

# Fire Fighter

## **IAFF EXPANDS SAFER**

**Grants to be used  
to reverse layoffs,  
restore cuts  
to staffing**



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## Elections Matter

In Providence, Rhode Island, our members in Local 799 have been engulfed in a bitter fight with the mayor of that city, David Cicilline — a mayor they supported because of his promise to fix their contract problems once he was elected in 2002.

The mayor quickly turned on them. Cicilline has become one of the most anti-union mayors in the country, fostering ill-will by introducing state legislation and city ordinances against Providence fire fighters and forcing Local 799 to arbitrate its last seven collective agreements. To our local's credit, it has beaten Cicilline in virtually every arbitration and legal battle along the way.

Clearly, helping this mayor win his initial election didn't help our members. But the story gets much better.

The U.S. Conference of Mayors decided, at Cicilline's urging, to hold its 2009 annual meeting in Providence. And it invited Vice President Joe Biden and as many members of the Obama administration as it could. Ultimately, Vice President Biden, Attorney General Eric Holder, Commerce Secretary Gary Locke, Labor Secretary Hilda Solis, senior Obama adviser Valerie Jarrett, six other cabinet members and more than 25 administration staffers were set to attend the Mayors' meeting in Providence, hosted by Cicilline.

When we alerted the administration to the dispute and that our members would be walking picket lines throughout the event, the administration worked diligently with us in an attempt to negotiate a resolution.

And when Cicilline refused any and all overtures by the administration to reach an amicable solution, the White House immediately informed us, Mayor Cicilline and the U.S. Conference of Mayors that no member of the Obama leadership team would cross the picket line to participate. I also had a personal conversation with Vice President Biden to discuss the overall issue. Without hesitation, Vice President Biden reiterated the administration's position and proudly told me that he has never — and would never — cross a picket line.

That's a powerful message coming directly from the president and vice president of the United States. They've said clearly, we support the Providence fire fighters. We support the IAFF, workers and labor.

Yes, elections matter. And now, with this president, unions matter once again, even in the highest office in the land.

President Obama hasn't stopped there in standing strong with us, as we stood strong for him in the last election. To put it mildly, the past several months have been difficult for the economy in the United States, and that has had a negative impact on a number of affiliates.

While Canada has been largely spared from the recession thus far, in towns and cities throughout the United States, the financial crisis has forced layoffs, and threatens to cause more layoffs and reductions in force in the coming weeks and months.

These cuts, in turn, are resulting in crew size reductions, brownouts, and company and station closures. It's a vicious, dangerous cycle on which we have focused our attention in Washington, DC, since the new administration took office and the new Congress was seated. And there is good news to report on this front, as well.

Congress has approved an IAFF proposal that would allow the use of federal funding through the Staffing for Adequate Fire and Emergency Response (SAFER) grant program to rehire laid-off fire fighters and prevent reductions in force at U.S. fire departments.

This bill is part of the president's Supplemental Appropriation and it contains language that allows the Secretary of Homeland Security (DHS) to waive the current rules for SAFER grants that have prevented their use to save the jobs of IAFF members.

Once President Obama signs the bill — and he has assured me he will sign it — this will be a significant victory, and it gives me hope that we will be able to provide some relief to the economic storm that has battered affiliates and which still looms threateningly on the horizon as next year's budgets move through the process.

I met with DHS Secretary Janet Napolitano, another good friend of this union, the week of May 18 to discuss how the new flexibility will be used to protect the jobs of fire fighters. Secretary Napolitano agreed to postpone the 2009 application process for SAFER grants until the new waiver authority is in place.

This move will assure that the full \$210 million that Congress appropriated for SAFER for 2009 can be used to address the current wave of staffing cuts.

So, where we have experienced layoffs or reductions in force through attrition, we need to be ready to push your departments to apply for the unrestricted SAFER funds.

We know that in many instances in the past, departments didn't apply for the SAFER funds because they judged the terms of the grants to be too narrow. So, this time around, you'll need to make your employer and command understand that the rules have totally changed. And in the current economic atmosphere, it's incumbent upon all of us to do everything we can to ensure that no money is left on the table when your department budgets are developed.

Command has to know the SAFER money is there to get your staffing levels up to where they should be. There's no excuse for not applying, and we have to ensure that they pursue the program to keep our members riding safe.

This change in SAFER was made because of our strong, vocal and very visible gold-and-black presence in the last election. Yes, elections matter.

And to top it off, the president's budget, which he sent to Congress last month, includes a doubling of funding for SAFER for fiscal year 2010, taking it from \$210 million in 2009 to \$420 million beginning next October 1.

While the last administration continuously zeroed out the budget for this program, in President Barack Obama's first budget proposal of his new administration, he's doubling SAFER funding — allowing us to help re-write the rules — and is changing the authorization language that will help your departments gain easier access to that funding.

Yes, elections do make a difference.




**Harold A. Schaitberger**

**“Yes, elections matter. And now, with this president, unions matter once again, even in the highest office in the land.”**



INTERNATIONAL

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## Deflationary Trends and Impact on Your Per Capita

The global economic downturn that has played out over the last several months has caused widespread financial hardship. Layoffs are taking place at an alarming rate, workers' wages are being frozen or reduced and employers are imposing cuts in retirement plans and other benefits.

The U.S. Department of Labor's Consumer Price Index (CPI), a standard measure of inflation, has declined by approximately 1 percent over the 12-month period from April 1, 2008, to March 31, 2009. This means that the market basket of goods and services that the CPI tracks costs less as of March 31 than it did at the same time one year earlier.

Year-over-year changes in the CPI have a significant effect on programs, benefits and services both inside and outside the government sector. Of particular relevance to IAFF members is the impact of the change in the CPI on the monthly per capita that is paid to the International.

Resolution 1 adopted by the delegates at the 2008 IAFF Convention provided that, effective September 1, 2009, the monthly per capita would increase by the percentage increase in the CPI over the 12-month period from April 1, 2008 to March 31, 2009 (capped at 4.5 percent). Since the CPI did not increase in this 12-month measuring period, Resolution 1 does not generate a per capita increase in September.

IAFF per capita will still increase, but only by a small amount as a result of the adoption of Resolution 21 at the 2008 IAFF Convention, which provided for 10 cents additional per capita each month from active members and 5 cents from active-retired members beginning in September 2009 to help fund IAFF's increased ownership share in the Washington, DC headquarters and to help pay for needed renovations to this building.

Consequently, as of September 1, per capita will be \$10.90 per month for active members and \$5.45 for active-retired members.

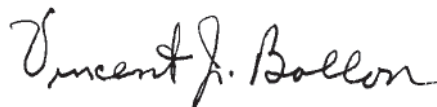
In other economic news, the credit card reform bill adopted by Congress and signed by President Obama just before Memorial Day requires credit card companies to clearly inform cardholders exactly what they are being charged in terms of interest rates, fees and penalties, and bars industry practices that have long been considered unfair.

Some of the more significant provisions of the legislation *prohibit* card-issuing companies from: raising the interest rate on outstanding balances without giving the cardholder at least 45 days notice; raising the interest rate if the cardholder is less than 60 days late in paying; raising the rate simply because the cardholder was late in paying credit card charges on an account with a different company; or charging fees for paying credit card bills by phone or online through an electronic transfer.

While these reforms will put an end to harsh and deceptive credit card practices, card issuers may implement other measures that will be costly to consumers, particularly those who adhere to good credit practices, in order to recoup at least some of the revenue they stand to lose as a result of this legislation.

Industry analysts say these new measures could include higher costs for cardholders who pay their balances in full, including once again imposing annual account fees, eliminating or slashing reward programs and assessing interest on charges during the grace period (i.e., during the time from the date of purchase to the account payment due date).

To date, the IAFF credit card has offered reasonable terms and generous benefits to members, and we will continue to insist that those terms and benefits be maintained.




Vincent J. Ballon

### Pay Your Per Capita Online!

Until now, most locals have paid the per capita owed to the International by sending a check every month. Several months ago, the IAFF implemented a pilot program in which a small group of affiliates began paying their per capita through an online (Internet) transaction.

This program has proved extremely successful, and is now open to any IAFF affiliate that wishes to eliminate the time, effort and cost of writing and mailing a check to the IAFF for its per capita payments each month.

After completing a simple set-up procedure with the assistance of an IAFF staff member, a local secretary-treasurer or treasurer can make the per capita payment online each month through a link on the officers' page of the IAFF web site in just a few easy steps. The officer enters the payment amount and bank information from his/her computer on a

secure web site. After clicking the send button, the amount is electronically deposited in the IAFF bank account and debited from the local's account. An email confirmation of the transaction is then sent to the officer within minutes.

The per capita invoices that are mailed to locals during the first week of each month will continue to be mailed regardless of which method is used to make the payment, so that locals know exactly how each month's per capita payment obligation was determined and have a paper record for their files.

Affiliates that were selected to test this program and that have made their per capita payments electronically for several months have found the system to be simple to use and extremely efficient. These locals have provided nothing but positive feedback.

If your local wishes to begin paying its monthly per capita payment electronically, please call Demetrius Williams at (202) 824-8634. The entire set-up process takes only a few minutes.

#### NOTICE OF LOCAL SUSPENSION

Pursuant to Resolution 76 adopted at the 1986 Convention the following locals are under suspension per Article XIII Section 2 for nonpayment of per capita tax:

Local F-307, Mechanicsburg, PA

Local 2469, Gastonia, NC

Local 3271, North Chicago, IL

Local 4043, Rockwood, TN

Local 4101, Escambia County, AL

Local 4103, Cary, NC

Local 4389, Orlando Airport, FL

Local 4461, Peninsula, CA

Local 4572, Spring Lake, NC

Local 4595, Horseshoe Bay, TX

Local 4610, Emergency Medical Services, NJ

**Fire Fighters In Office**

Dear President Schaitberger:  
 On April 8, 2009, 200 fire fighters gathered to observe history in the making as Oregon's Governor Ted Kulongoski signed SB 2420A, joining our state with others that have adopted cancer presumption. Cancer presumption relates workers' compensation claims for cancer by fire fighters, amending an already existing Oregon Revised Statute (656.802) to establish cancer as presumed to be job related if manifested during a fire fighter's career (see story on page 20).

The purpose of my letter is two-fold. The first is to give hope to my brothers and sisters residing in states that do not have cancer presumption. Maybe you are the fire fighter to fight for this initiative for your state.

The second part of this letter is to share a unique perspective as a member of Gresham, OR Local 1062. I am sure our department is like so many mid-sized departments around the country. It is a great place to work and I love the people I am privileged to work with, one of whom is Greg Matthews.

Matthews is a 12-year member and now president of Local 1062. Vice President Jeff Hamilton, who also serves on the Oregon State Fire Fighters Council, took Matthews under his wing after he was elected president. It wasn't long before Matthews became one of the most dynamic union leaders Local 1062 has seen, making sound and timely decisions. Community leaders began to notice his abilities as a public speaker and leader and for his unwavering ethical values. Before long, Matthews was approached to run as District 50 (Gresham) State Representative.

Matthews called to tell me he was thinking about running and he wanted to know what I thought. I immediately thought about his beautiful wife and three daughters and responded, "Don't do it."

Matthews reminded me of the thousands of fire fighters statewide and the unforeseen percentage who will be diagnosed with cancer this year and the

years to come. He ended our conversation with, "Some things are just bigger than us."

After months of pounding the pavement, knocking on doors, filming television commercials, debating, distributing lawn signs and a few tons of campaign literature, November finally rolled around. Members of the community gathered together and watched as Matthews claimed victory over a 13-year incumbent by a large margin. By the look on Matthews' face, I think he was more surprised than the crowd. I wanted to do what fire fighters do and celebrate. But Matthews was already talking about the cancer bill, which was neglected by out-of-touch representatives who, quite frankly, didn't understand the fire fighter community.

Matthews is a lieutenant at one of the busiest stations in our city. During his house session, he has an hour drive each way on a daily basis. To fight for this bill, he used trades, vacation and leave without pay. He trades a suit and tie for his bunker gear at night and does it all over when he wakes in the morning. His family sees him for brief periods on weekends when he is not working or conducting charity events. Matthews is the kind of person who will do anything for his family and, yes, I am talking about the department family as well. He never complains about the long hours and never-ending work.

There are a few images that will be etched in my memory for as long as I live. One will be Matthews holding a soot-covered fire helmet on the house floor with tears in his eyes explaining to the other representatives that he had just received news of another cancer death of one of our brothers that morning.

We need fire fighters in office so we can support bills such as cancer presumption. There are a select few that are willing to fight for the guy/gal standing

**New Heights for MDA**

Dear IAFF Members,  
 One of the most remarkable things about our great union and profession is the unique bond that brings together fire fighters and emergency workers everywhere. Literally, any one of our members can go anywhere in North America and be welcomed as family in an IAFF firehouse.

What makes me extremely proud is that so many of you have extended that bond, that family-style warmth, by also embracing the Muscular Dystrophy Association (MDA) and Jerry's Kids.

Because of your commitment as a union spread across two countries, we have raised incredible amounts of money for MDA to fund the research that is developing effective treatments and working toward the cure. We are helping MDA clinicians provide comprehensive medical care that enhances the lives every single day of tens of thousands of people with muscular dystrophy.

Last year, before the recession really took hold, IAFF members raised an astounding \$27.5 million for MDA.

I know there are many pressures on each of us that are truly challenging our resolve, but in the midst of

these challenges, I am asking you to commit to another record-setting year of fundraising for MDA.

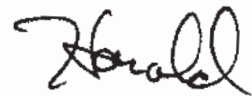
Just as our union and the rest of North America are struggling in this economy, our MDA family is having a hard time, as well. Some sponsors have reduced their commitment to Jerry's Kids at the same time individual donations are down.

But regardless of the economy, muscular dystrophy keeps tearing at the bodies and lives of those with this terrible disease.

While I know achieving this level will not easy, I'm confident that by proper planning and through the recruitment of even more members to join in our fundraising effort, we can be successful again this year.

IAFF's support of MDA is a true labor of love, one that's endured since 1954. Jerry's Kids need us now more than ever. I hope you will step up and do your part.

In Solidarity,



Harold A. Schaitberger  
 IAFF General President

next to them. Maybe you are that person.

We now have cancer presumption in Oregon because of the hard work and dedication of a few. Matthews was right, this is bigger than any of us. Thank you, Representative Matthews, for everything you have done for us.

Eric Stevenson  
 Gresham, OR  
 Local 1062

**Training Keeps Us Safe**

Dear President Schaitberger:  
 My name is Jim Walter and I am the president of Florence, AZ Local 4512. I am also a captain with the department. In February, we recieved the free

training offered by the International for HazMat and WMD. I am writing this letter to express to you how valuable it was for me personally and for my department.

The Town of Florence Fire Department is a small rural municipal fire department; we have 21 full-time fire fighters who work at two stations. Our population is less than 10,000, but we have the potential to experience hazardous materials incidents. Our town is the County Seat and is the location of all government buildings, including the courthouse and county jail. We've had some high-profile cases in the state of Arizona come through our court. We also have a train route that carries hazardous

materials that could cause an incident.

I know that we do not have the appeal that a larger city would for a WMD attack, but we could certainly be called on to assist if it happened outside our jurisdiction.

The class was presented by John Teefy, a member of Phoenix, AZ Local 493 and Alex Rangel, a member of Tempe, AZ Local 493. They did an outstanding job to make the content more specific to our response area. Their teaching style engaged the class and made it easy to understand. I was personally faced with a call after the class which made me realize what I had possibly missed for years. It was a simple smoke condition at our local high school. A science experiment had complications and filled a wing with light smoke. In the past, I would have conducted ventilation and allowed the students back in when it cleared. This is the first time that I considered using a gas detector inside, which revealed that there were high levels of CO that lasted about 90 minutes after I would have normally allowed the students back.

I realize I possibly averted exposing these students to a hazard I never would have considered. I am grateful for the training that I received. I have also significantly changed my response to a hazardous materials call, as have other captains who I spoke to who were in attendance.

I never considered many of the points that were brought up by the instructors who are more experienced in this area. I used to employ the rule of thumb when approaching a HazMat scene — quite literally — but now realize that I was actually jeopardizing safety of the people who rely on my service. But with the training I received, I feel confident that I can keep my crew safe and protect the community.

I understand that we did not have a large class and many of our members could not attend. But the valuable information that those who did attend

received is priceless to me. I hope that in the future we will be able to continue these types of training opportunities despite the size of our department.

**Jim Walter, President**  
Florence, AZ Local 4512

### Life Altering Actions

Dear President Schaitberger:

I am writing to share my gratitude for the overwhelming professionalism and compassion of Greg Russell, president of the National Capital Professional Fire Fighters Local F-121.

Quite simply, he changed my life, and no one could have done this but a selfless fire fighter like him.

For more than 20 years, I've struggled with Inclusion Body Myositis, which is a form of muscular dystrophy. My muscles have continued to atrophy to the point where I can rarely rise from my bed or walk under my own power. In order to continue to live independently, I would require a ceiling lift from bedroom to bathroom. And at age 41, the only other option was to live in a nursing home — for the rest of my life.

Even as I made arrangements to have a lift installed, I couldn't find a patient sling with the proper amount of support for my body. And without a fitted sling that I could operate myself, I would most certainly require around-the-clock care. After trying multiple slings to no avail, the situation was looking dire.

However, I had one last idea — a rescue harness. I thought of the proud tradition of fire fighters here in Chesapeake, where I was raised, and then I thought of Greg Russell.

Greg is a friend from high school with whom I had recently become reacquainted on Facebook — we hadn't actually spoken since graduation in 1985. I called his cell phone, and found him shopping with his children. Greg stopped what he was doing, told me not to worry, and that he would be glad to help me.

Within five days, Greg had collected a few sample rescue harnesses and drove them from Maryland directly to my home in Chesapeake, Virginia. He also brought rescue equipment catalogs to demonstrate what additional accessories might be necessary.

Not only did Greg find the right harness, but he ordered it, personally altered it so that I could enter and exit myself without assistance, and then shipped the harness to me. Within two weeks of calling Greg Russell, I had a workable harness in my hands. And to top it all off, he wouldn't allow me to reimburse him for the cost of the harness, buckles, alterations or shipping.

I always understood that Greg wasn't doing all this because we were life-long friends, or

because of pity, or because he felt he owed me anything. None of those was true and, indeed, none truly mattered.

He did it because he felt it was the right thing to do, because he knew he had the expertise as a fire fighter to do it, and because he would do it for anyone who had the need. That is the selfless spirit of fire fighters that I could only read about before — and now I have lived it myself.

And what a life-altering change that spirit has made in the rest of my life.

I can't thank him or your brotherhood of fire fighters enough.

Sincerely,  
**Greg A. Harris**

### Political Action Prevails

Dear President Schaitberger:

It is with great appreciation that I forward this letter to you. I am the president of Penticton, BC Local 1399. Our Local consists of 36 members (five dispatcher, three fire prevention and 28 fire fighters). We respond from two fire stations, and our city has had a policy of minimum staffing at those stations of two each.

For more than 17 years, our administration and local executive have brought forward concerns of understaffing to our city council. There have been several studies and consultant reports commissioned by the city, as well as the IAFF report, that have all identified that we are understaffed, yet council has not made any changes.

With the assistance of 6th District Vice President Lorne West, Assistant to the General President Jim Lee and British Columbia Professional Fire Fighters Association President Mike Hurley, we launched an in-depth political action campaign during last year's civic elections. We brought our issues to the candidates and received incredible

support. We were able to establish relationships with the current council and prominent members of the community.

As a result, the city council adopted a plan to increase our staffing, beginning with the hiring of four more fire fighters this year, to bring our minimum staffing levels initially to three at each station. This was included in a budget of a 0 percent tax increase that featured layoffs and cutbacks in every other department in the city. We were able to make our issues a priority in these trying economic times.

Although we are not yet at NFPA 1710 levels, we have made a giant step from the 1979 established minimums. We owe this to the help and support of our brothers and sisters at all levels of the IAFF and especially you and your team's political philosophy of supporting those who support us. This was and will continue to be an example of how successful that approach is.

On behalf of the members of Local 1399, thank you.

**Mike Richards**  
President  
Penticton Local 1399

Email your letters to [pr@iaff.org](mailto:pr@iaff.org) OR mail them to:  
Letters to the Editor c/o International Fire Fighter 1750 New York Ave NW Washington DC 20006

## Massachusetts Fire Fighters Rally to Protect Jobs and Resources

**M**ore than 1,500 Massachusetts fire fighters descended on Boston April 14 to call Governor Deval Patrick's attention to several serious issues, including fire fighter layoffs and equipment and training budget cuts. The Professional Fire Fighters of Massachusetts (PFFM) led a march in the streets around the state house, stopping on the building's front steps to hold the rally and press conference.

