Cari Coll, **L4299 Whidbey Island** Derik Vrable, **L4418 Grant County Fire Fighters** Jim Kling, **L4447 Cowlitz 5 Professional Fire Fighters** Stanley Kisamore

WEST VIRGINIA **L0089 Clarksburg** Jeff Rogers, **L0289 Huntington** Jared Potter, **L0318 Fairmont** James Bates, John Harbert

WISCONSIN **L0127 La Crosse Area Professional Fire Fighters Association** Brian Green, **L0141 Green Bay** Jade Witt, **L0215 Milwaukee** Steven Falk, David Fritz, Joseph Haasch, Edward Kutzke, Donald MacKenzie, Kraig Maduscha, Richard Matiszik, Douglas Pietz, Reinhard Rittmeyer, Joel Rodriguez, Michael Ryan, **L0311 Madison** George Ferguson, John Fleming, Michael Fuss, Frank Jonczyk, Michael Mueller, David Snow, Chris Virnig, **L0321 Racine** Jim Guerrero, Michael Moss, **L0342 West Allis** Steven Peterson, Chad Staszak, **L0400 Fond Du Lac** John Hicken, **L0407 Waukesha** John Herrera, **L0414 Kenosha Professional Fire Fighters** Scott Laack, David Marifern, James Miller, Steven Osmanski, Brian Rummelhart, **L0415 Wausau** William Resch, **L0483 Sheboygan** Mark Landgraf, Daniel Patron, Brian Reeder, **L0484 Stevens Point** Tracy Aldrich, Arthur Dahms, **L0487 Eau Claire** Jeffrey Patrow, **L0583 Beloit Professional Fire Fighters Local 583** Daniel Blaser, Michael Rosario, **L1000 Antigo** Steve Berg, **L1021 Marshfield** Kelly Esker, **L1697 Menomonie** Tim Koleski, **L1777 Greendale** Gregory Ponzi, **L1923 Wauwatosa** Nickolas Beaumont, **L2939 South Shore Fire Fighters** Scott Brauer, Robert Sorenson

WYOMING **L0279 Cheyenne** William Mathews, **L1499 Rock Springs** Dan Hinesley, Leeland Reese

NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name.....	Local Name.....	State	Local	Name.....	Local Name.....	State
F0088	Michael Ludwick	Wright-Patterson Air Force Base	OH	L0140	Charles Rowland	Nashville	TN
L0002	Aaron Buckley	Chicago.....	IL	L0140	Charles Smith.....	Nashville	TN
L0002	Kathleen Corbett.....	Chicago.....	IL	L0140	Leon Turner	Nashville	TN
L0002	Jordan McDermott	Chicago.....	IL	L0140	Donald Young	Nashville	TN
L0002	Brian Reese	Chicago.....	IL	L0209	Randy Busenius	Edmonton Fire Fighters Union.....	AB
L0022	Bernard Brennan	Philadelphia	PA	L0209	Max Kinney	Edmonton Fire Fighters Union.....	AB
L0022	John Bucsek	Philadelphia	PA	L0209	Chris Kinsella	Edmonton Fire Fighters Union.....	AB
L0022	Patrick Cassidy.....	Philadelphia	PA	L0209	Bill Penrice	Edmonton Fire Fighters Union.....	AB
L0022	John Deal.....	Philadelphia	PA	L0209	Don Stalker	Edmonton Fire Fighters Union.....	AB
L0022	Michael Domizio.....	Philadelphia	PA	L0284	Chad Ringle	North Bay	ON
L0022	Gerald Grindrod	Philadelphia	PA	L0302	Alan Michael	Allentown.....	PA
L0022	Robert Guth	Philadelphia	PA	L0302	Herbert Miller	Allentown.....	PA
L0022	Bernard Heim	Philadelphia	PA	L0311	Edward Kjin	Madison.....	WI
L0022	George Higgins	Philadelphia	PA	L0311	Carson Mettel.....	Madison.....	WI
L0022	Thomas Jackson	Philadelphia	PA	L0315	Leonard Lapacek	Central Grays Harbor Professional Firefighters	WA
L0022	William Madara	Philadelphia	PA	L0317	Howard Carter	Charleston	WV
L0022	Thomas Maher	Philadelphia	PA	L0320	Thomas Harkelrode	Niles	OH
L0022	Roy Mason	Philadelphia	PA	L0338	Wayne King	Elkhart	IN
L0022	Michael McCauley	Philadelphia	PA	L0338	David Powell	Elkhart	IN
L0022	John McMullen	Philadelphia	PA	L0341	Glenn Barber	Houston	TX
L0022	Albert Meriano	Philadelphia	PA	L0344	Ryan Koehn	Detroit	MI
L0022	Anthony Minor	Philadelphia	PA	L0399	Paul Bounds.....	Beaumont	TX
L0022	Earl Padlo.....	Philadelphia	PA	L0399	David Hancock	Beaumont	TX
L0022	Dominick Ragno	Philadelphia	PA	L0410	Charles Turpin	New Albany.....	IN
L0022	Rhanel Roberts.....	Philadelphia	PA	L0416	Donnie Fajardo	Indianapolis.....	IN
L0022	Gregory Rogalski	Philadelphia	PA	L0416	Brian Gainey	Indianapolis.....	IN
L0022	Richard Sambenedetto	Philadelphia	PA	L0416	Brian Helton	Indianapolis.....	IN
L0022	Fred Schindler	Philadelphia	PA	L0416	Kenneth Huber	Indianapolis.....	IN
L0029	Russell Butters	Spokane	WA	L0416	Daniel Hurd	Indianapolis.....	IN
L0030	Steven Lopez	Cambridge	MA	L0416	Jerry Kentnick	Indianapolis.....	IN
L0034	James "Jimmy" Stitt	Little Rock	AR	L0416	Chris Miller	Indianapolis.....	IN
L0041	Robert Arndt	Mason City	IA	L0416	Danny Strong	Indianapolis.....	IN
L0041	Larry Harrington	Mason City	IA	L0416	Elmer Swails	Indianapolis.....	IN
L0041	Tom Madden	Mason City	IA	L0467	Susan Paterson	Guelph	ON
L0041	Gerald Tatum	Mason City	IA	L0479	James Burns	Tucson.....	AZ
L0042	Russell Collins	Kansas City	MO	L0479	John Jacome	Tucson.....	AZ
L0042	Joe Langford	Kansas City	MO	L0479	Emil Lamanda	Tucson.....	AZ
L0042	Jerome McMahon	Kansas City	MO	L0479	Paul Martin	Tucson.....	AZ
L0042	Burney Waldon	Kansas City	MO	L0485	Gerry Saxton	St. Catharines	ON
L0065	Claude Earl.....	Knoxville	TN	L0493	Steve Espinoza	Phoenix	AZ
L0066	Michael Kemming	Waterloo	IA	L0522	Jesus Romo	Sacramento.....	CA
L0083	Edward Redmon.....	Topeka.....	KS	L0522	Charles Zimmerman	Sacramento.....	CA
L0094	Steven Devaney	Uniformed Fire Fighters Assoc. Of New York	NY	L0524	Charles Hudson	Pekin	IL
L0117	Christopher Easter	Birmingham	AL	L0539	Elton Ferguson	Portsmouth	VA
L0122	Franklin Matthews	Jacksonville Association of Fire Fighters	FL	L0556	Dave Rangel.....	Hammond.....	IN
L0122	Richard Miller	Jacksonville Association of Fire Fighters	FL	L0556	Dennis Wilbert	Hammond.....	IN
L0122	Wayne Watts	Jacksonville Association of Fire Fighters	FL	L0606	Bryan Williams	Delaware City Fire Fighters	OH
L0124	Ronald Brockmyer	Fort Wayne	IN	L0632	Allen Clement.....	New Orleans	LA
L0124	Alan Such	Fort Wayne	IN	L0651	George Dixon	Conneaut	OH
L0140	Alton Aldridge.....	Nashville	TN	L0655	James Coder	Bradford	PA
L0140	Ronald Bebout	Nashville	TN	L0660	Robert Middleton	Charlotte	NC
L0140	William Best	Nashville	TN	L0660	Oscar White	Charlotte	NC
L0140	Charles Dillon.....	Nashville	TN	L0726	Brian Annis-Levings	Pierce County Professional Fire Fighters	WA
L0140	Dennis Downey	Nashville	TN	L0732	Roger Perreault	Woonsocket	RI
L0140	Charles Edens	Nashville	TN	L0734	Jeffrey Cook	Baltimore	MD
L0140	Charles Fentress	Nashville	TN	L0734	James Edwards	Baltimore	MD
L0140	Raymond Givens	Nashville	TN	L0734	Wallace Hand	Baltimore	MD
L0140	Billy Lovell	Nashville	TN	L0734	Kenneth Kincaid	Baltimore	MD
L0140	Estle Mayes	Nashville	TN	L0734	Fredrick Lohmann	Baltimore	MD
L0140	Thomas Nabors	Nashville	TN	L0734	Alvin Lyons.....	Baltimore	MD
L0140	Charles Patterson.....	Nashville	TN	L0734	Gordon McNamara	Baltimore	MD
L0140	William Perry	Nashville	TN	L0734	James Peleska	Baltimore	MD

NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name	Local Name	State	Local	Name	Local Name	State
L0734	Lawrence Pulley	Baltimore	MD	L1463	David Chock	Hawaiian Islands	HI
L0734	Samuel Woods	Baltimore	MD	L1463	Tre Evans-Dumaran	Hawaiian Islands	HI
L0786	Daniel Kennedy	Stamford Professional Fire Fighters Association	CT	L1463	Lokahi Herrod	Hawaiian Islands	HI
L0786	James Lynch	Stamford Professional Fire Fighters Association	CT	L1463	Philip Lagmay	Hawaiian Islands	HI
L0858	Joe Kercel	Denver	CO	L1463	Myles Marshman	Hawaiian Islands	HI
L0858	James Monseu	Denver	CO	L1463	Wayne Masuda	Hawaiian Islands	HI
L0867	Jack Arklie	Winnipeg	MB	L1463	Charles Matney	Hawaiian Islands	HI
L0867	Brian Bacon	Winnipeg	MB	L1463	Alan Yokoyama	Hawaiian Islands	HI
L0867	Jim Baty	Winnipeg	MB	L1469	Mike Riser	Pascagoula	MS
L0867	Bob Brydges	Winnipeg	MB	L1497	Daniel Fritz	Bedford Heights	OH
L0867	Cliff Dawson	Winnipeg	MB	L1560	Robert Branstetter	Fire Fighters Of Boca Raton	FL
L0867	Al Forsberg	Winnipeg	MB	L1563	Ronald Bierman	Anne Arundel County	MD
L0867	Bob Glover	Winnipeg	MB	L1563	Erick Esker	Anne Arundel County	MD
L0867	Tom Harrison	Winnipeg	MB	L1563	James Hardesty	Anne Arundel County	MD
L0867	Albert Ledoyen	Winnipeg	MB	L1689	Alan Kenney	Fremont	CA
L0867	Gary Macdonald	Winnipeg	MB	L1689	Joe Markovich	Fremont	CA
L0867	Verne Martin	Winnipeg	MB	L1689	Darryl Wieck	Fremont	CA
L0867	Cliff McGimpsey	Winnipeg	MB	L1763	Garry Patterson	Delta Firefighters	BC
L0867	Gene Nuytten	Winnipeg	MB	L1784	James Butler	Memphis	TN
L0867	Jim Passey	Winnipeg	MB	L1784	Daniel Dooley	Memphis	TN
L0867	Archie Percival	Winnipeg	MB	L1784	Kenneth Holland	Memphis	TN
L0867	Hammy Peter	Winnipeg	MB	L1784	Bobby Lowery	Memphis	TN
L0867	Bob Porter	Winnipeg	MB	L1784	Brian Nance	Memphis	TN
L0867	Stewart Ross	Winnipeg	MB	L1784	Jerry Richardson	Memphis	TN
L0867	Howard Smith	Winnipeg	MB	L1784	Wilbur Scott	Memphis	TN
L0867	Ronald Sykes	Winnipeg	MB	L1784	Edward Thompson	Memphis	TN
L0867	Dan Thacker	Winnipeg	MB	L1784	Albert Tindle	Memphis	TN
L0867	Ronald Trapp	Winnipeg	MB	L1784	Billy Todd	Memphis	TN
L0867	George Treddenick	Winnipeg	MB	L1883	Clete Dadian	Henderson	NV
L0867	Les Wahl	Winnipeg	MB	L1908	Everett Cox	Clark County	NV
L0867	Al West	Winnipeg	MB	L1908	Dennis Snider	Clark County	NV
L0867	Don Wilkinson	Winnipeg	MB	L1908	Clifford Taylor	Clark County	NV
L0867	Richard Yallits	Winnipeg	MB	L1931	Thomas Thibodeau	Seekonk	MA
L0964	Walter Lemmon	Baltimore Fire Officers Association	MD	L2068	James Blackburn	Fairfax County Professional Fire Fighters And Paramedics	VA
L0964	Thomas Sisk	Baltimore Fire Officers Association	MD	L2068	Lawrence Carter	Fairfax County Professional Fire Fighters And Paramedics	VA
