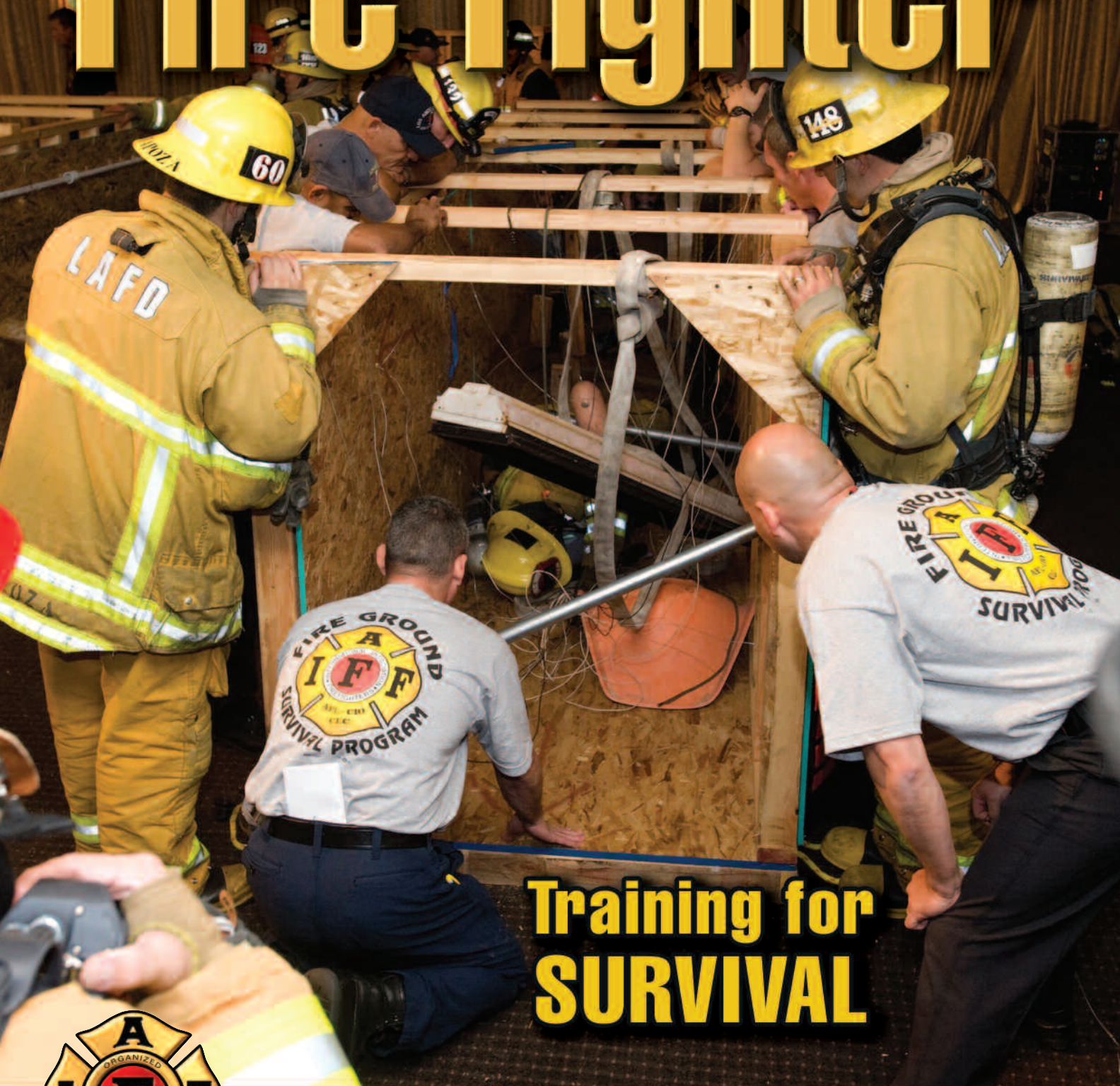


Fire Fighter



Training for SURVIVAL



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NOVEMBER/DECEMBER 2009

JOURNAL OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS / VOL 92. NO. 6

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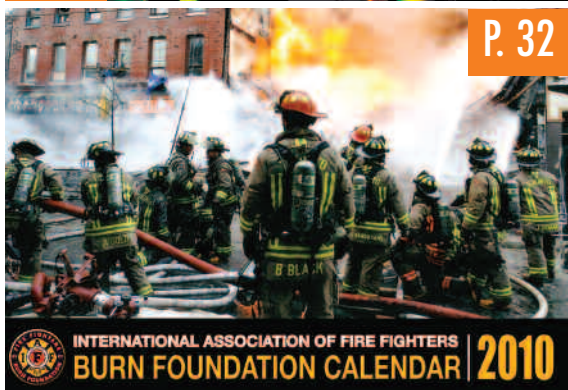
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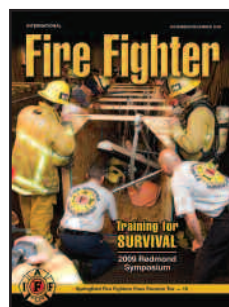
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Fire Ops 101 can change attitudes about fire service safety and resources



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Give a gift to improve the quality of life for burn survivors



On The Cover

Fire Ground Survival program teaches fire fighters life-saving skills

—page 31

—PHOTOS BY DOUGLAS MORRISON, LOS ANGELES COUNTY FIRE DEPARTMENT PHOTO UNIT

Staying Alive

In the world of every county executive/mayor/city manager/county or city council member and fire district board across Canada and the United States, money drives every decision. They're the ones who control your fire department's budget, set priorities, raise or cut staffing levels, say yes or no to major equipment acquisitions and approve and negotiate your contracts.

Simply put, those people have a major role in your health and safety and they definitely do not wake up every day and say, "What can we do for our fire fighters and paramedics today?"

That's where this union comes in. Everyone knows their local fights for better wages, benefits, a secure retirement and to defend members against unjust discipline.

But what many members never realize is the incredible work this union does at every level to make sure you have the best equipment, training and staffing every time you respond to a call.

Over the years, the IAFF has led the fight to develop the national standards that govern your turnouts, SCBA, communication equipment, apparatus, operations, training and staffing levels — leading to too many NFPA, CGSB and federal/state/provincial standards to list here.

We've worked with a number of partners along the way to spearhead the development and implementation of our Wellness-Fitness Initiative, Fit to Survive, Stop-Drop-Control High Blood Pressure Awareness Program, Campaign for a Smoke Free Union, and to develop and maintain the Fire Fighter Near-Miss Reporting database.

We are the lead organization fighting to make sure you have the proper precautions, respirators and immunizations in the current H1N1 pandemic and for all other infectious diseases.

Today, we're leading the development of the next generation of turnouts through our Project HEROES program and the revolutionary SCBA pressure vessel technology that will have you wearing a two-inch thick backpack in the very near future instead of the bulky and heavy cylinder that's on your back today.

And if you become ill, it's your union that has fought for and won heart, lung, cancer and infectious disease presumption legislation to further provide for you and your family.

We're very proud of the work that has led us to be considered the most powerful force working to enhance fire fighter safety and health in the world.

And you need to know that we're not stopping there.

On the cover of this edition of the magazine is a photo from what I believe is an incredibly important and innovative new program we've launched, called our Fire Ground Survival training program.

Fire Ground Survival's goal is to bring you cutting-edge training from a program we developed using more than 30 of our affiliates and their fire departments across the continent.

Typically in the fire service we train for success. We drill by dragging in the hose, putting out the fire and planning for everyone to go home. That's not reality.

Fire ground operations go wrong and our members lose their lives. We owe it to ourselves to develop training that prepares you for when things do go wrong.

The sole objective of the training is to literally train you how to survive WHEN you get into trouble in a fire; to teach when and how to call a Mayday and to reaffirm that it isn't a weakness to call for help quickly, while help can still get you out alive; and to give you the needed skills to survive when you are trapped, disoriented, entangled or when the only way out is through a window a number of stories up.

We are now working on the system to enable us to deliver this IAFF program to all our members and their departments. As I have watched the development of this

initiative, I am convinced that not only will this training make our members better and safer fire fighters, it will save lives.

Also, in January 2010, the final report from the field experiments associated with the Department of Homeland Security funded Fire Fighter Safety and Deployment Study will be released.

This critical, multiphase study was conducted by a coalition of partners, including the National Institute of Standards and Technology (NIST), Worcester Polytechnic Institute, CFAI, IAFF and IAFC. And it will finally provide the empirical evidence to measure how crew size affects fire fighter safety and your ability to rescue occupants in a structure fire.

That means we will now be able to arm you with the decisive statistics and clear evidence you need when explaining to politicians across Canada and the United States the importance of adequate staffing levels and the objectives in NFPA 1710.

That's just some of the critical work we're doing. So while those elected officials and their appointees may not wake up every day wondering what they can do for fire fighters, this union sure as hell does.

And I'm proud to say that we will continue to work every day to make sure we help you stay alive and well. ■



**Harold A.
Schaitberger**

**Typically in
the fire service
we train for
success. We
drill by dragging
in the hose,
putting out the
fire and
planning for
everyone to go
home. That's
not reality.**



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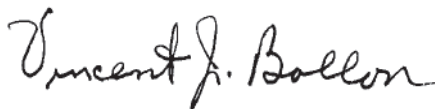
William McGrane

Dennis Lloyd

2009-2010 Budget

The IAFF Executive Board approved the following line-item budget at its September 23-24, 2009, meeting. Based on 279,000 members, the budget is \$36,493,200 from per capita and \$7,691,914 from anticipated revenue for a total budget of \$44,185,114.

LINE	DESCRIPTION	PROPOSED BUDGET	PCT & NON-PCT	LINE	DESCRIPTION	PROPOSED BUDGET	PCT & NON-PCT
100	Office of the General President	\$1,553,169	0.4639	571	Scholarships (HTUP,NLC,LCC)	\$48,750	0.0146
101	Conference & Event Planning	\$387,103	0.1156	572	Human Relations Committee	\$90,000	0.0269
102	Grant Administration	\$224,768	0.0671	573	Human Relations Conference	\$228,750	0.0683
103	IAFF/MDA Fundraising	\$281,298	0.0840	574	Chaplain	\$6,250	0.0019
104	Alumni	\$245,799	0.0734	575	Education (ALTS)	\$382,500	0.1142
106	Global Alliance/Direct Affiliation	\$81,951	0.0245	576	Grant Peer Reviewers	\$51,660	0.0154
200	Office of the General Secretary-Treasurer	\$1,606,719	0.4799	577	Partnership Education Program	\$625,880	0.1869
300	Vice Presidents	\$3,117,603	0.9312	600	Canadian Office	\$697,983	0.2085
305	Executive Board Meetings	\$143,500	0.0429	605	Canadian Office Rent	\$112,455	0.0336
325	Trustees	\$409,052	0.1222	610	Canadian Legislative Conference	\$61,700	0.0184
350	Office of General Counsel	\$1,340,228	0.4003	615	Canadian Legal Retainer Fee	\$90,000	0.0269
351	TA/LI (Legal/Guardian)	\$0	0.0000	650	Benefit Compensation Plan	\$30,000	0.0090
352	TA/LI (Legal/FLSA)	\$34,966	0.0104	651	Health Insurance/Retirees	\$567,240	0.1694
400	Communications and Media	\$577,150	0.1724	652	Officers' Retirement	\$544,600	0.1627
405	Fallen Fire Fighter Memorial	\$191,250	0.0571	653	Pension Plan /Professional Fees	\$50,000	0.0149
450	Governmental and Public Policy	\$432,256	0.1291	654	Accrued Benefits	\$450,000	0.1344
455	Public Relations/Publications	\$646,533	0.1931	700	Budget and Finance	\$2,023,197	0.6043
456	PR Journal	\$1,067,200	0.3188	702	Currency Exchange Items	\$500	0.0001
457	PR/Media Awards	\$31,000	0.0093	703	Miscellaneous Taxes	\$62,000	0.0185
460	Governmental Affairs	\$661,950	0.1977	750	Human Resources /General Administration	\$435,605	0.1301
461	U. S. Legislative Conference	\$425,100	0.1270	751	Membership	\$248,443	0.0742
462	Non-Collective Bargaining Committee	\$19,500	0.0058	753	Mail Room	\$238,492	0.0712
470	Political Action	\$934,326	0.2791	800	Information & Technology Division	\$1,625,139	0.4854
471	FIREPAC	\$4,185,000	1.2500	801	Database Administration	\$140,050	0.0418
500	Tech. Assistance & IR	\$570,691	0.1705	802	IT Operations & Support	\$304,600	0.0910
505	Labor Issues /Collective Bargaining	\$984,502	0.2941	803	Web Operations	\$72,000	0.0215
507	TA/First Contract Policies	\$60,000	0.0179	901	Leasehold Improvements	\$32,000	0.0096
508	Pension Protection Initiative	\$95,440	0.0285	902	Affiliation PCT	\$2,237,136	0.6682
515	Fire and EMS/GIS	\$1,445,343	0.4317	903	Printing/General	\$80,000	0.0239
516	EMS Conference	\$0	0.0000	904	Membership Cards	\$12,000	0.0036
517	EMS Standing Committee	\$59,488	0.0178	905	Rent/United Unions, Inc.	\$1,548,857	0.4626
521	District Field Services Representatives	\$322,921	0.0965	906	Telephone & Fax	\$50,000	0.0149
522	Service Representatives	\$500,710	0.1496	907	Office Supplies/Maintenance	\$70,000	0.0209
523	Organizing	\$100,000	0.0299	908	Insurance & Bonding	\$200,000	0.0597
524	Human Relations Technical Assist.	\$22,500	0.0067	910	Postage	\$190,000	0.0568
525	EDF	\$1,138,320	0.3400	911	Sundry Items	\$200,000	0.0597
526	PROP	\$334,800	0.1000	912	Copier Leases/Purchases	\$85,000	0.0254
550	Education /Training and Human Rel.	\$423,895	0.1266	913	Office Equipment	\$37,000	0.0111
551	Burn Foundation	\$188,439	0.0563	914	Minimal Resolutions	\$142,500	0.0426
552	Occupation Health, Safety & Medicine	\$448,437	0.1339	925	Disaster Relief Fund	\$15,000	0.0045
553	Disaster Relief Operations	\$1,219,427	0.3642	950	2008 Convention	\$1,050,000	0.3136
554	Behavioral Health, Wellness & Mem Support	\$601,373	0.1796	975	Contingency	\$60,000	0.0179
555	Health & Safety Department	\$288,828	0.0863				
556	Medical Resident	\$194,100	0.0580				
557	PSOB Coordinator	\$25,600	0.0076				
558	LODD	\$26,640	0.0080				
560	Redmond Foundation	\$133,920	0.0400				
561	L/EAP Committee	\$33,861	0.0101				
562	Standards Committee	\$64,500	0.0193				
563	Standing OSHA Committee	\$55,016	0.0164				
564	Wellness Fitness Committee	\$65,761	0.0196				
566	Peer Fitness Trainer Program	\$65,573	0.0196				
570	Department of Education	\$920,321	0.2749				
				TOTAL		\$44,185,114	13.1975
				Proposed Revenue			
				\$10.90 per capita based on 279,000 members	\$36,493,200	10.900	
				995 Revenue from non-per capita sources	\$7,691,914	2.297	




Vincent J. Bollon

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 207, Laurel, MS
Local 3043, Jackson County, FL
Local 4181, Wake County Paramedics, NC
Local 4367, Keene, TX
Local 4570, Westview Fairforest, SC
Local 4649, Vernon Parish, LA
Local 4726, East Niceville, FL

Don't Tax My Health

Dear President Schaitberger:
I am very much concerned at what I see in Congress in reference to the plan offered by Senate Finance Committee Chairman Max Baucus that indicates that beginning in 2013, insurers would be taxed for any family plan that costs more than \$21,000 a year and any plan for individuals that costs more than \$8,000.

As I understand this proposal, individuals with what's being referred to as these "Cadillac" health care plans will be taxed 40 percent for these benefits. I understand that most union workers in the United States — not just fire fighters and police officers — depend on these high-value health care plans. I also understand that some of these labor unions are beginning to speak out against this proposal.

I am writing to you to implore that it is time the AFL-CIO and all union leaders get together to let the president and the Congress know that this tax of our important health benefits is unacceptable. I also implore you to lead a march on Washington if necessary to make the people and politicians of this country know the negative impact that this proposal will have on our health and welfare.

Yours in fire safety,

Kenneth G. Metcalfe
Battalion Chief, Retired

Worthwhile Training

Dear President Schaitberger:
We had the great pleasure of hosting the IAFF Haz-Mat First Responder Operations Training Initiative right here in Kenora. In attendance were 11 IAFF members from Kenora Local 943 and our Fire Chief Warren Brinkman.

From start to finish, the course was extremely interesting and informative. The instructors, Joe Gorman and Kirk Fudge, did a great job in keeping what could be boring book work fun, fast and enjoyable. To have all but

one member of Local 943 trained for free right in our own city was an opportunity that our chief could not pass up. Our members feel more confident now that we have taken the course.

Our Chief, Warren Brinkman, also sits on the organizing committee for "FireCon," a training weekend held every September in Thunder Bay. In attendance are numerous fire fighters from around northwestern Ontario. Included are IAFF members from Thunder Bay, Fort Frances and Kenora. Chief Brinkman will be bringing the idea of hosting another Haz-Mat course to the

committee for next year's FireCon, as he felt the course was very worthwhile.

Sincere thanks,

Fred Ralko, President
Kenora Professional Fire
Fighters Association
Local 943

Lake Havasu City Manager Terminated

Dear President Schaitberger:
On October 20, the Lake Havasu City Council terminated the employment of City Manager Richard

Kaffenberger. This move comes after years of questionable moral and ethical decisions by the city manager.

Recently, the city manager hired Leonard Matarese and the International City/County Managers Association (ICMA) to conduct a study of the Lake Havasu City, Arizona, fire and police departments. This was a no-bid contract given to ICMA in the amount of \$60,000.

This resulted in a poor, untrue and heavily biased report attacking our fire department. That report was rejected by our City Council (see the story, "Lake Havasu Fire Fighters

Can You Count to Three?

Dear President Schaitberger:

Let's start with the simple mantra that fire fighters across the nation are familiar with: Keep It Simple Stupid. Wages! Benefits! Working Conditions! When it comes to political support, it's these Big Three, and it's that simple!

It continues to puzzle me how the IAFF, one of the best, most active and one of the few still-growing labor unions, has been unable to deliver this simple concept about political involvement to all of our membership.

Evidence the divisive and unproductive conversations within our own locals when affiliate leaders ask for help supporting a local politician. On a national level, evidence the hate mail our General President receives when we decide on a national candidate to endorse.

We are currently in an economic and political climate where the fate of our wages, benefits and working conditions and particularly the crown jewel of the Big Three — our defined benefit pension plans — is on the line. Add now to our political foes an aggressive attack from Wall Street. That's right! The folks who took the economy into the toilet are aggressively using the tanked stock market

(their mistakes) as an argument to dismantle our defined benefit pension plans. 401(k)s for all!

Fire fighters — now more than ever — can ill afford to be battling against each other about politics. Sooooo...

KISS — Our union mission

IAFF
Fire Fighters
FOR Wages, Benefits,
and Working Conditions

statement is about improving fire fighter wages, benefits, and working conditions. Period! We are not paying dues and making PAC contributions through the IAFF for socializing. Count to three!

KISS — When the membership questions why a Republican, Democrat or Independent gets our support, count to three! Wages, benefits, working conditions.

KISS — When the membership tries to discuss the hot potato issues like abortion, gun control, prayer in schools, same-sex marriage or you name it, count to three! Wages, benefits, working conditions.

KISS — Liberal, conservative, far left, far right, dead down the middle or don't care? Count to three! Wages, benefits, working conditions.

I am not the sharpest knife in the drawer, and I get it. I hope my brothers and sisters of the IAFF can understand and buy into this simple concept. Now more than ever, we need our membership to understand and be unified.

And here's a deal for you, General President Schaitberger: Stay focused on wages, benefits, working conditions, and stay out of my personal stance on the hot potato issues, and I promise to proudly wear the gold and black in support of our mission statement.