Speaking to the crowd, Professional Fire Fighters of Massachusetts (PFFM) President Robert McCarthy said, "Today, we sound the alarm on the dire state of the fire service. With more layoffs, station closings and unsafe staffing levels, every day the public is put more and more at risk."

"The economic downturn has meant less money coming from the state to aid our cities and towns, and the result has been devastating," says IAFF 3rd District Vice President Mike Mullane. "More than 120 fire fighters have been laid off in New Bedford, Fall River, Worcester, Amesbury and Shirley. More fire fighter jobs are at risk as of July 1."

After the press conference and rally, Governor Patrick agreed to meet privately with the PFFM Executive Board and 50



**Professional Fire Fighters of Massachusetts President Bob McCarthy and more than 1,500 fire fighters from across the state marched to City Hall to call attention to layoffs and station closures that are putting public safety at risk.**

recently laid-off New Bedford Local 841 and Fall River Local 1314 fire fighters.

In the meeting, Massachusetts fire fighters encouraged the governor to use federal stimulus money to help rehire laid-off fire fighters. The governor may allocate 18.2 percent (\$180 million) of the State Stabilization Fund (\$1.3 billion) to assist public safety under the stimulus bill.

Governor Patrick listened and later assured fire fighters that he is committed to allocating \$21.4 million from the stimulus to put fire fighters back on the

job. The Office of the Secretary of Public Safety has announced that the grant applications will be sent to fire departments in July. Additionally, the governor has proposed in the state's fiscal 2010 budget \$4 million from an assessment of the fire insurance industry to fund fire fighter education grant programs, continued funding for hazardous materials response teams, critical incident stress management and fire fighter training. ■

## Los Angeles City Fire Fighters Descend on City Hall

**M**ore than 500 Los Angeles City, CA Local 112 fire fighters marched to City Hall and into city council chambers May 18, demanding that city leaders put public safety first. The event was

organized after the city administration proposed to cut \$40 million from the Los Angeles Fire Department budget to help make up for the city's expected \$530 million shortfall for the 2009-2010 fiscal year.



**Los Angeles City, CA Local 112 marched into City Hall to demand city leaders put public safety first. Local 112 President Pat McOsker called the proposed budget cuts "devastating."**

United Firefighters of Los Angeles City (UFLAC) Local 112 President Pat McOsker says a fire department cut of that magnitude would have a devastating effect on the safety of the fire fighters and the citizens they protect and serve.

"The fire chief has said he'd have to shut down 20 companies a day in order to accommodate the proposed cuts," says McOsker. "If that happens, people are going to die in our city and we cannot let that happen. While we understand sacrifices will have to be made, we cannot make these drastic cuts to our resources."

When fire fighters reached city hall, about 300 fire fighters went inside, where McOsker and UFLAC 2nd Vice President Frank Lima addressed the city council and voiced their concerns about what the cuts would do to public and fire fighter safety.

The council listened and took immediate action, voting to reject a proposal to freeze fire department hiring. However, since Local 112 is currently in contract negotiations with the city and because other cost-cutting measures are being considered, no decisions were made regarding the fire department budget.

Visit the UFLAC web site at [www.uflac.org](http://www.uflac.org) to view a video from the march and for updates on budget decisions. ■

## Save Orlando's Fire Fighters

Orlando, FL Local 1365 is encouraging IAFF members and citizens to join its "Save Your Orlando Firefighters" Facebook group to help prevent the layoff of 46 fire fighters that the city announced it is cutting, along with 300 other city employees.

The Facebook page invites friends, co-workers and family to send an invitation to their friends to join the group and to contact Mayor Buddy Dyer and city commissioners to oppose these layoffs. The page has attracted nearly 9,500 members.

Mayor Buddy Dyer says the layoffs, which would save the city \$34 million, are necessary to overcome a property tax shortfall. But Orlando, FL Local 1365 and other labor unions that are fighting to prevent the layoffs say there is plenty of money in the city's emergency reserve account — more than \$100 million — that could be used for public safety. But the city is against dipping into these funds because it would hurt its ability to finance new community venues such as the Magic Arena, the performing arts center and Citrus Bowl stadium.

"If you're not going to use your reserves on rainy days to save fire fighters or police

**Save  
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officers — or any other city service — you should just give the money back to the citizens," Local 1365 President Steve Clelland told the *Orlando Sentinel*.

The Dyer administration's threatened layoffs are intended to put pressure on the unions to cut job losses by giving up wage increases or accepting salary reductions. Union leaders say they're willing to forgo raises to save jobs, but aren't willing to completely ignore the three-year labor contracts signed in December 2008.

Both public safety unions and the unions that represent more than 1,000 white collar workers are also bringing their case straight to Orlando residents by going door to door, picketing city hall and broadcasting radio ads. ■

## Nebraska Fire Fighters Win Sick Pay Dispute

A Hall County, Nebraska, District Court judge has ruled that the city of Grand Island must return earned sick hours and pay step increases to Grand Island Local 647 fire fighters. The ruling came as the result of a dispute between Local 647 and the city over whether or not the city had properly implemented a Commission of

Industrial Relations (CIR) order.

"Judge Teresa Luther's decision was a true victory for Grand Island fire fighters," says Scott Kuehl, president of Grand Island Local 647. "If the sick hours had been paid out in dollars, the city would have owed us \$680,000. We simply wanted them to adhere to the CIR decision." CIR hears all government labor contract disputes.

In September 2006, when contract negotiations between Local 647 and the city came to a standstill, Grand Island fire fighters took their case to the CIR.

In May 2007, the CIR ruled that the city's new pay step plan (which included an additional step) failed to give fire fighters credit for years of service and good job performance evaluations. Additionally, the commission ruled that accumulated sick leave should total no more than 1,567 hours, but the city had been allowing up to 2,880 hours.

After the ruling, the city took away sick hours from all fire fighters who had accumulated more than 1,567 hours. But, it was Local 647's position that its members had earned the extra sick hours during the previous contract which allowed for 2,880 hours.

Additionally, the city was not allowing some of Grand Island Fire Department's

Continued on Page 11



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# IAFF Members On the Frontlines

## IFSTA Donates Training Materials to Iraqi Fire Fighters

The International Fire Service Training Association (IFSTA) — which has worked with the IAFF on various projects — has donated introductory fire fighting textbooks and accompanying materials to the Iraqi Joint Fire Academy. The academy was launched last year with the help of Henderson, NV Local 1883 member Garren Fulmer, who is currently serving as a Sergeant Major with the 425th Civil Affairs Battalion.

Through his position in the United States Army, Fulmer was appointed to organize and advise the Iraqi Civil Defense Directorate (the National Fire Department). While Iraqis had an adequate amount of fire service equipment, they were severely lacking in training materials.

“We had some training textbooks available to us, but they really weren’t satisfactory for our needs,” says Fulmer. “We needed to establish a core program that could be sustainable after we leave.”

Through former Local 1883 member and current North Las Vegas, NV Local 1607 member Bruce Evans, Fulmer was put in contact with IFSTA Assistant Director Mike Wieder.

“We really wanted to help out, and our chief operating officer gave the go-ahead to donate materials,” says Wieder.

Fulmer found a translator who could translate the materials into Arabic. “This was great news to IFSTA because many of our materials have been translated into various languages, but none of them have been translated into Arabic,” says Wieder.

IFSTA sent several textbooks, as well as



Iraqi fire fighters will be able to establish a training program, thanks to IAFF members Garren Fulmer and Bruce Evans.

clip art disks, instructor outlines, PowerPoint presentations, activity sheets, quizzes and test questions.

“I was surprised how fast the materials arrived, which was great because it allowed us to get started,” says Fulmer. “Since then, the training has been going great. The translation has also been going well, but there is so much material that the oversight of that project may fall into the hands of my replacement when my tour here is complete.”

IFSTA’s umbrella organization is Fire Protection Publications (FPP), the world’s leading publisher of training materials for the fire and emergency services. The FPP is a department of the College of Engineering, Architecture, and Technology (CEAT) at Oklahoma State University (OSU). IAFF Assistant to the General President for Technical Assistance and



## Waterloo Member Helps Fire Fighters in Afghanistan

Mike Schipper, a member of Waterloo, IA Local 66 was mobilized for active duty in Afghanistan with the U.S. Navy. During his tour, Schipper helped the city of Asadabad, Afghanistan’s fire fighters with a donation of 16 basic fire fighting manuals from the Hazardous Materials Regional Training Center in Waterloo, where he works part time as an instructor. Local 66 shipped the manuals to Schipper at Bagram Airfield. The Afghan fire fighters and local tribal leaders were appreciative of the training manuals. Schipper has since returned home, and started back to work. ■

Information Resources Lori Moore-Merrell serves on the IFSTA Executive Board. ■



PHOTO BY PHOTO BY STAFF SERGEANT AMANDA COURIER

## IAFF Members Deployed to Sather Air Base

IAFF members from across the United States serving in the Air National Guard with 447th Expeditionary Civil Engineer fire fighters at Sather Air Base, Iraq, include: Back row, from left: Technical Sergeant David Childs (Aliquippa, PA Local 802); Staff Sergeant Sam Deverell (Letterkenny Army Depot, PA Local F-170); Staff Sergeant Ed Barstow (Altoona, PA Local 299); and Technical Sergeant James Robbins (Hanscom Air Force Base, MA Local F-78). Front row, from left: Staff Sergeant Carlos Chavez Jr. (Dinuba, CA Local 3936); Senior Airman Kevin Jones (Air National Guard Base, Martinsburg, WV Local F-276); Technical Sergeant Peter Mickiewicz (Cambridge, MA Local 30); and Senior Airman Josh Carder (Martinsburg, WV Local F-276). ■

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most senior fire fighters to advance to the top step.

Based on those two issues, Local 647 filed suit against the city in District Court in October 2007.

After recently hearing the case, Judge Luther ruled in favor of the fire fighters, saying that any sick leave accrued before October 2006 qualifies as deferred compensation and should not have been taken away. Those hours were ordered to be returned.

She also said that time served should be considered in the new pay scale and, therefore, some senior fire fighters should

be moved to top pay. Those same fire fighters are entitled to back pay retroactive to the current contract's start date. ■

## Maine Fire Fighter Back to Work After Unjust Termination

Thanks to the support of the Professional Fire Fighters of Maine (PFFM) and Gardiner, ME Local 2303, fire fighter Josh Johnson is back on the job after being unjustly fired by the city of Gardiner.

Johnson, a Local 2303 member, was terminated after the city alleged that his

driving record prior to becoming a fire fighter had caused the city's insurance company to refuse to cover Johnson to operate fire department vehicles.

However, the PFFM and Local 2303 argued that not only had Johnson fully disclosed his driving record before being hired, the local's contract with the city does not list insurability as a condition of employment.

"This was not only a victory for Gardiner fire fighters, but a victory for all of Maine's fire fighters," says PFFM President John Martell. "If the city had prevailed, it could

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Fire fighters held a rally to protest Colorado Governor Bill Ritter's veto of a bill that would have given them collective bargaining rights.

## Governor Betrays Colorado Fire Fighters

Colorado Governor Bill Ritter has vetoed a bill that would have given fire fighters collective bargaining without local government approval. Senate Bill 180, which passed the state legislature in May, would have allowed fire fighters' unions with a minimum of 50 employees to have equal negotiating status with management in decisions on pay, benefits and working conditions — but not the right to strike. During his campaign in 2006, Ritter had promised to support state-wide collective bargaining for fire fighters.

"Every day, Colorado's fire fighters risk their lives to protect the public, but Governor Ritter has refused to stand up for them," says IAFF General President Harold Schaitberger. "Despite making campaign promises to support fire fighters, he has turned his back on the men and women who risk their lives for others. This veto is a rejection of the labor movement's core philosophy and robs fire fighters across the state of having a voice in their safety. Come election time, we will remember that the governor abandoned us on this critical issue."

At a rally held following the governor's veto of the bill, IAFF 9th District Vice President and Colorado Professional Fire Fighters Association President Randy Atkinson said, "Today is a very disappointing day for us. We have been let down by someone we thought was our supporter." ■

## Rockingham Chief Threatens Violence Against Fire Fighters

Rockingham Fire Chief Charles Gardner has fired two fire fighters and suspended two others since Rockingham, NC Local 4702 filed a lawsuit against the city for unlawfully withholding overtime pay from the city's first responders.

"Chief Gardner's pattern of abusive behavior is in retaliation for the decision by Rockingham fire fighters to form a union," says IAFF 12th District Vice President Larry Osborne. "Forming a union is a legally protected right in our country. Abusive retaliation against workers for any reason is not legal."

Gardner fired Local 4702 President Robbie Barber on May 26 for allegedly failing to respond to a turn-in alarm while off duty. He fired Local 4702 Treasurer Rodney Gandy on April 24, also for allegedly failing to respond to a turn-in alarm while off duty.

Ten members of the Rockingham Fire Department formed Rockingham Local 4702 on October 1, 2008. On March 13, 2009, attorneys for Rockingham fire fighters filed a lawsuit in federal district court seeking unpaid wages unlawfully withheld from the fire fighters.

Withholding overtime pay violates the Fair Labor Standards Act (FLSA). All 10 members of Local 4702 are named as plaintiffs in the lawsuit.

"Chief Gardner has little regard for the law or the civil rights of fire fighters in the union," says David Anders, president of the Professional Fire Fighters and Paramedics of North Carolina. "Chief Gardner's tyrannical behavior is un-American, and it's time to shed light on his illegal actions."

Since the lawsuit was filed and the chief learned of the existence of Local 4702 and the names of those in the union, every union officer and a majority of the union members have



Robbie Barber, president of Rockingham Local 4702 (left), with Rodney Gandy, secretary-treasurer of Local 4702.

been unfairly singled out for retaliatory discipline.

Chief Gardner has denied the use of earned vacation leave and canceled vacation leave that had already been approved and scheduled. And, he has failed to pay fire fighters for responding to off-duty turn-in alarms, even though they are entitled to receive pay when they respond.

The department's two non-union fire fighters have not been disciplined since the lawsuit was filed and reportedly have been offered double compensation by the chief to cover the shifts of the Local 4702 fire fighters he has suspended.

Chief Gardner also has a violent, well-documented past.

"Chief Gardner is a classic bully and incapable of serving in a management capacity," says Anders. "In light of his history and overt threats, it is incumbent on the city of Rockingham to step in and keep its fire fighters safe from the chief who was sworn to protect them." ■

**“The minimum [staffing] requirements are that you have a high school diploma and a valid driver’s license. The city’s decision to fire Johnson was in clear violation of the contract.”**

—Rich Kindelan, Local 2303 President

have set the precedent that fire fighters could be arbitrarily terminated based on whether or not the city thinks the fire fighter is insurable — especially when there is no contract language to support the practice.”

During pre-employment screening, Johnson was subject to a background check which included his driving record. He did have some moving violations, but the city did not find his record to be cause for concern and hired him in February 2008. Johnson completed his probationary period of six months with high marks.

Meanwhile, the city’s insurance company conducted an audit of city employee driving records. The company notified the city that it could no longer insure Johnson. The city responded by giving Johnson a notice of

### IAFF 7th District Holds District-Wide Fire Ops

The IAFF 7th District hosted its fifth Fire Ops at the HAMMER training facility in Richland, Washington. Thirty six decision-makers and media traveled from various points in Washington, Montana and Idaho to participate.

“This program is as much about education as it is about relationship-building,” says IAFF 7th District Vice President Ricky Walsh. Accordingly, locals must send members to accompany its participants.

This year’s participants completed six evolutions: live burn, search and rescue, EMS, propane emergency, roof operations and extrication. It was covered well in both print publications and television news stations.

termination, saying he was uninsurable.

“Nowhere in our contract does it stipulate that an employee must be insurable,” says Rich Kindelan, president of Local 2303. “In fact, the minimum requirements are that you have a high school diploma and a valid driver’s license.



“This is a huge event that requires about 100 of our members to conduct, so it takes a lot of coordination,” says Walsh. “I am really fortunate to have the HAMMER facility nearby for us to use.”

The HAMMER provides hands-on training for emergency service professionals for high-risk tasks and to learn how to use technologies. ■

The city’s decision to fire Johnson was in clear violation of the contract.”

PFFM Staff Representative Bob Bourgault and PFFM 3rd District Vice President Mike Scott stepped in to assist Local 2303 and Johnson through the grievance process. ■

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# City of Plantation Ordered to Reinstate Union Leader

**“The IAFF will not tolerate retaliation against local leaders who step out to organize and support an affiliate. The full relief granted by PERC to Diaz is the type of justice that the International pursues against employers who retaliate against our affiliate leaders for the exercising their rights.”** —General President Harold Schaitberger

**T**he only employee to ever be denied leave without pay by the city of Plantation, Florida, has prevailed in an unfair labor practice suit charging that he was fired for his union activities.

The Florida Public Employee Relations Commission (PERC) has upheld a hearing officer’s findings that the city of Plantation fired Local 4430 Secretary Jude Diaz and has ordered the city to reinstate Diaz, compensate him for lost wages and benefits and post a notice in the workplace informing all employees that it will cease and desist from firing employees for participating in union activities.

PERC’s decision is significant in light of the city of Plantation’s history of anti-union behavior.

The Rescue Division of the Plantation Fire Department had tried to organize for some time and was finally successful in 2005. Local 4430 is comprised solely of EMTs, paramedics and rescue lieutenants. Fire fighters in Plantation are volunteers.

In 2005, Diaz and more than a dozen other employees filed suit against the city for unpaid overtime. City attorneys refused to settle the suit for more than a year until a U.S. District Court ruled that the city had violated the Fair Labor Standards Act (FLSA) for more than two years. The city paid out \$100,000 in overtime, plus legal fees.

As a result of that case, the city retaliated against the plaintiffs by firing or disciplining union organizers, including President Jeff Poole, Secretary Jude Diaz, Treasurer Tom Neri, Vice President Suzette Terheun, Sivy Del Rosario, Bernard Tribie and Stephanie Kluser.

The IAFF initiated further legal action, filing a federal court action lawsuit claiming retaliation and discrimination in violation of their First Amendment rights to free association and free speech, and for having pursued their entitlements to overtime pay.

“The IAFF will not tolerate retaliation against local leaders who step out to organize and support an affiliate,” says IAFF General President Harold Schaitberger. “The full relief granted by PERC to Diaz is the type of justice that the International pursues against employers who retaliate against our affiliate leaders for the exercising their rights.”

In addition to the federal court action lawsuit filed by IAFF General Counsel Tom Woodley, Local 4430 filed a representation petition with PERC. The city, along with several chiefs, launched a campaign to break the union — targeting the officers and members of the local with threats, suspensions and multiple firings.

Diaz, one of the few local leaders who remained employed in the city’s Rescue Division, faced continuous harassment at work. In the fall of 2007, when he took sick leave to recover from knee surgery, his subsequent request for light duty was denied twice, as was his request for leave without pay.



**From top left: Plantation Local 4430 members Rachel Diaz and Rosa Allen-Meizoso, former Local 4430 President Jeff Poole, Attorney Douglas Steele and Local 4430 members Sivy Del Rosario and Rita Adams. From bottom left: former Local 4430 Treasurer Tom Neri, former Local 4430 Secretary Jude Diaz and Local 4430 member James Williams.**

“I wanted to come back to work, but my doctor had not approved me to do so,” says Diaz. “The city did not see it that way.”

In December 2007, the department discharged Diaz, ostensibly because of his extended absence. Evidence showed that the city had, in fact, terminated him for his protected union activities.

“When all of the union-busting activity began, several of us began documenting everything,” notes Diaz. “This proved to be invaluable as our cases moved forward. I would advise anyone finding themselves in a similar situation to do the same.

After the filing of unfair labor practice charges, a hearing officer issued a decision, concluding that the assistant chief and fire chief had not provided credible testimony justifying the discharge of Diaz. Instead, the hearing officer found that Diaz was terminated because of his union leadership role. He ordered the city to reinstate Diaz to his former job, and to pay him all lost wages and benefits, with interest.

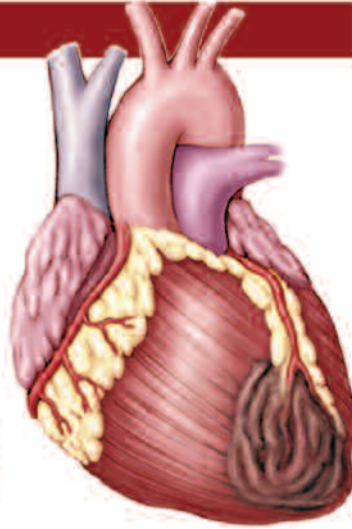
On appeal by the city, PERC upheld all of the hearing officer’s findings and award of full relief. In addition, because PERC determined that the city “knew or should have known that its conduct was unlawful,” it awarded attorneys’ fees and costs against the city, a rare action for state PERCs, which do not typically grant requests for attorneys’ fees and expenses.