L0964	Eugene Snyder	Baltimore Fire Officers Association	MD	L2068	Walton Eamich	Fairfax County Professional Fire Fighters And Paramedics	VA
L1102	James Edgar	Hialeah Association Of Fire Fighters	FL	L2068	James Jennings	Fairfax County Professional Fire Fighters And Paramedics	VA
L1102	Albert Haines	Hialeah Association Of Fire Fighters	FL	L2068	Edward Neal	Fairfax County Professional Fire Fighters And Paramedics	VA
L1102	Geraldo Insua	Hialeah Association Of Fire Fighters	FL	L2157	Sidney Hazen	Gainesville Professional Fire Fighters	FL
L1102	Louis Lowy	Hialeah Association Of Fire Fighters	FL	L2157	Emory Prevatt	Gainesville Professional Fire Fighters	FL
L1311	Robert Fields	Baltimore County	MD	L2335	Samuel DeMino	Norristown	PA
L1311	Thomas Flater	Baltimore County	MD	L2400	William Fearing	San Mateo County	CA
L1329	Robert Sells	Arlington	TX	L2595	Alexander Genschaw	King County Paramedics	WA
L1347	Donald Collieran	Watertown	MA	L2598	Peter Shires	Prince William Professional Fire Fighters, Inc.	VA
L1347	Concenzio DelRose	Watertown	MA	L2661	Daniel Crow	Professional Fire Fighters of McKinney	TX
L1347	Anthony Gianotti	Watertown	MA	L2723	Franklin White	Eden Professional Fire Fighters Association	NC
L1347	Vincent Martino	Watertown	MA	L2765	Tristan Red	Benton	AR
L1347	Robert McCarthy	Watertown	MA	L2881	Kyle Pinson	Cal Fire Local 2881	CA
L1347	Alfred Parrella	Watertown	MA	L3128	Martin Kukula	Fitchburg	MA
L1347	William Reilly	Watertown	MA	L3154	Todd Berube	Professional Fire Fighters Of Hudson	NH
L1347	Daniel Rosati	Watertown	MA	L3154	Richard Marshall	Professional Fire Fighters Of Hudson	NH
L1347	Howard Stearns	Watertown	MA	L3499	Ethan Wilson	Ormond Beach Fire Fighters Association	FL
L1400	Frank De Bellis	Chester	PA	L3520	Jeff Conover	East Pierce Professional Fire Fighters	WA
L1400	J. E. Rhoads	Chester	PA	L3666	Zachary Paris	Frederick County	MD
L1401	James Davis	Professional Fire Fighters of Sonoma County	CA	L3846	Richard Allison	Woodlands Professional Fire Fighters Association	TX
L1401	Brian Elliott	Professional Fire Fighters of Sonoma County	CA	L4157	Paul Wood	Auburn Permanent Fire Fighters	MA
L1403	Stephen Cornell	Metropolitan Dade County Association Of Fire Fighters	FL	L4321	Sandra Paine	Broward County	FL
L1403	Harvey Kreider	Metropolitan Dade County Association Of Fire Fighters	FL	L4836	Carl Bowers	Santa Rosa County Professional Fire Fighters	FL
L1403	George Norris	Metropolitan Dade County Association Of Fire Fighters	FL	L5127	Richard Garcia	West Haven 911 Dispatchers	CT
L1403	John Rosier	Metropolitan Dade County Association Of Fire Fighters	FL	L5407	Adrian Almendarez	Bexar-Bulverde Professional Fire Fighters Association	TX
L1403	Luke Sherlock	Metropolitan Dade County Association Of Fire Fighters	FL				
L1463	Jared Aiwohi	Hawaiian Islands	HI				