Additionally, should my personal feelings on a hot potato issue take me in a different direction from the position of our union, I promise to leave my gold and black shirt at home and not mislead the public, nor embarrass my brothers and sisters of the IAFF.

Dan Givens
Miami Local 587

Send ICMA Packing,” in the September-October 2009 issue). Within the last month, the city manager attempted to push through another no-bid contract for our City sewer expansion project. This contract was in the amount of \$1.9 million and was in violation of Arizona statutes. The City Council voted 4-3 to terminate the employment of Kaffenberger and is now looking for an ethical and trustworthy city manager to take his place.

Clint Nelson

President, IAFF Local 2974
Lake Havasu Professional
Firefighters Association

Global Alliance Works

Dear President Schaitberger:
Thank you for your support
in helping to make the “UFU

More Firefighters Not Less” rally such a success. More than 1,000 fire fighters attended the event. The response from the public was fantastic with the streets filled with people taking photos, asking questions and some even joining in the march.

The rally served to highlight the following issues confronting fire fighters and their impact on community safety in the lead-up to potentially Victoria’s worst fire season:

- Inaction by the state government and CFA in implementing the recommendations of the independent Board of Reference for more professional fire fighters in 24 locations:
- Elimination of minimum staffing and decommissioning of fire

trucks by MFB; and
■ Removal of fundamental employment conditions by CFA and MFB that provide a safe workplace for fire fighters and enable them to support their families.

One of the key messages was that the state government will be kept accountable because it is being watched — in Melbourne, throughout Victoria, around Australia and internationally. Your speech as leader of an international fire fighting union greatly contributed to this message. Your speech was concise but pointed, and a number of members commented with surprise and pleasure at the continent-spanning extent of the fire fighting community. The International Fire Fighter Unions Alliance (IFFUA) is truly a worldwide movement

and your efforts on the day confirmed the strength of the Global Alliance to our membership and the public.

The Victorian Branch of the United Firefighters Union thanks you for your contribution. You will always be welcome in our campaigns, and we look forward to standing shoulder-to-shoulder with you again in the future.

Yours in fraternity,

Peter Marshall
Branch Secretary
United Firefighters Union —
Victoria
National Secretary
United Firefighters of
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Fredericton Member Supports Disaster Relief Fund, Wins Signed Guitar

A member of Fredericton, NB Local 1053 who downloaded a rockin' country tune to support the IAFF Disaster Relief Fund is the lucky winner of a special piece of music memorabilia.

Captain Todd Nichol won a guitar signed by country music legend Ronnie Milsap, whose song "My First Ride" is the debut single on a new BLEVE Entertainment Group recording. The song is a duet with fellow country star Trace Adkins and the title track of a compilation CD (see story on page 28).

The contest was the result of a partnership between the IAFF and BLEVE, whose founder and CEO Mickey Milam is a retired Nashville police officer who is dedicated to assisting fire fighters and police officers.

A significant portion of the sales from every "My First Ride" download or concert ticket sold will benefit the IAFF Disaster Relief Fund and the Fraternal Order of Police Disaster Relief Fund. The IAFF



Disaster Relief Fund helps IAFF members and their families who suffer losses during disasters such as September 11 and Hurricane Katrina.

IAFF members can support the new recording by purchasing or downloading it from iTunes, CDBaby or Amazon.com and by calling or emailing country music radio stations to request they play the tune.

Nichol, who entered the drawing through the blevemusic.com web site, says he was thrilled to have won the hand-signed guitar. "I was telling the guys at the station I thought it was a hoax at first, because I never win anything!" he says, adding that his dad, who's also a Ronnie Milsap fan, was excited too.

Nichol is a guitarist and country music fan who used to be shy about playing in front of other people, but that changed after he played at a fire fighters' cottage party. He has a friend who works at a country music radio station, and hopes the connection will lead to some more air time for "My First Ride" and more support for the IAFF Disaster Relief Fund. "That's what it's all about," he says.

For more information about how to support "My First Ride" and the IAFF Disaster Relief Fund, visit www.blevemusic.com. ■

San Bernardino Fire Fighters Offer Berdoo Bucks

San Bernardino City, CA Local 891 fire fighters have launched their own economic stimulus program called Berdoo Bucks to help encourage citizens to support area businesses.

Working with the San Bernardino Chamber of Commerce, Local 891 created the Berdoo Bucks voucher system. For the next 18 months, San Bernardino fire fighters will distribute the Berdoo Bucks vouchers — each worth \$20 — to select residential and civic groups that will then manage distribution to individual citizens.

Citizens will have one month to redeem the voucher at participating businesses. Retailers will return the vouchers to Local 891 and the local will reimburse the business using money set aside for community outreach.

"When the economy slows, it affects all of us," says Local 891 President Scott Moss. "This program will help encourage people to spend money and help keep our local businesses open."

Local 891's Charity Committee developed the idea for Berdoo Bucks as a way to thank local businesses for supporting fire fighter issues in the past.

For more information, contact Local 891 fire fighter Tom Rubio at (909) 229-5655 or trrubio@live.com. ■

Columbia Fire Fighters Honored by MDA

The Muscular Dystrophy Association (MDA) bestowed its 12th District MDA 2008 award on Columbia, SC Local 793 for raising \$119,070 — the most of any IAFF local's per capita in the district.

IAFF 12th District Larry Osborne presented the award at the 16th Annual South Carolina Professional Fire Fighters Association (SCPFFA) meeting. "I am very proud of the dedication our brothers and sisters in Columbia displayed this year filling the boot," says Osborne. "Because of their hard work, many children suffering from muscular dystrophy and related disorders will receive the help they need."

"For the last decade, we have had 100 percent participation by members on shift," says Columbia Local

793 President Michael Cosola. "Because the City Council and the fire chief have supported our efforts for MDA, we have been able to raise more than \$100,000 each of those 10 years."

In addition to filling the boot, Local 793 traditionally organizes a golf tournament, adding between \$4,000 and \$5,000 to its fundraising totals. ■



From left: SCPFFA President Michael Parrotta, IAFF 12th District Vice President Emeritus Dominick Barbera, Local 793 members Eddie Baughman and Steven Buff and IAFF 12th District Vice President Larry Osborne.

Ohio Locals Stop City Government Attacks on Minimum Staffing

Minimum staffing for Mansfield, OH Local 266 and Marion, OH Local 379 has been restored after separate legal battles with their respective city governments. In both cases, good contract language was a deciding factor.

In Mansfield, it was an all too familiar story. The City administration blamed tough economic times for cutting corners everywhere, including the fire service.

Local 266 offered the City several cost-saving measures — such as delaying longevity pay and giving up certain holidays — but it did not consider these ideas adequate.

On June 26, 2009, the City laid off 20 fire fighters, effectively reducing minimum manning from 21 to as low as 13 fire fighters per shift. Total fire suppression positions were reduced from 88 to 68.

"Not only did the staffing reduction put public safety at risk, but the City's actions were in clear violation of Article 18 of our contract that plainly states we are not to go

below 21 per shift and 88 overall,” says Local 266 President Phil Dollish.

The minimum staffing article has been part of successive collective bargaining agreements since 1979. In 1988, the staffing provision was linked to a 0.5 percent safety forces levy that was passed to secure funding for fire and police services.

Soon after the layoffs, Local 266 filed a grievance. Meanwhile, Local 266 also worked to stop the layoffs by court injunction. The judge ruled that the City was indeed in breach of contract, but requested that Local 266 acquire a surety bond of \$600,000 — the amount the City claimed it would lose without the layoffs.

But a surety bond would have held the fire fighters responsible for the money. “Even though the judge said we were right,

“The truth is you can do more with more fire fighters. You can’t do more with less.”

—Local 266 President Phil Dollish

we do not have any collateral for a bond. We had to continue with the grievance process,” says Dollish.

Because of the staff reductions, one fire station was closed and another was subject to intermittent brownouts. “Obviously, there is no way to prove that certain fires could have caused less damage had we been at normal staffing levels,” says Dollish. “But the truth is you can do more with more fire fighters. You can’t do more with less.”

When the grievance finally made its way to arbitration, the arbitrator found that the City was in violation of Article 18 and was ordered to hire back enough fire fighters to comply with the requirement to keep 21 minimum per shift and 88 overall. Additionally, the City was ordered to make the recalled fire fighters whole with wages and benefits.

Meanwhile, the City of Marion, also claiming financial distress, handed down a directive in December 2008 to cut minimum staffing from 13 to 12.

With the reduced staffing, one fire station was left with three fire fighters to answer both fire and medical calls. If a medical call came in, fire fighters took the ambulance, leaving the fire engine

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New Mural Helps Heal Young Burn Survivors

The DC Firefighters Burn Foundation (DCFBF) — administered by active and retired Washington, DC Local 36 fire fighters — is hoping the new mural in the Children’s National Medical Center’s Emergency Trauma and Burn Services Unit will help ease the discomfort of medical treatment for some young burn victims.

The Foundation commissioned artist Gayle Mangan Kassal to create a 234-square-foot coral reef mural. “Treatment for burn injuries uses a lot of water,” says DCFBF President Jason Woods. “The artist suggested the underwater scene to create a calming effect.”

The DC Firefighters Burn Foundation has a long-standing relationship with Children’s National Medical Center, which treats more than 800 children with burn injuries each year. The Foundation is able to make these generous donations by conducting fundraisers and with generous sponsors such as Macys and George Washington University’s Pi Kappa Alpha fraternity.

For more information about the Foundation, visit

www.dcfburnfoundation.org.

Kassal is an artist from Annapolis, Maryland. She also created a similar mural for the Hasbro Children’s Hospital in Boston, Massachusetts. ■



Artist Gayle Mangan Kassal painted murals at Children’s National Medical Center’s Emergency Trauma and Burn Services Unit to help ease treatment for young burn survivors.



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unattended and vice versa. Sometimes, because too many fire fighters were on injury and other types of leave, a fire station was temporarily closed.

On behalf of Marion Local 379, President Kevin Lytle filed a grievance based on contract language that called for a minimum total of 65 fire fighters and 13 fire fighters per shift unless changed by city council ordinance.

However, the City had previously changed the minimum for the department to below 65. The City believed that overtime would be cheaper than paying additional fire fighter salaries.

Because local emergencies could not be

covered by less than 65, the overtime costs ate up any money that would have been saved by the reduced staffing. It was because of overtime costs that minimum shift staffing was reduced to 12.

Unfortunately, the grievance was not heard before an arbitrator until after the lives of two young children were lost in an apartment fire. Only three fire fighters were available to respond to the call because all others on shift were responding to other calls.

While mutual aid from a neighboring fire department did respond, fire fighters were not able to get the children out before they died.

"We cannot say with certainty that we could have rescued those children had our

staffing been at 13, but the chances certainly would have been greater," says Lytle.

In July 2009, Local 379's grievance was finally heard before an arbitrator. The arbitrator in the case handed down a ruling favorable to Local 379 based on the past practice article (instead of the minimum staffing clause) in its contract.

The City was ordered to recall and make whole all of the laid-off fire fighters. "We handle more than 6,500 calls per year which is a lot for a small department," says Lytle. "Needless to say, we are pleased with the ruling."

Both Local 266 and Local 379 were represented by Ohio Association of Professional Fire Fighters legal counsel Henry Arnett. ■

Five Fire Fighter Jobs Saved in Connecticut

An 11th-hour agreement has saved the jobs of five Thompsonville, CT Local 3059 fire fighters. With assistance from the Uniformed Professional Fire Fighters Association (UPFFA) of Connecticut, Thompsonville, CT Local 3059 convinced the Fire Commission to accept its proposal to use the fire marshal or training officer to cover for fire fighters who call in sick Monday through Friday. This came after the Thompsonville Fire Commission had previously voted in favor of the layoffs as a cost-cutting measure.

The deal enables the department to save in overtime costs and keeps minimum staffing to four per shift.

"For the safety of fire fighters and the citizens we serve, we are pleased that the Commission decided to make this deal," says Local 3059 President Thomas Brocuglio. "We cannot thank UPFFA President Pete Carozza, UPFFA Staff Representative Matt Flor, fire fighters from around the region and the citizens for all of their assistance and support."

In August 2009, facing budget shortfalls, the Commission told Local 3059 it would need to make concessions, including reducing minimum staffing from four to three per shift.

Local 3059 worked hard to develop a concession plan that did not include layoffs and presented its proposal to the Commission. The fire fighters' only request was for the chief and assistant chief to agree to the same concessions. The chiefs refused.

The Thompsonville fire fighters came back, offering even more cost-saving measures, including a contract freeze and no pay raises, that would have saved the fire district more than enough to balance



Fighting the Fight in Kirkuk, Iraq

Sixteen IAFF members fighting the fight in Kirkuk, Iraq, represent 11 affiliates — one of the largest numbers of IAFF members to serve together at Kirkuk Regional Air Base. All are members of the 22nd Air Force Reserve Command. Pictured are: Sgt William Burley (Winthrop, MA Local 1070); CMSgt John Fugelo (Upper Moreland Township, PA Local 3407); SSgt Jeremy Williams (Winthrop, MA Local 1070); TSgt Jason Browne (Mobile, AL Local 1349); MSgt Rodney Wilkinson (Buffalo, NY Local 282); SSgt George Romvos (Malden, MA Local 902); MSgt James Twist (Buffalo, NY Local 282); SrA Devon Parsons (Youngstown/Warren Rgl Aprt ARS Vienna, OH Local F-154); TSgt Edwin Ortiz (Buffalo, NY Local 282); MSgt Toby Scott (Fort Dix, NJ Local F-115); SSgt Mike O Connor (Buffalo Niagara Airport, NY Local S-25); TSgt Ismael Alicea (McGuire Air Force Base, Trenton, NJ Local F-106); MSgt Christopher McArdle (914th Tag, NY Local F-214); TSgt Michael Coleman (Hattiesburg, MS Local 184); TSgt Timothy Zak (914th Tag, NY Local F-214); and SrA Christopher Baer (914th Tag, NY Local F-214).



the budget. But still, the Commission said it was not enough.

UPFFA President Carozza stepped in and helped Local 3059 organize an informational picket the night the commissioners were set to give final approval on the fire fighter layoffs. More than 200 fire fighters from around Connecticut and Massachusetts and many of the area's citizens turned out for the picket.

The Commission then agreed to use on-duty fire marshals and training officers to fill in for any absent fire fighters. ■

Spokane Fire Fighters Help Returning Vets Readjust

After the nation's military proudly serve their country in the wars in Iraq and Afghanistan, many come home to find few services available to help them readjust to life at home.

With a brother and some friends who had completed some military service, Spokane Valley, WA local 876 fire fighter Darrin Coldiron is responding to the call for services.

After he delivered a donation from the Spokane Valley Firefighters Benevolent Association to the Spokane Veterans Outreach Center, Coldiron was inspired to develop a veterans retreat to provide fun physical challenges and recreation, as well as psychological and peer support.

"When I visited the center for the first time, one of the coordinators showed me a video of the Wounded Warrior Project's outdoor rehabilitative effort — Project Odyssey," says Coldiron. "I was so impressed that I asked if something like that was offered in the Spokane area. When the coordinator told me no, it motivated me to create one."

Modeling the retreat — which was held over three days in September — after Project Odyssey, Coldiron developed

"Beyond the Yellow Ribbon 2009" with the help of his fellow Local 876 fire fighters and members of Spokane Valley Chiefs Association Local 3701 and Spokane County Fire District 8 Local 3711.

"When something traumatic happens, military personnel often don't have the opportunity to deal with it immediately because they are still inside a war zone," Coldiron explains. "Once they return, many are reluctant to discuss what they've seen, even with their own families. What this retreat does is help to rebuild trust and confidence so that veterans can talk about it with qualified counselors."

Participating in the event were 18 veterans, three veterans' center staff and 20 fire fighters. Fire fighters provided food and set up bonding activities, including kayaking, skeet shooting, cow roping, rock climbing and water skiing.

Veterans center staff report that the retreat was very successful. "Now many of our veterans are getting together on their own and that is big for us," says Mike Ogle,

an outreach counselor of Iraqi and Afghanistan veterans at the center.

"Fire fighters really can make a difference," says Coldiron. "That's why I am challenging other IAFF locals to plan their own veterans' retreats."

For more information, contact Coldiron at darrincoldiron@gmail.com. ■



Spokane, Washington-area fire fighters help veterans returning from Iraq and Afghanistan readjust to being back at home through a series of bonding exercises, including archery (top) and horseback riding (above).



Spokane area fire fighters, war veterans and Spokane Veterans Outreach Center staff participated in the first "Beyond the Yellow Ribbon" retreat. Already, veterans are showing progress by getting together on their own, unfacilitated by center staff.

FIRE OPS Continues to Be Effective Tool for IAFF Affiliates

Anchorage Hosts First Fire Ops

Anchorage, AK Local 1264 hosted 21 community leaders, including state senate and house members, local assemblymen, business owners and the media at its first Fire Ops 101 on October 23.

IAFF 7th District Vice President Ricky Walsh, who was there for the event, says, “The attendees were able to experience, for the first time, what it’s like to respond to a car accident, heart attack, live burn and a search and rescue.”

“The best part about Fire Ops is that the tasks speak for themselves,” says Local 1264 President Tom Wescott. “I believe everyone left understanding that everything we do is time critical, highly technical and staffing intensive.”

On his blog, Alaska Representative Bob Lynn (R) wrote, “The Anchorage Fire Department is one of the best fire departments in the nation. I’m ready to join. But I admit. I couldn’t keep up. No way. No how.”

One assemblyman said that he came to the event believing he had a good understanding of the fire fighting profession. After the event, he realized there was a lot he didn’t know.

All resources were provided by Local 1264 with some assistance from three Fairbanks Local 1324 fire fighters. ■

Fire Ops Warms Relations Between Alberta Fire Fighters, Government

The relationship between Alberta’s IAFF affiliates and their provincial government took a huge leap forward, thanks to a combined Fire Ops 101 event and lobbying day.

Results from the event and the goodwill it generated were evident almost immediately, as two pieces of key fire fighter legislation advanced in the Alberta legislature shortly after the event took place.

The Fire Ops and lobby, held October 21 at the Edmonton Fire Department’s training facility, included eight members of the legislative assembly, two assistants and two other guests.

The first exercise involved a fire demonstration from incipient stage to



Alaska decision-makers test their fear of heights as they climb an aerial truck ladder during a Fire Ops 101 in Anchorage.

smouldering, with the participants on a raised platform above the blaze.

“It was a real eye opener,” says Craig Macdonald, president of the Alberta Fire Fighters Association (AFFA).

Participants then took part in three scenarios: a high-end EMS call using a sensor rescue doll; a hands-on vehicle extrication; and a hose line exercise that involved exterior suppression followed by interior hose line advance with search. A final observation involved a simulated apartment fire inside a customized railway car. The black smoke that poured out of the unit was an excellent illustration of why fire fighters pursue presumptive cancer legislation, Macdonald says.

The Fire Ops was followed by an evening reception where fire fighters held informal lobby talks with the Fire Ops participants and with several other members of the legislative assembly.

Macdonald says the event definitely had the desired effect on those who participated. “You could see the relationships starting in the morning and just growing throughout the day,” he says. “Our focus was relationship building.”

The next day, the AFFA learned that a bill adding esophageal and testicular cancer coverage to its existing list of presumptive cancers had cleared the hearings stage and is expected to be passed in the spring, and another bill protecting fire fighters from lawsuits by insurance companies has also been passed in the legislature.

And in what is believed to be a first for the AFFA, Macdonald received a personal invitation to attend the official opening of the fall sitting of the Alberta legislature. “Everyone made a point to look up and see who the fire fighter was, and I think our association took a step forward at that moment,” Macdonald says. ■



Fairfield Local 1426, Stratford Local 998 and Westport Local 1081 guide lawmakers and media through five fire and emergency service evolutions.

Three Connecticut Locals Hold Joint Fire Ops

Fairfield, CT Local 1426, in conjunction with two other IAFF Connecticut affiliates — Stratford Local 998 and Westport Local 1081, conducted the second annual Fire Ops 101 program at the Fairfield Regional Fire School.

Decision-makers and members of the media from Easton, Fairfield, Stratford and Westport, including State Representatives Kim Fawcett (D) and John Harkins (R), dressed in turnout gear to get a complete understanding of the challenges fire fighters face on a daily basis.