The PERC also ordered the city to cease and desist from dismissing employees for engaging in union activities, and to stop otherwise interfering with or coercing its employees in the exercise of their rights. The city is also required to post a notice in workplace areas for 60 days, notifying the employees that it will no longer engage in illegal conduct.

“This has been a very difficult process,” says Diaz. “I am very thankful that the IAFF and its general counsel have not only stood by me, but all of us.” ■

# RESEARCH ATTACKS

## Heart Attacks



In 2005, under the Department of Homeland Security (DHS)/Federal Emergency Management Agency (FEMA), the Assistance to Firefighters Grants (AFG) office began funding research and development studies designed to help reduce fire fighter deaths and injuries. This is the second in a series of articles that will review fire fighter health and safety issues, as well as the findings of some of these AFG-supported research and development activities.

**C**ardiovascular disease takes an enormous toll on the fire service, accounting for approximately 43 percent of all line-of-duty deaths, according to the U.S. Fire Administration (USFA). Among all occupational groups in the United States, fire fighters suffer the highest mortality rate due to cardiovascular events on the job.

While statistics point to heart attacks and strokes as causes of these deaths, there is much more to learn about the underlying causes that make fire fighters suffer disproportionately.

Clearly, the very nature of fire fighting places extraordinary strain on cardiovascular systems. Within 15-30 seconds after the fire alarm sounds, research studies have found that a fire fighter's heart rate can increase by as much as 117 beats per minute, and continues to beat at twice its normal rate throughout the entire fire fighting operation.

This strenuous physical activity is made more burdensome by protective clothing and breathing apparatus, which add 45 to 65 pounds. Temperature extremes from below freezing to between 100 degrees and 500 degrees Fahrenheit at the fire itself also are a factor.

This unique combination of factors is unlike that of any other occupation, and leads to an increased risk of death due to heart disease among fire fighters compared to the general population.

In fact, there is strong evidence that fire fighters have a greater occurrence of death

from heart disease than the general population. A 2006 study by investigators at the U.S. Centers for Disease Control and Prevention (CDC) that examined 1,141 fire fighters who died while on duty during 1994-2004 found sudden cardiac death as a leading cause of death among career fire fighters.

Still, studies comparing fire fighters to the general population most likely underestimate the health differences between the two populations. This is because of what's called the "Healthy Worker Effect." Fire fighters overall tend to be healthier than the general population by nature of the job prerequisites — a factor that these studies do not take into consideration.

In a re-analysis of 23 fire fighter mortality studies, Dr. Bernard Choi, senior research scientist at the Public Health Agency of Canada, adjusted for the Healthy Worker Effect in four studies that had previously showed no increased association between fire fighting and cardiovascular mortality, and discovered that these studies did, in fact, show a link between heart disease and fire fighting.

### Increased Physical Demands and Psychological Stress

The more precisely the reasons for the disproportionate risk of line-of-duty death due to cardiovascular disease in fire fighters are identified, the more fire fighter lives can be saved.

In addition to the physical demands of the job, there is also a clear link between psychological stress and cardiovascular

disease. Fire fighters experience psychological stress more frequently and intensely than the general population or in most other occupations. They are confronted on a daily basis with the death and injury of civilians, mass casualty fires and fear of their own injury and death.

The negative effects of stress on the heart need to continue to be studied. Only a few studies document stress among fire fighters and its effect on cardiovascular disease, but all of them have demonstrated that fire fighters suffer from increased psychological stress — frequently accompanied by physical changes, including increased heart rate.

A recent analysis of data on fire fighting and heart disease, conducted by Dr. Stefanos Kales and colleagues at the Harvard School of Public Health, reaffirms the link between death from cardiovascular disease and fire fighting with conclusive evidence that the risk of death from heart disease is significantly higher during fire suppression, responding to alarms, returning from alarms and during certain physical training activities.

And, in a report released by the National Institute for Occupational Safety and Health (NIOSH), based on its own research, recognized that cardiovascular disease among fire fighters is due to a combination of personal and workplace factors. The report also noted that hiring and maintaining medically and physically fit fire fighters is an important step in reducing cardiovascular disease.

### Chemicals Toxic to the Heart

The fire environment also contains a number of potentially dangerous toxins to the heart, including carbon monoxide, which is present at virtually every fire and is believed to accelerate coronary artery disease *and* be directly toxic to the heart.

When carbon monoxide is inhaled and absorbed into the blood stream, red blood cells are then unable to take up oxygen and vital organs — such as the heart — are starved of oxygen. Carbon monoxide is thought to accelerate atherosclerosis, the process by which arteries narrow, clog and harden.

Other frequent exposures affecting the cardiovascular system include polycyclic aromatic hydrocarbons, cyanide, benzene and hydrochloric acid. Arsenic, as well as other toxic metals, organic solvents and many other toxins may also be present depending on the products of combustion and conditions at the scene.

### Multiple Studies Have Diverse Approaches

Studying cardiovascular disease among fire fighters is an enormous undertaking. New research efforts are necessary for several reasons, including the ability to involve fire fighters and fire departments from different regions and with differing emergency activity.

Brian Cowan, director of the FEMA Assistance to Firefighter Grant program office, says, "A great deal is already understood about cardiovascular disease. It is the application to the fire service that needs to continue. The research and development investment and the return on that investment in terms of fire fighter health and safety are huge."

With AFG support, the Harvard University team, in partnership with numerous fire departments nationwide, is continuing the tracking of risk factors for heart disease, such as obesity and hypertension. With approximately 2,000 fire fighters nationwide participating, this research effort examines the links between risk factors and cardiac events. Dr. Kales' studies on obesity and hypertension in the fire service provide further direction for physicians to pay special attention to the work stress and cardiovascular needs of fire fighters.

Working with the IAFF, the National Fire Protection Association (NFPA) and other fire service experts, Dr. Jeffrey Burgess of the University of Arizona is examining new ways to conduct cardiac screening that is effective with early diagnosis. Dr. Burgess' prior research led to the fire service's improved understanding of the health risks linked to overhaul tasks.

### Leading the Way to Intervention

At the Firefighter Life Safety Research Center at the University of Illinois, Doctors Denise Smith and Gavin Horn used an AFG grant to study the effect of heat stress on cardiovascular variables. Their unique approach to understanding cardiovascular events offers important insights. Smith and Horn studied why fire fighters have higher cardiac-related mortality on the job than other occupational groups, such as police. While both groups experience high-stress situations daily, only fire fighters experience extreme heat conditions.

Fire fighters from more than 40 fire departments in Illinois participated in this study to observe the behavior of the cardiovascular system and blood clotting factors under heat conditions typical of fire fighting training.

Results demonstrated several changes in blood coagulatory variables, indicating that fire fighting increased clotting potential and risk for thrombus formation. Most heart attacks occur when a blood clot blocks a coronary artery; thus, increased clotting potential may explain the increased risk of heart attacks during and shortly after fire suppression activities.

Dr. Jim Brown, lead researcher for a one-year AFG grant at Indiana University-Bloomington, and his colleagues, in cooperation with the Indianapolis Fire Department and Indianapolis Local 416, investigated the physical rigor of real fire response and on-scene work to determine

how tasks at different emergencies affect the cardiovascular and respiratory system. The project team collected and evaluated normative physiological data for multiple fire ground tasks, including fire attack, search and rescue, exterior ventilation and overhaul activities.

Brown found that substantial time is required to metabolize hormones and to dissipate heat, allowing physiological stress to linger. Again, this study found that the physical and emotional triggers for heart attack stay with the fire fighter for some time after an emergency incident, presenting a potential trigger for cardiovascular events.

These and other studies of cardiovascular disease among fire fighters hold great promise for multi-faceted interventions that will help prevent conditions that are so tragic today. Some of the Assistance to Firefighters Grant program studies will take years to complete, with follow up for those that show the most promising results for developing effective methods for dissemination, adoption implementation and evaluation.

Further, work will continue in addressing approaches for better recovery from fire fighting, including fitness based on building muscle strength or improving cardiovascular aerobic training, changes in nutrition and diet that positively influence cardiovascular risk factors and identifying efficient and effective rehydration methods.

The IAFF continues to address the issues of heart disease under a number of programs that are funded, in part, by the Assistance to Firefighters Grant program. The International has also developed significant resources — including curriculum — to address fire ground rehabilitation. This rehabilitation effort provides tools to detect and address severely elevated cardiovascular or respiratory responses during fire ground operations.

This effort works hand-in-hand with decades-long work to improve fire fighter protective clothing and equipment, including early efforts in the IAFF Project FIRES program — where most of today's fire fighting gear derived — and the Project HEROES program, which is working to provide protection in an all-hazards environment while at the same time reducing physiological stress. Furthermore, the next generation self contained breathing apparatus (SCBA) program will provide new technology to effectively and significantly reduce the weight and profile of current SCBA.

But the most significant project that the IAFF has developed — in partnership with the IAFC — is the Wellness-Fitness Initiative (WFI) and the programs under the WFI umbrella. As current research has found, annual medical evaluations and sound physical training programs are critical ways to prevent and reduce line-of-duty deaths due to heart attacks and cardiovascular disease.

The fire service also needs to hire medically and physically able individuals and maintain their health, wellness and fitness throughout their career. The WFI was introduced 12 years ago, and clearly saves fire fighters' lives. Despite the fact that it has been recognized as the major tool for reducing fire fighter fatalities, most fire departments have not adopted it.

The entire Wellness-Fitness Initiative, including the CPAT, Peer Fitness Trainer certification program and the Fit to Survive online resource, as well as new programs to reduce high blood pressure are available free to IAFF members and the fire service. The IAFF continues to push for the full adoption of these medically proven and cost-saving programs.

There is strong consensus among researchers regarding standards for acceptable and unacceptable levels of cardiac risk. However, these researchers, working with fire service partners, only take the first step. They aim to identify key factors related to cardiac risk and develop evidence-based prevention or intervention strategies.

Ultimately, it is up to the fire service and its respective jurisdictions to decide to adopt evidence-based approaches and to fully implement those programs and standards that will reduce fire fighter deaths from cardiovascular and other diseases. ■

## Work to Live Resources

### WELLNESS-FITNESS INITIATIVE

Resources for the safety, health and medical needs of IAFF members  
[www.iaff.org/HS/Well](http://www.iaff.org/HS/Well)

### FIT TO SURVIVE

*The fire fighter's guide to health and nutrition*  
[www.iaff.org/hs/fts](http://www.iaff.org/hs/fts)

### STOP-DROP-CONTROL HIGH BLOOD PRESSURE

*IAFF campaign to control high blood pressure*  
[www.iaff.org/sdc](http://www.iaff.org/sdc)

### CAMPAIGN FOR A SMOKE-FREE UNION

*Encourages IAFF members and their families to quit tobacco*  
[www.iaff.org/smokefree/](http://www.iaff.org/smokefree/)

The studies and research articles addressed in this story are available at [www.iaff.org/library/library](http://www.iaff.org/library/library).

For more information, contact the IAFF Division of Occupational Health, Safety and Medicine at (202) 824-1571.



# FIREPAC & POLITICAL ACTION:



## A WINNING COMBINATION

As public employees, fire fighters are realizing that the best way to positively influence the policies that govern their profession is to engage their elected officials and become politically active.

**F**or many IAFF members, political action is already a way of life, and the proof is in the results.

Springfield, MO Local 152, for example, learned quickly the power of political action. Four years ago, Springfield fire fighters played a significant part in helping pass legislation requiring the city of Springfield to fund its pension system. Since then, Local 152 has maintained a high profile in local politics and, in April of this year, was successful in electing both of its endorsed candidates to city council.

Local 152 used several campaign strategies to help elect the two fire fighter-friendly candidates, including radio ads, yard signs, door-to-door visits and mailers. Local 152 President Tony Kelley says, "These candidates expressed a commitment to public safety and a willingness to listen to any of our concerns with an open mind. We were happy to throw our support behind them and look forward to working with them in the future."

Similarly, Austin, TX Local 975 took its political action efforts up a notch to elect the candidate it supported for mayor. Lee

Leffingwell was voted into office by an impressive margin.

"When we endorse a candidate, we don't just lend them our name," says Stephen Truesdell, president of Local 975. "We donate a lot of time toward well-planned campaign activity, ensuring that our candidate will

have the best possible chance of victory."

Concerned that voter turnout would be low, the Local 975 Political Action Committee's strategy included a strong Get-Out-The-Vote effort focused on 11 key precincts. As a result, Leffingwell won all 11

of those precincts, seven of them earning him more than 50 percent of the vote. Overall, Leffingwell took 47 percent of the vote, nearly 20 percentage points ahead of his closest competitor.

"With the election of Mayor Leffingwell and the re-election of City Council Member Mike Martinez — a former Local 975 president — we are well-positioned to have our voice heard on issues important to fire fighters," says Mike Bewley, communications director for the Austin Local 975 PAC.

Following hard campaigning efforts by Belleair Bluffs Fire Rescue Fire Fighters (represented by Clearwater, FL Local 1158),



**"When we endorse a candidate, we don't just lend them our name, we donate a lot of time toward well-planned campaign activity, ensuring that our candidate will have the best possible chance of victory."**

—Stephen Truesdell,  
President of Austin, TX Local 975

all four of the candidates it endorsed won their seats on the city commission.

“With only 12 members, everyone had to put in a lot of work,” says Macho Liberti, Belleair Bluffs fire fighter and member of Local 1158. Belleair Bluffs fire fighters turned to the IAFF *Recruiting and Endorsing Candidates* online resource to build their campaign plan, which included distributing campaign literature, running advertisements and hosting campaign events.

On Election Day, approximately 100 fire fighters from IAFF locals around the region traveled to Belleair Bluffs to help fire fighters there wave signs promoting their candidates. “The turnout was amazing,” says Liberti. “You couldn’t go anywhere without seeing a fire fighter.”

Belleair Bluffs voters re-elected Mayor Chris Arbutine and three commissioners.

Shortly after the election, the city lost its contract to provide fire service for a neighboring city. Liberti says the Belleair Bluffs Fire Department could merge with a bigger department nearby as a result. “We are now looking to our mayor and new commissioners to make the right decision concerning a merger,” he says. “Our pensions, salaries and ranks are all in jeopardy. We are hopeful that all our hard work to get these leaders elected pays off.”

For some IAFF affiliates, political action has significantly improved labor-management relations. Case in point: members of United Mesa Fire Fighters Local 2260 now have meet and confer rights, thanks to their hard work to help elect a new fire chief in 2008.

Local 2260 President Bryan Jeffries says this victory is particularly significant, considering Apache Junction’s long history of tense labor-management relations. “I believe a combination of strong political action and a new, more open-minded fire chief were the two things that led to the unanimous vote by the Apache Junction Fire District,” says Jeffries.

In 2008, Local 2260 also endorsed three candidates to serve on the fire district board. In support, fire fighters walked neighborhoods, made phone calls and implemented several other campaign strategies. As a result, all three candidates were elected. With at least three-fifths of the board on its side, Local 2260 developed a meet and confer proposal and submitted it to the board.

Apache Junction fire fighters expect to begin negotiating their first Memorandum of Understanding (MOU) later this year.


In Alice, Texas, Local 4102 faced fierce opposition to pass a ballot initiative to give fire fighters the right to collectively bargain with their employer.

Pat Canales, president of Local 4102, says, “We faced tough odds in this process, but we

**Continued on Page 18**



**Belleair Bluffs, FL**  
Local 1158 fire fighters campaigned to elect four fire fighter friendly candidates to the city commission.

 <b>IAFF MEMBER CANDIDATES FOR PUBLIC OFFICE</b> April 7 Illinois General Election Results				
Name	Local Name	Local #	Office	Won
Thomas Clifton	Bridgeview	4330	Fire District Trustee, Frankfort	
Christopher Courtney	Palos	4480	FPD Trustee, Palos Heights	
Richard Dunne	Elgin	439	City Council, Elgin	X
Thomas Giarrante	Joliet	44	City Council, Joliet	X
William Horn	Franklin Park	1526	Village Trustee, River Grove	
Larry Karp	Bensenville	2968	Tax Collector, Plainfield Township	
Robert Lovero	Berwyn	506	Mayor, Berwyn	X
Theodore Polashek	Cicero	717	Ward Alderman, Elgin	X
John Radzinski	Itasca	3461	Fire District Trustee, Wood Dale	
Adam Ruderman	Decatur	505	City Council, Decatur	
Nicholas Steker	Franklin Park	1526	Village Trustee, Westchester	X
William Tatro	Joliet	44	Park District Commissioner, Joliet	
Thomas Thomson	Franklin Park	1526	Village Clerk, Franklin Park	X
David Tomlinson	Champaign	1260	School Board, Champaign	X

## The Politics of Politics

Scranton, PA Local 60 has been feuding with its mayor for years. When the mayor was up for re-election this spring, the Local put its support behind another candidate and, with the backing of the Pennsylvania Professional Fire Fighters Association, nearly pulled off one of the biggest upsets in recent city history.

While Scranton fire fighters may not have defeated the mayor, there were other positive outcomes that the local can point to with pride, particularly in becoming a major player in its municipal elections that future candidates won’t be able to ignore.

First, Local 60’s efforts denied the mayor the local Democratic party endorsement — which he has regularly enjoyed in the past. Second, Local 60 was successful in defeating two of the mayor’s closest allies on council, including one who served as council president. In addition, another vacancy will occur on the council as one of the members has been elected tax collector. The council will vote to appoint the replacement. Local 60 has already met with the incoming council president to discuss the vacancy and is hopeful that it will have a super-majority on council (four or five) once the seat is filled. Finally, the close mayoral race may have taken the luster from the mayor’s star — he had been considered a possible running mate for lieutenant governor in the fall.

Scranton Local 60 Vice President David Gervasi, who participated in the 2009 Political Training Academy, says he was able to use what he learned to the local’s campaign efforts in these races.



# Fire Fighter Support Prominent in British Columbia Election

**I**AFF affiliates in British Columbia have set the stage for a new round of legislative victories with a focused and highly successful political action campaign leading up to the province's May 12 election.

In all, the British Columbia Professional Fire Fighters Association (BCPFFA) helped elect 29 of the 32 successful Liberal candidates who will form the province's majority government, including Premier Gordon Campbell and several influential cabinet ministers.

Support for fire fighter-friendly candidates came in the form of direct campaign contributions, as well as money spent on signs, leaflets and manpower during the campaign. The money used in the initiative was a combination of funds from BCPFFA FIREPAC and funds requested through FIREPAC Canada.

"We had a very successful campaign," says BCPFFA President Mike Hurley. "We had established a relationship with this government prior to this election and I think we've built on that with this

election. We were aggressive in supporting key cabinet ministers and that will help us with our cancer presumption and other issues."

In keeping with the IAFF philosophy of non-partisanship and supporting those who support fire fighter issues, the BCPFFA also backed 22 of the 27 elected New Democratic Party (NDP) legislators who will form the official opposition, including Opposition Leader Carole James. In 2005, the BCPFFA won presumptive cancer legislation after a coordinated political action campaign which led to a commitment from the Liberal government just prior to the last provincial election.

That legislation was recently updated with the addition of lung and testicular cancer. The BCPFFA is currently lobbying for esophageal cancer coverage, increased medical roles for fire fighters, mandatory blood testing and disclosure in the event of workplace exposures to bodily fluids and improved in-building radio communication capabilities.



From left: BCPFFA President Mike Hurley, British Columbia Public Safety Minister and Solicitor General John van Dongen, British Columbia Labour Minister Iain Black and BCPFFA Secretary-Treasurer Larry Thomas. The two politicians, pictured here at the BCPFFA Legislative Conference in March, were among dozens re-elected with support from the BCPFFA and its affiliates in the province's May 12 election.

triumphed in the end. It was well worth it."

By a vote of 1,051 to 1,010, voters adopted Texas State Statue 174, giving fire fighters the right to organize and negotiate for better working conditions, benefits and wages.

"The Alice fire fighters are very proud of this victory," Canales says. Local 4102 is ready to negotiate its first contract later this year.

In addition to endorsing and campaigning on behalf of fire fighter-friendly candidates, a growing cadre of IAFF members have sought public elective office for themselves. Today, the ranks of IAFF members and immediate family members who hold office has swelled to nearly 400.