LAST ALARM



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

L1068	Alan L. Yates.....	Brampton, ON	11/02/1996
L1842	Eric J. Patrie.....	Delray Beach, FL	11/11/2012
L2598	Marcello Cordova Trejo	Prince William County, VA	07/04/2014
L2727	Xavier Bracken	Markham, ON.....	08/15/2019
L0455	Robert D. Cooper	Windsor, ON	09/02/2019
L0042	Raymond M. Wynn	Kansas City, MO	03/27/2021
L1845	James M. Pero	Mentor, OH	06/13/2021
L1658	James A. Cuticchia	Andover, MA	07/04/2021
L1403	Arturo L. Alonso	Metro-Dade, FL	09/01/2021
L1692	Edward E. McBride	Godfrey, IL	03/30/2022
L3631	Kirk D. Tobiassen	Orange County, CA	06/24/2022
L0845	Mark S. Matthews	Albany, OR	07/06/2022
L1564	Peter M. Skerry, Sr.....	Winchester, MA	12/03/2022
L2282	Michael Riley	Saint Augustine, FL.....	12/20/2022
L0135	Larry D. Feuerborn	Wichita, KS.....	01/05/2023
L2546	Leigh A. Flynn.....	Venice, FL	01/18/2023
L0830	Craig A. Saris	Norwalk, CT	02/06/2023
L0571	Andrew W. Jefferies	Galveston, TX	02/07/2023
L2274	Miguel Cervantes	Rancho Cucamonga, CA	02/08/2023
F0152	Robert D. Davis	Dobbins Air Reserve Base, GA	02/10/2023
L0033	Philip P. Christensen	Fort Smith, AR	02/11/2023
L2455	Taylor E. Bass.....	Slidell, LA	02/23/2023
L2141	Brian R. Hricik	Alexandria, VA	02/23/2023
L0352	Ricky A. Hill, Jr.....	Flint, MI	02/25/2023
L0293	Michael C. Smith	Erie, PA	02/26/2023
L0799	James L. Varin	Providence, RI	02/27/2023
L0282	Jason D. Arno.....	Buffalo, NY	03/01/2023
L2665	Alfred LaPointe.....	Saint Peters, MO	03/02/2023
L4066	Joseph D. McKee	Irondale, AL	03/14/2023
L0967	Ronald Stubbings	Saanich, BC	03/18/2023

NOTE: Children of IAFF members killed in the line of duty are eligible to receive the W.H. "Howie" McClennan scholarship, which provides financial assistance to attend a university accredited college or other institution of higher learning.

For more information, contact the IAFF Department of Education at (202) 824-1533.

LAST ALARM



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

L2848	Lance W. Caven	Langford, BC	03/19/2023
L1289	Doug McCullough	Modesto, CA	03/19/2023
L0301	Kylon A. Duttlinger	Burlington, IA	03/23/2023
F0135	Jeremy C. Lundgren	Dover Air Force Base, DE	03/31/2023
L1067	Timothy D. Strack	Riverside City, CA	04/01/2023
F0292	Tad D. Robison	Rock Island Arsenal, IL	04/02/2023
L0002	Jermaine A. Pelt	Chicago, IL	04/04/2023
L0002	Jan Tchoryk	Chicago, IL	04/05/2023
L1568	Stephen D. Whitson	Henrico County, VA	04/06/2023
L0706	Mitchell Christian	Ashland, KY	04/10/2023
L1280	Daniel J. Williams	Endicott, NY	04/10/2023
L1696	Matthew Hambleton	Salt Lake County, UT	04/12/2023
L2924	Matthew R. Chiaverotti	Virginia Beach, VA	04/17/2023
L0772	Jacob Cable Madden	Bangor, ME	04/22/2023
L0484	Paul D. Mattlin	Stevens Point, WI	04/22/2023
L4420	Jason C. Tucker	Pasco County, FL	04/23/2023
L0293	Michael Callaghan	Erie, PA	04/23/2023
L1716	Brian A. Tracy	Santa Cruz, CA	04/27/2023
L4763	Shawn Goldie	Oxford, MI	04/28/2023
L3137	Mauro T. Messina	Statesville, NC	05/01/2023
L1443	Bruce A. Nethercutt	Goshen, IN	05/02/2023
L1009	Robert W. Halloran	Worcester, MA	05/11/2023
L0731	Mike Foster	Reno, NV	05/16/2023
L3726	Scott Fraser	East Fork, NV	05/17/2023
L0481	Craig C. Bowman	Welland, ON	05/21/2023
L5271	James Michael Muller	Irmo, SC	05/26/2023
L3606	John V. Ashman	Lewisville, TX	05/26/2023
L1374	James E. Schexnayder, III	Jefferson Parish, LA	05/27/2023
I0083	Kevin VanOrden	Idaho National Laboratory, ID	05/29/2023

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Fire Fighter

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