Uniformed Professional Fire Fighters Association (UPFFA) of Connecticut President Pete Carozza was on hand to kick off the event.

Fire fighters then took the attendees through five evolutions: forcible entry, search and rescue, roof ventilation, EMS (CPR instruction), vehicle extrication and advancing the hose line to extinguish a fire.

“We all came away feeling like the program was a success,” says Local 1426 President Bob Smith. “This year and last, we had participants emerge with a new



One Fire Ops participant tries her luck at auto extrication.

attitude toward the fire service and a willingness to make smart decisions about life-saving resources.”

After the event, Representative Fawcett stated publically that she would be a lifelong advocate of the fire service.

Using the IAFF Fire Ops 101 guide, the Connecticut affiliates are planning a third joint Fire Ops for next year. ■

Stamford Local 786 Fire Ops Demonstrates Importance of Public Safety

As the economy shows signs of improvement, Stamford, CT Local 786 conducted its annual Fire Ops 101 as a reminder of how crucial fire department resources are to public safety.

“We continue to do this event because of the support it generates from our decision-makers and because it helps strengthen

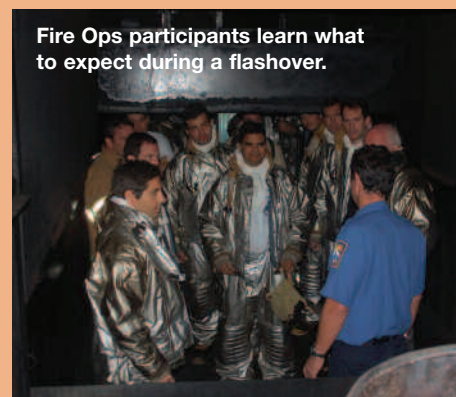
labor-management relations,” says Local 786 President Brendan Keatley. Stamford Fire Chief Robert McGrath backs the program each year.

This year, Local 786 began its Fire Ops with a PowerPoint presentation, followed by three evolutions: a flashover simulator, a HazMat demonstration and an auto extrication exercise.

Participating were U.S. Representative Jim Himes (D-CT), State Senator Andrew McDonald, State Representatives Gerald Fox, Jim Shapiro and Bill Tong, several incumbent local leaders and mayoral candidates Michael Pavia and David Martin.

In an electronic newsletter produced by his office, Representative Himes discussed his experience in the flashover simulator. “I simply can’t describe the feeling of being in superheated close smoky darkness with tongues of flame ‘flashbacking’ over your

Fire Ops participants learn what to expect during a flashover.



head,” he wrote.

Himes added, “It gave me an up-close and personal appreciation for the incredible work our first responders do, and the risks they take as a matter of course. It made me recommit myself to the work I do on the Committee on Homeland Security.” ■



Decision-makers are detailed on how specialized fire service equipment is used.



A Fire Ops 101 pre-conference workshop will be offered January 26 in conjunction with the Affiliate Leadership Training Summit in Lake Buena Vista, Florida. For more information, visit www.iaff.org/ALTS



Proud to Wear Pink

IAFF Fire Fighters Campaign for Breast Cancer Awareness

When Tyler, TX Local 883 fire fighter Wes Malcolm's wife, Tonya, discovered she had breast cancer, Local 883 fire fighters quickly rallied around their brother and his family, organizing a pink T-shirt campaign to raise money for the Malcolms and cancer charities.

Fire fighters exchanged their regular duty shirts for the pink T-shirts, which they also sold to the public, who bought more than 3,800 T-shirts. This year, Local 883 is donating 50 percent of its proceeds from T-shirt sales and two golf tournaments to the Susan G. Komen Foundation. "The other half will go to Tyler fire fighters and family members who suffer from cancer," says Local 883 President Tony Gumber.

In addition, as part of its 2009 breast cancer awareness campaign, Local 883 submitted and passed a resolution at the Texas State Association of Fire Fighters (TSAFF) convention to support the cause.

Dubbed the "Cares Enough to Wear Pink" Campaign, the resolution encourages affiliates to wear and sell pink T-shirts to benefit cancer charities. "All of us have been affected by cancer in some way," says TSAFF President Guy Turner. "It is great to see so many of our members getting involved in such a worthy cause."



Broward County, FL Local 4321 fire fighters worked to raise awareness and dollars for breast cancer by wearing pink for 30 days on duty.

other states independently conducted their own pink T-shirt campaigns during the month of October — Breast Cancer Awareness Month.

Initiating the resolution in Missouri was the Professional Fire Fighters of Eastern Missouri Local 2665.

Wentzville fire fighters, represented by Local 2665, hosted a fundraising festival that included a run-walk, parade and balloon launch. "It was a great success," says David Marlo, 6th District Vice President for Local 2665 and one of the event's organizers. "We had more than 2,000 in attendance and raised \$12,000 to help women in our community suffering from cancer."

Specifically, the money went to 11 women, all of whom received a free week's worth of food and financial assistance to pay off some medical bills. Local 2665 helped one cancer patient from being evicted from her



The success of the Tyler, TX Local 883 "Cares Enough to Wear Pink" campaign inspired fire fighters across Texas to conduct similar campaigns.

Local 883's success inspired at least 47 other Texas locals to conduct similar campaigns, including Frisco Local 3732, where — in addition to T-shirt sales — fire fighters organized a chili cook-off and fundraiser at a local restaurant. "The restaurant made a special pink-colored drink with all proceeds going to charity," says Local 3732 President Christopher Beck.

Texas is not alone. The Missouri State Council of Fire Fighters (MSCFF) passed a similar resolution and IAFF affiliates in several



As part of a fundraising festival, Eastern Missouri Local 2665 fire fighters held a parade, including a float dedicated to cancer survivors.



Battlefield, Missouri fire fighters, represented by Southern Missouri Local 3904, raised more than \$1,500 for the Breast Cancer Foundation of the Ozarks.

home by paying her back rent, plus extra.

The Battlefield Fire District fire fighters, represented by Southern Missouri Local 3904, and Lake Area Fire Fighters Local 3987 were also among the IAFF affiliates participating in the campaign.

Local 3904 fire fighters wore pink shirts throughout October, raising more than \$1,500 for the Breast Cancer Foundation of the Ozarks. "It wasn't until we started organizing this event that we realized how many of us were affected in some way by breast cancer," says Local 3904 President Lee Morris.

And in Lake Ozarks Lake Area Fire Fighters, Local 3987 fire fighters sold more than \$650 in pink T-shirts. "We are matching the shirt sales amount to benefit the Lake Regional Cancer Foundation at Lake Regional Hospital," says Local 3987 President David Radlund.

In Lynnwood, Washington, Local 1984 was inspired by one of its own members, Christine McCroskey. "When she started her battle with cancer, many of us realized that we had someone close to us that had been affected," says Local 1984 President Scott Dibenedetto.

Local 1984 wore pink duty shirts for one week and sold more than 300 shirts to the public. All proceeds benefit the Susan G. Komen Foundation.

In Maricopa, Arizona, in addition to wearing pink duty shirts,

Local 4561 fire fighters hosted their third annual ice cream social, raising more than \$1,000 for Susan G. Komen Foundation's Phoenix affiliate. The event was held at Water and Ice, a chain that serves ice cream, smoothies and flavored ice.

"For the first two years, we donated the money raised to our local's fire fighter relief fund, but this year, we wanted to raise money to help those suffering from breast cancer," says Local 4561 Vice President Carlos Schultz, who organized the event.

The pink T-shirt campaign concept is also gathering wind in Florida. Broward County Local 4321 fire fighters traded their regular duty shirts for pink ones for 30 days and sold more than 500 shirts.

"A local company — Waste Management, Inc. — donated the shirts so that we could donate 100 percent of sales to breast cancer research," says Local 4321 President Walt Dix.

In addition, Dix reports that local fire fighters have had luck generating breast cancer awareness in their own communities by speaking about it and wearing the pink T-shirts at neighborhood association meetings. ■



Lake Area Fire Fighters, MO Local 3987 donated more than \$650 to the Lake Regional Cancer Foundation.



United Emergency Medical Professionals of Arizona Local I-60 lent their pink ambulance as a visual reminder of the importance of breast cancer awareness during a fundraiser organized by Maricopa Local 4561.



Maricopa, AZ Local 4561 wore pink for the Susan G. Komen Foundation's Phoenix affiliate.

Springfield Fire Fighters, City **UNITE** to Pass Pension Sales Tax

As municipal budgets continue to tighten in this uncertain economy and elected leaders look for places to cut back, fire fighter retiree pensions are caught in the fray, often unfairly blamed for unfunded liabilities in communities across the United States and Canada. The fallout has put retirement security for many IAFF members at stake.

But in Springfield, Missouri, fire fighters, police, the City Council, city manager and the mayor found a solution to overcome a \$238.5 million shortfall in the police and fire pension fund — more than three times greater than the City's general fund — that was also endorsed by the Chamber of Commerce and the local newspaper.

This unanimous support for a ¾-cent sales tax referendum to fund the pension is unique in these tough economic times, but all sides came together to persuade the electorate to vote yes on the tax increase. "We had to walk hand in hand to get this done," says Shawn Martin, president of Springfield Local 152.

When the City leadership first put an initiative on the ballot in February 2009 seeking approval for a 1 percent sales tax to fund the pension, Local 152 spearheaded the campaign, but the initiative was defeated by just 441 votes.

With the tax on the ballot once again in November, fire fighters were more determined than ever to pass the tax increase to fund the pension plan. "It was important not just for now, but for 30, 40, 50 years from now," says Martin.

The local focused much of its efforts on educating the public. "People didn't understand what caused the problem," explains Martin. "They were just looking for a head on a platter."

IAFF 2nd Vice President Mark Woolbright says, "In addition to fixing the problem, the message we needed to send

was that the sales tax was as much about public safety and supporting those who risk their lives for others."

During the 1990s, the pension fund had a 2 percent build rate where an employee could max out at 35 years of service with a pension of 70 percent of final average salary. Over three years, this stair was stepped up to a 2.5 percent build rate with 28 years of service for a 70 percent



pension. This benefit was given in lieu of raises, with the City hoping to fund the cost of the benefit with increased employee contributions going from 7 percent to 8.5 percent and with returns on investments.

In 1995, the pension plan for other City employees became non-contributory, and those employees received a return of all their pension contributions as a benefit. Police and fire were offered half of this benefit and continued to be contributory but with all contributions being returned at retirement. This was to be funded by the raise that was diverted to the pension and returns on investments. The build rate changed to 2.8 percent, maxing out at 25 years of service for a 70 percent pension. This was to be funded 100 percent by employees.

"It was a flawed system," explains Martin. "The City offered benefits to be paid in some future administration's budget year instead of raises. The result seemed

palatable during the 1990s — cash flows were healthy, taxes were kept low and employees received enhancements in their pay and benefits package."

Martin says the local worked with the City to create a task force to study the problem and address the issue. The City of Springfield knew it had a legal obligation to provide these earned benefits, and if funding was not available to honor those commitments, it faced litigation. The fire and police unions made it clear that they would sue the City if the ballot issued failed. "We had to hold a hammer over their head to show how serious we were," he says.

The City lobbied for passage as hard as anyone, sending letters offering to make presentations to more than 300 civic groups. The City Council also passed a resolution not to initiate any new citywide sales taxes for at least five years.

Local 152 and the police union also worked with the advocacy group Citizens Keeping Our Commitment to generate community support for the sales tax increase, knocking on doors, mailing postcards and talking to voters. The campaign committee also produced television commercials to air one week before the election.

Martin says one of the biggest challenges was to show people that there was a real need for the tax, despite a bad economy. "It was the cheapest and easiest way out," he says.

Additionally, IBEW was interested in the tax because the City's utility company was likely to lose its bond rating if the City was sued or went bankrupt. Without a bond rating,

union electricians would be laid off.

Similarly, the carpenters, sheet metal workers and pipefitters were concerned that a capital improvement tax up for renewal in 2010 would be diverted to fund the pension. Targeting this tax would only dig the City deeper into an economic pit.

A no vote would have forced the City to put all of its resources toward the pension, resulting in less money for capital improvements, fewer jobs, less demand for union services and lower wages.

"We were on the verge of becoming a model for success or failure," notes Martin.

But the effort gained speed, and on October 18, the *Springfield News-Leader* endorsed the tax increase — a measure it had opposed during the first attempt. Supporters of the tax increase flooded the paper with op-eds, but dissenting opinions were nowhere to be found.

With momentum on the side of sales tax proponents, Local 152 held a rally six days

before election day to solidify support for the measure. IAFF General President Harold Schaitberger attended the rally to motivate labor to get out and talk to citizens and encourage a yes vote on the sales tax issue.

"There is a coalition of everyone supporting this measure," said Schaitberger. "We can't let this referendum fail."

On November 3, when the votes were counted, the measure had passed 55 percent to 45 percent. The final tally showed more than 4,500 additional voters turned out compared to the February election. Of those additional votes, more than 80 percent were in support of the ¾-cent pension sales tax. Almost 13,000 voters cast yes, compared with 9,160 in February, while the number of no votes was comparatively unchanged.

Revenue from the new sales tax will be collected until the \$238.5 million unfunded liability is eliminated. Revenue will be used to fund the hiring of more fire fighters and police and to end brownouts (the City shut down as many as two fire units a day). The new revenue will also



IAFF General President Harold Schaitberger urged fire fighters and other union members to use the days remaining before the election for grassroots campaigning in support of the sales tax.

help the City reduce its current contribution of 52 percent of police-fire payroll to 35 percent, freeing up approximately \$5 million in the next fiscal year's budget.

According to the ballot language, the tax increase will sunset once the pension funds are fully funded.

New fire and police employees will be enrolled in the statewide LAGERS system for public employees, a fund that is stable and professionally managed and covers all other City employees. Benefits offered by LAGERS are determined by state statute and are not subject to negotiation. ■

HERE'S MY FIREPAC CONTRIBUTION

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In Massachusetts, the Stimulus Is Working

Stimulus money hasn't done much to stimulate fire departments, but Massachusetts is an exception.

While many governors are using loopholes that allow them to use money intended for public safety and allocate it elsewhere — such as closing budget deficits — the Professional Fire Fighters of Massachusetts (PFFM) has convinced its governor to allocate more than \$20 million to rehire fire fighters and bolster public safety.

Massachusetts Governor Deval Patrick announced November 23 that 85 fire departments in his state will receive \$12 million to pay for overtime and ensure safe staffing levels and fill positions that were eliminated due to lack of funding.

That follows a decision on October 7 by Governor Patrick to give \$8.1 million to rehire 127 fire fighters in 13 communities.

"There are a lot of people who will keep their jobs because of this funding. It's going to make our jobs a little safer," said Robert McCarthy, president of the PFFM, at the governor's November 23 press conference.

The decision by Governor Patrick to give stimulus money to fire departments throughout his state is unprecedented. Massachusetts is believed to be the only state whose governor has used stimulus money to bring back laid-off fire fighters.

"The economic crisis has hit cities and towns hard and forced communities to lay off the men and women sworn to protect us," Governor Patrick said November 23 at a press conference at the Worcester Fire

Department. "With these stimulus funds, we can eliminate dangerous understaffing, put people to work and give our police and fire departments the resources they need to keep our residents safe."

Money for Massachusetts' fire departments came from the state's share of the American Recovery and Reinvestment Act, which includes \$210 million for local fire departments to support the renovation and construction of local fire stations, but does not specifically earmark any stimulus money to fire departments to bolster staffing or for programs that have been reduced or eliminated as a result of the current recession.

The PFFM led efforts to lobby Governor Patrick and worked hard throughout the year to convince him to use stimulus money to fund fire fighter salaries and restore jobs in cities hammered by the recession.

The watershed moment in PFFM's lobbying efforts came in April, when President McCarthy and IAFF 3rd District Vice President Michael Mullane brought scores of laid-off fire fighters to the statehouse to meet with Governor Patrick to press their case for stimulus funding.

"That was huge. I think that's when he got the message that he could help these people," says Mullane. "He was able to look them right in the eyes and understand that these were real people who had no money for their mortgages and that he could help them."

Once Governor Patrick decided to use stimulus money to help fire departments

Massachusetts Governor Deval Patrick drew applause with his announcement in October of the Commonwealth's securing more federal stimulus money to return laid off fire fighters to their jobs. Behind him, from left, are: Ware Fire Chief Thomas Coulombe, president of the Fire Chiefs Association of Massachusetts; Michael Coogan, president of Fall River, MA Local 3314; Robert McCarthy, president of the Professional Fire Fighters of Massachusetts; and Fall River Fire Chief Paul Ford.

in his state, communities got it quickly. After the October 7 decision to give \$8.1 million to 13 communities, fire fighters were back on the job November 15 in Bridgewater, Easton, Fall River, Hull, Lakeville, Lawrence, Methuen, Monson, New Bedford, North Attleboro, Quincy, Walpole and Worcester.

Fall River was among the hardest hit in Massachusetts — the city laid off 44 fire fighters. To help the community cope with layoffs caused by the recession, the governor gave Fall River nearly \$2.8 million in stimulus funding on October 7, and another \$188,000 on November 23.

"Morale was in the toilet after the 44 layoffs," Fall River Local 1314 President Michael Coogan says. "Now morale in the department is better all around because we're not short staffed any longer. It's better for the men and women in the department and for the community because everyone is safer now."

It also helped that Local 1314 engaged in some aggressive political action to remove an unfriendly mayor. Local 1314 backed political newcomer Will Flanagan, who defeated the mayor in the primary and defeated his challenger with 60 percent of the vote in the November 3 general election.

Local 1314 vigorously opposed its sitting mayor because he wouldn't work with Coogan to avoid layoffs.

"He wouldn't work with us, so we got him out. The new mayor has promised to work with us," Coogan says.

Like efforts to remove an unfriendly mayor in Fall River, convincing the governor to give Massachusetts fire departments more than \$20 million proved that the hard work of political action and building alliances pays off, Mullane says.

"The General President gave all of us a mission to get some of the stimulus money to help address the layoffs and the effects of the recession," Mullane adds. ■

Wrongfully Fired Local President BACK ON THE JOB

Justice has been served in a long legal battle between Colorado's Snowmass-Wildcat Fire Protection District and former Snowmass, CO Local 4327 President Paul Blangsted. Blangsted, who was fired for his union organizing and leadership activities in 2004, has been reinstated as a fire fighter and is back on the job.

"The saying, 'Good things come to those who wait,' could not be more accurate in this case," says IAFF General President Harold Schaitberger. "After Blangsted's First Amendment rights were violated, the International stepped in to assist, prepared to see this case through until this egregious wrong was corrected. After five years, I am pleased to say that things are right again."

"As my predecessor and friend, Mike McNeill, would have said had he lived to see this day is that this is a true victory for the IAFF Guardian Policy," says IAFF 9th District Vice President Randy Atkinson. "Whether you are a member of a big local or a small local like the Snowmass-Wildcat Fire Protect District, no one can violate the rights of our members and get away with it."

The late IAFF 9th District Vice President McNeill and Blangsted organized Local 4327 in January 2004. Almost immediately, the Snowmass-Wildcat Fire Protection District and its fire chief made their opposition to the union clear and began engaging in union-busting activity.

In April 2004, Blangsted was accused of vandalizing a sign at the Snowmass Club, a recreation club where fire fighters use the workout facilities for free. After denying the allegations, he was charged with insubordination and lying during an investigation. The District fired him.

"The disciplinary action against me was excessive," says Blangsted, who says the termination was primarily due to his union organizing and leadership role, and in violation of his First Amendment rights of free association.

Then-IAFF 9th District Vice President McNeill advocated for the handling of the case under the Guardian Policy. The District and its lawyers have aggressively fought this litigation since 2004. However, efforts to persuade the federal judge to throw out the suit proved unsuccessful.

In previously denying the District's motion to dismiss the case, the court determined that there was sufficient

evidence showing that the vandalism incident was a pretext for the real reason he was fired — for his status as a union president and the fire chief's anti-union motives. The court also found that the purpose of the union involved matters of public concern, including having a smoke detector battery drive and providing fire fighters with hazardous materials training.

At the end of the trial on July 24, 2008, handled by Doug Steele, a partner of IAFF General Counsel Tom Woodley, a jury returned a favorable verdict awarding Blangsted substantial compensatory damages against the District, and punitive damages against the chief.