A number of these candidates graduated from the IAFF Political Training Academy, including several who were successful in elections earlier this year.

In Illinois, 14 IAFF members ran for office and seven won (see chart on page 17). The most notable was Robert Lovero, a member of Berwyn Local 506, who took on the incumbent mayor, easily defeating him. In addition, Theodore "Teddy" Polashek, a member of Cicero Local 717 won a seat on the Berwyn city council. These victories now give the fire fighters two of their own as city leaders and a voice on council that knows the fire department's unique needs and the demands of the job.

In Elgin, Illinois, Local 439 member Richard Dunne was elected to the Elgin city council, finishing first in a field of 10 candidates. He was the top vote-getter in the race, besting two incumbents. Elgin Local 439 President John Fahey says, "This proves that fire fighters can be successful — even as first-time candidates." He adds that what he learned at the Political Training Academy was a great resource during the campaign.

David Tomlinson, a member of Champaign Local 1260, and Tommy Thomson, a member of Franklin Park Local 1526 — both past participants in the Political Training Academy — were successful in their re-election and election to the Champaign School Board and Franklin Park Village Clerk, respectively. Another Franklin Park member, Nicholas Steker, was elected as Westchester Village Trustee.

For Andy Drwal, a member of Lorain, OH Local 267 and Second District Vice President of the Ohio Association of Professional Fire Fighters, a seat on the city council is virtually assured. Drwal defeated an incumbent city council member in the Democratic primary and is running unopposed in the November general election.

"I'm just elated that the voters found it fit to put me in office," he says. "I'm excited about working to get the city to move forward." Drwal was a participant in the

## FIREPAC Donor Listing Corrections

In the March-April 2009 issue of the *International Fire Fighter*, in the list of FIREPAC donors for calendar year 2008, a few inadvertent errors were made. The corrections are listed below. FIREPAC apologizes for the errors.

### Leadership Trust (\$500 - \$999)

- Arthur J. Richard, Lynn, MA Local 739

### Founder's Circle (\$200 - \$499)

- Cindy Payne, IAFF Executive Secretary

### President's Club (\$100 - \$199)

- Jeremy Roberston, Salt Lake County, UT Local 1696
- J. Chris Cage, Salt Lake County, UT Local 1696

### Capitol Club (\$50 - \$99)

- Bill Moeller, Mountain View, CA Local 1965



United Mesa, AZ Local 2260 was able to improve labor-management relations with its political action efforts, ultimately winning meet and confer rights.

Political Training Academy held this year.

The political campaign knowledge that the Political Training Academy brings to IAFF members about running successful campaigns is paramount, but no campaign can be successful without the financial resources to be competitive. Therefore, in addition to the technical support that the IAFF provides affiliates and their candidates, FIREPAC and FIREPAC Canada have made campaign contributions to assist in these efforts.

Ask Lovero, Polashek, Dunne, Tomlinson, Thomson, Steker or any other IAFF member

who has been successful running for elected office — the best person to represent fire fighters on a city or county council, as mayor or in the state legislature is a fire fighter.

The IAFF is committed to providing the resources necessary to member candidates and local leadership in their political endeavors.

For a complete list of FIREPAC-endorsed candidates and IAFF member candidates who won in the November 2008 election, visit [www.iaff.org/08News/Election](http://www.iaff.org/08News/Election). ■

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### Canadian Members:

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### Make Checks/Money Orders Payable to: FIREPAC

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Leadership Trust



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President's Club



Capitol Club



FIREPAC Supporter

# PRESUMPTIVE PROTECTIONS ON THE RISE

**A**s IAFF members respond to emergencies ranging from fires to emergency medical assistance, fire fighters and paramedics can unknowingly be exposed to a number of cancer and disease-causing agents. Wearing personal protective equipment (PPE) and taking other safety precautions are not a 100 percent guarantee that fire fighters and paramedics won't get sick on the job and, too often, they do.

Because it is impossible to determine the exact place and time where a fire fighter was exposed to the toxin or infectious disease that caused the illness, fire fighters cannot depend on workers' compensation to obtain the medical assistance or disability benefits they need.

The IAFF has lobbied hard on the national, state and provincial level for the passage of presumptive laws to ensure that its members are protected. Forty-two states and seven provinces have some form of presumptive law. Thanks to efforts by the IAFF and its affiliates, those laws are expanding to cover more illnesses.

"It is a scientific fact that because fire fighters are exposed to toxins at a higher rate than employees in most other professions, there is a higher incidence of many occupational diseases," says IAFF General President Harold Schaitberger. "Denying fire fighters a safety net in the



New Mexico now presumes some cancers and diseases are job related. Governor Bill Richardson signed the bill into law in April 2009.

event they get sick on the job is abandoning those who have sacrificed for their community."

New Mexico became the most recent state to presume certain cancers and diseases are job-related for fire fighters when Governor Bill Richardson signed a law in April covering 11 cancers and five infectious diseases. To be covered for cardiac disease, fire fighters must participate in a wellness-fitness program.

**"The IAFF has been very supportive throughout this process. They provided much of the crucial data we needed to illustrate the importance of this bill and to battle our opposition, including providing expert testimony."**

—John Martell, President of the Professional Fire Fighters of Maine

"The New Mexico Professional Fire Fighters Association worked hard to win the support of the legislature," says President Emily Kane. "What ultimately caused many of our senators and representatives to give their votes were the facts surrounding fire fighter exposure to carcinogens and other disease-causing agents."

The New Mexico Professional Fire Fighters Association's lobbying efforts took several months, but were given a significant leg-up when Kane was appointed by Governor Richardson to the Workers' Compensation Advisory Council. There, she was able to address concerns and answer questions.

While New Mexico was passing its first presumptive legislation, Indiana became the first state to presume Parkinson's disease to be job-related for fire fighters.

**“It is a scientific fact that because fire fighters are exposed to toxins at a higher rate than employees in most other professions, there is a higher incidence of many occupational diseases. Denying fire fighters a safety net in the event they get sick on the job is abandoning those who have sacrificed for their community.”**

—General President Harold Schaitberger

Senate Bill 376 requires Parkinson’s disease to be treated as a line-of-duty disability under an emergency responders’ pension and disability plan.

Throughout the legislative process, the bill was championed by Professional Fire Fighters Union of Indiana (PFFUI) President Tom Hanify, retired Indianapolis, IN Local 416 fire fighter Gary Coons (diagnosed with Parkinson’s at age 33), State Representative Mary Ann Sullivan (D-Indianapolis) and State Senator James Merritt (R-Indianapolis).

PFFUI President Hanify says this bill is the one thing fire fighters hopes *is* contagious. “This could be a precedent-setting initiative, leading the way for similar laws to be passed in other states,” he says. The other wide-reaching effect of this bill is that it may call further attention to the dangers of chemical exposures on the job.

In the Canadian province of Manitoba and the states of Oregon and Maine, the list of cancers presumed to be job-related have been or are about to be expanded.

In 2002, Manitoba became the first Canadian province to enact occupational disease legislation. This year, at the urging of the Manitoba Professional Fire Fighters Association, Manitoba Premier Gary Doer and Labor and Immigration Minister Nancy Allan, the provincial government moved to expand fire fighter occupational disease coverage to include testicular and esophageal cancer.

Brain, bladder, kidney, non-Hodgkin’s lymphoma, leukemia, ureter, colon, rectal and lung cancers are already covered.

Manitoba Professional Fire Fighters

Association President Dave Naaykens says the successful campaign for the two new cancers was a result of political action and the close relationship the province’s IAFF affiliates have forged with the New Democratic Party government and Premier Gary Doer, as well as evidence of increased risk of the diseases among professional fire fighters.

“With this added legislation, Manitoba should have the best presumptive legislation for fire fighters across North America, possibly across the world,” he says, also crediting the work that Winnipeg, MB Local 867 President Alex Forrest has done on the issue in Manitoba.

Naaykens also praised the way the IAFF’s provincial associations have worked together across Canada since 2002, building on each others’ work in the pursuit of presumptive legislation and, when achieved, in the pursuit of better and better coverage.

Before Oregon Governor Ted Kulongoski signed state legislation, Oregon law covered heart and lung disease only. HB 2420 adds 12 types of cancer. “We made this bill our top priority because when fire fighters get sick on the job, the last thing they need to worry about is whether or not their medical expenses will be covered,” says Oregon State Fire Fighters Council (OSFFC) President Kelly Bach.

OSFFC’s political action strategy included reaching out to employer groups and electing a fire fighter to the state legislature. With support from his fellow

Oregon fire fighters, Gresham, OR Local 1062 President Greg Matthews defeated an incumbent for the Oregon House District 50 seat in November 2008.

In Maine, presumptive protections for fire fighters are already in place in case of cardiovascular, pulmonary and infectious disease. However, legislation which would offer rebuttable presumption in case of kidney cancer, non-Hodgkin’s lymphoma, colon cancer, leukemia, brain cancer, bladder cancer, multiple myeloma, prostate cancer and testicular cancer is making its way through the Maine legislature.

Thus far, the bill has met with tremendous support. It passed the House 114-33 and has moved to the Special Appropriations Table because it has a potential fiscal note attached. Next, the legislation will move to the state senate for vote and to the governor’s desk for signing.

“The IAFF has been very supportive throughout this process,” says Professional Fire Fighters of Maine President John Martell. “They provided much of the crucial data we needed to illustrate the importance of this bill and to battle our opposition, including providing expert testimony.”

On the federal level, the IAFF has made progress on two initiatives that, if enacted, will help fire fighters who get sick on the job — the Federal Fire Fighters Fairness Act and the Ryan White Notification provision.

The Federal Fire Fighters Fairness Act would establish a rebuttable presumption that heart disease, lung

**Continued on Page 22**

## IAFF Debunks Anti-Cancer Presumption Claim

**T**he International Association of Fire Fighters and the International Association of Fire Chiefs are united against a TriData paper commissioned by the National League of Cities (NLC). The paper is a part of the NLC’s latest efforts to thwart the correlation between fire fighting and cancer.

The paper ignores the extensive data which clearly demonstrate how fire fighters are at a greater risk of contracting cancer because of their risk of on-the-job exposures to carcinogens.

“This document is not credible,” says IAFF General President Harold Schaitberger. “The new paper produced for NLC by TriData is reminiscent of the strategy and spin once used by the tobacco industry, which denied for years that smoking causes lung disease and that nicotine is addictive. The NLC’s paper is just as intellectually dishonest today as those cigarette company claims were back then.”

The IAFF has successfully lobbied for the passage of cancer presumptive

legislation in 30 states and seven provinces based on the reams of scientific research available on this subject”

Using subjective and highly questionable methods the NLC paper maintains there is a lack of substantive evidence that fire fighters are more susceptible to job-related cancers than the general population.

This is despite the fact that dozens of epidemiological studies reveal marked elevations in incidence of certain cancers in fire fighters, which could not be explained by causes other than workplace exposure.

The NLC opposition is not new. The organization has fought every piece of presumptive legislation advocated by the IAFF.

Schaitberger says, “This union will continue to fight those who oppose presumptive legislation and deny our members the safety net they deserve for serving their community.”



Winnipeg, MB Local 867 President Alex Forrest with fire fighter and esophageal cancer survivor Ron Morden and widow Betty Martin.

place, fire fighters may still have to fight municipalities that do not adhere to the law. In Oklahoma, Edmond Local 2359 fire fighter Tim Vernon fought against the city of Edmond for three years before he began receiving workers' compensation benefits for the cancer he contracted on the job.

Vernon was diagnosed in July 2006 with stage four colon cancer. Despite following proper filing procedures, the city claimed that his case did not fall under the conditions of the state's presumptive law. Vernon took the city to court three times, each time receiving a favorable ruling.

In April, in a last-ditch effort to deny Vernon benefits, city officials petitioned the Oklahoma Supreme Court to review the three earlier rulings. The court denied the review, effectively returning Vernon his benefits. Additionally, the court's review and denial could set a precedent and prevent future challenges to Oklahoma's presumption law.

While the IAFF is encouraged by recent progress, there is still work to be done in obtaining presumptive protections for its members. Eight U.S. states, three Canadian provinces and three Canadian territories have no presumptive protections.

For more information on current presumptive legislation, visit [www.iaff.org/HS/phi](http://www.iaff.org/HS/phi). ■

Continued from Page 21

disease, certain cancers and certain infectious diseases are occupational illnesses for fire fighters.

The Ryan White Notification provision enables fire fighters to learn if they have been exposed to an infectious disease. It was originally part of the Ryan White Act, a comprehensive law addressing the spread of HIV-AIDS; however, the notification language was removed several years ago. In May, the Federal Fire Fighters Fairness

Act with the Ryan White Notification provision added as an amendment was adopted by the Senate Committee on Homeland Security and Governmental Affairs. Working with Senator Tom Coburn (R-OK), the IAFF was particularly instrumental in crafting the amendment language.

The bill must still pass both the Senate and the House before heading to President Obama's desk for signing.

Even when presumptive laws are put in

# Answers.

Later in the evening.



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## New Rules Allow SAFER Grants to Prevent Layoffs, Restore Cuts

Congress has voted to allow the use of federal funding to rehire laid-off fire fighters and prevent fire department staffing reductions. The new rules for Staffing for Adequate Fire and Emergency Response (SAFER) grants make funding available to help keep IAFF members safe and on the job, and bring back those who have been laid off as a result of the current financial crisis. The bill is now on its way to the White House.

“The IAFF made it an urgent priority to pass this proposal to waive current requirements and allow SAFER grants to be used to save our members’ jobs and restore cuts made to staffing,” says IAFF General President Harold Schaitberger. “With the passage of this waiver, fire departments can use this money to prevent layoffs and ensure adequate staffing.”

Department of Homeland Security (DHS) Secretary Janet Napolitano agreed to postpone the 2009 application process for SAFER grants until the new waiver authority is in place. This assures that the \$210 million that Congress appropriated for SAFER can be used to address the current wave of staffing cuts. The IAFF is working with DHS to establish the new rules and will post information on the application period online as soon as it is available.

SAFER was also one of the very few homeland security programs to receive an increase — with other first responder programs either level funded or cut.

The IAFF strongly urges affiliates to work with their fire departments to apply for SAFER money. “As we all know, adequate staffing is critical to effective response and fire fighter and public safety,” says Schaitberger.

Under the original law — passed in 2004 — communities could only receive a SAFER grant if they planned to increase fire department staffing levels. Fire fighters hired with SAFER grants had to be retained for at least five years, and the fire department couldn’t reduce staffing levels during this period. These restrictions have combined to prohibit fire departments from using SAFER grants to prevent layoffs, and have discouraged fire departments from applying for SAFER grants during this current economic recession.

The rule changes eliminate the language that has prevented using this money to alleviate the need to lay off a fire fighter. In addition, President Obama is proposing \$420 million for SAFER in his Fiscal Year 2010 budget. This critically needed funding will continue to help ease the pressure on fire department budgets in communities across the nation.

“President Bush tried to abolish the SAFER program each year in his budget proposal,”

says Schaitberger. “In Obama’s very first budget proposal, he has included double the funds for the program to save our members’ jobs. If anyone still wonders why we supported Barack Obama for president of the United States, this is your answer.” ■

## IAFF Testifies on Improving Hazardous Materials Safety

The IAFF testified before the U.S. House Subcommittee on Railroads, Pipelines and Hazardous Materials

## IAFF Efforts Yield Real Results

While ensuring fire departments have sufficient funds to avoid layoffs and staffing reductions the IAFF continues to work on a myriad of additional legislative issues.

With Democrats in control of Congress and the White House for the first time in a generation, long-delayed issues have moved quickly to the forefront.

Thanks to Senator Tom Carper (D-DE) and Senator Susan Collins (R-ME), IAFF legislation granting federal fire fighters presumptive disability coverage for occupational illnesses was adopted by the Senate Committee and Homeland Security and Governmental Affairs Committee. The Federal Firefighters Fairness Act, S.599, would establish a rebuttable presumption that heart disease, lung disease, certain cancers and certain infectious diseases are occupational illnesses linked to fire fighting.

As the Committee considered S. 599, it also made progress on a second IAFF priority: restoring the emergency responder notification provisions of the Ryan White Act, a comprehensive law enacted in 1990 to address the spread of HIV-AIDS which originally contained a provision providing for notification to emergency responders who are exposed to an infectious disease while administering patient care. In an apparent oversight, this notification language was removed from the law a few years ago. Working with Senator Tom Coburn (R-OK), the IAFF crafted language to restore the provision. Coburn offered the Ryan White language as an amendment to S.599 during committee consideration, and the amendment was approved unanimously.

As the Senate was considering the Fairness Act, the House of Representatives took up legislation to reauthorize the Federal Aviation Administration (FAA) Reauthorization Act, H.R. 915, which included an IAFF proposal to update and strengthen aircraft rescue and fire fighting (ARFF) standards. The provision directs

May 14 as part of the committee’s efforts to update federal laws addressing the transportation of hazardous materials.

Elizabeth Harman, director of the IAFF Hazardous Materials/WMD Training Department, discussed the importance of hazardous materials response training and the need to improve hazardous materials identification tools for fire fighters.

Harman discussed the current challenges facing fire departments, noting that only 29 percent of fire departments have their

Continued on Page 24

the FAA to update its antiquated fire protection standards and assure that airports have adequate fire fighting personnel to carry out their mission.

The IAFF proposal is strongly opposed by airport executives, and Representative Cynthia Lummis (R-WY) filed an amendment to strike the provision from the bill. Working with its allies in congressional leadership, the IAFF was successful in derailing the Lummis amendment, and the bill went on to pass the full House with the IAFF’s provision intact.

The IAFF is also playing a major role as Congress prepares for an historic debate over health care reform. As the nation’s leading providers of emergency medical care, fire fighters understand firsthand the need to expand health coverage to every American.

The IAFF is working to ensure that legislation being crafted in the House and Senate will expand coverage and reduce costs while preserving the employer-provided health care system that provides excellent health benefits for many IAFF members.

In addition to these early high-profile battles, the IAFF is laying the groundwork for even more fire fighter legislative initiatives in the coming months. IAFF legislative priorities for the remainder of the year include enacting a collective bargaining bill, reauthorizing the FIRE Act and SAFER grant programs, expanding federal hazardous materials training programs and pursuing enhanced compliance with fire fighter safety standards.

“Thanks to our many friends in Congress and in the administration, the IAFF is well-positioned to achieve many of its legislative priorities this year,” says Schaitberger. “President Obama and the 111th Congress have demonstrated their commitment to our nation’s fire fighters, and we will continue working with our allies in both parties to ensure our members’ needs are addressed.” ■



**IAFF Director of Hazardous Materials/WMD Training Elizabeth Harman testified before a U.S. House committee regarding the importance of training for first responders for hazmat calls.**

### Continued from Page 23

personnel trained in even the basics of hazardous materials response, and that training needs are growing due to the current economy.

She advocated for increased funding for hazardous materials training programs, including the hazardous materials training provided by the IAFF. “Many local communities facing reduced revenues are choosing to cut funds for training,” said Harman. “Increased funding would help states and organizations — such as the IAFF — increase the number of students trained to overcome the current knowledge gap, as well as help fill the unmet needs of local fire departments.”

Harman also advocated for minimum training standards for fire fighters trained with federal funds, noting that the level of training provided to emergency responders in many states and localities is at the “awareness” level.

“While [awareness level] training would be appropriately provided to, for example, a rail worker, this level of training is wholly inadequate to prepare first responders for a hazmat call,” she said.

The IAFF delivers operations-level hazardous materials response training that is also NFPA 472 compliant, but many responder training programs fail to meet even this minimum competency level.

Additional topics considered by the Subcommittee included the development of new hazardous materials identification tools and information-sharing initiatives such as the National Hazardous Materials Fusion Center.

While supportive of such efforts, Harman warned of their inherent limitations and insisted that such endeavors must be in addition to current identification methods, such as placards, shipping papers and training requirements. ■

## Largest-Ever Canadian Legislative Conference Generates Commitments on IAFF Issues

**T**he IAFF is counting numerous commitments to act on fire fighter issues in the wake of the 16th Canadian Legislative Conference, including a concrete commitment from the Liberal Party to enact the top two issues on the IAFF Canadian legislative agenda if it forms the government in the next election.

This year’s conference, which took place April 26-29 in Ottawa, was the largest ever with 140 delegates from across Canada. IAFF General President Harold Schaitberger opened the conference by urging delegates not to relent in their pursuit of the IAFF Canadian legislative agenda, even in uncertain economic times.