Upset with the jury's verdict, the District filed post-trial motions to nullify the award and dismiss the suit. On August 5, 2009, the judge rejected the District's arguments, and recognized that the jury could properly find that he was actually fired for exercising his First Amendment rights of free association.

Regarding Blangsted's reinstatement as a fire fighter, the District argued that it was moving toward a workforce comprised of all cross-trained, dual-role fire fighters/paramedics to better serve the public, and that he should not be reinstated because he did not have a paramedic certification. However, the judge directed that he get his job back because he did not need a paramedic license when he was unlawfully discharged in 2004.

The jury's verdict and the court's recent ruling provided a leveraged position to obtain a fair settlement regarding full relief and avoid an appeal by the District.

After discussions in mediation, a settlement was finally reached with the Fire District. The positive terms of the court settlement include, most importantly, reinstatement of Blangsted to his former job on September 27, 2009, with all rights restored.

"Words cannot express how thankful I am to be back on the job," says Blangsted. "For the first couple of weeks, I worked hard to update my training. Today, I am back working a regular shift."

In addition, Blangsted also received \$260,000 in economic damages, which is about four times the total amount of pay and benefits he lost. Also, the settlement provided for the IAFF's full recovery of attorneys' fees and costs in this hard-fought Guardian case. ■

Battle Over Taxing Health Benefits Heats Up

The IAFF remains at the forefront of the debate over taxing health care benefits as a way to pay for reforming our nation's health system. The next few weeks will prove crucial as Congressional action enters its final phase.

The IAFF was instrumental in defeating proposals considered earlier this year to impose a direct tax on workers on the value of their health care benefits. This idea, championed by Senate Finance Committee Chair Max Baucus (D-MT), was similar to the plan that Republican presidential candidate John McCain

The IAFF has made it clear it will not support an excise tax that will affect the nation's fire fighters.

proposed during last year's campaign and was a key reason the IAFF endorsed Barack Obama for president.

Baucus was forced to abandon his tax proposal, but he then suggested an alternative tax on health care benefits. Rather than tax employees on the value of health benefits, the new Baucus plan would tax insurance companies on any

health plans they sold that exceeded a certain threshold. Insurance companies would then pass these costs on to the employer and employees.

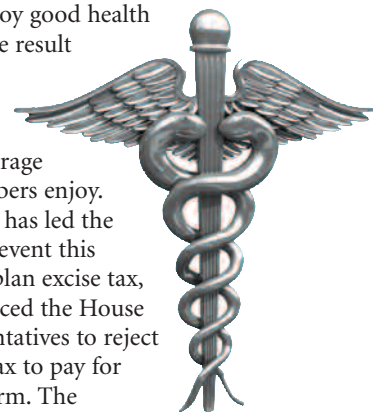
The tax on health plans would be almost as bad for the nation's fire fighters as the direct tax on workers. The most likely result of the tax would be to force insurance companies to slash benefits in order to lower the cost of their plans and avoid the tax. Since many fire fighters enjoy good health benefits, the result would be a decrease in the current health coverage IAFF members enjoy.

The IAFF has led the effort to prevent this insurance plan excise tax, and convinced the House of Representatives to reject using the tax to pay for health reform. The legislation that has passed the House used revenue generated by taxing families that earn more than \$1 million a year, rather than taxing health benefits.

The Senate Finance Committee, however, adopted Baucus's plan to tax insurance plans that cost more than \$21,000 for a family plan, and \$8,000 for an individual. The Baucus bill contains a special carve out for employees, including fire fighters who face high insurance costs because of the dangerous nature of their job. The threshold for these dangerous occupations would be \$26,000 for a family and \$9,850 for an individual. However, these higher limits would only apply to insurance plans that predominately cover hazardous occupations, and would be of minimal benefit to fire fighters who are part of a broader plan covering all municipal or state workers.

The Senate will begin debate on a health care bill that includes a modified version of Baucus's excise tax. The proposal unveiled by Senator Majority Leader Harry Reid (D-NV) increased the threshold to \$23,000 for a family and \$8,500 for an individual. This has not satisfied the IAFF and others who continue to work to eliminate its inclusion in health care reform.

While some version of the excise tax is likely to be included in any bill that passes the Senate, the final decision will be made in a joint House-Senate conference committee. The IAFF has made it clear it will not support an excise tax that will affect the nation's fire fighters. ■



House Passes Legislation Improving FIRE Act/SAFER Grant Programs

The FIRE Act grant program, officially known as the Assistance to Firefighters Grant (AFG) program, has provided billions of dollars to fire departments since its inception in 2001, but the program has long suffered from a distribution formula that discriminates against metropolitan fire departments.

That is about to end, if legislation approved by the House of Representatives becomes law. HR 3791, the Fire Grants Reauthorization Act of 2009, makes major changes to both the FIRE Act and the Staffing for Adequate Fire and Emergency Response (SAFER) grant program to make it easier for professional fire departments to secure federal funding.

The IAFF played a leading role in crafting a compromise with other fire service organizations, and securing support from key members of Congress. The legislation passed the House Science Committee in October, and was approved by the full House of Representatives on November 18 by a bipartisan vote of 391-31.

"Reforming the FIRE Act and SAFER grants is of critical importance to protecting the health and safety of IAFF members," says IAFF General President Harold Schaitberger. "The changes contained in this legislation will go a long way toward ending the long-standing bias against professional fire departments."

During consideration of HR 3791, the House also approved another IAFF legislative priority as an amendment to the bill. By a vote of 358-75, the House adopted an amendment offered by Representative Ed Perlmutter (D-CO) to add the Firefighter Fatality Reduction Act to HR 3791. The Perlmutter amendment would

examine ways the federal government can promote fire department compliance with NFPA safety standards.

The primary reform of the FIRE Act program is a guarantee that professional fire departments receive at least 25 percent of the funding each year, with combination and volunteer departments also guaranteed to receive 25 percent each. The remaining 25 percent would be competitive, going to the best grant applications from any type of department. Under current law, volunteer departments receive a specific percentage of funding, but there currently is no set-aside for professional departments.

In addition to guaranteeing a portion of funding, the legislation makes several other changes beneficial to professional fire departments, including reducing the local match from 20 percent to 10 percent, increasing the size of grants that larger jurisdictions may receive, giving priority to grant applications from departments that protect large populations and have high call volumes, and allowing the local match to be waived for jurisdictions facing financial hardship.

The bill also simplifies the rules governing SAFER, making it significantly easier for municipalities to commit to a SAFER grant. Amendments include shortening the grant period from five to three years, implementing an across-the-board 20 percent local match, and eliminating the current funding cap on the size of grants. It also makes permanent the temporary authorities approved by Congress to waive the SAFER local match and other restrictions.

The U.S. Senate is currently working to craft companion legislation. ■

Saskatchewan Locals Active in Municipal Elections

A number of IAFF affiliates in Saskatchewan are looking forward to new doors opening at their city halls thanks to political action campaigns conducted in advance of municipal elections held October 28 across the province.

The members of Swift Current Local 1318, tired of ongoing antagonism at the hands of a right-leaning city council and an anti-union city manager, rolled up their sleeves and conducted the most vigorous political action campaign in their history.

With assistance from the FIREPAC Canada Fund, Local 1318 held a meet-and-greet event for candidates. Almost all of the candidates turned out for food and drinks while meeting the fire fighters and learning about fire fighter issues. Local 1318 also joined with two other City unions to endorse a slate of seven candidates. When the votes were tallied, six of their seven candidates were successful, including the City's new mayor.

"I'm quite happy with how it went," Local 1318 President Wade Sutherland says, adding that the results of its political action are already evident. "We've met with the mayor about negotiations and it was actually quite positive."

Sutherland, who thanks IAFF 6th District Vice President Lorne West for his excellent advice and assistance during the initiative, notes that he ran into one of the newly-elected councillors downtown, and the councillor reaffirmed his door was open to fire fighters. The councillor told Sutherland he was in a tough race for his seat, but that the fire fighters' and

other unions' support is what likely put him over the top.

In Saskatoon, IAFF Local 80 had the good fortune to endorse incumbent Mayor Don Atchison and the entire Council for re-election. All were successfully re-elected.

Local 80 President Bruce Siemens says the decision to endorse the existing Council reflected the good support the City's fire service has received from City Hall. "Mayor Atchison's support for the fire service has led to proper staffing, response times and funding, which in turn has led to a safer community and safer working conditions for our members," Siemens says.

Prince Albert Local 510 used FIREPAC Canada funds to support a mayoral candidate. While the local's choice was not successful, Local President Lloyd Zwack says the initiative was very worthwhile in terms of identifying fire fighters as players in the local political scene.

Zwack says the local has been treated fairly by the City in the past, and he is hopeful that the new Council follows through with a plan adopted by the previous Council that calls for a staffing increase and a new fire station.

In Yorkton, two fire fighter-friendly councillors both ran for mayor and Local 1527 made the strategic decision not to endorse one over the other. Local 1527 President Neal Matechuk says his members weighed the benefits and risks of choosing one of the mayoral candidates and in the end decided to step back, knowing they'd have a fire-friendly mayor regardless of the outcome. ■

Voters Reject TABOR Measures in Maine and Washington

Voters in Maine and Washington defeated ballot initiatives November 3 that would have severely affected professional fire fighters and other public safety personnel. In both states, voters rejected a proposal known as the Taxpayer Bill of Rights (TABOR).

Under TABOR, government spending increases are capped by a formula that is based on the state's rate of inflation and population growth. Any increase in government spending above that cap requires statewide voter approval. Had these TABOR measures passed, they would have slowed economic recovery and left Washington and Maine in a permanent recession.

With the economy the number-one issue, voters in Maine and Washington state rejected these anti-government measures. Maine's measure went down with a resounding defeat (60 percent-40 percent), while Washington's campaign came from behind with a 55 percent-45 percent rebuff.

In Maine, this was the second time voters rejected TABOR; the first was in 2006. "TABOR II worried us a little more this time as people are struggling with the economy, and tax reform measures that the Maine legislature has worked on have yet to show any visible signs of relief," says John Martell, president of the Professional Fire Fighters of Maine (PFFM).

The PFFM joined with a coalition, "Citizens United for Maine's Future," made up of union members and retirees. Working with various field offices around the state, PFFM held phone banks, conducted literature drops, put up signs and worked on get-out-the-vote efforts.

A number of PFFM affiliates undertook efforts to help defeat TABOR. Lincoln Local 3038 included flyers in the local newspaper just before the election. Bar Harbor Local 4666 talked to people about TABOR and its effect on public safety. A number of members from Bangor Local 772 also gave presentations and made calls to identified swing voters.

"This was a team effort to defeat TABOR," notes Martell. "State Vice Presidents Michael Crouse, Mike Williams, Mike Scott and Ronnie Green worked tirelessly on this campaign." Martell is also thankful to the leadership of IAFF General President Harold Schaitberger and 3rd District Vice President Mike Mullane in supporting the campaign.

In addition to defeating TABOR, the PFFM also worked to defeat an excise tax measure. The ballot initiative sought to reduce Maine's automobile excise tax by half, a move that



Saskatoon, SK Local 80 endorsed Mayor Don Atchison for re-election, along with the entire City Council in recognition of its support of the City's fire department. All were re-elected.

could have had dire consequences for the funding of fire services in the state. When the votes were counted, the initiative had failed 26 percent-74 percent.

In Washington state, ballot initiative guru Tim Eyman attempted to create a TABOR law, and was defeated resoundingly, garnering only 45 percent support. In a surprising development, the mere mention of Tim Eyman's name associated with the TABOR initiative was enough to lower support for the idea.

"Tim Eyman has the financial backing of anti-government proponents, so that every time he has an ill-conceived, anti-public service idea, he has a million dollars to pursue it," says Washington State Council of Fire Fighters President Kelly Fox. "Since 2003, he has proposed nine statewide initiatives, and seven of them have failed. We have opposed nearly every one of these proposals, marshalling numerous resources to defend public safety services. Thankfully, the IAFF and state affiliates answered the bell big-time by responding with their time, money and energy."

Between 2005 and 2009, TABOR was introduced legislatively in 28 states, and failed to be referred to the ballot. Colorado remains the only state to have adopted TABOR, and it's suffered the consequences as a result.

Fire fighters in Washington state collectively contributed more than \$50,000 to the campaign, hosted phone banks and spoke at several forums and on several levels to oppose the initiative. The combined efforts of the greater labor community, including private sector unions, raised more than \$2 million to help reach each and every one of their members.

"From top to bottom, it was a total team effort," says Fox. "We are grateful for the support and leadership of IAFF General

President Harold Schaitberger and 7th District Vice President Ricky Walsh."

During this decade, voters and state legislatures across the United States have consistently rejected TABOR, including in Nebraska, Oregon and, most recently, in California. Despite aggressive paid signature drives by Americans for Tax Reform and other TABOR proponents, TABOR initiatives have failed to make the ballot in Ohio, Missouri, Oklahoma, Montana and Michigan in previous cycles.

Between 2005 and 2009, TABOR was introduced legislatively in 28 states, and failed to be referred to the ballot. Colorado remains the only state to have adopted TABOR, and it's suffered the consequences as a result.

"I'm proud of what our state leadership and affiliates did in Maine and Washington to defeat these anti-government measures that, if passed, would have a dramatic effect on public safety services," says IAFF President Schaitberger. "Despite these wins, we still need to be vigilant, as we will continue to see these initiatives rearing their ugly head." ■

Election Day Recap

The outcomes of the November 3 elections proved to be a mixed bag for professional fire fighters, with both wins and losses for various fire fighter-friendly candidates, as well as decisive victories in defeating three potentially disastrous ballot initiatives (see story on page 22).

In Virginia and New Jersey, statewide elections were held for governor. Virginians also elected a lieutenant governor and attorney general.

In New Jersey, the IAFF and the Professional Fire Fighters of New Jersey (PFFNJ) endorsed incumbent Governor Jon Corzine, who has returned more than \$3.5 billion to the state pension fund for retired fire fighters and police officers during his time in office. Governor Corzine has also prevented public safety layoffs in the state, allowing New Jersey fire departments to continue to keep their communities safe despite the recent strains on the state's economy.

Unfortunately, the dire impact of the country's recession on the state of New Jersey proved to be insurmountable, and Governor Corzine lost his bid for re-election by 4 percent to former U.S. Attorney Chris Christie. As part of his campaign, Christie promoted the elimination of the state's public safety officer pension system to instead force New Jersey's career fire fighters into a defined-contribution 401(k) plan. Christie has also advocated policies that would largely

viscerate the collective bargaining rights of public safety officers in New Jersey.

In the Commonwealth of Virginia, the IAFF and the Virginia Professional Fire Fighters (VPPFF)-endorsed candidate for governor, state Senator Creigh Deeds, has had a 100 percent voting record on fire fighter issues as a state senator.

However, the prevailing political headwinds led to the defeat of Deeds. This is particularly unfortunate given that Virginia is one of only two remaining states (along with North Carolina) that absolutely prohibit by law any collective bargaining rights for public safety personnel. Governor-elect Bob McDonnell has made it explicitly clear that he opposes the establishment of any collective bargaining rights for public safety workers.

At the municipal level, a number of IAFF affiliates endorsed candidates in mayoral races this year. The IAFF congratulates Pittsburgh, PA Local 1 on the re-election of Mayor Luke Ravenstahl and Detroit, MI Local 344 on the re-election of Mayor Dave Bing. In addition, Toledo, OH Local 92 was successful in its efforts on behalf of Mayor-elect Mike Bell, a former Toledo fire chief and Ohio state fire marshal.

Other affiliates that worked extremely hard on behalf of fire fighter-friendly mayoral candidates included Boston, MA Local 718, New York Local 94 and Local 854, and Seattle, WA Local 27. Although these endorsed candidates were not ultimately successful in their bids, the IAFF commends these affiliates for their hard work this election season.

The outcomes of local elections like these impact the day-to-day lives of professional fire fighters and cannot be overlooked. Every effort of every IAFF member counts. This was borne out in Seattle, where Local 27 not only helped to successfully unseat an incumbent mayor in the primary, but also worked tirelessly to push its endorsed candidate, Joe Mallahan, to within 5,000 votes of victory from more than one million ballots cast.

In another extremely tight mayoral race, Atlanta, GA Local 134 endorsed City Council member Mary Norwood, who took 46 percent of the vote in the November 3 election. Norwood then faced former state Senator Kasim Reed in a December 1 run-off. Reed has been certified as the winner, but by a margin of only 715 votes. Given the closeness of the race, a recount is anticipated.

The IAFF also congratulates all of its member candidates in their election endeavors (see the story on page 24).

Finally, the IAFF is pleased to announce the election of two new fire fighter-friendly candidates to the U.S. House of Representatives. On the West Coast, California Lieutenant Governor John Garamendi was elected to serve as the new Representative of California's 10th Congressional District in the Contra Costa County area. And on the East Coast, retired Air Force captain Bill Owens was elected as the Representative for New York's 23rd Congressional District. Both candidates were IAFF FIREPAC supported. ■

IAFF Fire Fighters and Family Members Elected

The IAFF political action mantra, "Elections Matter," is especially true when IAFF fire fighters or their family members are on the ballot. For the 2009 election cycle, eight IAFF members were elected or re-elected.

"No one can be a better voice for issues important to fire fighters than our members," says IAFF General President Harold Schaitberger. "On behalf of the IAFF, I congratulate both re-elected and newly elected fire fighters."

The Ohio Association of Professional Fire Fighters (OAPFF) First District Vice President and retired member of Lima, OH Local 334 Roy Hollenbacher has been re-elected to his fourth term as Bath Township Trustee.

"I credit much of my success to lessons I have learned from the IAFF through its Political Training Academy and through my experiences with political action with the OAPFF and my home affiliate — Lima Local 334," says Hollenbacher, a 1998

Political Training Academy graduate.

Bellevue, WA Local 1605 fire fighter Del Spivey, also an IAFF Political Training Academy graduate, has been re-elected to Bothell City Council. "It is very rewarding to not only be the voice of Bothell Local 2099 fire fighters, but also the voice of all labor," he says.

Also elected or re-elected to office are:

- St. Bernard, Ohio City Council member Peggy Brickweg (wife of former Local 450 President Kurt Brickweg)
- St. Bernard City Council Member Patty Hausfeld (sister of Local 450 Secretary-Treasurer Jon Hausfeld and member Robert Hausfeld)
- Groveport, Ohio City Council member Edward G. Dildine (secretary of Madison Township Local 2507)
- Edward B. Dildine (member of Madison Township Local 2507).
- Niagara County, New York Legislator Jason Cafarella (Niagara Falls, NY Local 714).

Cafarella will also begin serving as Local 714 Vice President on January 1. "I am looking forward to working in the

leadership capacities of both my positions," says Cafarella.

In Madison Township, Ohio, recently re-elected Edward G. Dildine, a Republican, is the son of the newly elected Edward B. Dildine. Both are members of Madison Township Local 2507. The father, a former Local 2507 president, will be serving as Madison Township Trustee.

In Cuyahoga Heights, Ohio, Cleveland Local 93 fire fighter Todd Bloam was elected to his first political position on the Village of Cuyahoga Heights Council.

Cuyahoga Heights Local 702 President Rick Bacci says the local looks forward to Bloam being their voice on the council.

Bloam, a 14-year veteran Cleveland fire fighter who lives in Cuyahoga Heights, says, "I want to do what I can to protect public safety and other crucial Village resources."

For more on the IAFF Political Training Academy or information on electing fire fighters to political positions, call the IAFF Political Action Department at (202) 824-1582. ■



IAFF MEMBER CANDIDATES FOR PUBLIC OFFICE

Name	Local Name	State	Local	Office Sought	Won
Matthew Scarrozzo	Middletown	CT	1073	Middletown Common Council	
Silas Kevil	Atlanta	GA	134	Atlanta City Council	
Charles Asher	Battle Creek	MI	335	Battle Creek City Commission	
Jason Frattini	Eastpointe	MI	1561	Harper Woods City Council	
Angelo DeMaio	Atlantic City	NJ	198	Atlantic County Freeholder	
Jim Ennis	Syracuse	NY	280	Onondaga County Legislator	
Dominick DiPaulo	Syracuse	NY	280	Salina Town Council	
Jason Cafarella	Niagara Falls	NY	714	Niagara County Legislator	X
Paul Denault	Lake Mohegan	NY	2956	Cortlandt Town Board	
Todd Bloam	Cleveland	OH	93	Cuyahoga Heights Village Council	X
Andy Drwal	Lorain	OH	267	Lorain City Council	X
Roy Hollenbacher	Lima	OH	334	Bath Township Trustee	X
Peggy Brickweg	St. Bernard	OH	450	St. Bernard City Council	X
Patty Hausfeld	St. Bernard	OH	450	St. Bernard City Council	X
Edward B. Dildine	Madison Township	OH	2507	Madison Township Trustee	X
Edward G. Dildine	Madison Township	OH	2507	Groveport City Council	X
Thomas Williams	Bloom Township	OH	3465	Greenfield Township Trustee	
James Hempstead	Richland	WA	1052	Kennewick City Council	
Del Spivey	Bellevue	WA	1604	Bothell City Council	X
Keven Rojecki	SeaTac	WA	2919	Tacoma City Council	

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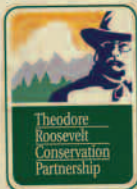
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Missouri Fire Fighters Help Unify Union Women

Two Kansas City, MO Local 42 fire fighters have been elected to serve in leadership roles within the Coalition of Labor Union Women (CLUW).

Representing IAFF members, Michele Newby, a 10-year veteran fire fighter, will serve on the CLUW National Officers Council as Vice President. Julie Weiss, a seven-year veteran fire fighter, will represent the interests of smaller unions as a National Delegate to the CLUW Executive Board.

IAFF General President Harold Schaitberger says, "I am proud that two IAFF women leaders will be playing key roles in CLUW's mission to protect the rights of America's workers and to ensure that women have a voice as decisions about the future of the labor movement are made."

Newby, who serves on the Local 42 Executive Board as a Business Agent, and Weiss were instrumental in organizing the Greater Kansas City Chapter of CLUW. Newby was elected its first president and Weiss was elected as the recording



Michele Newby (second from right) and Julie Weiss (second from left) with the Greater Kansas City delegation at CLUW's national convention.

secretary. The chapter already represents nearly 100 members.

"As soon as I became a fire fighter, I made a conscious decision to be active within my union and to do what I can to help my brothers and sisters," says Newby. "The more coalitions we form with other labor organizations, the stronger we become in the labor movement as a whole. That is why I became involved with CLUW and am looking forward to seeing what we can accomplish together."

Fort Wayne Fire Fighter Jim Ridley Appointed to IAFF Post IAFF Director Elizabeth Harman Nominated to FEMA Position

The IAFF has appointed James Ridley director of the IAFF Hazardous Materials and Weapons of Mass Destruction Training Department. Ridley, a career fire fighter for 29 years, was president of Fort Wayne, IN Local 124 for 11 years.

Ridley also has served as a vice president of the Professional Fire Fighters Union of Indiana, a Fire Prevention and Building Safety commissioner with the Indiana Department of Homeland Security, an elected member of the IAFF Human Relations Committee, and an instructor for the IAFF Partnership Education Program. He also spent six years in the United States Marine Corps.

"I'm honored to be asked to take over a program that's so important to the health and safety of first responders," Ridley says.

The IAFF operates the largest HazMat/WMD training program in North America. The program has received more than \$50 million over the past 22 years to educate emergency responders about strategies to safeguard their health and safety and reduce occupational deaths and injuries related to hazardous materials and weapons of mass destruction response.

Jim's experience makes him a perfect fit for this important job at the IAFF," says IAFF General President Harold Schaitberger.

Ridley replaces Elizabeth M. Harman, who has been nominated by the Obama administration to become an assistant administrator at the Federal Emergency Management Agency (FEMA).

If confirmed, Harman will manage FEMA's Grant Programs Directorate, the central location for grants management at FEMA. These offices are tasked with the provision of credible leadership of FEMA grants, transparent data and processes, collaborative partnerships with stakeholders and connection to Homeland Security priorities and outcomes.

As the assistant administrator, Harman will be responsible for the oversight of the two divisions within Grants Program Directorate and the management of all programmatic and financial responsibilities for grant programs across FEMA's eight directorates. These responsibilities include the development, administration, implementation, award and closeout of 52 different disaster and non-disaster grant and financial assistance programs. ■

Weiss agrees, "I have already seen within my own community how quickly CLUW can unify people to work toward common goals. I am hoping to find similar success in my new national-level position."

The Coalition of Labor Union Women was formed in 1974 to unify all union women and to work toward four basic goals: to promote affirmative action in the workplace; to strengthen the role of women in unions; to organize the unorganized women; and to increase the involvement of women in the political and legislative process. ■

IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in September and October 2009.

Local 3308

Burley Fire Fighters
Burley, ID
President: Justin Jensen
7 members

Local 4769

Camden County Professional Fire Fighters
Camden County, GA
President: Joseph McGee
28 members

Local 4770

Professional Fire Fighters of The Villages
The Villages, FL
President: Stephen Kennedy
37 members

Local 4771

West Greenwich Fire & Rescue Association
West Greenwich, RI
President: Mary Cary
3 members

Local 4772

Foley Professional Fire Fighters Association
Foley, AL
President: Lee Steiner
9 members

Local 4773

Oswego Fire Fighters
Oswego, IL
President: Joseph Johnson
56 members

Local 4774

Hope Professional Fire Fighters Association
Hope, AR
President: Wayne Carlton
8 members

Local 4775

Byron Fire Fighters
Byron, IL
President: Chris Logston
9 members

Local 4776

Sheridan Professional Fire Fighters Association
Sheridan, CO
President: Brian Young
15 members

Local 4777

Scituate Professional Rescue and Fire Fighters
Scituate, RI
President: Matthew Knowlton, Sr.
5 members

Local 4779

Louisa County Fire and EMS
Mineral, VA
President: Debbie Smith
18 members

Local 4780

Barrow County Professional Fire Fighters
Winder, GA
President: Virgil Sizemore
24 members

Stick With Retirement Savings

In today's market, many feel uneasy and insecure about their future. An unpredictable market can be intimidating, especially when working hard to pay current bills and save for retirement at the same time. But before moving investments to cash or discontinuing contributions, it's important to consider sticking with a long-term strategy — including supplemental retirement savings such as a 457(b) deferred compensation plan — regardless of market conditions.

Continuing to invest as much as possible throughout your working years is equally important, even when markets are volatile, as tax benefits are not affected. Employer-sponsored retirement plans, such as a 457(b) deferred compensation plan, offer tax benefits that are not tied to the market. Contributions are pre-tax. For example, if an employee pays 25 percent in income taxes, then a contribution of \$100 in a retirement account results in only a \$75 reduction in take-home pay. Taxes are not due on the \$100 or any gains until withdrawal, usually at retirement. So not only does \$75 out of pocket become \$100 in the account, the \$25 that would have been taxed now has the potential to grow and compound over the years. Remember that investing involves risk, including possible loss of principal.

Markets bounce back. While past performance cannot guarantee future results — over the past 75 years, every down cycle has been followed by an up cycle. And while no one can definitively say when the market will upswing, most financial experts agree that the market will recover. And that's something that no one wants to miss out on.

The right strategy is important. Even though planning for retirement is a long-term goal, many investors think short term, especially in times like these. There are strategies, such as asset allocation, that may help deal with a volatile market and reduce market risk without having to miss out on potential returns.

Any commitment to a long-term investment discipline requires understanding your own comfort level with market risk, knowing when you will actually retire and when you will start spending your retirement assets. This can also help determine what asset allocation strategy to use. It's important to remember that asset allocation does not guarantee returns or insulate against potential losses in a declining market.

Stick with the strategy. A good strategy is a good strategy, regardless of market conditions. Don't make investment decisions based on short-term drops or gains. It's important to evaluate how an investment fits into an overall long-term financial strategy,

including current and future tax implications and adjust as needed.

If you are not contributing to a supplemental retirement account, don't wait. Get started and evaluate the tax benefit. If you are already participating, don't stop contributing toward your future.

IAFF members participating in the IAFF FrontLine deferred compensation plan or a Nationwide plan can contact Nationwide representatives at (877) 677-3678 to discuss their specific situation and find out which strategies may help reach long-term goals. Information is also available online. ■



Great Falls, MT Local 8 Great Falls has implemented the IAFF-FC FrontLine 457 Plan. From left: Mike McIntosh, Jerry Lyons and Max Bailey.

Illinois Fire Fighter Hunts Bull Elk on 'Escape to the Wild'

Downers Grove, IL Local 3234 member Greg Curry thought it was just another day at work. Little did he know, his dream to hunt bull elk would come true. The hunt was part of "Escape to the Wild," a television series from the Union Sportsmen's Alliance (USA), VERSUS and sponsoring unions and contractor associations that honors hardworking union members with the hunting or fishing trip of a lifetime.

"We were responding to a routine call about a possible heart attack victim," Curry says. "As we were trying to treat the guy, he told us that we didn't need to take him to the hospital because he wasn't having a heart attack but that I might once I found out I was going to Colorado to hunt elk! I suddenly realized that our 'victim' was 'Escape to the Wild' host Tom Ackerman and that I had won my hunt of a lifetime."

Curry's dream of hunting North America's big game icon is deeply rooted. Having once missed the opportunity to harvest an elk while hunting on a piece of public land, Curry always hoped to get another shot.

"I've had some bad experiences hunting on public land," Curry says. "There is the opportunity for awesome hunting, but I've come across some really inappropriate hunters from time to time. So to have the chance to take an elk while hunting on private land with no other hunters to compete with is a dream come true."

Curry joined host Tom Ackerman and the rest of the "Escape to the Wild" crew in Northwest Colorado at Wolf Mountain Ranch. "When we got out of the car at the ranch, it was just like WOW! I could sit here all week and be perfectly happy," Curry says. "I kept telling the guys that I didn't care if we shot a bull or not — I just wanted the experience. Everyone there was great. I've always said that it's



Downers Grove, IL Local 3234 member Greg Curry (right) with "Escape to the Wild" host Tom Ackerman.

not so much where you are but who you are with that makes hunting so special."

On his first day of hunting, Curry and the crew set out in search of one thing — a big bull elk. "We were in a really cool area, on the west side of a hill," Curry says. "The elk were coming in from the east at about 200 yards. Dirk Vanatta, our guide, spotted a nice-sized bull, so I got him in my sights and waited for the okay from the cameraman." But much to Curry's dismay, the guide passed up this bull in hopes of getting a bigger one.

"I had no doubt that Dirk knew this ranch like the back of his hand, so if he thought there were better bulls out there, I was going to trust him," Curry says. "I just hoped we wouldn't regret it later."

The next day the group set-up in a different area in hopes of giving Curry the chance to harvest a bigger bull. "We saw some cows right away and then some smaller bulls. Then I heard Dirk say, 'there's a bull,' and I knew this was my chance. I had forgotten my binoculars, so I was trying to locate him in my scope. As soon as I felt comfortable with the shot, I took a deep breath, squeezed the trigger and hoped for the best."

Did Curry's shot ring true? Tune in to VERSUS Country on Sundays at 9:30 a.m. Eastern beginning in January to find out. ■

New Federal Grant Funds New, Safer Fire Stations

This year, for the first time, IAFF affiliates had the opportunity to work with their local governments to apply for Fire Station Construction Grants (SCG) under the American Recovery and Reinvestment Act. The IAFF wrote and lobbied for the creation of the grant.

“Using these grant dollars, more fire stations can be built in strategically located areas ensuring timely response,” says IAFF General President Harold Schaitberger. “The faster our brothers and sisters can respond to an emergency, the better the chances are of saving lives.”

Approximately 100 fire departments, many represented by IAFF affiliates, were awarded the grants this year, including Mesa, AZ Local 2260, Pueblo, CO Local 3 and Birmingham, AL Local 117.

Mesa and Gilbert, Arizona, fire departments — both represented by Mesa Local 2260 — received a grant.

In Mesa, a recent needs assessment study showed the City needed at least five new fire stations to offset unsafe response times of up to 15 minutes. Local 2260 President Bryan Jeffries believes that having several projects ready-to-go was a huge plus in the grant application process. “In some areas, we already have proven the need and have the land available for a fire station,” he says.

In the November 2008 election, Local 2260 was successful in passing two bond issues to fund the building of two new fire stations. Jeffries predicts that combined, the money generated from the bonds and the grant should be enough for at least five fire stations.

In Pueblo, Colorado, Local 3 supported the City during the application process which resulted in a substantial grant. “The money will allow us to rebuild a bigger, better station to serve the growing area on the south end of town,” says Local 3 President Chad Thomas.

The new station, set to be completed in the summer of 2010, will house three bays and 10 bedrooms. “Because the facility is big enough to allow for departmental growth, there is even talk of adding another battalion chief and a ladder truck at the newly built station,” says Thomas.

“This new fire station will most certainly provide a safer work environment for our fire fighters.”

—Local 117 President Donald Baker

In Birmingham, Alabama, grant dollars will be used to replace an 82-year-old station. “This new fire station will most certainly provide a safer work environment for our fire fighters,” says Birmingham Local 117 President Donald Baker.

This is the second new station to be built in the City in the last two years. The first combined the resources from two stations. The amount of staffing and equipment has remained the same.

To learn more about the grant, call IAFF Grants Administration Director Jennifer Stewart at (202) 824-1631 or visit the FEMA web site at www.fema.gov. ■

OPFFA Marks Achievement in Unity

The Ontario Professional Fire Fighters Association (OPFFA) is celebrating a historic milestone in unity after affiliation votes conducted by two IAFF affiliates.

In November, the 692-member Mississauga Professional Fire Fighters Association voted to re-affiliate with the OPFFA after a nine-year absence. The Mississauga vote followed a decision earlier this year by 80 members of the Pearson Airport Professional Fire Fighters Association, who voted to affiliate with the OPFFA for the first time.

The votes mean that the OPFFA represents all IAFF members and locals in Ontario for the first time since 1983, while bringing the OPFFA's membership to nearly 11,000 members.

OPFFA President Fred LeBlanc welcomed the affiliations, which he says will help make the union stronger.

“Obviously it's historic for the OPFFA, and the positives come from having all IAFF locals under one voice; solidarity is what makes us stronger. It will improve our ability to advocate effectively on behalf of all IAFF members in Ontario,” he says.

The OPFFA conducted a special convention November 30 in Toronto in advance of its annual Legislative Conference to vote on a resolution for a six-month dues reduction, made possible by the sudden influx of a large number of new members. ■

Country Music Benefits IAFF Disaster Relief Fund

BLEVE Entertainment Group, LLC continues to work to raise money for the IAFF's and Fraternal Order

of Police's (FOP) disaster relief funds from sales and performances of the country music single, “My First Ride,” featuring recording artists Ronnie Milsap and Trace Adkins.

The single is the title of a new CD that includes songs by George Strait, Vince Gill, James Otto, Kevin Bacon and the Bacon Brothers and Mike Reid. For each CD sold, \$2 will be donated to the

IAFF Disaster Relief Fund.

Buy the CD at www.blevemusic.com, or download a copy from iTunes or

Amazon.com.

BLEVE Entertainment CEO Mickey Milan wants “My First Ride” in the Top 20 on the music charts, which will raise more money to help the IAFF help members in their time of need. The more publicity the project gets, the more revenue there is for the funds.

IAFF members can call their local country radio stations and request “My First Ride.”

“The more sales or downloads the song generates, the more attention it will

receive, and that's going to put money in the disaster relief funds,” says Milan.

IAFF members and their families can also sign-in to the member page at www.blevemusic.com for inside information and exclusive offers from BLEVE Entertainment and Ronnie Milsap. Enter “tenfour” in the group code for exclusive information and offers.

The IAFF Disaster Relief Fund is used to assist members in the United States and Canada who suffer financial hardship as the result of a federally declared disaster area or in the cases of natural or man-made disasters such as floods, hurricanes, tornadoes, earthquakes, fires or civil disturbances. The Disaster Relief Fund has provided support to members and their families following the September 11 attacks and Hurricanes Ivan, Katrina, Rita, Wilma, as well as a number of other incidents. ■



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CHICAGO Electric Power Tools

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\$7.99 REG. PRICE \$19.99

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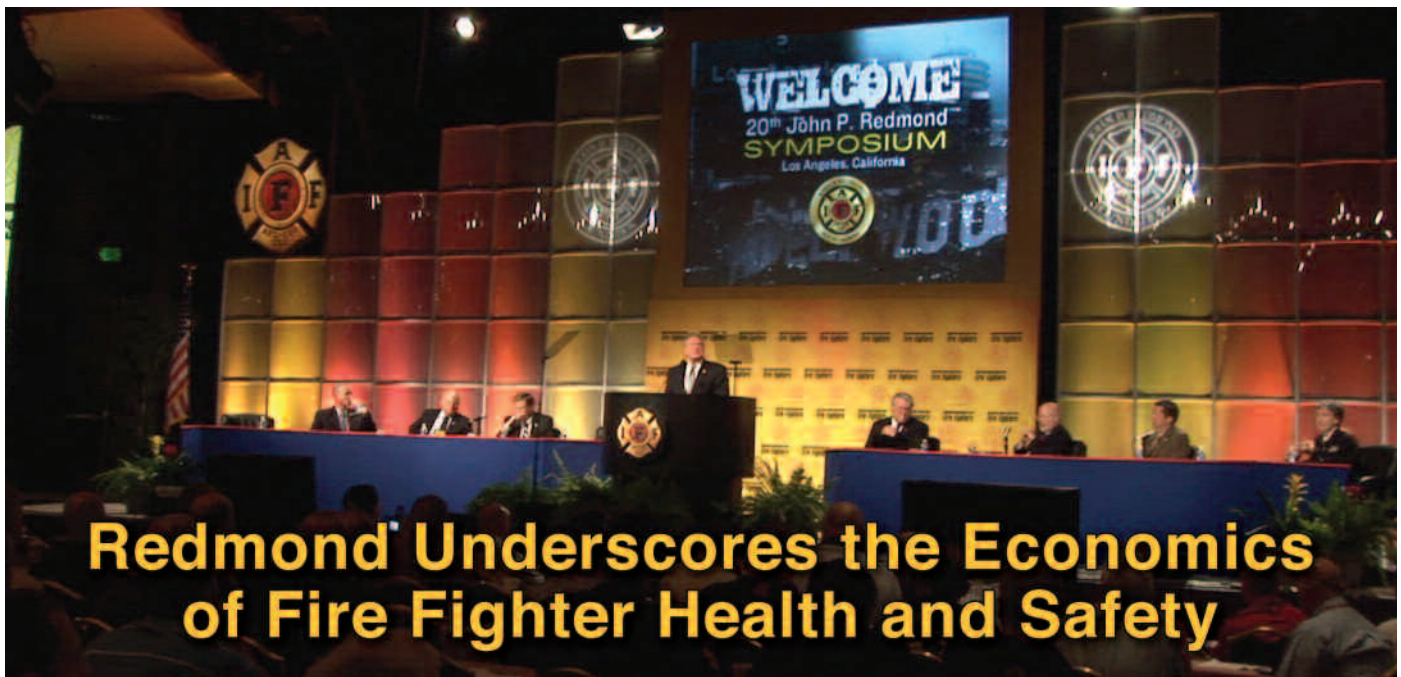
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Redmond Underscores the Economics of Fire Fighter Health and Safety

The IAFF 20th John P. Redmond Symposium drew more than 1,200 attendees to Los Angeles, California, to prepare for survival during the economic crisis and beyond.

IAFF General President Harold Schaitberger kicked off the 20th John P. Redmond Symposium with an opening address focusing on the future of fire fighter health and safety.

"We are here to make sure we are all doing everything we can to continue to

keep our members healthy, safe and alive, even while we go through this tough economic time," he said. "As leaders sworn to protect our members' health, safety and lives, we must draw and hold the line on issues where life and death are concerned."

Schaitberger also discussed the positive

effect the economic stimulus program has had for some affiliates. In Massachusetts, Governor Deval Patrick announced on October 5 that \$8 million in grant money will be used to bring back 127 laid off fire fighters in Fall River, New Bedford, Worcester, Lawrence, Quincy, Bridgewater, Easton, Hull, Lakeville, North Attleboro and Walpole. (See story on page 19.)