“Don’t let politicians use the economic downturn as an excuse not to act on our priorities. Don’t let them put a price on the public’s safety and, more importantly, the safety of your members,” Schaitberger said, citing the recent legislative success of \$2.5 million in funding from the Canadian government to conduct the IAFF Haz-mat and CBRN response training programs in Canada over five years as an example that persistence pays off.

“Now’s not the time to start accepting ‘no’ for an answer,” he said.

Speaking to delegates during the conference, Liberal Party Leader Michael Ignatieff set the bar high when he committed that his party would establish a national Public Safety Officer Compensation (PSOC) benefit and create a national office for fire service statistics if elected to government.

The IAFF is also lobbying for amendments to the Canada Pension Plan and National Building Code, as well as the establishment of a mechanism for third-party investigations of fire fighter line-of-duty deaths.

Also speaking during an action-packed session were New Democratic Party (NDP) Leader Jack Layton, Public Safety Minister Peter Van Loan, Liberal member of Parliament (MP) and former London, ON Local 142 member Glen Pearson and Green Party Leader Elizabeth May.

The NDP is a longtime ally of the IAFF and supporter of IAFF issues, and the Green Party, appearing at the Canadian Legislative Conference for the first time, issued a press release April 28 indicating its support for the IAFF’s entire legislative agenda.

Canadian Association of Fire Chiefs Vice President Rob Simonds of Saint John and Canadian Police Association



**Liberal Party Leader Michael Ignatieff promised to support the IAFF Canadian legislative agenda if elected to government.**

President Charles Momy also addressed delegates. Keynote speaker, former Liberal MP and deputy prime minister Sheila Copps, reaffirmed that the IAFF’s non-partisan approach to lobbying works best.

On lobby day, fire fighters met with more than 150 MPs and senators on Parliament Hill, generating a whirlwind of discussion about the issues on the IAFF legislative agenda.

Delegates reported strong support across party lines for a majority of the issues raised, and the IAFF is following up on numerous offers from MPs and senators to help advance the legislative issues. More than 130 MPs and senators attended the IAFF Parliamentary Reception.

Also in attendance during the conference as guests of the IAFF were Michel Crevier, president of the Montreal Firefighters Association, and Executive Board member Chris Ross. The association, which belonged to the IAFF until the 1970s, represents 2,300 fire fighters in Montreal.

Ross updated the conference on an ongoing case that involves a recent ruling that fire fighters won from Quebec’s provincial health and safety authority ordering the city to adhere to NFPA 1710 and staff its ladder trucks and pumpers with four personnel. The city is trying to fight the ruling in court but its latest request for an injunction was denied on April 29.

More hearings in the precedent-setting case are scheduled in the near future, and the IAFF is following the case closely and will report the outcome to affiliates as information becomes available. ■

## H1N1 Flu Response

**N**ovel influenza A (H1N1), a new flu virus of swine origin that was first detected in April 2009, is infecting people and spreading from person-to-person, sparking a growing outbreak of illness in the United States and internationally as well.

The World Health Organization has declared the virus to be in Phase 6 — a full-scale pandemic. This flu spreads in the same way that regular seasonal influenza viruses spread — mainly through people who are sick with the virus. It's still not clear how severe this swine flu outbreak will be in terms of illness and death compared with other influenza viruses. Because this is a new virus, most people will not have immunity to it, and illness may be more severe and widespread as a result. In addition, currently there is no vaccine to protect against the H1N1 virus.

To assist IAFF affiliates in protecting their members, the IAFF has developed an online resource with guidance on the issue, including reminders to take the necessary precautions for responding safely and effectively during this outbreak.

For more information, visit [www.iaff.org/09news/swineflu](http://www.iaff.org/09news/swineflu). ■

## Mortgage Refinance Programs

**T**oday's news continues to be filled with stories on changes and trends in the U.S. home market. Nationwide Advantage Mortgage Company, the mortgage member benefit provider for the IAFF, has provided advice and guidance for IAFF members regarding the sweeping changes in the home real estate market.

Through a broad national strategy called the "Making Homes Affordable Program," Fannie Mae and Freddie Mac, the nation's largest secondary market investors, have developed two initiatives to help keep more families in their homes and stabilize communities during this difficult time.

The **Home Affordable Refinance Program** allows eligible homeowners who are current on their mortgage payments to



refinance to a lower interest rate. There is also help for some homeowners who have seen their property values decline below what they owe on their mortgage (often referred to as being "upside-down" on a mortgage).

The **Home Affordable Modification Program** is designed to assist homeowners who are behind on their mortgage payments or facing financial difficulty.

Call Nationwide Advantage Mortgage® at 1-888-630-9099, your loan servicer or other participating lender if you have additional questions about the Home Affordable Refinance Program.

Call your loan servicer if you have additional questions about the Home Affordable Modification Program.

### To determine if you qualify for either program:

- Gather information about your loan: lender name, account number, balance, monthly payments, as well as information about any second mortgages.
- Visit the official U.S. Treasury site at [www.makinghomeaffordable.gov](http://www.makinghomeaffordable.gov) to see if you are among the millions of homeowners who may qualify for these programs.
- Find out if Fannie Mae or Freddie Mac owns your mortgage at <http://loanlookup.fanniemae.com/loanlookup/> and <http://ww3.freddiemac.com/corporate/>

## USA Membership Pays Off for Lucky IAFF Sportsman

**A**s an avid outdoorsman and dedicated member of Charleston, WV Local 317, Myron Boggess jumped at the chance to join the Union Sportsmen's Alliance (USA) at the 2009 IAFF Alfred K. Whitehead Legislative Conference in Washington, DC.

"I'm a proud union fire fighter who loves the outdoors," says Boggess. "So an organization like the USA that benefits union workers and sportsmen is a great thing in my book."

The USA is North America's premier hunting and fishing club exclusively for union members, retirees and their families. As a program of the Theodore Roosevelt Conservation Partnership (TRCP) and its 20 AFL-CIO affiliated union partners, including the IAFF, the USA extends union member benefits beyond the workplace to the woods and water. One of those benefits is ongoing giveaways for USA members, including gun raffles at union events, such as the IAFF Legislative Conference.

When Boggess joined the USA at the March Legislative Conference, he also received a complimentary gun raffle ticket.

"I have entered a lot of gun raffles in my life, but this is the first time I've ever won," he says. "I knew I had joined a



Charleston, WV Local 317 member Myron Boggess was the winner in a USA gun raffle held at the IAFF Legislative Conference.

great organization, and winning the Remington 770 is the cherry on top."

For more information about the Union Sportsmen's Alliance and how to win a firearm every month or a brand-new Chevy Silverado, visit [www.UnionSportsmen.org](http://www.UnionSportsmen.org). ■

*This article is for informational purposes only and is not meant to be lending advice. Please consult with a mortgage professional for advice on mortgage products and with the servicer of your loan with any questions regarding potential eligibility for a modification of your existing loan. ■*

## A Tribute to Two Fallen Houston Fire Fighters

**T**housands of family and friends gathered at the Grace Community Church April 16 in Houston, Texas, to remember fallen Houston Local 341 fire fighters James Harlow, 50, and Damion Hobbs, 29. The two died responding to a house fire on Easter Sunday morning.

From Houston's fire station 26, where Harlow and Hobbs both worked, a sea of fire fighters marched while the two



Damion Hobbs



James Harlow

Continued on Page 28



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At the Union Sportsmen's Alliance we understand that connection because our bond with each other runs as deep as our love of the great outdoors. We are an exclusive community of hunters and anglers who also share the brotherhood of being proud Union members. That's what makes the USA so special. It is by and for Union members

and it comes to you with the generous and dedicated support of your Union.

But above all, the USA is *your* club. When you join the USA, you're helping to ensure future generations have quality places to hunt and fish. You're also making a commitment to encourage friends and family to participate. More members means bigger and better benefits, discounts and services. More members means more USA hunting, shooting and fishing events. More members means we have a stronger, more unified voice to preserve our hunting and fishing heritage. So join us today and help spread the word about the Union Sportsmen's Alliance. Because as a proud member of both your Union and the USA, you're more than welcome.

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caskets were escorted by two ladder trucks to the church.

IAFF General President Harold Schaitberger attended the service and offered words in remembrance of the two Local 341 members. "Each one of our fallen is a great and tragic loss. Each one requires our undivided celebration and attention; thus we gather from across two great nations to honor and celebrate their lives and mourn their loss," he said.

Schaitberger later added, "I know James and Damion considered themselves lucky to be part of the Houston Fire Department and Local 341, but the truth is, we were the lucky ones to have had them among our ranks."

Harlow, a 30-year veteran fire fighter, and Hobbs, a rookie on his first fire, were

among the first to respond to the early morning house fire. Upon arriving at the scene, the two went inside with other fire fighters to conduct an interior attack and to search for any trapped victims.

When the fire became too intense, a call to evacuate was issued, but Harlow and Hobbs never made it out. The residents of the home made it out safely.

The deaths of the two fire fighters, the seventh in the Houston Fire Department since 2000, are under investigation by federal and state fire authorities. An internal inquiry is also being conducted by the Houston Fire Department.

Both posthumously received the Medals of Honor from the IAFF and the Houston Fire Department. ■

## Obama Administration Honors Providence Fire Fighters Picket Line

Vice President Joe Biden and more than 25 members of the Obama administration canceled plans to attend the U.S. Conference of Mayors June 12-16 in Providence, Rhode Island, rather than cross a picket line protesting Mayor David Cicilline's treatment of Providence Local 799 fire fighters.

Vice President Biden, Attorney General Eric Holder, Senior Obama Adviser Valerie Jarrett, Commerce Secretary Gary Locke, Labor Secretary Hilda Solis, Homeland Security Secretary Janet Napolitano, and other cabinet members and senior-level Obama administration staffers announced they would not participate in the event in order to respect the picket. Senator Mark Begich (D-AK) and Representative Chaka Fattah (D-PA) also decided not to cross the picket line.

"That's a powerful message coming directly from the president and vice president of the United States," says IAFF General President Harold Schaitberger. "This is another example of the administration's unqualified support for workers and organized labor."

Paul Doughty, president of Local 799, also praised the Obama administration for agreeing to honor the picket. "It's a

new era to have a White House that takes labor seriously."

Local 799, which has been in a long-running dispute with Mayor Cicilline over contract matters, had told the Obama administration that it would call off its picket if Cicilline stayed away from the Conference, but the mayor declined to do so.

Doughty says the mayor's refusal to skip the Conference highlights what has been going on for years.

Providence fire fighters supported Cicilline in his initial run for mayor after he promised he would negotiate a fair contract. But Mayor Cicilline has consistently opposed fire fighters since his election in 2002.

Local 799's last contract expired in 2005 and Providence fire fighters have been forced to arbitrate their last seven collective agreements. Mayor Cicilline has fought Local 799 in arbitration and lost nearly every battle. The mayor has also fostered additional ill-will by introducing state legislation and city ordinances against Providence fire fighters.

"We tried to settle our differences with the mayor, but he continues to antagonize the hard-working fire fighters of Local 799," says Doughty. ■



## IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in March and April 2009.

### Local 2329

Somerset Professional Fire Fighters  
Nancy, KY  
President: Samuel Hudson  
14 members

### Local 4297

Los Lunas Fire Fighters  
Los Lunas, NM  
President: David Adame  
9 members

### Local 4731

Eustis Professional Fire Fighters  
Umatilla, FL  
President: Dan Sawchuk  
15 members

### Local 4732

Big Sky Fire Fighters  
Big Sky, MT  
President: Matthew Mohr  
9 members

### Local 4734

West Plains Fire Fighters  
West Plains, MO  
President: Robbie Smith  
6 members

### Local 4735

Eastside Professional Fire Fighters  
Baton Rouge, LA  
President: Larry Montelaro  
9 members

### Local 4736

Point Pleasant Professional Fire Fighters  
Erlanger, KY  
President: John P. Wiseman  
7 members

### Local 4737

Brotherhood of Sunland Park Fire Fighters  
Sunland Park, NM  
President: Joseph Mayorga  
8 members

### Local 4738

Brighton Area Association of Fire Fighters  
Brighton, MI  
President: Curt Ruf  
6 members

### Local 4740

Orange County Professional Fire Fighters Association  
Orange, TX  
President: Kendall Barron  
6 members

### Local 4741

Sycuan Professional Fire Fighters  
El Cajon, CA  
President: Zachary Carrillo  
34 members

### Local 4742

Apple Valley Professional Fire Fighters Association  
Apple Valley, CA  
President: Jake Salgado  
37 members

### Local 4744

Liberty Hill Professional Fire Fighters Association  
Liberty Hill, TX  
President: Brandon Herring  
7 members

### Local 4745

Willow Park Fire Fighters Association  
Weatherford, TX  
President: John Schneider  
6 members

### Local 4748

Sugar Grove Professional Fire Fighters Union  
Sugar Grove, IL  
President: Brendan Moran  
20 members

### Local 4749

Elburn Professional Fire Fighters Association  
Elburn, IL  
President: Michael Sheahan  
20 members



# Obesity in Fire Department Recruits Needs Further Study

The IAFF has reviewed the findings of a study conducted by Boston University's School of Medicine, the Boston Medical Center and the Cambridge Health Alliance and concurs with the study's authors that there needs to be prompt public health intervention on the issue of hiring medically and physically fit candidates for the fire service.

The study, which found that three out of four paramedic, EMT and fire fighter recruits in the Boston, Massachusetts, area were overweight, reviewed pre-placement medical exams for 210 career fire fighter recruits from three municipal fire departments and 160 recruits from one public EMS and two private EMS services over three years between October 2004 and June 2007. The average age for the fire fighter recruits was 27 and ranged from 21 to 34 years old. Recruits older than 35 years of age were excluded from the study.

Of the 210 fire department recruits, 50 percent were found to be overweight and 30 percent to be obese. For purposes of this study, the findings of normal weight (see box), overweight and obese were based on body mass index (BMI) — a measure of body fat based on height and weight (see box).

While BMI characterizations have limitations in that they may overestimate body fat in athletes and others who have a muscular build, the study found those who had high BMIs also had high cholesterol levels, higher blood pressure and a lower exercise tolerance. Sixteen percent of the recruits were classified as smokers, but all in this group had quit smoking within 12 months before taking the exam. By state law, newly hired fire fighters are prohibited from smoking on or off the job.

Researchers also excluded from the study all recruit prospects who failed any aspect of the medical evaluation. Further, after passing the medical evaluation, these individuals then had to pass the state's recruit physical ability test before going onto the 12-week state fire academy program.

This study provides a picture of three municipal fire departments' hiring practices, but with 107 other jurisdictions in the state using the state candidate hiring procedures, there are no data to suggest that the findings are similar statewide. However, it is clear from this study that this issue must be further addressed in Massachusetts and across the country.

The IAFF has supported the use of the IAFF/IAFC Candidate Physical Ability Test (CPAT) and the NFPA 1582 *Standard on Comprehensive Occupational Medical Program for Fire Departments* (2007 edition) for evaluating the medical and physical ability of those who want to be trained as

## Of the 210 fire department recruits, 50 percent were found to be overweight and 30 percent to be obese.

and become fire fighters. Once hired, the IAFF further supports that all fire departments adopt the IAFF/IAFC Wellness-Fitness Initiative (WFI). More than 720 fire departments are licensed to use the CPAT in the United States and Canada, yet no Massachusetts fire departments use the CPAT, nor is it used by the state fire academy. Similarly, no fire departments in Massachusetts have fully adopted the WFI.

However, Massachusetts IAFF members, led by the Professional Fire Fighters of Massachusetts (PFFM), have been strong advocates for the health, wellness and fitness of fire fighters and support the statewide ban on hiring smokers.

In 1987, the PFFM proposed and

advocated for the passage of changes in state laws and was successful in adding fitness and wellness standards for candidate and incumbent fire fighters (Massachusetts General Law, Chapter 31: Section 61A; *Police officer and fire fighter health and physical fitness standards*). Unfortunately, after continued attempts, the state legislature never funded the adopted law and the problems remain.

IAFF General President Harold Schaitberger is calling on the state legislature and every municipality in Massachusetts to adopt the CPAT and the WFI. "Even in these economic times, adoption of these programs makes economic sense," he says. "Implementation will provide significant cost savings by reducing occupational claims while simultaneously improving the quality and longevity of a fire fighter's life."

For a full copy of the study, contact the IAFF Division of Occupational Health, Safety and Medicine at (202) 824-1571. ■

## Fire Fighters and Body Composition

Body composition measurements are a necessary part of a fitness evaluation, differentiating between the relative amounts of adipose tissue (fat) and lean body mass (LBM). LBM consists of muscle, bone, organs, nervous tissue and skin. Although some body fat is considered essential, excess body fat increases the workload and amplifies heat stress by preventing the efficient dissipation of heat during exercise.

In addition, added body fat elevates the energy cost of weight-dependent tasks, such as climbing ladders and walking up stairs, and contributes to injuries and an increased risk of many chronic diseases.

In fact, obesity is associated with an increased risk for many chronic diseases, including cardiovascular disease, hypertension, dyslipidemia, heart failure, diabetes, several types of cancer, asthma and chronic lung diseases, obstructive sleep apnea, dementia, arthritis and gastro esophageal reflux disease.

Obesity is defined as more than 30 percent body fat for women and more than 25 percent body fat for men. It is important to determine the amount and distribution of body fat to monitor the health risk associated with obesity.

There are many methods for estimating body composition, including circumferential measurements, hydrostatic weighing, BodPod,

bioelectrical impedance analysis (BIA), skinfold measurements, body mass index (BMI) and dual energy x-ray absorptiometry (DEXA).

The accuracy, reliability and practicality of these methods vary. The WFI has selected skinfold measurement as a realistic method of assessing body composition. Skinfold measurement is a relatively accurate and inexpensive option, provided that the trainer is proficient with the technique. The accuracy of this estimation process depends on the ability to identify and measure the sites defined by anatomical landmarks.

To see how the BMI was used in the study, for further information on BMI categories and to calculate your BMI, go to [www.nhlbisupport.com/bmi/bmicalc.htm](http://www.nhlbisupport.com/bmi/bmicalc.htm). ■



## Burnaby Fire Fighters Hold Torch for World Police & Fire Games

It was a vision that grew from friendly banter between a few fire fighters during the 2001 World Police & Fire Games (WPFG) in Indianapolis, Indiana. The experience at these Games had lit a fire under Burnaby Local 323 Secretary Miles Ritchie and Local 323 member Jeff Clark, who quickly set a goal to bring the WPFG to British Columbia in 2009.

“Where else can you ski, water ski and golf all in the same afternoon?” they both ask.

IAFF members have attended the Games since 1985. “We attended our first Games in 1995 in Melbourne, Australia,” says Ritchie. He and Clark wanted other fire fighters in the province and across Canada who might not have the financial means or time away from their families to be able to experience the camaraderie, sportsmanship and the opportunity to make lifelong friendships at this international event.

The duo submitted a bid to host the Games with a \$5,000 deposit to the WPFG Federation on the Friday before the closing deadline and, to their great surprise, were told that it was the only bid for the 2009 Games.

The bid process required a proposal outlining what the bid state/province could and would do as the host, followed by three days of venue tours and a day of pitches from leaders and other stakeholders throughout British Columbia.

“We approached Burnaby’s deputy city manager, and together we went to Mayor Derek Corrigan who agreed to front us the cash for our bid presentation,” says Ritchie. “We did this knowing that if we lost our bid presentation, the Federation could still open it up to other bidders.”

The Federation had agreed to allow them to conduct the bid presentation at home instead of in Barcelona, Spain, in the summer of 2003. “This trip would have cost us more than \$250,000, but we were able to do the bid for the small sum of \$87,000,” Clark says.

During the first night of the presentation, Mayor Derek Corrigan pulled Ritchie and Clark aside and announced he would fund an additional \$1.5 million in cash, plus all in-kind services. On the final day, the WPFG Federation remarked that it had never seen a better presentation, which included speeches from Burnaby Mayor Corrigan, Vancouver Mayor Larry Campbell (now a senator), British Columbia Premier Gordon Campbell and John Furlong, CEO of the 2010 Winter Olympics, as well as Ritchie and Clark.

Another surprise came when Premier



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Campbell announced he would match Burnaby’s \$1.5 million. “We used a lot of political clout that we had built over the years with municipal and provincial leaders,” Ritchie notes. “In less than four days, we had \$3 million in cash and were off and running! We thought that was pretty good for a couple of fire fighters.”

IAFF 6th District Vice President Lorne West remarks, “Burnaby Local 323 and specifically Miles Ritchie and Jeff Clark are responsible for the successful bid to host the Games.”



**Team British Columbia won the silver medal in flag football in Indianapolis and a bronze medal in Quebec City.**

Following the bid presentation, the British Columbia 2009 WPFG Board immediately went to work promoting the Games at the WPFG in Barcelona in 2003, Quebec City in 2005 and Adelaide, Australia, in 2007. “We hired our first paid employee in February 2007,” says Clark. A few months later, the city of Vancouver came on board and hired two sports managers — Adam Ryan and Mike Canaday, both members of Vancouver Local 18.

“It has been a bumpy ride at times,” admits Ritchie. “Our once-in-a-lifetime experience has taken a few unexpected turns.”

To date, 9,200 athletes have registered to compete in 63 sports at 40 venues across British Columbia. Burnaby Local 323 was awarded to host the beer gardens and serve food and refreshments. Clark and Ritchie both agree: “We are looking forward to

raising some cold bevs with friends, as well as funds for our charitable society which donates to more than 40 charities in the lower mainland.”

None of this would have become a reality without the support of numerous IAFF and fire service leaders and members, including then-6th District Vice President Terry A. Ritchie, Burnaby Fire Chief John Stewart, Burnaby fire fighter and WPFG Federation Director Dave Kent (also director of the 1989 Games in Vancouver), retired Vancouver Local 18 captain and a director of the 1989 and 2009 WPFG Games Mike Gilmore and current 6th District Vice President Lorne West (also a director for the 1989 Games and presenter of the water skiing/wakeboard venue during the bid process).

Their continual support and insight has been incredible, say Clark and Ritchie. “We also made some valuable friendships in 2003 with fellow fire fighters in Adelaide and need to thank South Australian Metropolitan Fire Service fire fighters Neil Manglesdorf, Anthony Keain, Bill Jamieson, Darren Scott, Mark Haylock and Fire Chief Grant Lupton for their perspective of the WPFG and retrospect.”

In addition, IAFF General President Harold Schaitberger, the British Columbia Professional Fire Fighters Association (BCPFFA), Assistant to the General President Jim Lee and the IAFF Canadian office assisted and supported the efforts to bring the WPFG to British Columbia.

“We hope we have the opportunity to see General President Schaitberger at our opening ceremonies this summer,” say Clark and Ritchie.

They both add that, in these turbulent economic times, these Games will bring more than \$50 million to the local economy.

Clark and Ritchie also wish their brothers and sisters in New York all the best in 2011, as well as good luck to the 2015 bidders in Toronto, Ontario; Winnipeg, Manitoba; and Fairfax, Virginia. And special thanks to Burnaby Local 323 members and President Michael Hurley and Burnaby’s fire chiefs for their continued help and support.

Held biennially, the Games are open to all full-time or retired professional fire fighters, law enforcement, and customs and correctional officers from around the world. The size and scope of the Games continue to grow, with both the attendance and number of participating countries steadily increasing.

The Games will be held in New York City in 2011.

For more information, visit [www.2009wpfg.ca](http://www.2009wpfg.ca). ■

## College Courses Without a Long-Term Commitment

The National Labor College (NLC) is offering union skills curriculum, an educational option for IAFF members to learn new skills or master a particular subject without committing to a long-term degree program. Union skills courses provide college-level instruction at the NLC campus in Silver Spring, Maryland, at satellite locations across the United States and online.

Courses from the union skills curriculum, including Managing Local Unions, Negotiating and Writing Contract Language, Effective Communication Skills for Trade Unionists and Spreadsheets for Contract Costing, provide students with practical knowledge they can immediately apply to their unions.

Union skills courses are formatted for one-week of in-person class time and are held year-round. Courses that have been assessed for two credits may be taken for three credits by arranging for additional assignments with the faculty.

### Upcoming courses include:

■ September 20-25, 2009 — **Arbitration Preparation & Presentation — Level I** focuses on elements of just cause in disciplinary cases for students at various levels.

New advocates with no arbitration experience will learn how to conduct a hearing while advanced advocates will gain intensive practice with their existing hearing skills. The class will analyze a sample disciplinary case and practice opening statements and direct and cross-examination. Students will participate in mock arbitrations before a real arbitrator and receive helpful critiques of their work.

■ October 25-30, 2009 — **Arbitration Preparation & Presentation — Level II** builds on the Level I course by focusing on a case involving past practice.

Students will analyze a sample case and use documentary evidence

information requests and bargaining unit surveys to gather information. The class will explore the relationship of arbitration to the grievance procedure and avoiding arbitration.

■ October 25-30, 2009 — **Negotiating & Writing Contract Language** introduces case studies to teach students how to develop effective bargaining strategies, identify issues in developing proposals and write contract language.

The NLC also offers union skills courses designed specifically to meet the unique learning needs of secretary-treasurers. **Secretary-Treasurer's Total Solution**, scheduled for June 22-26, 2009, and November 16-20, 2009, provides a hands-on computer course to ensure the prudent handling of funds and compliance with all regulatory requirements of the Internal Revenue Service and the Department of Labor. **Secretary-Treasurer's LM-2 Requirements**, scheduled for September 21-25, 2009, will teach students how to navigate through the new LM-2 Labor Department reporting requirements.



Students who successfully complete union skills courses can apply course credits towards earning a certificate in Union Administration, Labor Safety and Health, Organizing, Labor Education or Capital Stewardship.

IAFF members pay an AFL-CIO-subsidized tuition rate. Fire fighters in good standing with the IAFF are eligible to apply for the annual IAFF scholarship for members attending the NLC. The deadline to apply for the IAFF scholarship is July 1, 2009.

To enroll, prospective students complete an abbreviated application form and register for classes. No formal admissions process is required. ■



Anne Arundel County Local 1563 President Keith Wright and family.

## Retired IAFF Officer Stays Dedicated to Labor at NLC

After former Anne Arundel County, MD Local 1563 President Keith Wright retired because of a job-related injury, he knew he wanted to continue working within the labor movement. To achieve his goal, Wright went back to college with a little help from scholarships available through Union Plus.

In 2002, Wright injured his upper back on the job. After three years of light duty, returning to regular duty seemed unlikely, and he retired on disability. After spending a few months catching up on household projects, he was ready to go back to school.

"I tried community college until a fellow IAFF member encouraged me to check into the National Labor College," says Wright. "After looking into its labor education degree, I felt confident that this was the direction I'd like to go."

Union Plus awarded Wright a scholarship for his first year that he could use to attend any institution of higher learning. In 2009, he received a scholarship specific to the labor college.

The Union Plus NLC Scholarship has provided more than \$172,000 since its inception in 2002. The NLC is the nation's only accredited college exclusively dedicated to the education of union members, leaders and staff.

"I have been very grateful to Union Plus for their assistance," says Wright. "Having a family adds a whole new dynamic to obtaining higher education. Not only am I financially responsible for my education, but also my two sons' education."

Union members — including IAFF members — have access to scholarships and other benefits through Union Plus, from car rentals to legal services.

For more information, visit [www.unionplus.org](http://www.unionplus.org). ■

For more information, visit: [www.nlc.edu](http://www.nlc.edu) and [www.iaff.org/et/scholarships](http://www.iaff.org/et/scholarships)

## Use the IAFF Menu Planner for Your Fire Station Meals

The IAFF Fit to Survive Menu Planner continues to be updated and features simple, healthy meals you can prepare on the job. The menu planner also helps you plan ahead for each day, week and month, and includes recipes with complete nutrition information. Each day's meals add up to approximately 2,200 calories. Additionally, a "Portion Distortion" feature helps you control portions and avoid unnecessary calories.

In addition to the Menu Planner, the Fit to Survive web site offers expert advice and practical information on staying fit and healthy, with special emphasis on how to follow a healthy diet to help reduce the risk of heart disease and other chronic diseases.

Kevin Rose, member of Marin County, CA Local 1775, uses the menu planner both at the station and at home. He explains, "For fire fighters, heart disease is our number-one killer. This menu planner provides a way to eat wholesome, delicious meals on and off the job."

One of the toughest challenges Rose faces is deciding what his crew is eating that day. "We have six people trying to agree on one thing to eat," explains Rose. "We have to consider likes and dislikes, food allergies and the 'I just had that last night at home' issues. It's very difficult to prepare a meal we will all eat. That is why we use the Fit to Survive Menu Planner."

The Menu Planner has also helped Rose and his shift choose easy to prepare, nutritious meals that they can all eat. "Before you know it, our meals are planned for the day," continues Rose. "The food tastes great and the directions are so easy that even the rookies can follow them," Rose quips.

Rose's family has benefited from the Menu Planner as well. "Because the Menu Planner is online and available at home, it helps my family plan our weekly shopping list. We don't follow it day to day, but it does help stir up ideas for what to eat that the whole family can enjoy," he says. "The kids especially like the ice cream nights."

Rose encourages other IAFF members to use the Menu Planner. "The next time you are stuck trying to decide what to eat, go to the Menu Planner. It helps our shift and it could help plan your next healthy meal."

He adds, "The best part is that it gives you the portion sizes to eat while supplying you with a 2,000+ calorie a day meal plan."

The Menu Planner is available on the Fit to Survive web site at

[www.iaff.org/HS/FTS/fts](http://www.iaff.org/HS/FTS/fts). ■



## A Daily Dose of Near Miss Is Good for You

The company drill is as much a daily routine in fire stations as anything else. The foundation of any company performance and the competence of any fire fighter is based on training. Given the mission of today's fire fighter, training begins to look like pieces of a jigsaw puzzle. Putting these pieces together is a challenge for any company officer in terms of meeting the mandates of the department, making the training interesting, challenging and valuable to the members, and finding the time to develop quality drills.

The National Fire Fighter Near-Miss Reporting System is a valuable resource company officers can use in advance to enhance a pre-determined drill topic or to provide a high-impact, superior-quality drill in short notice.

The Near Miss Reporting System is designed to improve the safety of fire fighters by the sharing of lessons from near-miss incidents, collecting data that can be used to improve fire fighter safety and providing fire fighters with a conduit for reporting near-miss events.

This online resource opens the door to more than 2,500 accounts in the ever-growing database of near-miss reports. As the number of reports continues to increase, the list of topics is also growing.

Lessons from near-miss reports can be infused into a drill at the beginning to set the stage and tone, appropriately inserted in the body of the drill to emphasize a point or be discussed at the end to punctuate the lesson.

At the beginning of the drill, near-miss reports can provide a vivid introduction to the topic, begin the process of recalling individual experiences and establish the proper mindset for the drill. Introduced in the middle of a drill, near-miss reports can be used to emphasize or reinforce an important point. Closing a drill with a near-miss report expedites the learning curve and validates what has already been experienced or witnessed.

To ensure the near-miss report selected to enhance the daily drill provides the greatest impact possible, use the keyword search to find a report that deals with the specific topic of the day. For example, if the drill for the day is a review of pump operations, entering "pump panel" in the keyword text box returns 29 reports.

The advanced search options helps you find reports that match discriminating criteria unique to your department, rank, work schedule and other factors. Reports



returned from this search function are the "just like us" accounts that resonate with fire fighters. Instructors, company officers and fire fighters using the system have reported that the advanced search kept them focused on the task or topic and less likely to assume "this couldn't happen to me because... [example] I'm not from a combination fire department."

Visit [www.firefighternearmiss.com](http://www.firefighternearmiss.com) before giving a daily drill to enhance the delivery, quality and the

retention of the knowledge and skill sets being taught.

Manchester, CT Local 1579

President Dominic Cutaia says, "The National Fire Fighter Near-Miss

Reporting System allows fire fighters and fire officers to realize cause and effect without

having to suffer possible mental or physical trauma through personal experience. Reading through the reports reinforces the many lurking dangers and pitfalls that exist in our world and in many instances opens our eyes to a chain of events that had not occurred to us previously."

The tools of the fire fighter's trade are kept sharpest when exercised on a daily basis. That daily exercise is even further enhanced with a dose of reality added. Reviewing near-miss reports as a component of daily drill programs brings one element of reality to training where no risks are taken in the name of knowledge gained, but lessons for a career are learned.

For more information or to submit a report, visit [www.firefighternearmiss.com](http://www.firefighternearmiss.com). ■

## ALTS and Human Relations Conference Together in 2010

Mark your calendars for the Affiliate Leadership Training Summit (ALTS) and Ernest A. "Buddy" Mass Human Relations Conference, to be held back-to-back in Lake Buena Vista, Florida, the week of January 24-29, 2010.

These conferences offer essential courses for affiliate officers to be successful in their role as union leaders.

The Human Relations Conference, scheduled for January 24-27, 2010, focuses on a variety of important topics in human relations, including cross-cultural and generational communications, mentoring programs and serving diverse communities. New this year, members of the Elected Human Relations Committee will be available during the conference to meet individually with affiliate leaders to discuss human relations issues.

ALTS, which follows the Human Relations Conference on January 27-29, 2010, offers a variety of new classes, from

contract language to pensions to political action. The New Leadership Seminar, a pre-conference session for new affiliate leaders, will be held on January 26. Throughout ALTS, affiliate leaders can also request to meet with IAFF staff for individualized consultation on local issues.

Both events offer affiliate leaders the opportunity to exchange ideas and network with union leaders from across the United States and Canada.

Details and registration information are coming soon. ■

## DOJ Accepting Nominations for Public Safety Officer Medal of Valor

The U.S. Department of Justice (DOJ) is accepting nominations for the Public Safety Officer Medal of Valor. This medal is the highest national award that can be bestowed on a civilian public safety officer. It is awarded by the president of the United States to officers who have exhibited extraordinary courage, regardless of personal safety, in the attempt to save or protect human life.

“We depend on public safety officers for our safety and security — and they return our trust by standing guard on our nation’s frontlines, working to ensure the safety of its citizens,” says Attorney General Eric Holder Jr. “Every day, in ways that never make the front page, public safety officers put themselves at risk. We must honor these heroes appropriately.”

Under the Public Safety Officer Medal of Valor Act, up to five awards are presented each year. To be considered for the 2009 Public Safety Officer Medal of Valor, an officer must be nominated for actions that occurred between June 1, 2008, and May 31, 2009. Nominations must be submitted online by the chief executive officer of the nominee’s employing department no later than 8:00 p.m. Eastern Time on July 31, 2009.

All nominations meeting submission requirements will be considered by the Medal of Valor Review Board, composed of current and former state and local public safety officials. The Review Board will recommend award recipients to the attorney general and the president.

For more information about the Medal of Valor, visit [www.ojp.usdoj.gov/medalofvalor](http://www.ojp.usdoj.gov/medalofvalor).

## New Curriculum for Affiliate Leaders

The IAFF continues to develop new and updated curriculum modules for affiliates and their members. Curricula cover a variety of topics and are delivered via Partnership Education Program (PEP) instructor-led classes or as online modules.

**Health Insurance 101** is a newly developed online learning module addressing the fundamentals of health insurance. Health Insurance 101 provides a high-level overview of health insurance key components and is geared toward members who have limited exposure to health insurance concepts beyond their own coverage. With many locals facing layoffs and reductions in benefits, there has never been a better time to become knowledgeable about the health insurance industry.

**Recruiting and Endorsing Candidates** has been developed as both an online and instructor-led module. Both modules provide affiliate leaders insight into the process of a political campaign and provide an understanding of the importance of becoming politically active, establish a political action committee and develop a campaign plan in order to recruit and endorse fire fighter-friendly candidates.

**Overview of Membership Services** is an instructor-led module that



provides essential information for new affiliate leaders to be effective in their roles. This module is ideal for affiliate leaders with up to two years of experience or for seasoned veterans who want to refresh their skills. **Overview of Membership Services** examines the various IAFF departments/divisions and the services provided to members. This module is customized to include information on state and provincial associations.

To help improve and provide curricula to affiliate leaders, the IAFF continually strives to improve and enhance the online and instructor-led modules it develops. In 2009, the IAFF will focus on developing more advanced-level classes, as well as revising workshops on political action, pensions and contract negotiations.

For a complete listing of education modules, visit [www.iaff.org/et/index.htm](http://www.iaff.org/et/index.htm) or contact the IAFF Department of Education and Training at (202) 824-1533. ■

## Burn Community Converges on San Antonio

Each year, IAFF members who share a passion for donating their time to the burn community across North America come together at the annual American Burn Association (ABA) meeting. This year, it was held in San Antonio, Texas, March 23-27.

The ABA and its members dedicate their efforts and resources to promoting and supporting burn-related advocacy, research, education, care, rehabilitation

and prevention. The ABA has more than 3,500 members in the United States, Canada, Europe, Asia and Latin America, including physicians, nurses, occupational and physical therapists, researchers, social workers, fire fighters and hospitals with burn centers.

This multidisciplinary membership enhances the ability to work toward common goals with other organizations on education and prevention programs.

In partnership with the ABA Burn Prevention Committee and Federation of Burn Foundations, and with support from the Home Safety Council, the IAFF Burn Foundation assisted in providing topics for education sessions at the meeting, such as burn prevention education, fire safe cigarette legislation, chemical retardant legislation, residential fire sprinkler systems, burn camps, burn centers and fire fighter ensembles.

### Fire Fighters Donate to IAFF Burn Foundation

More than \$50,000 was donated to the IAFF Burn Foundation from various groups around North America. The Firefighters Burn Institute in Sacramento, California, the largest contributor at the conference, donated \$15,000 to support the work of the IAFF Burn Foundation. ■

Special thanks to San Antonio, TX Local 624 President Christopher Steele and his members for a warm welcome and support throughout the conference.



## Join the IAFF Burn Foundation Marine Corps Marathon Team

Sign up for the IAFF Burn Foundation Marine Corps Marathon Team, or sponsor a runner at <http://burn.iaff.org/marathon> For more information, contact the IAFF Burn Foundation at (202) 824-8620 or email [burnfoundation@iaff.org](mailto:burnfoundation@iaff.org)

## Throughout his travels on behalf of the IAFF and its affiliates...

General President Harold Schaitberger visits firehouses and union halls and attends other state and provincial events.



General President Schaitberger and New Mexico Professional Fire Fighters Association President Emily Kane were on hand as New Mexico Governor Bill Richardson signed a new law which will presume 11 cancers and five infectious diseases are work-related for fire fighters. The law also covers fire fighters who suffer a stroke or heart attack within 24 hours of fighting a fire.



In Iowa, President Schaitberger joined other IAFF leaders as Iowa Governor Chet Culver signed Senate File 226 into law. The measure says that if fire fighters and police officers are diagnosed with cancer or certain infectious diseases, it will be presumed to be contracted on the job. The law also ensures disability or retirement death benefits. Schaitberger is pictured with Iowa Governor Chet Culver and (from left) Iowa Professional Fire Fighters President Rick Scofield, Vice President Eric Nurnberg, State Representative Kerry Burt (member of Waterloo, IA Local 66), State Senator Jeff Danielson (member of Cedar Falls, IA Local 1366), Iowa Professional Fire Fighters Trustee Jacob Schweitzer and Des Moines Fire Chief John TeKippe.



While in town for the Minnesota Professional Fire Fighters convention, President Schaitberger visited with members of Coon Rapids, MN Local 1935. From left: Local 1935 President Tom Johnson, Local 1935 Secretary James Kytort and Local 1935 fire fighter Rick Bangert.



During the FDIC Conference in Indianapolis, Indiana, President Schaitberger spoke to more than 5,000 IAFF members and fire service representatives who were among the more than 26,000 attendees. He is pictured with IAFF 8th District Vice President Tom Miller, Fire Engineering magazine Editor in Chief Bobby Halton and Indianapolis Local 416 President Wayne Smith.



General President Schaitberger spoke at and attended an April labor-sponsored fundraiser event for Massachusetts State Senator Kenneth Donnelly (former secretary-treasurer of the Professional Fire Fighters of Massachusetts) at Florian Hall in Boston. With the support of the IAFF, the Professional Fire Fighters of Massachusetts and other Massachusetts labor organizations, Donnelly was elected to the state senate in November 2008. From left: Professional Fire Fighters of Massachusetts President Robert McCarthy, Boston Local 718 President Ed Kelly, Senator Ken Donnelly, IAFF 3rd District Vice President Mike Mullane and Massachusetts AFL-CIO President Robert Haynes.



President Schaitberger's travels to Whistler, British Columbia, for the Western Canadian Conference, included an opportunity to meet with members of Whistler Local 3944. He is shown here with (from left) Whistler, BC Local 3944 fire fighters Caine Tsujimura, David Rushbrook, Dan Kauffman, Australian exchange fire fighter Mick Elder, Local 3944 fire fighter Keith Mellor, Local 3944 President Mitch Hunter and Local 3944 fire fighters Brian Buchholz, Jason Holding, Tony Delbosco and Chris Nelson.