Throughout the rest of the conference, an innovative presentation platform and new technology enhanced the educational experience for the more than 1,200 fire fighters, fire chiefs, fire department physicians, peer fitness trainers and other fire service-related personnel from across the United States and Canada, as well as Australia and the United Kingdom.

Plenary session topics included the H1N1 threat and the effect of health care reform on fire fighters. In addition, participants chose from 12 workshop sessions, six roundtable discussions and five briefing sessions for updates on various health and safety topics.

Additionally, delegates made good use of the IAFF gym, which offered free access to IAFF peer fitness trainers. More than 230 members attended early morning and evening fitness classes, including seven spin classes, seven group exercise classes and seven organized runs.

To view all of the Redmond Symposium workshops and presentations online, visit www.iaff.org/events/09redmond/coverage. ■

National League of Cities Ignores Science

The 2009 Redmond Symposium included a plenary session to debate the findings of a cancer presumption assessment that the National League of Cities (NLC) paid management consulting firm, TriData, to produce.

The compelling body of evidence of an epidemiological correlation between fire fighting and cancer has helped 31 states and seven Canadian provinces create responsible presumptive laws that recognize that the uniquely dangerous job places fire fighters at an increased risk of developing certain cancers.

Despite data that correlate a direct link to certain cancer in fire fighters, the National League of Cities paper claims "a lack of substantive evidence" exists to conclude an increased risk of cancer among fire fighters.

Yet during the debate, Phil Shaenman, president of TriData, stated, "Clearly, there are some types of cancer that studies show a high association with fire fighting."

In a joint press release in April of this year,

the IAFF and the International Association of Fire Chiefs exposed TriData for using hand-picked studies to refute the correlation between fire fighting and cancer.

Clara Kim, a research analyst with TriData, told Redmond attendees that its paper was "not a statistical or epidemiologic study" and "did not determine 'weight of evidence.'"

These admissions reinforce the IAFF's strong objections to what can only be classified as misleading propaganda.

Alex Forrest, president of Winnipeg, MB Local 867, called the TriData paper a "tool of deception reminiscent of the tactics used by the tobacco industry when they blurred the issue to prevent legislation to protect the public from the harmful effects of tobacco use."

Dr. Melissa McDiarmid, professor of medicine at the University of Maryland, said, "The medical literature supports consistent excess of fire fighter cancer. We will support presumptive cancer legislation in an intellectually honest way." ■



Training FOR SURVIVAL

More than 200 members participated in the Fire Ground Survival program held during the 2009 Redmond Symposium. The program trains fire fighters to perform potentially life-saving actions if they become lost, disoriented, injured, low on air or trapped. Fire fighter fatality data compiled by the U.S. Fire Administration indicates that a majority of structural fire ground fatalities are the result of becoming trapped and disoriented.

“Our Fire Ground Survival instructors did a tremendous job putting this program together and I know this training will save members’ lives,” said President Schaitberger.

Training evolutions offered in this workshop include:

- **Disentanglement** — techniques to avoid becoming entangled and the skills to free yourself should you become entangled
- **Low Profile** — techniques for maneuvering through narrow openings, including breached walls
- **Upper-Floor Egress** — techniques to escape from upper floors with minimal equipment

The Fire Ground Survival training program, developed by subject matter experts from the IAFF, the International Association of Fire chiefs and the National Institute for Occupational Safety and Health (NIOSH), applies the lessons learned from fire fighter fatality investigations conducted by NIOSH.

“We need to learn from each other’s mistakes, and this new program relies on the experiences that our members have faced on the fire ground so fire fighters in the same situation will know what to do to get out safely,” said Schaitberger.

The Fire Ground Survival training program is funded with a grant from the Department of Homeland Security (DHS) through the Assistance to Firefighters grant program.

“When we first started talking to our members about this at the 2007 Redmond Symposium, we knew there was a demand for this information,” says Rich Duffy, IAFF Assistant to General President for Health, Safety and Occupational Medicine.

Beta tests of the class have been conducted in New York, Los Angeles, Austin, Tucson and Frederick County, Maryland. ■



—PHOTOS BY DOUGLAS MORRISON, LOS ANGELES COUNTY FIRE DEPARTMENT PHOTO UNIT

The Fire Ground Survival training program gives fire fighters hands-on training about how to survive many dangers they face on the fire ground.

Canadian HazMat Initiative Off to Strong Start

The numbers are in, and the IAFF Canadian HazMat and CBRN Training Initiative is off to a solid start as the IAFF continues to look for more fire departments to host free training courses through the program.

A year-end review of the program shows that the much-needed training is reaching frontline emergency responders who need it most, and doing so in an effective manner. That means thousands more Canadians are protected from the aftermath of a HazMat and CBRN incident because of the program, which uses the IAFF curriculum and is offered free to municipalities thanks to funding from the Canadian government.

A total of 2,760 contact hours were delivered to 115 students in five classes in the first nine months of the program alone. While most of the students trained so far have been IAFF members, police, EMS workers and others — such as search

A survey conducted by the IAFF Canadian Office in 2005 showed that 75 per cent of Canadian IAFF locals felt they were unprepared to respond safely and effectively to a CBRN incident.

and rescue or military personnel — have also received training through the IAFF.

Another 13 classes representing 7,800 teaching hours are scheduled in the next five months, and another 42 fire departments have expressed interest in the program but have yet to have their classes scheduled.

The IAFF is looking for more Canadian departments to host training sessions. Interested affiliates can contact the IAFF Canadian Office for more information about the program and how to apply for

training sessions in their municipality.

In addition to numbers that show the badly-needed training is getting out to fire fighters across Canada, the review notes the excellent feedback the program is getting from participants. Post-course assessments show that virtually all participants felt the training was useful, well taught and covered the skills they need in the course of their duties.

The review also cites examples of how much the training was needed in Canada, including at Ottawa International Airport, the nation's sixth busiest airport and one that's often used by visiting world leaders and other dignitaries. Emergency responders at the airport had no formal HazMat response training until a class was conducted there in July through the IAFF program.

A survey conducted by the IAFF Canadian Office in 2005 showed that 75 per cent of Canadian IAFF locals felt they were unprepared to respond safely and effectively to a CBRN incident. Some locals lacked even basic HazMat training.

The IAFF lobbied the Canadian government to fund implementation of the IAFF HazMat and CBRN Response Train Program beginning in 2001. In March 2007, the government announced it would fund the program in the amount of \$500,000 over two years, an amount that was later increased to \$2.5 million over five years. ■

Order Your 2010 IAFF Burn Foundation Calendars

This holiday season, give a gift that helps improve the quality of life for burn survivors across North America. Your



purchase of the 2010 IAFF Burn Foundation Calendar will help fund fire prevention and burn awareness education programs, advocacy and burn research.

These calendars are also a great gift for elected officials and other leaders in your community and generate great exposure for your local and for professional fire fighters across North America.

The 2010 IAFF Burn Foundation Calendar features full-color photos from the annual IAFF Media Awards Contest. Each month depicts the dangerous but rewarding work of professional fire fighters across the United States and Canada.

Calendars are \$17.95, plus shipping and handling. Order your copies and help this great cause this holiday season.

To order, visit <http://burn.iaff.org>. ■

Civil Rights Leader to Open Human Relations Conference

U.S. Representative John Lewis (D-GA), a nationally recognized leader of the Civil Rights Movement, will deliver the keynote address at the upcoming IAFF Ernest A. "Buddy" Mass Human Relations Conference in Buena Vista, Florida. As a lifelong defender of human rights and civil liberties, Representative Lewis brings a wealth of personal experience to encourage continued progress toward greater inclusiveness in the fire service.

Dubbed one of the Big Six leaders of the Civil Rights Movement, along with A. Phillip Randolph and Martin Luther King Jr., Representative Lewis took an active role in the fight for human rights in the segregated South. He was instrumental in many landmark events of the Civil Rights Movement, including the Freedom Rides, the Selma-to-Montgomery March for voting rights and the historic March on Washington. He has served as U.S. Representative of Georgia's Fifth Congressional District for more than 20 years.

The 2010 Human Relations Conference, scheduled for January 26-27, 2010, will also feature a Town Hall-style session with a panel comprised of leaders representing a variety of fire service affinity organizations. The panel will present each organization's most critical issues, and attendees will have the

opportunity to participate in a question-and-answer session.

Bill Lincoln, founder and president of the Lincoln Institute for Collaborative Planning and Conflict Resolution, will present *Relationships & Contracts: Promises That Actually Work*. He will discuss 15 functional characteristics of promises, made through agreements and contracts, designed to prevent and manage conflict. Lincoln will also present a workshop on *Basic Ingredients for Durable Settlements: High levels of Procedural, Substantive and Psychological Satisfaction* addressing the causes of conflict aftermath and the three essential ingredients that comprise fair, practical and lasting agreements.

The IAFF Human Relations Conference draws hundreds of fire fighters dedicated to the mission of improving human relations within their locals and departments. Experts in the fields of diversity and inclusiveness, along with members of the IAFF Human Relations Committee, IAFF staff and Partnership Education Program (PEP) instructors, will present more than 30 workshops addressing emerging issues in human relations.

For more information about the Human Relations Conference, visit www.iaff.org/hr/conference. ■

Register for the Affiliate Leadership Training Summit

The Affiliate Leadership Training Summit (ALTS), taking place January 27-29, 2010, in Lake Buena Vista, Florida, offers more than 80 workshops, as well as information sessions, an exhibit center and two pre-conference events — Fire-Ops 101 and a New Leadership Seminar.

ALTS is a unique opportunity for affiliate leaders from across the United States and Canada to network with other IAFF leaders to share ideas and experiences.

The program offers more than a dozen new courses, including *Negotiating the First Contract*, *Approaches to Workplace Discipline*, *Effective Leadership* and *Winning a Referendum or Ballot Initiative Campaign*.

In addition, the IAFF has partnered with the Federal Mediation & Conciliation Service (FMCS) to present several timely and pertinent topics, including *Understanding Generational Differences*, *Communication Training*, *Value-Added Leadership* and *What is Mediation?* The FMCS workshops can help both new and veteran union leaders with important skills to make them more effective in their union roles.

Also new is a series of workshops on pension administration specifically designed for pension trustees and affiliate leaders who have an active role in the oversight of their respective pension funds. Workshops include *Protect Your Pension*, *Capital Stewardship* and *Fiduciary Duties*.

Register early for ALTS. Many workshops have limited space and fill up quickly. Online registration is available at www.iaff.org/alts. Attending ALTS will give you a full understanding of the important issues IAFF affiliate leaders face daily.

ALTS will be held at the Buena Vista Palace Hotel, located 20 minutes from downtown Orlando and the Orlando International Airport. The cut-off date to make your room reservation at the IAFF conference rate of \$149 per night is January 4, 2010. ■

Runners Help Heal Bodies, Hearts and Souls

Eighty-six IAFF members and family members representing 28 states and one province participated in the 34th Annual Marine Corps Marathon in Washington, DC to support the IAFF Burn Foundation, raising more than \$95,000 — a new record.

The race weekend included a carb-filled pasta dinner at Washington, DC's Center Café in Union Station for runners, friends, families and supporters. Race day started early for the runners, and at 8:00 a.m., the more than 25,000 marathoners began the 26.2 mile journey.

Michael Lopez, a member of Winthrop, MA Local 1070, finished with a personal record of 2:58:16, and was the first male running for the Foundation to complete the course. Overall, Brother Lopez ranked 147 of the 21,325 runners who finished the race. Salem, OR Local 314 fire fighter Cory Cochran finished on the



heels of Brother Lopez with a time of 3:03:26.

The top female finisher was Trisha Miller, girlfriend of Missoula, MT Local 271 member Andy Drobeck (who also ran the race) in 3:05:52, ranking 247 overall. The lone Canadian runner, Fiona Garrioch, the wife of a Brandon, MB Local 803 fire fighter, was the second female, finishing in 3:39:26.

For more information about the IAFF Burn Foundation Marine Corps Marathon Team or to pre-register for the 2010 team, call (202) 824-8620 or email burnfoundation@iaff.org. ■

NAME	CITY	ST	LOCAL	NAME	CITY	ST	LOCAL
Jennifer Mason	Hamilton	OH	20	Stephen O'hara	Stratford	CT	998
Dean Mason	Hamilton	OH	20	Shawn Horton	Bossier City	LA	1051
Dan Rivas	Washington	DC	36	Michael Lopez	Winthrop	MA	1070
Gary Wheeler	Kansas City	MO	42	David Anderson	Middletown	CT	1073
Joseph Paterniti	Everett	WA	46	Heather Childress	Lynchburg	VA	1146
John Carboni	Troy	NY	86	Alan Stockwell	Clinton Township	MI	1381
Joseph Henkel	Troy	NY	86	Bram DenHaan	Hawaii Islands	HI	1463
Frank Shoemaker	Troy	NY	86	Jaimee Joroff	Prince Georges Co.	MD	1619
Christopher Guerin	Troy	NY	86	Stephen Lagone	Prince Georges Co.	MD	1619
Aileen Pettinger	Saginaw	MI	102	Jason Mills	Augusta	ME	1650
Peter Barbieri	Mt. Vernon	NY	107	Joseph Mills	Augusta	ME	1650
Chris Littell	Watertown	NY	191	T.J. Monahan	Montgomery Co.	MD	1664
Robert Goekler	Yuma	AZ	F142	Jason Stevens	Memphis	TN	1784
Andrew Drobeck	Missoula	MT	271	Anthony Williams	Midwest City	OK	2066
Michael Edmond	Andrews AFB	MD	F297	Bruce Stark	Fairfax	VA	2068
Shane Marsteller	Morgantown	WV	313	Kristi Bartlett	Fairfax	VA	2068
Cory Cochran	Salem	OR	314	Daniel Kwiatkowski	Fairfax	VA	2068
Scott Leffel	Finlay	OH	381	Kerri Bouse	Fairfax	VA	2068
Maggie Murphy	St. Johns	ME	421	Tim Geary	Duxbury	MA	2167
Brad Jefferson	Vancouver	WA	452	Elliot Carhart	Pinellas Park	FL	2193
Joel Johnson	Lincoln	NE	644	Chad Briggs	Prince William	VA	2598
Michael Hodges	Winston-Salem	NC	682	Scott Cruess	Prince William	VA	2598
William Malcomb	Boston	MA	718	Robert Kuhn	Strongsville	OH	2882
Jim Cushing	Boston	MA	718	Chris Jacques	Dover Fire Officers	NH	2909
Michael Nixon	Portland	ME	740	Michael Szymanski	Virginia Beach	VA	2924
Andrea Enes	Tampa	FL	754	Jeffrey Obier	North Haven	CT	2987
Randy MacDonald	Bangor	ME	772	Mike Roth	Roanoke County	VA	3194
Jason Dufour	Bristol	CT	773	Mark Mylykoski	Painesville Twnshp	OH	3411
Seth Ambruso	Danbury	CT	801	Larry Thompson	West Chester	OH	3518
Michael Clauson	Sioux Falls	SD	814	Chris Tackson	South Burlington	VT	3671
Mike Hayes	Peabody	MA	925	Russell Griffin	McKinney	TX	4017
Timothy Okeefe	Peabody	MA	925	Jay Heron	Hoover	AL	4035

FRIENDS OF THE IAFF BURN FOUNDATION

NAME	CITY	ST	NAME	CITY	ST
Lance Cook	Washington	DC	Daniel Townsend	Auburn	NY
Vincent McFarlane	Atlanta	GA	Sonya Sponaugle	Reynoldsburg	OH
Eric Paloski	Cobb County	GA	Eric Slagle	Irmo	SC
Fiona Garrioch	Brandon	MB	Henry Griffin	Livingston	TX
Aidan Callery	Mount Airy	MD	Christopher Griffin	Alexandria	VA
Shana Miles	Rockville	MD	Rasheed Siddiqui	Charlottesville	VA
Trisha Miller	Missoula	MT	Judy Wood	Mechanicsville	VA
Rodney Rogers	Charlotte	NC	Carol Shelton	Fredericksburg	VA
Susan Slatter-Rogers	Charlotte	NC	Ken Haynes	Fairfax	VA
Muriel Saliba	Hooksett	NH	Katie Zacharia	Everett	WA
Marabeth Stormann	Manchester	NH	Jim Narva	Cheyenne	WY

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.



While attending the Tennessee Professional Fire Fighters state convention, General President Schaitberger visited with Jackson Local 1850 President Carl Alexander (third from right) and his members at Station 5, along with IAFF 14th District Vice President Danny Todd (sixth from left) and Local 1850 Vice President Tony Murdaugh (fifth from left).



Schaitberger arrived in Springfield, Missouri, to participate in an October 29 labor rally in support of a sales tax referendum to fund the fire and police pension (see story on page 16). He also visited Springfield Local 152 members at Station 4. Pictured are: Missouri State Council of Fire Fighters President Tony Kelley (fourth from right); Local 152 President Shawn Martin (second from right); and IAFF 2nd District Vice President Mark Woolbright (far right).



Following his remarks at the Professional Fire Fighters and Paramedics of North Carolina (PFFPNC) state convention in Kitty Hawk, President Schaitberger stopped for a photo with the PFFPNC Executive Board. From left are: 3rd District Vice President Dan Maffia; 2nd District Vice President Ed Duffield; President David Anders; Secretary-Treasurer Richard O'Brien; 4th District Vice President Donald Ragavage; and Trustee Jerry Wiggins.