# Retirees

## A Salute to Dedication, Service and Courage

**ALABAMA** L1349 Mobile—Douglas Harlan, Dean Johnson, Teddie Waddill, L1444 Montgomery—Phillip Hethcox, Eddie Stephens, L2528 Dothan—Randal Helms, Phillip Prince, L3231 Adamsville—James Adkins, L3663 Demopolis—James Rhone, L4035 Hoover—Charles Erwin

**ALBERTA** L0209 Edmonton Fire Fighters Union—Darrel Marchuk, Keith Woodruff, L0237 Lethbridge—Greg Hamilton, Robert Herman, K. Sawatzky, George Sherring, Chris Vanderlee

**ARIZONA** L0493 Phoenix—John Anderson, George Ferrero, Gary Wolf, L1505 Flagstaff—John Olson, L2763 Nogales—Ramon Astorga, L2974 Lake Havasu—Don Schneider, L3066 United Yavapai—Theodore Galde, L3560 Sun Lakes—Scott MacPhail, James Metcalf, Joe Venditto, L3690 Sedona-Verde—David Ahern, Jerry Doerksen, Mark Etter, Jeffrey McCutcheon, Michael Rigbsby

**ARKANSAS** L0034 Little Rock—R. L. Cochran, Phillip Hays, L2030 Jacksonville—Johnny Bradley

**BRITISH COLUMBIA** L0018 Vancouver—Lorne Cook, Michael Gibbons, Kenneth Swan, L0730 Victoria—Neil Aldous, Mike Donald, L1253 Cranbrook—Ron Bailey, L1271 Surrey—Dale Beaton, Guyle Hobbs, Alan Roberts, L1668 Campbell River—Halyna Perron, Jennifer Ritchie, L1763 Delta Firefighters—James Wilkins, L1782 Coquitlam—P. Wayne Hamilton, Roderick MacDonald, Steve Merry, L2864 Abbotsford Fire Fighters Assoc.—Robert Scruton

**CALIFORNIA** F0053 Edwards Air Force Base—Thomas Simanek, Christopher Vullo, F0116 Vandenberg Professional Fire Fighters—Charles Brooks, Gerald Thompson, L0055 Oakland Alameda Co. And Emeryville—John Kiely, Dennis LeGear, L0112 Los Angeles City—Waldie Brangham, Craig Brewster, Christopher Burton, Terence DePackh, Craig Evans, Jesse Franco, Dennis Frazier, Jerry Golding, Barry Hedberg, Elton Johnson, John Keys, Wayne Langner, Annalise Mulford, John Nelson, Ronald Olivieri, Ricardo Price, Gary Stameisen, Gregory Stone, Michael Taylor, Michael Theule, Jerry Thomas, Jay Turner, George Valenzuela, John Vickers, Raymond Walker, Timothy Wilson, L0522 Sacramento—Loren Abbott, Brian Barry, Tony Bermudez, Paul Dougherty, Jeff Ramsdell, David Sherlock, Kriss Usherwood, Michael Wetklow, L0689 Alameda—Stephen Dossey, Kevin Helms, L0753 Fresno—Carlos Ramirez, L1067 Riverside City—Charles Luna, L1138 Torrance—Darrell Auxier, L1165 Santa Clara Co.—Dennis Moore, L1230 Contra Costa Co.—Edward Borden, Charles Fischer, Mike Giambona, Denise Hansen,

Robert Heaston, Kenneth Mannshardt, John Pierce, Clifford Spediacci, L1270 Salinas—David Hernandez, Gary Robinson, L1289 Modesto—James Adams, Kenneth Dillinger, L1354 Redlands—John Burke, James Drabinski, Larry Egan, Greg Hostetler, Mitch McKee, Chris Medina, Ralph Morrison, Paul Simpson, Leonard Temby, James Teter, L1699 Milpitas—Michael Saenz, L1775 Marin Professional Fire Fighters—Jackie Crawford, Mark Fairbanks, Alexander Harvey, Leon MacDonald, Fred Potter, Ronald Reher, Darrell White, Ronald Whitehead, L1909 Hayward—Kathryn Leonard, Joseph Masquelier, Allum Ndiaye, Lynne Podesta, Barry Reed, Eugene Rodriques, Mark Stanton, Jeffrey Urnes, James Ward, L2046 Santa Barbara Co.—Timothy Baal, Wesley Herman, Richard Vatter, David Walters, Curtis Warner, L2216 Compton—Roger Poche, L2400 San Mateo Co.—Walter Black, Wayne Rice, L2744 National City—Dean Nunley, L2881 CDF Fire Fighters—Andrew Creasey, Jacqueline Scoggin, L3546 San Ramon Valley—Christopher Bailey, Bradford Haux, Mary Raymond, L3605 P.F.F.A. Of Santa Cruz Co.—Gene Benson, Dave Martone, Leonard Negro, John Ritchey, L3631 Orange Co. Professional Fire Fighters Assoc.—Vincent Acosta, Joseph Cady, David Dorn, James Fowler, Stephen Griffis, Mark Hess, Charles Kohlberg, Tom Litton, Patrick Wible, Rod Wood, L3730 Carlsbad—Jack Crabtree, Joe Harden, Dan Sprague, Jim Torretto, L4110 Auburn City—John Bailey, L4437 UC Fire Fighters—Louis Cherko

**COLORADO** L0858 Denver—Richard Balkwill, James Kretschmar, Edward Sainz, L1290 Aurora—Scott Mills, L1309 West Metro Fire Fighters—Thomas Richards, Dorothea Scalise, Craig Stevens, L2086 Littleton—Eric Sondeen

**CONNECTICUT** L0760 Hartford—Frank Carter, Salvatore Pagliorello, L0834 Bridgeport—Reynoldo Rodriguez, L1042 Greenwich—Christopher Doyle, George Hannigan, Gary Mead, John Sabito, Ron Thomas, L2533 Branford—Barth McGow

**DELAWARE** F0135 Dover Air Force Base—James Cain

**DISTRICT OF COLUMBIA** L0036 Washington—Kevin Rogan

**FLORIDA** L0587 Miami Assoc. Of Fire Fighters—John Carlton, M. A. Castillo, Willie Davis, Richard Graziano, Michael Hosmer, E. Jarrell, Christopher Musser, Albert Patelsky, Terry Remland, L0765 Fort Lauderdale—Ralph Diaz, Steve Kastner, Thomas Lanzi, William Ledegang, Stephen Pritchard, James Sheehan, Sylvester Staten, L1510 Fire Fighters Of Miami Beach—Otto Ramirez, Sam Spadone, Richard Zalewski, L1951 Melbourne Fire Fighters Assoc.—James

Koenig, L2057 Orange Co. Professional Fire Fighters—David Cohen, Thomas Lester, L2315 Davie Professional Fire Fighters—Cyrus Cramer, Daniel Frost, Larry Pasko, L2424 Cape Coral Professional Fire Fighters—Robert Souza, L2427 Largo Professional Fire Fighters Assoc.—Gary Foss, L2497 Professional Fire Fighters Of Margate—Patrick Tobey, L2546 Suncoast Professional Fire Fighters & Paramedics—Rick Gamber, Gloyd Stadel, L2794 Spring Hill—Dana Panozzo, L2928 Professional Fire Fighters & Paramedics Of Palm Beach Co.—Ray Luisi, Jeffery Malley, L2959 Professional Fire Fighters and Paramedics of Martin Co.—Glenn Baker, Robert Bushman, Moetahar Padellan, Scott Potter, Thomas Reinis, L2980 Palm Harbor/Oldsmar Professional Fire Fighters—Kevin Ratzmann, L3080 Metro-Broward Professional Fire Fighters—Jerald Gross, Kenneth Hodge, Richard Rueth, L3529 Putnam Co. EMS Assoc.—Timothy Gilmore, Melanie Wells, L3574 Volusia Co. Fire Fighters Assoc.—Charles Creech, Timothy Maher, L4337 Flagler Co. Professional Fire Fighters Assoc. Inc.—George Huhn

**GEORGIA** L0134 Atlanta—Michael Alford, Louis Bell, John Cambareri, Joshua Capes, Tyre Chapman, Stephen Cook, Christian Coons, Wendell Cox, Logan Dean, Daniel Frye, Dudley Garrett, Mathew Goodson, Connie Gragg, Rudy Handspike, Ronald Hargett, Jackson Harris, Jerry Heard, Henry Hitt, Robert Howard, David Inman, Kenneth Jordan, David Moore, Matt Moseley, Ronald Pagnotta, Willie Partridge, Evans Pollard, Curtis Raines, James Reid, David Rucker, Steve Skaggs, Steven Smith, Jan Theil, Curtis Walther, Dave Warner, Gregory Wilkinson, Jamey Willis, David Wingfield, William Wright

**HAWAII** L1463 Hawaiian Islands—Job Harris

**ILLINOIS** F0037 Great Lakes Naval Training Center—Thomas Purcell, Timothy Taylor, L0002 Chicago—Richard Anderson, Kirby Bruno, Thomas Caradine, Terrence Clancy, Kevin Coffey, Gregory Dairyko, David Dziobas, David Garcia, Kevin Grant, James Harney, David Krogstad, Bernard Malnarick, William Malone, Kevin McDonald, Alfonso McGill, Eric Mitchell, Anthony Plummer, Michael Sitkiewicz, Jeffrey Smith, Margaro Torres, Roger Willis, L0026 Rock Island—Jerry Wiesman, L0044 Joliet—James Hedrick, L1255 Alton—Steven Angelo, Donald Bruce, Ken Grabner, Michael Harvey, Jeff Julian, H. J. Shewmake, John Sowders, John Sumpter, Gregory Walker, John Wardle, L1999 Zion Professional Fire Fighters Assoc.—Tim Poulsen, L2369 Joliet Officers—Michael Bessette, George Bode, Timothy Carlin, David Conner, Thomas Douglas, Richard Marose, Michael Skole, L2720 Country Club Hills Fire Fighters Union—Janet Tesch, L2986 Lisle/Woodridge—David McWilliams, L3022 Streamwood—Joanne Lorkowski, Jeff Sobotka, L3039 Oak Forest—Leonard Bonnevier, L3075 Rolling Meadows—Donald Fuller, Ronald Johnson, L3079 Wheeling—Bart Burns, L3144 Taylorville—G. Michael Crews, L3405 Oak Lawn—Edward Brand, L3766 Dolton—Robert Brijia, L4092 Schaumburg—Richard Schmit,

Steve Weir, L4119 Mount Prospect—Thomas O'Neill, L4211 Des Plaines Professional Fire Fighters Union—Dave Dionne, Randy Hemple, James Kedroski, Steve Lay, Scott Williams, L4344 Sauget Fire Fighters Assoc.—Billy Bethea

**INDIANA** L0360 Mishawaka—Robert Saros, L0362 South Bend—Richard Jasinski, Dennis Stafford, L0396 Kokomo—Steve Beatty, Brad Chaplin, Dave Duncan, James Dunlap, Steve Elkins, Patrick Fleming, Jeffrey Harvey, David Kinney, Tim Laird, Jack Morgan, Larry Newell, Daniel Smith, Charles Sosbe, Gary Stevens, Gordon Wilber, L0586 Professional Fire Fighters Of Bloomington—Dennis Goen, David Oney, James Washel, L1262 Anderson—Lance Carpenter, Randolph Doster, L1649 Alexandria—Mike Hensley, L2205 Connersville—Michael Devor, Donald Foreman, Joseph Salyer, L3433 Franklin Fire Department—Tim Coble, John Hash, Dan Weddle

**IOWA** L0004 Des Moines—Michael Hiltbunner, Hollie Smith, L0007 Sioux City—Robert Mahr, L0015 Council Bluffs—Anne Brunko, L0041 Mason City—Gregory Miller, L0066 Waterloo—Stanley Mingus, Michael Schmitz, L0678 Boone—Randy Craven, L2607 Cedar Rapids Airport—Douglas Cole

**KANSAS** L0083 Topeka—Robert Martin, Richard Woltkamp, L0135 Wichita—Michael Custer, James Kilpatrick, Nicholas Mendoza, Kurtis Vogel, L2542 Olathe—Dave Plummer

**KENTUCKY** L0345 Louisville—Porter Cottrell, Bryan Harris, L0706 Ashland—Sam Watkins, L0870 Owensboro—David Ballard, Daniel Bennett, Ray Best, Jerry Kessinger, Paul Lehecka, L0927 Bowling Green—Justin Reesy, L3952 Franklin Co. Fire Department—Alex Smither, L4484 Walton Professional Fire Fighters—Lucille McIntyre

**LOUISIANA** L0514 Shreveport—Donald Richardson, L0619 Lafayette—Steve Alleman, Mike Thibodeaux, L0632 New Orleans—Joseph Dominick, Edward Stringer, Nicholas Ward, L1374 Jefferson Parish—Ray Froeba, L1405 Houma—Jerry Labouve

**MAINE** L0785 Lewiston—Donald Bannister, George Wright, L0797 Auburn—J. H. Downing, Richard Francoeur, Craig Gerry, David McKenney, Gary Simard, Richard Theriault, L1650 Augusta—William Casick, Robert Moody, Charles Squires

**MANITOBA** L0867 Winnipeg—Les Heinrichs, L. M. Milian, B. Wenden, R. K. Ye

**MARYLAND** F0161 N.I.S.T. Gaithersburg—Raymond Poole, L0734 Baltimore—Richard Bisasky, Michael Brice, Mark Bruzdinski, Bradford Bulloch, Leslie Davis, Richard Dieter, DeAndre Dorsey, Marty Ernst, Charlene Gayo, John Gill, Robert Hicks, William Little, Michelle Lloyd, Ceasar Medley, Steven Stewart, L1311 Baltimore Co.—William Gilbert, Hugh Laurie, Pierre Thode, L1664 Montgomery Co.—Mark Bird, Matthew Buckley, Eric Carlson, Gregory Dekle, Brian Dredger, Mark Fortin, David Horwat, Sharon Jarrell, Kathleen Matheny, James Pollard, Shannon Sledgeski, L2000 Howard Co.—Caitlin Foster, Mikaela Gardner, Robert Shimer

**MASSACHUSETTS** F0078 Hanscom Air

Force Base—Robert Moretto, L0146 Lawrence—William Lannon, L0172 Salem—John Burke, George Croteau, L0718 Boston—Stephen Cloonan, John Conway, William Dennehy, Patrick Ellard, Paul Hicks, Walter James, Gerald Jenkins, David Lang, William Nelson, Moses Pitts, Lawrence Rocci, Robert Rull, Charles Santangelo, Walter Townsend, L0863 Newton—Francis Capello, Stephen Mandile, James Spaulding, L0902 Malden—Stephen Carroll, L1009 Worcester—Michael Kane, Tracy Kohler, Thomas Marchand, Mark Stomski, L1011 Haverhill—David Turner, L1297 Arlington—Paul Doherty, Michael Walsh, Richard Weismann, L1314 Fall River—Deane Kimball, Henry Klek, Gerald Leandro, L1391 Taunton—Norman Menard, L1617 Melrose—Stephen Jancsy, L1652 Framingham—Kenneth Brown, L1658 Andover—George Milne, Lawrence Pierce, George Thomson, L1710 Chicopee—Michael Lemelin, L1840 Ludlow—Alberto Crisostomo, William Dicarolo, Stanley Gosciminski, L1994 Westwood—Mark Reilly, L2346 Centerville-Osterville—Fred Lewis, L2472 Lynnfield—Harold Hall, L2519 Mashpee—Howland Evora, L2611 Bridgewater—John Dowd, James Wood, L3126 Westford—James Sheridan, L3128 Fitchburg—Richard Hawthorne, Michael Murphy, L3189 Clinton—Anthony Urraro, L3213 Freetown—Eugene Rymaszewicz, L3660 Weston—John Finnerty, Charles MacLeod, Louis Young, Paul Young

**MICHIGAN** L0335 Battle Creek—Kenneth Smith, L0344 Detroit—James Black, Dennis Dermidoff, Patrick Hayden, James Hoze, Henry Taplin, Lawrence Taylor, L0356 Wyandotte—Lawrence Blicharski, L0376 Pontiac—Emmett Elliott, L1029 Southfield—Timothy Moore, L1164 Livonia—Michael Riesterer, Clarence Rivard, L1306 Jackson—Jeffrey Colver, L1381 Clinton Township—Guy Hall, Daniel Sears, L1830 Ypsilanti Township—William Houle, David Stachlewitz, L2289 Canton—John Hunter, L2431 Hastings—Jerry McDonald, L3299 Washington Township—Reid Sheeley

**MINNESOTA** L0021 Saint Paul—Larry Christopherson, Daniel Cimenski, Patrick Flanagan, Bernard Moe, Michael Newbauer, Jeffrey Nottum, Mark Poechmann, William Saatzer, Mark Slaikou, Michael Tauer, Timothy Wirth, Michael Wisniewski, L0520 Rochester—Loren Hewitt, L0575 Winona—Larry Strange, L3939 Saint Paul Fire Supervisory Assoc.—Michael Gulner, L4481 Burnsville Fire Supervisors—John Deutsch, Johnnie Knutson

**MISSOURI** L0042 Kansas City—Ricky Black, Joseph Zachery, L0073 Union of Prof. Fire Fighters Paramedics EMT's and Dispatchers of St. Louis Mo—Charles Horn, Andrew Vining, Timothy Wolff, L0152 Springfield—Stanley Budzyna, Charles Bush, Daniel Dougherty, Gary Helvey, John House, Randy Lasater, Charles Wilson, L0757 Saint Charles—Glen Taylor, L1055 Columbia—Daniel Comegys, L2001 Professional Fire Fighters Of Southwest Missouri—James Abner, L2665 Professional Fire Fighters of Eastern Missouri—Fred Cain, Robin Jobe, Dwight Stevens, L3133 Central Jack—David

Arlint, Steven Edlin, L3228 Gladstone—David Cheney

**MONTANA** L0008 Great Falls—Charles Butler  
**NEBRASKA** L0644 Lincoln—Mark Munger  
**NEVADA** L0731 Reno—Woody Adams, Carl Calamusa, Margurite Elder, Russell Grow, L1285 Las Vegas—Joseph Baldi, John Banks, William Combs, S. John Darnell, Mark Fleischmann, Timothy Jolly, Paul Kalani, Mark Kennedy, Sandra Kirkwood, Randall Marsh, James McAllister, Burt McGinty, Christopher Reed, Billy Stread, John Torgerson, L1883 Henderson—Ronald Hague, L1908 Clark Co.—Vance Higbee, Timothy Kjenstad, James Neel

**NEW BRUNSWICK** L1576 Oromocto—Daniel Kenny, Malcolm Toole

**NEW HAMPSHIRE** L3160 Londonderry—Jesse Roberts, L3288 Professional Fire Fighters Of Hanover—James Belanger, Michael Clark, David Goodrich, David Hautaniemi

**NEW JERSEY** F0103 Fort Monmouth—John Fowler, L0384 Asbury Park—Angelo Petillo, L1064 Jersey City Fire Officers—Robert Keating, Keith Noesges, L1860 Newark Fire Officers—Mark Cahill, Kenneth Uveges, L2578 Camden Officers—James Johnston, Paul Price, L3950 North Hudson—Robert Baldino, Gustavo Baxes, Brian Canetti, James Hodge, John Kelly, Steven Mirabelli, David Palmer, John Palombini, William Renner, Gary Stanke, L4687 Evesham Township Professional Fire Fighters Assoc.—Anthony Ambricco

**NEW MEXICO** L0244 Albuquerque—Louise Archibeque, David Clark, Gabriel Serna, Michael Valencia, Steven Villescas, L2430 Silver City—Robert Lopez, Ray Muniz, Richard Ray

**NEW YORK** L0086 Troy—Paul Gallerie, David Gavitt, L0094 Uniformed Fire Fighters Assoc. Of New York—Richard Ahern, Philip Benigno, John Biondi, Joseph Brennan, James Brierley, Marc Bruni, Glenn Cloherty, David DelValle, Michael Dorgan, William Els, William Ferrara, Robert Johnson, Scott Lane, Anthony Leonick, Eric Moller, Paul Pirraglia, Daniel Pyle, Robert Rohan, Paul Ruane, Philip Ruggiero, Philip Scarfi, Mark Schuler, Gregory Scott, William Smith, Frank Spaldo, Richard Stewart, Gregory Straub, Joseph Swick, Mark Verdi, William Wheeler, Charles Zachman, Edward Zebrowski, L0191 Watertown—Donald Howell, L0282 Buffalo—Frank Balester, Joseph Brocato, George Coates, Robert Gee, Tyrone King, Joseph Romano, Michael Whitfield, Dennis Wright, L0616 Dunkirk—Thomas Brown, L0628 Yonkers Mutual Aid Assoc.—Robert Marranzino, L0694 Rome—Michael Biondi, Dennis Lemon, Gary Semo, L0719 Gloversville—Kevin Quinn, L0729 Binghamton—J. C. Greco, Spero Zervos, L0859 Tonawanda—Dan Marohn, L0916 Eastchester—Timothy Harte, L0963 Lockport—Kenneth Roth, L1027 Middletown—James Owen, Harold Wickham, L1446 Auburn—Gary Winslow, L1772 Jamestown—Brian Boehm, Steven Landy, L2007 Albany—Kenneth Dott, Brian Struwe, Michael Tobler, L2421 Plattsburgh—Mark Gadow, Richard Tucker, L2562 Cohoes—James Weir, L3792 Gates Career Fire Fighters & Dispatchers—David Tytler, S0025 Buffalo—