Retirees

A Salute to Dedication, Service and Courage

ALABAMA L1288 Homewood—Timothy Rhodes, L1349 Mobile—George Watson, L4035 Hoover—Robert Trautwein, L4142 Alabaster—Jack Harris

ALASKA L4303 Juneau Career—Dave Boddy, Kim Mahar

ALBERTA L0209 Edmonton Fire Fighters Union—Richard Belland, Harry Boschman, Robert Bull, Don Catena, Vern Cornish, Gary Danis, Reyn(r) DeVos, Joe Fryk, Wilf Harper, Ben Jutras, Manny Leithoff, Dale McElhinney, Bill McGarvey, John Millard, James Moser, Dave Panylyk, Gary Park, Malcolm Smith, Jack Thomas, Ed Yatscoff, Dan Young, L0255 Calgary—T. L. Ahearn, William Barnden, Larry Beckley, Russ Bilton, Rick Blanchette, Gordon Church, Ken Craig, Dave Darroch, Garry Davidson, R. S. DeGray, Fred Deure, Robert Ekelund, David Erisman, John Feser, Paul Graf, D. Bruce Gray, John Gullett, Shawn Hamilton, Tim Hanslien, Clifford Kempe, Dave MacDonald, Robert Mackie, Nicholas Moar, Brian Morasch, Darrell Murtha, Barry Poffenroth, Ronald Priest, Greg Rees, Francois Rivest, Robert Shannon, Robert Sweetland, Wayne Tilley, Clair Weltzin, Alfonse Wenzlawe, John West, Glen Westrop, L2494 Ft. McMurray—Karen Gaudet

ARIZONA L0493 Phoenix—Howard Clark, Marc Ellsworth, Guy Jirrels, Rick Jones, Dwayne Ketchens, Lawrence LoPresti, Jon Martinez, Mark Tope, L2260 Mesa—Gary Bradbury, John Gomez, Robert Miller, L2763 Nogales—Enrique Martinez, L3504 United Pima Fire Fighters—Richard Krom, L4005 United Goodyear Fire Fighters—William Stipp

ARKANSAS L0034 Little Rock—L. J. Solloway, L2866 Fayetteville Fire Fighters Association—Travis Eddings, L3718 Jonesboro—Greg Simpson

BRITISH COLUMBIA L0018 Vancouver—Jack Cook, Harry McGuire, Brian Noga, L0296 North Vancouver—Douglas Dobbin, Bruce McKinney, M. Walker, L0323 Burnaby—Robert McKee, George Whitehurst, L0913 Kamloops—David Costain, Les McKinnon, L0967 Saanich—Kent Duclos, Jack Thame, L1271 Surrey—A. C. Fisher, Gary Newbigging, Randy Piticco, L1286 Richmond—Jeanette Moznik, L1372 Prince George—Nick Kohler, Terry Ree, G. Simpson, L1525 West Vancouver—Gregory Holt, William Leas, L1763 Delta Firefighters—Robert Matheson, L2874 Squamish Fire Fighters Union—Mariette Cyr

CALIFORNIA F0033 San Diego—Stephen Stenberg, F0085 Federal Fire Fighters Association—Andrew Pitts, F0102 Lemoore Naval Air Station—Henri Campbell, F0116 Vandenberg Professional Fire Fighters—Carlos Cueller, F0145 Presidio Of San Francisco—Stephen Adams, F0309 Concord Federal Professional Fire Fighters—Ronald Fritz, I0025 Palmdale Airport—

USAF Plant 42—Lester Legan, L0112 Los Angeles City—Richard Andrade, Alan Barrios, Henry Beltran, Vance Boos, James Boyle, Robert Bribiesca, Jeffrey Conyers, Thomas Czubek, Timothy Denison, Michael Helin, John Hendricks, George LaVallee, David Lilly, Neal McCaskill, Kendall Morrison, Thomas Prange, Steward Premmer, William Ramsey, Dennis Stone, James Varney, L0145 San Diego—Leo Alvarez, Rodney Ballard, James Barnett, M. O. Benoit, Kathryn Benson, James Black, Paul Borowick, Stephen Bowlin, Enrique Camberos, Peter Carl, Salvador Castro, Michael Cates, Sally Connor, Brian Covert, Dennis Cowan, Michael Ditomasso, George Elam, Frank Fertig, James Fiero, Michael Fleming, William Forsythe, Ron Frasca, James Gallagher, Jeffrey Giordano, M. E. Graham, John Hale, Jon Handley, Alan Hartley, Joseph Herrington, Jeffrey Hinck, Kirk Humphries, Theresa Jarman, Joseph Jeffers, Gregory Johnson, Paul Johnson, Edward Ketchem, Michael Krattli, Wesley Leighton, Jerome LeRud, Stephen Linges, Robert Macy, Shawn McDermott, Jon McDonald, K. McLaughlin, Charles Mullen, Paul Nauta, Ronald Nelsen, R. A. Nurse, Paul O'Brien, Gregory Olsen, Fred Ott, Derrick Phillips, Jones Pierce, William Pitts, Sharon Quintana, Randolph Raines, Dominic Rea, Anthony Robles, Donald Rock, Paul Rodriguez, A. D. Roman, Rick Roy, Stacy Silverwood, Robert Spangler, Thomas Spencer, Robert Steadman, Mark Sundberg, Roy Taramasco, Gregory Thomas, Ronald Trafton, Rolf Trautwein, Pat Uriell, George Uzdevins, Louis Vattuone, Gary Whipple, Steve Willcuts, Duaine Williams, L0522 Sacramento—Ed Basurto, Earl Bollinger, Howard Cooke, Jay Coon, Joey Curran, Ford Davies, R. Steven Denton, Erik Hvolboll, Gary Inocelda, James Kunz, Gregory Lake, Jocelyn May, Michael McKenna, Charles O'Neal, Stephen Paulick, Edward Schultz, Thomas Sherlock, Dave Stoddard, Rodney Turner, L0753 Fresno—Dennis Garrett, Jose Gastelum, Charles Goosic, Cirilo Medina, L0776 Glendale—Bradley McMartin, L0798 San Francisco—Andrew Baron, Robert Belot, Michael Castelan, Robert Cunningham, John Faulkner, Robert Jackson, Jerry Keohane, Dean Litchfield, James Novello, Gregory Owyang, Bruce Platt, Michael Reynolds, Patrick Sabia, Perry Saxton, Keith Sever, Stephen Smith, Philip Stevens, Ronny Tsujimoto, L0809 Pasadena—Samuel Cirrito, L0935 San Bernardino County—Doug Anderson, Dennis Bickers, Roger Entwistle, Colin Pay, Kent Willmore, L1067 Riverside City—Robert Linden, L1227 Berkeley—John Anderson, Ann-Margaret Moyer, Michael Nagamoto, Michael Posadas, L1230 Contra Costa County—Timothy Murphy, Kimberly Wohlgemuth, L1272 Watsonville—Gerard Glass, L1301 Kern County—David Derr, Richard Hall, L1364 Ventura County—Conrad Damann, Robert Hudkins, David Proett, Darrell Stillwagon, L1434

San Miguel—Walter Kraseski, Pat McIlhenney, L1507 South San Francisco—Terry Long, L1684 Oxnard—Alan Braff, Dale Collins, Craig Freeman, L1716 Santa Cruz—Grant Weseman, L1770 Humboldt Fire District—Andy Cudney, L1775 Marin Professional Fire Fighters—William Steach, L1946 Union City Fire Fighters—Steven Rogge, L1974 Livermore-Pleasanton—Sean Chapman, Tom Grappone, Curtis Grasso, Gerri Schmutz, L2020 Santa Maria City Fire Fighters—William H. Good, Ronald Moore, Dennis Perea, L2342 Hemet—William Barnes, Eric Galliher, David Harvey, Scott Hudson, Diane Matsumoto, Chris Miller, Ronald Reaves, L2384 Orange City—Dale Eggleston, L2400 San Mateo County—Charles Sturtevant, L2604 Healdsburg—Stephen Babb, L2728 Lemon Grove—Warren Schmidtman, L2787 Redondo Beach—Michael Lamont, Randy Lyman, L2881 CDF Fire Fighters—Ed Applegate, William Ault, Michael Fernandez, Marvin Hopper, George Johnson, Paul Jones, William MacDonald, Kirk McBride, Steve McLean, Cynthia McMurry, Michael Nation, Benjamin Parker, Frank Quadro, Mark Reina, Peter Scully, Thomas Sutfin, Jeff Wood, L3379 Oakdale—Enrico Ferroni, Rick Morgan, L3440 Arcadia—Andy Troncale, L3501 Vacaville—Paul Guglielmoni, L3593 Sonoma Valley Professional Fire Fighters—Martin Amon, George Arietta, Leland Chamness, Richard Haddad, Stephen Jones, Michael Thompson, L3631 Orange County Professional Fire Fighters Association—Larry Bender, Gary Carneghi, L3688 Rialto—Larry Ambrose, L3757 Corona Fire Fighters Association—Jeffrey Holden, L3821 Montebello Fire Fighters Association—Dan Middlebrooks, L4096 Carmel Valley—Jeffrey Frye, Jim Smith, Lee Warner, L4110 Auburn City—William Zander

COLORADO L0900 Boulder—Paul Demos

CONNECTICUT I0069 Pratt & Whitney Aircraft—Warren Bristol, Alvin Giambattista, Lewis King, L0760 Hartford—Gregory Arabolos, Carmelo Carrion, Stan Denisiewicz, L0773 Bristol—Elliot Nelson, L0786 Stamford Professional Fire Fighters Association—James Grabowski, Daniel Kennedy, L0998 Stratford—Anthony Simmons, L1033 Willimantic—James Jensen, David Maynard, L1198 West Haven—David Acker, Dennis Flynn, L1579 Manchester—John Bieback

FLORIDA L0122 Jacksonville Association Of Fire Fighters—Alan Bebernitz, Steve Boudreau, Michael Brendle, John Chapman, Gary Hinson, Bruce Kodatt, Frank Tuten, Charles Wynn, L0587 Miami Association Of Fire Fighters—William Bryson, Loran Dougherty, Rex Lehmann, L0754 Tampa—Franklin Evans, Gregory Harmon, Eric Hull, Robert Knighton, Nicholas Mastorides, Mark Mathias, Joseph Motil, Timothy O'Connor, Lawrence Parker, Michele Perez, Daniel Quatrino, Rolando Reyes, Tacy Stephens, Millard Tatum, James Urso, L0765 Fort Lauderdale—Raymond Coons, Glenn Gilley, Shari Marshall, Anthony Peavy, L1365 Orlando Professional Fire Fighters—Brad Arnold, L1375 Hollywood Professional Fire Fighters Inc.—Charles Barbera, Daniel Blundy, Herbert Helfen, L1403 Metropolitan Dade County Association Of Fire Fighters—Lloyd Byrd, Lloyd Dounn, Donald Hern, Arni Johnson, Donald Mitchell, Gregory Morton, Robert Schneider, Cynthia Sears, Dennis Valdez, Byron Williams, L1560 Fire Fighters Of Boca Raton—Scott

MATHESON L2057 Orange County Professional Fire Fighters—James Bryant, Nancy Cannon, Daniel Gass, William Moran, L2266 St. Petersburg Beach Professional Fire Fighters Assn—Thomas Kitchen, L2294 Hillsborough County Fire Fighters—Miller Basnight, Tommy Bell, Frank Centofante, Henry Dorsey, Robert Griffin, Frank Hagen, Melford Henderson, Hakim Rashreed, Michael Tyre, Eugene Walter, Milton Whitmore, L2297 North Naples Professional Fire Fighters—Michael Wess, L2416 Cocoa Fire Fighters Association—Bryan Hahn, L2445 Professional Fire Fighters Of Titusville—Crescencio Colon, Donald Pierce, David Williams, L2446 Palm Bay Professional Fire Fighters—Robert Erario, Mike Havener, Arthur Mardiat, Donald Smith, Ray Stephenson, Mark Yercine, L2546 Suncoast Professional Fire Fighters & Paramedics—Sandra Cannon, Kenneth Dolan, Karsten Garber, Robert LaVelle, Deborah Peace, Jeffrey Philbin, L2928 Professional Fire Fighters & Paramedics Of Palm Beach County—Kevin Carson, Ronald Ellman, Nelson Hills, L2969 Brevard County Professional Fire Fighters—Neal Moran, L3206 Indian Rocks Professional Fire Fighters Association—Edward Curran, L3254 Seminole County Professional Fire Fighters Association—Terry Bartlett, J.D. Hunter, Sam Romaldo, L3284 Osceola County Professional Fire Fighters—Dennis Brown, William Lindlau, L3570 Cocoa Beach—Andrew Russell, L4321 Broward County—Henry Battle, Raymond Bennett, Joey Bruce, Salvatore Caccamo, Bonita Colacino, Peter Defesse, James Gornick, John Hayes, Anthony Istock, William Keblor, Jeffrey Kraus, James Marzan, Leif Norstrand, John O'Berry, Michael O'Brien, Alexander Perri, Kim Poirier, Jeanne Puleo, William Rogers, Richard Smail, Robert Strandell, William Warner, John Williams, S0020 Florida State Fire Service Association—Terry Claflin, William Wright

GEORGIA L1492 Dekalb County—Paul Askew, George Gould, Ronald Harper, Eric Jones, Travis McBee, John Morris, William Nuelle, Joel Robinson, K. Mark Thomason, L2563 Cobb Professional Fire Fighters—Harvey Robinson, Geoffrey Thomas, L3744 Dalton—Donnie Dunn

HAWAII L1463 Hawaiian Islands—David Dela Cruz, Kenneth Krumm, Donald Kunisaki, Michael McBride, Kevin McGough, Harold Ogata, Daniel Wela

IDAHO L1565 Idaho Falls—Kerry Williamson

ILLINOIS L0002 Chicago—Joseph Alonzo, Walter Becton, Phillip Bozeman, Larry Brown, Mike Ceko, Richard Chapello, Donald Cox, John Cullina, Wayne Dertz, Joe Dipasquo, Lamartine Edwards, Glenn Fox, Wilfred Holmes, Richard Jansky, Robert Johnson, Michael King, Donald Leigh, Gregory Lewis, Steve Manfreda, Paul O'Donnell, William Pink, James Roche, Henry Rose, Thomas Sattler, Michael Scianna, Michael Sullivan, Kathi Thames, Raymond Weiher, L0026 Rock Island—Roland Green, L0505 Decatur—Raymond Bandy, Robert Barnes, Steven Bingamon, Terry Brown, Richard Delatte, Paul McAdamis, Rodney Severns, Douglas Watts, Philip Wickline, L0555 Galesburg—Roger Underwood, L0581 Moline—Jeff Miller, Michael Rasche, L0653 Kankakee—Joseph Geisler, L0742 Evanston—Geoffrey Block, Peter Casey, James Edwards, Dale Fochs, L1236 Dekalb—Paul Campbell, Joseph Jones, Brian Lange, Reid Rissman, L1498 East Peoria—Randy Hurd, Anthony Lambdin, L1700 Edwardsville—James Anderson, Ron Schrage,

L2061 Hoffman Estates—Eugene Lock, Charles O'Connor, L2371 Wood River Professional Fire Fighters—Dana Emerick, L3022 Streamwood—Darrell Bice, Joe MacAluso, L3079 Wheeling—Thomas Biermann, Michael Burns, Tim Johnston, L3105 Arlington Heights—David Diedrich, L3594 Wood Dale—Jeffrey Stanek, L4092 Schaumburg—Steve Barilow, L4302 Naperville Professional Fire Fighters—Michael Baker, L4588 Palatine Fire Fighters—John Crowcroft, Steve Forton

INDIANA L0359 Gary—Cary Darnell, L0383 Peru—Owen Mock

IOWA L0007 Sioux City—Gerald Linsley, L0353 Dubuque—Michael Elliott, L1457 Newton—Gregory Loder, L1937 Marion—Debra Krebill

KANSAS L0064 Kansas City—David Baska, Gerald Eger, Joseph Escott, Dennis Grabmiller, John Hassey, Mark Hicks, Christopher Hinkle, Alan Hobson, Steven Hochman, Lawrence Kappelman, Edmond Lynn, Wallace Martin, Richard Updike, James Williams, L0135 Wichita—Gerald Kitch, L0782 Salina—Galen Crum, L1371 Johnson County Fire Districts 2 & 3—Mary Smith, Brady Wolfe, L3083 Winfield—Mark Davis

KENTUCKY L0038 Covington—John Cross, Glen Fossett, Chris Fryman, Perry McClure, Barry Meyer, Joseph Swegles, William Wagner, L0345 Louisville—William Clan, Timothy Desmond, David Miracle, Dominic Tallarico, James Wheeler, L0706 Ashland—Mike Dickison, David Frame, Patrick Steele, L3303 Florence—John Russell, L4587 Danville Professional Fire Fighters—Tony Wilson

LOUISIANA L0632 New Orleans—Robert Collignon, Richard Hampton, Edwin Holmes, Darren Marioneaux, Lloyd Price, Guy Smith, L1374 Jefferson Parish—Richard Frentz, L1374 Jefferson Parish—Philip White, L1468 Saint Bernard—Frank Rauber, L4524 St. George Professional Fire Fighters Association—Keith Blount

MAINE L0772 Bangor—Norman Mitchell, L1624 Sanford—Kathleen Wehmeyer, L1650 Augusta—Alfred Nelson

MANITOBA L0867 Winnipeg—Gary Hodgins

MARYLAND L1563 Anne Arundel County—John Beck, John Dennett, L2000 Howard County—Michael Anuszewski

MASSACHUSETTS L0030 Cambridge—Robert DeFrancisco, Joseph Dynan, Stanley Fabianski, Daniel Flaherty, Sandy Francis, Joseph Johnson, Kevin McGonigal, Thomas Reagan, L0718 Boston—William Boyle, Kevin Cusack, Kevin Foley, William Leahy, Robert Lindsay, James MacDonald, Robert MacLean, Scott Martin, Kevin McDonough, Robert Moriarty, Richard Parker, Val Piazza, John Walton, Lawrence Woodbury, L0739 Lynn—Richard Biagiotti, Frank Cashman, William Curran, Paul Gately, Rocco Gecoy, Joseph Maloney, Richard McDonald, Philip Norris, James Pedro, Steven Smith, Thomas Swirka, L0762 Gloucester—Ronald Batson, Douglas MacArthur, Frank Mitchell, L0853 Lowell—Richard Burgess, Rene Demers, Brian Dempsey, John Fontes, Phillip Gauvreau, William Kilbride, Lawrence Peaslee, Gary Ralls, George Rose, L0926 Revere—Richard LeBranti, L1009 Worcester—John Daly, Gerald Dineen, Kenneth Godbout, Robert Johnson, David McAtee, Michael McNamee, Philip Price, David Wondolowski, L1032 Medford—Richard Conti, John Hayward, Alan Jenkins, Daniel Shea, L1314 Fall River—Louis Albernaz, Richard Boisvert,

Michael Camara, Gerald Dore, Ernest Dube, William Fernandes, David Jennings, Ronald LePage, Theodore Lima, James McKnight, Stephen Pietruska, Donald Sirois, Henry Vaillancourt, Andre Valcourt, L1391 Taunton—Dennis Furtado, L1452 Holbrook—William Walsh, L1495 Billerica—John Gath, Michael Lane, William Morris, Harold Phippen, L1564 Winchester—Steven Osborne, L1602 Rockland—Richard Duhaime, L1691 Methuen—Mark Lambert, L1710 Chicopee—John Bowler, Paul Mailhott, Erwin Mercik, L1768 Plymouth—Michael Balonis, Kenneth Brown, Edwin Delano, Martin Enos, Alan Ferazzi, Arthur Lamb, John LaVoie, James McGonagle, Richard Sullivan, Richard Wall, L1947 Maynard—Thomas Dawson, L1992 North Attleboro—Richard Paquin, Jonathan Underhill, L2398 Hingham—Rudy Caparrotta, L2452 Turners Falls—David Dion, L2519 Mashpee—Joseph Cogswell, L2586 Dracut—Robert Kohanski, L3070 Westborough—Barton Temple, L3128 Fitchburg—Brian Durrin

MICHIGAN L0102 Saginaw—Aaron Alverson, L0344 Detroit—Reginald Amos, Donald Bynum, Craig Desmet, Dennis Kelly, Mark Lafferty, L0352 Flint—Russell Angell, L0366 Grand Rapids—Michael Russell, L0421 Lansing—Ronald Finley, Timothy Moede, John Stafford, Curtis Stewart, L1306 Jackson—Michael Abbey, Robert Haskins, John Leicht, L1335 Waterford Township—Gary Featherstone, L1383 Warren—Steven Goniwiecha, L2701 Trenton—Lindsay Davis, Joseph Menna, L3045 Bloomfield Township—Jeffrey Callahan

MINNESOTA L0520 Rochester—Scott Fanning, Todd Lund, L0665 Faribault—Jon Niebuhr, L1215 Richfield—David Buzicky, Thomas Kraus, L1323 Moorhead—Clay Dietrich, L1712 Saint Cloud—Louis Palmersten, L2078 Red Wing—Brian Johnson, L2910 Burnsville Professional Fire Fighters—Michael Mahaney, L3908 Rochester Fire Chiefs—Richard Lovett

MISSOURI L0042 Kansas City—Gary Blair, Chip Bruce, Dennis Flanagan, Barbara McKinney, Colandus Rucker, Charlton Sirls, Scott Sportsman, L0073 Union of Prof. Fire Fighters Paramedics EMT's and Dispatchers of St. Louis Mo—Michael Crisafulli, Leo Krull, Steve Ruzicka, L0077 Saint Joseph—Wayne Fisher, Thom Schwarz, Kenneth Selecman, Steve Worley, L0103 Sedalia—Roger Waters, L0671 Jefferson City—Joey Vineyard, L2665 Professional Fire Fighters of Eastern Missouri—Michael Chapman, Daniel Lubiewski

NEBRASKA L0385 Omaha—Daniel Braesch, Mark Ervin, John Glesinger, John Johaneck, Edward Karbowski, David Linnell, Robert Prucha, L0644 Lincoln—John Bills

NEW BRUNSWICK L0771 Saint John—Pieter Kalverboer

NEW FOUNDLAND L1222 Corner Brook—Robert Baxter, Kevin Bishop, Alex Blanchard, John Evans, Al Feltham, Garfield Green, Tony Joyce, Ken Kendall, Anthony Kennedy, Wayne Lewis, Michael Lynch, James Marks, Edward Parsons, Scott Payne, Terry Peddle, John Roberts, James Roche

NEW HAMPSHIRE L2892 Salem—Ian Chamberlain, Joseph Kamal, Michael Scanlon, L2904 Professional Fire Fighters Of Merrimack—Wayne Perkins, L3265 Professional Fire Fighters Of Keene—David Symonds

NEW JERSEY F0114 Navy Lakehurst—John Conaty, L0198 Atlantic City—Edward Maguire, Charles Ritzel, Michael Scull, L0384 Asbury Park—Robert Abbott, L1860 Newark Fire