Niagara Airport—Jeffrey Jozwiak

**NORTH CAROLINA** L3287 Wilson—Archie Artis

**NOVA SCOTIA** L0268 Halifax—Daniel Fortune

**OHIO** L0048 Cincinnati—Timothy Smith, L0067

Columbus—Gary Evans, John Janoski, Richard

Niemann, David Walter, L0092 Toledo—Richard

Boyd, Gerald DeBien, Richard Knight, Jeff

Martin, Jeffrey Mayer, Carla Stachura, L0093

Cleveland—John Cavanagh, L0109 Newark—

John Weber, L0136 Dayton—Thomas McGill,

Richard Mitchell, L0249 Canton—Donald

Gordon, Roger Nye, L0252 Piqua—Jeff

Meckstroth, L0267 Lorain—Lonnie George,

L0330 Akron—Dennis Carpenter, Andrew

Heape, L0381 Findlay—Terry Coppes, L0382

Lakewood—James Birkley, James Helbig, Daniel

Waitkus, L0434 Painesville—Tim Ulle, L0474

Elyria—Mark Horton, John Zielinski, L0494

Cuyahoga Falls—Cathy Brightman, Richard

Schrop, L0681 Van Wert—Michael Fackler, Bill

Greene, L1057 Fairview Park—Frank Bolger,

L1235 Fairborn—Paul Salyer, L1441 Franklin

Township—Richard Gould, Thomas Newton,

L1521 Upper Arlington—Larry Long, L1662

Stow—Richard Henkel, L1723 Norwich

Township—William Midgley, L2380 Highland

Heights—Ed Bencin, L2492 Shelby—Patrick

Fought, L3025 West Licking Professional Fire

Fighters—Richard Sellers, L3036 Washington

Township (Dublin)—Robert Bishop, L3369

Washington Township (Centerville)—Terence

Conley, L3824 Monroe Professional Fire

Fighters—Kenny Ellis, L3932 Goshen

Township—David Books, L4055 Hamilton

Township Career—Greg Hauser, L4168 Huron

Professional Fire Fighters—Steven Dircks

**OKLAHOMA** L0157 Oklahoma City—Kevin

Burge, Kristi Davis, Mark Hart, Kenneth Loveless,

Troy Rawls, Cort Smith, James Williams, L0176

Tulsa—Joey Ashley, Jeffrey Biggs, Mark Dix, R. E.

Littlefield, Richard Wright, L2067 Norman—

Kenneth McCage, L2095 Stillwater—Dale

Parrish, L2359 Edmond—Maryann Srbljan,

Micah Weaver, L2551 Broken Arrow—Dale

Brooks, Frank Rowell, Robert Seawright, Ron

Shaw, L2907 Anadarko Professional Fire Fighters

Assoc.—Robert Arrington

**ONTARIO** L0162 Ottawa—Peter Cory, Gary

Foster, Danny Johncox, Douglas Kightley, Perry

McConnell, Robert Relyea, Preston Stevens,

L0193 Thunder Bay—Bob Greer, L0288

Hamilton—John Dove, Thomas Hinchliffe, Len

Robillard, L0457 Kitchener—Blake Bernard,

Chad Dawe, Harry Holst, Donald Kaufman, Peter

McGough, Gary Stemmler, Arthur Warkentin,

L0460 Brantford—Richard Butcher, L0481

Welland—Henry Labenski, L0485 St.

Catharines—Morris Farmer, Dave Platts, L0488

Pembroke—Claude Belec, L0492 Sarnia—James

Gough, L0519 Peterborough—Daniel Carroll,

Ronald Pogue, L1068 Brampton—Robert Finney,

J. Thomas Strutz, L1351 Elliot Lake—Rene Guite,

L1957 Richmond Hill—Dave Olsen, L4152

Whitchurch-Stouffville—Eric Blundon

**OREGON** L0043 Portland—James Beery, Kirk

Schaffer, L1817 Rogue Valley Professional Fire

Fighters—Mark Moran

**PENNSYLVANIA** F0109 Cumberland Valley—

Lawrence Davidson, L0001 Pittsburgh—Lawrence

Banks, Wayne Lester, John Maydak, Edward

McFarren, John Popp, Bruce Wagoner, L0022

Philadelphia—Israel Bells, John Boerner, Brian

Byers, Frank Carey, Joseph Cella, Michael Coyle,

David Crompton, Anthony Cabbage, John Curcio,

Anthony Dabrowski, Robert Davenport, Thomas

Donovan, Brian Findlay, Robert Fromhold,

Anthony Giampietro, Thomas Harrigan, Dennis

Iller, Reginald Irby, Robert Karch, Samuel Marks,

James Marshall, Edward McCall, Dennis McNeill,

Nadine Meehan, Angel Navarro, Edward Nolan,

Frank O'Donnell, Timothy O'Neill, Gregory

Pridgen, Anne Raven, Vincent Regan, Bernard

Rooney, Robert Ruff, Richard Salber, Carl Schmied,

Robert Shaw, William Shovlin, Michael Stroback,

Jon Theisen, Kevin Welsh, George Wetzell, L0515

Meadville—Larendo Hedrick, L0840 Luzerne

Co.—Leonard Baltruchitis, L2045 Hanover—

Wayne Bollinger

**RHODE ISLAND** L0732 Woonsocket—

Kenneth Finlay, Thomas Papa, L0850 East

Providence—Howard Courtemanche, Kenneth

Ledo, L0850 East Providence—Walter Moore,

L1104 West Warwick—Gerard Tellier, L1950

Johnston—Charles Cavallaro, Henry

Courtemanche, Kenneth Fellela, James Jacavone,

John Jasper, Michael Mallette, Arthur Moretti,

Thomas Ricci, L2748 Warwick—Thomas

Choiniere, Kevin Fraser, Stephen Hay, Steven

Hughes, Arthur Lowe, Ronald Macomber, Ralph

Matteson, Jeffery Noble, Paul St. Jean, L3240

Coventry—Lonnie St. Jean

**SASKATCHEWAN** L0080 Saskatoon—Ronald

Thomas, L0510 Prince Albert—Calvin Peneff,

L0553 Moose Jaw—Neil Ingalls

**SOUTH CAROLINA** L0369 Spartanburg—

Jackie Millwood, Rocky Pollard, L3697 Saint

Andrews—Wendell Glover

**TENNESSEE** L0140 Nashville—John Richardson,

L0820 Chattanooga—Glenda Boatwright, Richard

Martin, L1346 Oak Ridge—James Dyer, L1784

Memphis—Dannie Jones, David Langley, Robert

Neal, L3583 Bartlett—Louis Vaden, L4592 Newport

Professional Fire Fighters Assoc.—Pat Proffitt

**TEXAS** L0051 El Paso—Mitchell Farley, Michael

Navarrete, Juan Sanchez, L0058 Dallas—James

Anderson, L0170 Cleburne—Curry Reagan,

L0341 Houston—Ronny Allen, Clarence Batey,

Leon Beaty, Gilbert Bennett, Delbert Burleson,

James Crowder, Joe Davis, Rauley Duplechin,

Farest Foroi, William Frankum, James Galindo,

Larry Hawkins, Clyde Hubbard, Joseph Hundl,

Jerry Jaynes, Julian Kowis, Roney Lewis, Howard

Livesay, Jimmie Miles, Joe Muirhead, Bruce

Pylant, Edward Reid, John Resendez, Raul Reyes,

William Robertson, August Schatz, Eugene Scott,

Gerry Sowell, Bob Villarreal, Thomas Ward,

Gregory Warfield, L0397 Port Arthur—Chester

Navarre, L0440 Fort Worth—Donnie Carney,

L0542 Amarillo—Michael Cummings, Mike

Kelley, Billy Young, L0571 Galveston—J. L. Clark,

Ronald Hansen, John Ochoa, L0936 Corpus

Christi—Loren Kasper, Sergio Perez, Miguel Rios,

L1044 Abilene—Gary Cheek, L1293 Garland—

Frank Bickel, John Elzner, L1329

Arlington—John Allen, Mitchell Musgrove,

James Pettit, L1390 Laredo—Jesus Cazares,

Henry Rodriguez, Roberto Sandoval, Homero

Venegas, L1954 Richardson—Joe Jones, L2690

Nacogdoches—Gary Anthony, K. K. Faulkner,

L2999 Duncanville—Eric Johnson, Pat

McGinnis, Larry Phillips, Travis Tooker, L3991

Georgetown—Mark Moss

**UTAH** L0593 Provo—James Guynn, Keith Hall,

L1645 Salt Lake City—Karleen Montanez

**VIRGINIA** F0173 Fort Eustis—Jackie Leeson,

L0539 Portsmouth—M. L. Eddins, L0995

Richmond—Ross Anderson, Kyle Kyger, George

McCall, Thomas Price, Stephen Richardson,

Thomas Williams, L1132 Roanoke—Audie Ferris,

L1568 Henrico Co.—Debbie Elam, Cameron

Sellers, David Woods, L2068 Fairfax Co.

Professional Fire Fighters And Paramedics—

William Bertone, Timothy Dunaway, Delbert

Feaster, Wesley Gallahan, Charles Hile, David

McKernan, Shannon Oswald, Robert Rhoads,

John Sherer, L2141 Alexandria—William

Konecheck, Robert Whitmore, L2499 Bristol—

Walter Ford, Thomas Helton, L2598 Prince

William Professional Fire Fighters Inc.—Stephen

Boulton, Charles Foster, L2800 Arlington Co.—

Mark Girard, Wilbur Gray, Kevin Griffin, L4145

Frederick Co. Professional Fire Fighters Assoc.—

Gary Keplinger

**WASHINGTON** F0282 Puget Sound Federal

Fire Fighters—Thomas Cardoza, William Hutto,

Vincent Livingston, Richard Maxwell, L0315

Hoquiam—Jim Heikel, L0864 Renton—Bob

Jensen, L1296 Kennewick—Daniel Birkhimer,

L1352 Valley Fire Fighters—Kurt Vogel, L1433

Pasco—Michael Rowe, L1604 Bellevue—Henry

Lombard, L2024 South King Co. Professional

Fire Fighters—Mark Mannard, Robert Stinnett,

L2032 East Jefferson Professional Fire Fighters—

Ronald Wadkins, L2088 Tukwila—Theodore

Fehr, L2105 University Place—Tim Pitz, L2409

Tumwater—Dennis Presley, Mike Routley, Robert

Sapp, Pamela Webberley, L2545 Kirkland—

Thomas Stoves, L2819 Kitsap Co.—Jason Gear,

L2919 City Of Seatac—Bob Hamilton

**WEST VIRGINIA** L0012 Wheeling—Mark

Knuth, L0089 Clarksburg—John Keough, Robert

Webb, L0317 Charleston—Timothy Berry, Daniel

Shaffer, L0347 Bluefield—James Turner, L0805

Martinsburg—Scott Stroop

**WISCONSIN** L0141 Green Bay—Larry

Erdmann, L0215 Milwaukee—John Craney,

Richard Mraz, L0257 Appleton—James Bruckner,

L0407 Waukesha—Alan Watt, L0414 Kenosha

Professional Fire Fighters—Carl Pierce, L0580

Janesville—Joe Flister, L1848 Oak Creek—David

Shafer, L1998 De Pere—Mitch Scray, L2386

Beloit Township—Wayne Endthoff, L2739

Oconto—Dennis Ladwig, L2939 Professional

Fire Fighters Of Mount Pleasant—Paul Fredrich,

Keith Webster

**WYOMING** L0279 Cheyenne—Kyle Berg, Keith

Tipspword, L0946 Laramie—Scott Davis, Ann

Pond, Current Retirements Reported

# NEVER FORGET

## IN MEMORIAM

F0037	Steven Kennedy	Great Lakes Naval Training Center	IL	L341	Rodney Waters	Houston	TX
F0109	Dennis Day	Cumberland Valley	PA	L345	Edward Rachford	Louisville	KY
I0068	Mark Stone	Sikorsky Aircraft	CT	L396	Bruce Reed	Kokomo	IN
L2	Stanley Adamczyk	Chicago	IL	L416	John Harkins	Indianapolis	IN
L2	Warren Bruce	Chicago	IL	L416	Paul McGrevy	Indianapolis	IN
L2	George Chicvera	Chicago	IL	L507	Joseph Maduro	Hazleton	PA
L2	Robert Clawson	Chicago	IL	L556	Richard Kulas	Hammond	IN
L2	Donald Cunningham	Chicago	IL	L616	Leonard Nasca	Dunkirk	NY
L2	Addel De Jesus	Chicago	IL	L616	Mickey Romance	Dunkirk	NY
L2	Michael Gavin	Chicago	IL	L627	Larry Leader	York	PA
L2	Kevin Gray	Chicago	IL	L632	Eugene Barilleaux	New Orleans	LA
L2	William Hendricks	Chicago	IL	L632	Gerald Schneider	New Orleans	LA
L2	Leroy Klode	Chicago	IL	L718	William Burke	Boston	MA
L2	John Pemberton	Chicago	IL	L718	Jean Dunham	Boston	MA
L2	Henry Sajdak	Chicago	IL	L718	Kevin Golden	Boston	MA
L2	Francis Schwantner	Chicago	IL	L718	Paul Mullen	Boston	MA
L22	Jack Arnold	Philadelphia	PA	L734	Robert Brown	Baltimore	MD
L22	Francis Baer	Philadelphia	PA	L734	George Haas	Baltimore	MD
L22	Joseph Bolduc	Philadelphia	PA	L734	Anthony Marski	Baltimore	MD
L22	Frank Bryan	Philadelphia	PA	L734	Steven Messori	Baltimore	MD
L22	Victor Curlett	Philadelphia	PA	L734	Richard Ritter	Baltimore	MD
L22	John Dembitsky	Philadelphia	PA	L734	Michael Seta	Baltimore	MD
L22	John DeRose	Philadelphia	PA	L734	Edward Underwood	Baltimore	MD
L22	Theodore Ferkle	Philadelphia	PA	L753	Jack Reddeman	Fresno	CA
L22	Ralph Gardner	Philadelphia	PA	L825	Patrick Reardon	New Haven	CT
L22	Douglas Gordon	Philadelphia	PA	L867	D. D. Logan	Winnipeg	MB
L22	George Hummel	Philadelphia	PA	L888	Bill Sharrah	Greeley	CO
L22	Charles Hunt	Philadelphia	PA	L936	Baldemar Saenz	Corpus Christi	TX
L22	Ralph Keys	Philadelphia	PA	L936	Phillip Sensinger	Corpus Christi	TX
L22	William MacLain	Philadelphia	PA	L995	A. B. Burch	Richmond	VA
L22	Mitchell McCalin	Philadelphia	PA	L995	Donald Etheridge	Richmond	VA
L22	John Mueller	Philadelphia	PA	L995	J. D. Isbell	Richmond	VA
L22	Alfred Operacz	Philadelphia	PA	L995	Cecil Pearson	Richmond	VA
L22	George Peters	Philadelphia	PA	L1027	Bill Woodruff	Middletown	NY
L22	Robert Seddon	Philadelphia	PA	L1040	Daniel Olson	Rapid City	SD
L22	Francis Sienko	Philadelphia	PA	L1158	Sean Duff	Clearwater	FL
L22	Charles Skinner	Philadelphia	PA	L1165	James McCluskey	Santa Clara County	CA
L22	Raymond Smith	Philadelphia	PA	L1230	David Garrett	Contra Costa County	CA
L22	Robert Underwood	Philadelphia	PA	L1289	Antwan Moore	Modesto	CA
L22	Joseph Wajda	Philadelphia	PA	L1311	Randy Meyer	Baltimore County	MD
L22	Isaiah Whitby	Philadelphia	PA	L1311	Michael Whittaker	Baltimore County	MD
L22	Charles Woelpper	Philadelphia	PA	L1463	Paul Silva	Hawaiian Islands	HI
L22	Joseph Zakaluzny	Philadelphia	PA	L1784	Archie Cook	Memphis	TN
L36	Kenneth Martin	Washington	DC	L1784	Donald Hall	Memphis	TN
L36	Dante Paire	Washington	DC	L1784	Gerald Hooker	Memphis	TN
L36	Victor Rollins	Washington	DC	L1784	Lewis Ramsey	Memphis	TN
L42	William Roberts	Kansas City	MO	L1784	Gerald Tatum	Memphis	TN
L42	Gary Zellmer	Kansas City	MO	L1889	Alexander Scheuer	Mehlville	MO
L48	Clarence Brinker	Cincinnati	OH	L1904	Leo Hayes	Acton	MA
L55	Thomas Green	Oakland, Alameda Co. & Emeryville	CA	L1908	Dennis Law	Clark County	NV
L60	Robert Shea	Scranton	PA	L2029	Peter Evans	Rye	NY
L94	Salvatore Scarentino	UFFA Of New York	NY	L2033	Earl Fransen	Southington	CT
L140	Walter Demonbreun	Nashville	TN	L2033	John Mikosz	Southington	CT
L140	Joseph Wright	Nashville	TN	L2057	Michael Priestler	Orange County	FL
L144	William Donovan	Brockton	MA	L2205	Devon Huntsman	Connerville	IN
L200	Frank Butler	Bartlesville	OK	L2430	Louie Escamilla	Silver City	NM
L200	Floyd Crabtree	Bartlesville	OK	L2687	Arthur Heriot	Hamden	CT
L215	Kane Krause	Milwaukee	WI	L2687	Christopher Moreland	Hamden	CT
L215	Jeffrey Landry	Milwaukee	WI	L2800	Elbert Thomas	Arlington County	VA
L215	Thomas Stier	Milwaukee	WI	L2926	Mark Johnson	Huber Heights Fire Fighters	OH
L279	Keith Henning	Cheyenne	WY	L2928	George Shupe	Palm Beach County	FL
L302	Mario D'Annibale	Allentown	PA	L3858	Kevin Cardosi	Germantown	TN
L302	Lawrence McGee	Allentown	PA	L4017	Richard Smith	Mc Kinney	TX
L317	Emory Cavender	Charleston	WV				



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L1525	JAMES A. BARABASH	WEST VANCOUVER, BC	04.15.95
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L867	GLENN A. LUCAS	WINNIPEG, MB	10.06.01
L145	ROBERT W. LARIMER, JR.	SAN DIEGO, CA	10.15.02
L145	KENNETH RICE	SAN DIEGO, CA	12.11.05
L1775	MICHAEL O. MCMCUSKER	MARIN, CA	11.20.06
LI-60	JEFFREY N. LOWN	UNITED EMERGENCY PROFESSIONALS OF AZ	04.21.07
L867	ALFRED MCDONALD	WINNIPEG, MB	09.07.07
L18	THOMAS R. CHRISTIE	VANCOUVER, BC	02.29.08
L867	LESLIE M.P. HELMAN	WINNIPEG, MB	05.14.08
L18	GARY L. LANYON	VANCOUVER, BC	06.15.08
L522	ROBERT K. WERNER	SACRAMENTO, CA	08.30.08
L522	JAMES R. PETERSON	SACRAMENTO, CA	12.15.08
L112	JAMES A. JUST	LOS ANGELES, CA	09.12.08
L112	JOHN E. LAWRENCE	LOS ANGELES, CA	12.14.08
F211	STEVE MERTZ	TINKER AFB, OK	04.08.09
L341	JAMES A. HARLOW	HOUSTON, TX	04.12.09
L341	DAMION J. HOBBS	HOUSTON, TX	04.12.09
L344	TORIN T. THORNHILL	DETROIT, MI	04.14.09
L825	PATRICK J. REARDON	NEW HAVEN, CT	04.21.09
L514	FRANKIE P. NELSON	SHREVEPORT, LA	05.10.09
L1669	PAUL J. ROBERTS	BEVERLY, MA	05.22.09

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