Officers—Alvin Fleming, L2883 Edison Professional Fire Officers—David Davis, James Montanye, L3091 Burlington County—Doug Patrick, L3172 Hackensack Uniformed Fire Officers Association—Clayton Borchard, Bruce Goldberg, L4388 Millstone Township Uniformed Fire Fighters Association—Christopher Weltner

NEW MEXICO L0244 Albuquerque—Chris Archibeque, Omar Di Ningrat, Jeffrey Eschenburg, Freddie Esquibel, Christopher Garcia, John Martinez, Mike Montoya, L2362 Las Cruces—Louis Bencomo, L2850 Farmington—Jerry Conner, Steve Guattery, L3279 Los Alamos—Benjamin Sanchez

NEVADA L0731 Reno—Chris Critor, L1285 Las Vegas—Timothy Crowley, John Schlaf, L1908 Clark County—Mark Cluff, Leroy Mayorga, Barbara Ruggiero, L2441 Tahoe Douglas—John Hayes

NEW YORK F0007 West Point—Jeff Armitage, L0094 Uniformed Fire Fighters Assoc. Of New York—Daniel Boylan, Joseph Byrne, Dominic Carino, Joseph Cavalcante, Thomas Colvin, Joseph Connor, Ronald Darcy, Richard Didonato, Kyle Dolder, Michael Doyle, Richard Draves, Joseph Edrehi, John Eichele, Victor Emerick, Rosario Evola, Charles Flood, Robert Fredrickson, Thomas Gander, Thomas Giardino, Mark Gleason, Robert Grover, Gregory Hearn, Francis Henglein, Michael Herold, Robert Humphrey, Guy Jordan, Vincent Kabus, Ronald Kingsley, Ronald Kirchner, Nicholas Ladisa, Christopher Larney, Kenneth Lavin, Reginald Manley, Richard Margino, Carl McBratney, Glenn McManus, Michael Meldrum, Anthony Migliore, Robert Muccio, Frank Perrone, Charles Popp, Robert Portano, Neil Ridge, Joseph Rocha, Michael Smith, Charles Todd, Thomas Vanasco, L0274 White Plains—Nicholas Libertella, Daniel Motts, L0343 Saratoga Springs—Robert Scavone, L0596 Poughkeepsie—Robert Baker, Michael Brower, Thomas Crawford, Joseph Hatch, Edward Ticcony, L0628 Yonkers Mutual Aid Association—Thomas Colavito, John Maxwell, L0729 Binghamton—Thomas Burnett, John Frink, B. J. Grace, L. A. Hartley, Duane Zagorsky, L0854 New York Uniformed Fire Officers Association—Jack Allen, Bruce Beschner, James Brennan, Brian Byrne, Martin Cass, Kevin Darcy, Michael Di Lena, William Dudley, Paul Dunne, Peter Frontera, John Garcia, James Gillespie, John Giunta, James Gormley, Richard Harold, Michael Jezyski, Scott Johnson, James Kiely, John Kleehaas, Peter Marino, John McDonald, Eugene McKeon, Brian Mitchell, Gerald Moreau, Richard Obermayer, Robert Orloff, Ronald Russomanto, Michael Sapienza, John Scharfenberg, Wayne Sforza, Robert Stanton, Kevin Sullivan, Anthony Tomesheski, Anthony Urti, L0896 Batavia—David Shaffer, L1027 Middletown—Thomas Gass, L1071 Rochester—Gary Isaacs, L1971 Port Chester Professional Fire Fighters Association—Thomas VanTine, L2007 Albany—Thomas Engel, David LaVergne, L2181 Pelham Manor—Thomas Dooley, L2421 Plattsburgh—Michael Fountain, L3359 Niagara Falls Fire Officers—Bruce Andrews, Mark Illig

NORTH CAROLINA L0865 Asheville—David Anders, John Bancroft, Thomas Brooks, William Davidson, Richard Hosack, Clarence McAfee

OHIO L0067 Columbus—Richard Bigham, Steven Clemons, John Neal, Michael Winbush, L0092 Toledo—James Edelman, L0093 Cleveland—William Gorey, William Kaplysh,

L0136 Dayton—Mark Hurley, L0204 Warren—David Sponaugle, L0249 Canton—Gary Philabaum, L0251 Massillon—Richard Fay, L0322 Tiffin—Thomas Bishop, L0330 Akron—Wade Farmer, Harry Fincher, Kenneth Fuller, Jerald Gardner, John Gordon, Johnny Hullum, Joseph Kury, Michael Park, Keith Saffles, Dale Sharp, Gregory Snyder, Edward Vigar, L0336 Middletown Fire Fighters Association—James Hall, Walter Sorrell, L0381 Findlay—Thomas DeFrieze, L0474 Elyria—Thomas Leopold, Glenn Saddler, L0494 Cuyahoga Falls—William Warren, L0516 Shaker Heights—Patrick Greener, L1814 Westlake—Robert Turk, L1845 Mentor—Dennis Loria, Jeffrey Santry, L2156 North Royalton—William Hejduk, L2967 Plain Township—Robert Skolmutch, L3032 Marysville Division Of Fire—Fred Schneider, L3519 Vandalia—Kenneth Mann

OKLAHOMA L0157 Oklahoma City—Gerald Carlile, Steven Lane, Randy Tucker, Teddy Wolfe, L0176 Tulsa—Frank Mason, L0206 Shawnee—Gary Hall, L2066 Midwest City—Timothy Lawson, L2173 Sand Springs—Charles McGee, Keith Taylor, L2359 Edmond—James Lofgren, L2551 Broken Arrow—Jackie Carner, L2839 Okmulgee—Roger Goodno

ONTARIO L0162 Ottawa—Frederick Barrett, David Fitzsimons, Jeffrey Narraway, David Nicholson, Jeff Oxley, Charles Prockiw, L0193 Thunder Bay—Dennis Elcheson, Lucien LaBerge, John McCullough, L0284 North Bay—William Coghil, L0284 North Bay—Mike Jeffery, L0447 St. Thomas—Glenn Dutton, L0455 Windsor Professional Fire Fighters—Rick Chappus, William Ferguson, Raymond Gauthier, Allan Hopes, Richard Marr, Gregory Renaud, Brian Webb, James Wheeler, Erhard Zeising, L0460 Brantford—John Manfredi, L0486 Chatham Kent—Jim Brodie, L0791 Waterloo—Paul Felhaber, L1212 Mississauga—Terry Keene, L1595 Vaughan Professional Fire Fighters—Dan Auger, Alfred Beasley, Frederick Howes, Morley Lymburner, Dale Marinoff, Dan Sturges, Lawrence Teeter, L2307 Port Colborne—Gordon Gibbs

OREGON L0851 Eugene—David Westerfield, L1660 Tualatin Valley—Bruce Grabhorn, Rodney Meade, Jeffrey Ritter

PENNSYLVANIA L0022 Philadelphia—Nathaniel Burton, John Harte, Brian Kelley, L0299 Altoona—John Patton, L0302 Allentown—Kenneth Bratsch, L0463 Johnstown—James Shaffer, L0713 Easton—Robert Dantine, L1680 Swissvale—George Geller, L1803 Reading—Mitchell Huntzinger, Johl Light, L2045 Hanover—Robert Houck

RHODE ISLAND L0799 Providence—Alfred Asprinio, Robert Blue, Joseph Dorsey, Walter Galligan, Gregory Gemp, David Higgins, Bernard Kelly, Richard Lema, Richard Longtin, Wayne Milette, Philip Payne, James Petersen, Jay Priddy, Douglas Quintin, Nelson Rivera, Steven Schora, Richard Silva, Thomas Walden, L1949 Portsmouth—Lawrence Cook, David Harris, Kevin Martin, William Reed, L2334 North Providence—Frank Andre, Eric Bazzle, Kathleen Clark, David DiIorio, L3240 Coventry—Louis Cote

SASKATCHEWAN L0080 Saskatoon—David Guilmette, Keith Hartz, L0181 Regina Professional Fire Fighters Association—R. A. Blackburn, Brian Desjarlais

SOUTH CAROLINA L4723 St. John's Professional Fire Officers—Dave Probo

SOUTH DAKOTA L0814 Sioux Falls—Daniel

Long, Dennis Matthews, Douglas Wilson, Mark Wolfe

TENNESSEE I0014 Tullahoma—Robert Hatfield, Henry Whitaker, L0140 Nashville—David Bennett, Campbell Carter, Lawrence Cole, Ralph Cotnoir, Karl Meyer, L1346 Oak Ridge—David Heck, L1784 Memphis—Shelby Bugg, Robert Nickelberry, L1850 Jackson—Tommy Day, Joseph Johnson, James May, James Moore, Harrison Smith, Sammy Stanfill, L2270 Kingsport—Leonard Springer

TEXAS L0058 Dallas—John Holdridge, Michael Tartt, Robert Taylor, L0341 Houston—Allen Arvie, Johnny Garrett, Anthony Gilcrest, Ronnie Haden, Kenneth Joffrion, David McBroom, Jim McMillan, Richard Meraz, Willis Moore, Donald Moreau, L0440 Fort Worth—Marvin Moss, E. Vigil, L0478 Waco—Ron Walts, L0542 Amarillo—Keith Upchurch, L0571 Galveston—John Ovalle, Gary Vasquez, L1044 Abilene—Frederick Bradford, L1259 Texas City—Robert Baker, David Briggs, L1665 Odessa—Dennis Wilhite, L2149 Plano—Don Peters, L2602 McAllen—Randolph Kohrt, L3293 Pampa Professional Fire Fighters—Gary Winton, L3885 North Richland Hills—Jerry Killion, Kenneth Vise, L3942 Seagoville Fire Fighter Association—Michael Hoskins, L3963 San Marcos—James Frye

UTAH L0593 Provo—Glenn Hart, Jerry Jolley, Arthur Spear, L1696 Salt Lake County—James Anderson, Robin Pilcher, L2970 West Valley City—Russ Carr

VERMONT L3044 Burlington—Francis Kehoe, Brian Maher, Michael Richard, James Whitehouse

VIRGINIA F0025 Tidewater Federal Fire Fighters—Paul Phillips, F0273 Fort Belvoir—Carl Houser, L0539 Portsmouth—James Robey, John Savage, L1132 Roanoke—Kenneth Walker, L2068 Fairfax County Professional Fire Fighters And Paramedics—Thomas Cooke, Milton Goldsmith, Ricky Pray, Brian Saunders, Jerry Smith, L2449 Chesapeake—Lake Critzer, Douglas Hughes, Jeffrey Kelleher, L2532 Danville Professional Fire Fighters Association—R. Odell Tate, L2598 Prince William Professional Fire Fighters Inc.—David Doehler, L3612 Colonial Heights—John Snyder, L4202 Hanover—Wayne Woo

WASHINGTON L0027 Seattle—Karen Dong, Marion Hoefner, Anthony McGrew, Anthony Warren, L0031 Tacoma—Paul Cornwell, Richard Ernst, Philip Gervais, Linda Lowe, Kevin O'Donnal, Rod Pray, Otto Schenck, David Sher, Larry Steiner, L0315 Hoquiam—David Johnson, L0452 Vancouver—Edward White, L0726 Pierce County Professional Fire Fighters—Chris Grant, L0828 Longview—Gary Schneider, Michael Tressler, L1604 Bellevue—Celia Castle, L1760 Shoreline—Peter Thornley, L1789 Spokane Airport—George Wickholm, L1828 Edmonds—Amy Turner, L2898 Seattle Fire Chiefs—Kenneth Tipler, L3828 Cowlitz 2 Fire & Rescue Career Fire Fighters Association—Mark Mosier

WEST VIRGINIA L0313 Morgantown—Terrance Rinehart

WISCONSIN L0127 La Crosse—Frederick Hagmann, L0215 Milwaukee—Patrick Balcerzak, Herman Harrison, Terence Hunter, William Ingram, Frank Lenarchich, Steve Metzger, John Pena, Orlando Rice, James Washcovick, L0368 Manitowoc—Tim Veith, L0580 Janesville—Michael Rundle, L1004 West Allis—Richard Stenz, Jeffrey Wiedel, L1440 North Shore—Raymond Busch, L2051 Brookfield—Dennis Hibbard

NEVER FORGET

IN MEMORIAM

L0002	Daniel Bowman.....Chicago.....IL	L0596	Brian MacIsaac.....Poughkeepsie.....NY
L0002	Joseph Connolly.....Chicago.....IL	L0627	J. F. Wolf.....York.....PA
L0002	Bennie Crane.....Chicago.....IL	L0632	Joseph Deist.....New Orleans.....LA
L0002	James Garrity.....Chicago.....IL	L0632	Louis Young.....New Orleans.....LA
L0002	John Herrity.....Chicago.....IL	L0718	Nicholas Keenan.....Boston.....MA
L0002	Scott Lietz.....Chicago.....IL	L0718	George Paul.....Boston.....MA
L0002	Robert Pangburn.....Chicago.....IL	L0734	Paul Archibald.....Baltimore.....MD
L0002	John Prinz.....Chicago.....IL	L0734	Albert Blackwell.....Baltimore.....MD
L0022	Cornelius Bonner.....Philadelphia.....PA	L0734	Carl Miles.....Baltimore.....MD
L0022	Walter Bossard.....Philadelphia.....PA	L0734	Carl Reedy.....Baltimore.....MD
L0022	Walter Clay.....Philadelphia.....PA	L0734	Charles Russell.....Baltimore.....MD
L0022	Paul Curione.....Philadelphia.....PA	L0734	Glenn Simms.....Baltimore.....MD
L0022	David Herbst.....Philadelphia.....PA	L0734	James Smith.....Baltimore.....MD
L0022	James Marcolonga.....Philadelphia.....PA	L0753	Donald Pierce.....Fresno.....CA
L0022	Francis McCarey.....Philadelphia.....PA	L0834	James Walton.....Bridgeport.....CT
L0022	William McGonigal.....Philadelphia.....PA	L0858	Jerome Marsh.....Denver.....CO
L0022	John McGuire.....Philadelphia.....PA	L1014	Philip Arrequin.....Los Angeles County.....CA
L0022	Benjamin Rhodes.....Philadelphia.....PA	L1068	Brian Bragg.....Brampton.....ON
L0034	Dustin Werner.....Little Rock.....AR	L1132	Christopher Brown.....Roanoke.....VA
L0036	Daniel Collins.....Washington.....DC	L1271	Donald Everett.....Surrey.....BC
L0036	John Connors.....Washington.....DC	L1271	James Fairall.....Surrey.....BC
L0036	Curtis Fenner.....Washington.....DC	L1296	Eric Shink.....Kennewick.....WA
L0036	Michael McNally.....Washington.....DC	L1346	Bill Elliott.....Oak Ridge.....TN
L0036	Ernest Schnaebele.....Washington.....DC	L1349	Garland Pressley.....Mobile.....AL
L0036	Steven Vermeire.....Washington.....DC	L1364	Thomas O'Malley.....Ventura County.....CA
L0073	Michael Burch.....St. Louis.....MO	L1394	Robert Digiacomio.....Scarsdale.....NY
L0073	William Conley.....St. Louis.....MO	L1394	A. Maselli.....Scarsdale.....NY
L0073	Edward Slack.....St. Louis.....MO	L1463	Meredith Farr.....Hawaiian Islands.....HI
L0077	Glen Byous.....Saint Joseph.....MO	L1463	George Kuamoo.....Hawaiian Islands.....HI
L0094	John McNamara.....UFFA. Of New York.....NY	L1463	Osamu Otsuka.....Hawaiian Islands.....HI
L0112	Ralph Urquiza.....Los Angeles City.....CA	L1463	George Paresa.....Hawaiian Islands.....HI
L0122	William Dyal.....Jacksonville.....FL	L1463	Anthony Sang.....Hawaiian Islands.....HI
L0122	Johnny Sirmans.....Jacksonville.....FL	L1568	Micah Royall.....Henrico County.....VA
L0122	William Spivey.....Jacksonville.....FL	L1735	James McInnis.....Dedham.....MA
L0140	Albert Bates.....Nashville.....TN	L1835	Thomas Haines.....Warren.....PA
L0140	William Lovell.....Nashville.....TN	L2117	Julia Holden.....Reedy Creek.....FL
L0140	Millard Reed.....Nashville.....TN	L2203	James Simington.....North Metro.....CO
L0157	Robert Hollander.....Oklahoma City.....OK	L2260	Frank Molina.....Mesa.....AZ
L0181	Joe Drozda.....Regina.....SK	L2546	Howard Thornton.....Suncoast.....FL
L0209	Don Friesen.....Edmonton.....AB	L2881	Chaloea Champion.....CDF Fire Fighters.....CA
L0215	Gerald Ley.....Milwaukee.....WI	L2959	Daron Gallimore.....Martin County.....FL
L0215	Gerald Schimelfenyg.....Milwaukee.....WI	L2959	Lawrence Hughes.....Martin County.....FL
L0215	Edward Schultz.....Milwaukee.....WI	L4120	Daniel Davis.....Mansfield.....CT
L0215	Dean Williams.....Milwaukee.....WI	L4222	Joseph Grein.....Federal Heights.....CO
L0320	James Benedict.....Niles.....OH	L4321	Anne Fortunato.....Broward County.....FL
L0345	Leslie Bickett.....Louisville.....KY	L4321	Charles Griffen.....Broward County.....FL
L0522	Donald Mott.....Sacramento.....CA	L4524	David Sibley.....St. George.....LA



LAST ALARM

DIED IN THE LINE OF DUTY

L1212	THOMAS PRITCHARD	MISSISSAUGA, ON	08.17.97
L1212	GARY CROSS	MISSISSAUGA, ON	05.14.08
L209	ALEXANDER F. HARRIS	EDMONTON, AB	06.20.09
L209	ROBERT D. CHALMERS	EDMONTON, AB	07.06.09
L3704	JOSEPH T. GRACE	MANDÉVILLE, LA	07.10.09
L1926	JOHN P. SMITH, II	ANNAPOLIS, MD	07.21.09
L4211	THOMAS R. VEVERKA	DES PLAINES, IL	09.18.09
L628	PATRICK JOYCE	YONKERS, NY	10.02.09
L3406	CARL M. NORDWALL	NORFOLK AIRPORT, VA	10.06.09
L937	MICHAEL COYNE	CHELSEA, MA	10.10.09
L4757	BILL F. RODAT	TULARE CO., CA	10.15.09
L2023	JOHN C. BALBEN	SUDBURY, MA	10.15.09
L867	JIM S. McDONALD	WINNIPEG, MB	11.03.09
L162	DONALD J. MCCORMICK	OTTAWA, ON	11.06.09
L1505	MARK MCNEAL	FLAGSTAFF, AZ	11.06.09
L2545	TERRENCE GOLDBERG	KIRKLAND, WA	11.08.09
L2898	DAVID H. JACOBS, JR	SEATTLE FIRE CHIEFS, WA	11.08.09
L21	RAMON E. HAIN	SAINT PAUL, MN	11.14.09

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

INTERNATIONAL

NOVEMBER/DECEMBER 2009

Fire Fighter



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NEW! Walking Tall - Charcoal

Charcoal gray, 100% heavyweight cotton t-shirt. IAFF maltese cross design on front left chest. Large "Walking Tall" design printed on back. Accented with flames and IAFF logo on each sleeve. Sizes: M-3X

Item F1029 - \$25⁰⁰

9/11 Commemorative Ornament ▶

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Highly polished brass finished in 12k gold.

Printed in full color. Limited Edition.

Includes display stand.

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NEW! Granite Coaster

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Item F928 - \$10⁰⁰

NEW! Quarter Zip Fleece ▶

Navy, quarter zip heavyweight fleece with IAFF Fire Fighters embroidered in white on left chest. Sizes M-3XL

Item F1106 Sizes M-XL - \$40⁰⁰

Sizes 2X-3X - \$45⁰⁰



NEW! Ladies Pink Jacket ▶

Performance Cotton/Lycra® jacket with full zip front, side pockets. Pink with double white stripe down the arm and dark pink IAFF logo embroidered on left chest.

Available in sizes S-2X

Item F1103 - \$40⁰⁰



NEW! Guardian Bell

Banish the bad spirits of the road with this cast pewter bell featuring the IAFF Motorcycle Group logo. Split key ring for attaching bell to motorcycle. Measures 1" high.

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