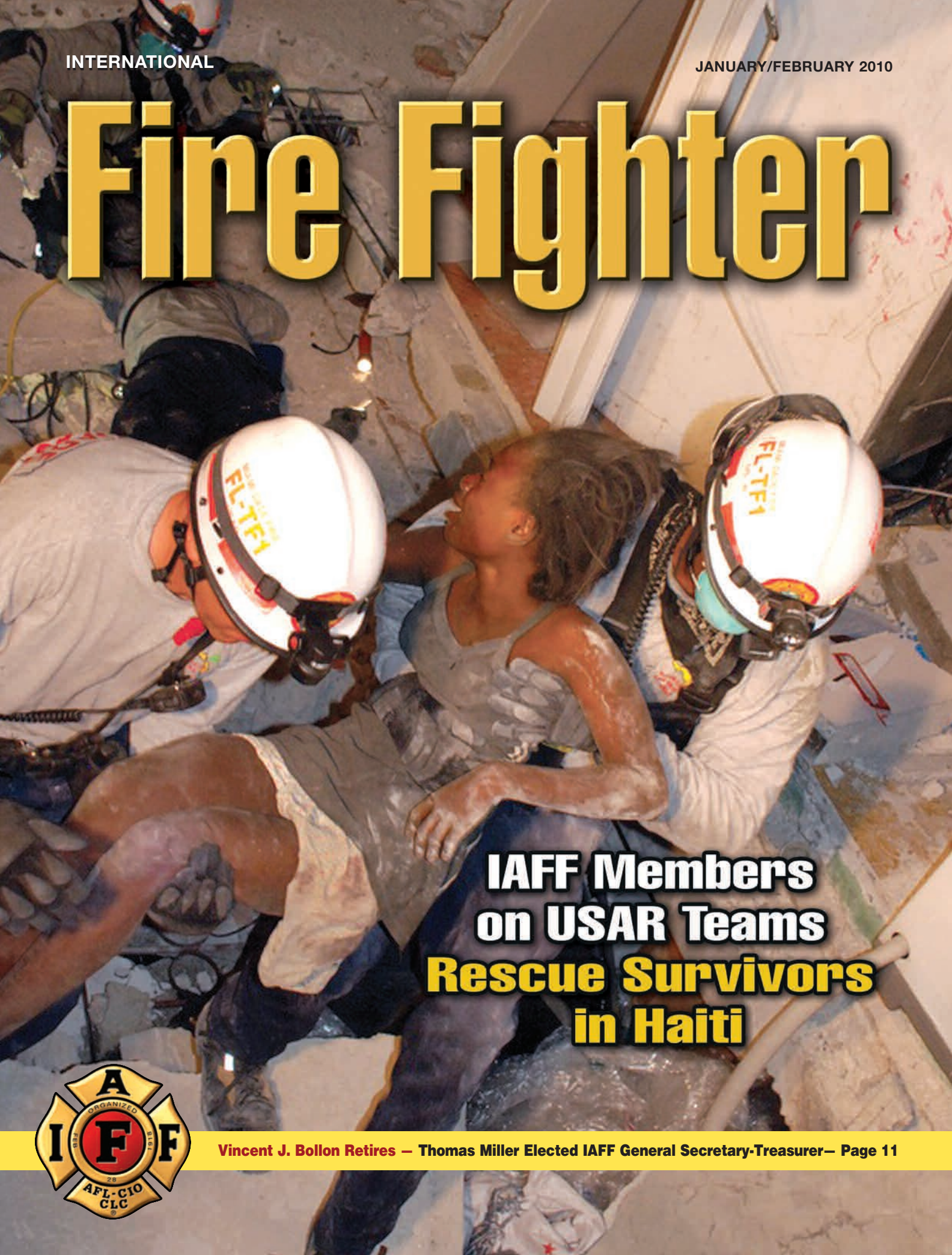


Fire Fighter



**IAFF Members
on USAR Teams
Rescue Survivors
in Haiti**



contents

JANUARY/FEBRUARY 2010

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FEATURES

Tom Miller Elected IAFF General Secretary-Treasurer

Miller brings record of successful leadership to IAFF11

Vincent J. Bollon Retires

A Special Tribute12

ON THE COVER:

USAR Teams Rescue Survivors in Haiti16

Justice Served In Overtime Cases

Louisville and Rockingham locals prevail in legal battles20



P. 11 Tom Miller is sworn in as IAFF General Secretary-Treasurer



P. 26 IAFF Conferences focus on leadership and diversity in the fire service



P. 32 Airdrie Local 4778 is one of three new locals in Alberta

General President's Message

Standing Firm3

General Secretary-Treasurer's Message

A New Challenge5

Letters to the Editor6

Local Scene8

Always On the Frontline22

Fully Involved25

Across the IAFF30

On the Road34

Retirees.....35

In Memoriam/Last Alarm38



On The Cover

The Miami-Dade, FL Local 1403 USAR team conducts search and rescue operations in Haiti.

—page 16

Standing Firm

To both casual observers of politics and seasoned Washington insiders, it is apparent that partisan gridlock has stymied government and brought the people's business to a grinding halt.

No one is without blame. Both parties are playing high stakes poker on issues of vital importance to this nation.

We need a jobs bill to put people back to work and reinvigorate our economy. We need health reform, but we can't allow that to occur on the backs of our members. It's a national disgrace that almost 50 million Americans are uninsured and millions more underinsured. And we need national collective bargaining.

But IAFF members should take pride that your union over the years has made substantial strides while others are sliding in reverse. We have succeeded under both Democratic and Republican controlled Congresses and with Republican and Democratic administrations. No other union can boast such success.

We have been successful for three reasons: we keep our agenda focused on issues that directly affect our membership; we work both sides of the political aisle and place the needs of our members first; and we have credibility because we support our friends to the very end, regardless of whether a "D" or an "R" follows their name.

But our support is not unconditional. When our friends are in error we call them out. I have consistently said elections matter, and they do.

Since President Obama took office, his administration has changed the archaic rules of the Staffing for Adequate Fire and Emergency Response (SAFER) program and more than doubled its funding to ensure that there is significant money to bring back every laid-off fire fighter and hire thousands of new fire fighters to restore positions that were eliminated through reductions in force. He restored bargaining rights for fire fighters employed by the U.S. Department of Defense when he repealed the National Security Personnel System, and he is committed to the passage of our national collective bargaining bill. When an anti-union mayor in Providence, Rhode Island, continued to spurn our local, the Obama administration refused to participate in the National Conference of Mayors hosted by that city.

But the current debate over health care reform has posed a challenge.

In his efforts to pass health reform, President Obama has suggested that an excise tax be levied against higher-cost health plans. The president and others thought the tax was an appropriate revenue source to fund health reform. We thought otherwise.

Health reform started out as an effort to do something good for people who work for a living in the United States. Health care costs are skyrocketing, so let's bring them down. People are losing coverage after being diagnosed with a terrible illness and others can't get coverage because they have a preexisting condition, so let's fix that. Millions can't afford insurance. So let's make sure they are covered.

But the initial attempt to fix health care has stalled, and another effort at reform will likely be underway soon.

Even though the initial effort stalled, and it looks like nothing was accomplished, I firmly believe that this union accomplished something critically important.

Our role in the fight over health care reform stands out to me as a shining example of our conviction, our courage and the strength of our voice when we stand together.

We made it crystal clear to the president, the U.S. Congress, the media and all of you — that the Senate health care bill, as constructed with an excise tax, had a fatal flaw. We told organized labor that we would not be party to solving the nation's health insurance crisis on the backs of our members. We drew a bright line.

We let everyone know that the Senate's reform bill was bad policy and bad politics. The Senate bill would either have imposed a tax on the health care premiums of thousands of America's fire fighters or caused their benefits to be slashed. We weren't about to let that happen. But if it did, we certainly weren't going down without a fight. So we staked out our ground early — and we stood firm. We weren't going to be a party to any compromise.

We all knew immediately that the proposed excise tax was deeply flawed and brutally unfair. The calls and e-mails I got from so many of you reaffirmed my belief. That is why we fought so vigorously and objected so loudly.

My pledge to you is simple — your union will fight every day to protect your interests.

Throughout the health care debate, your union stood tall, while others were willing to accept a watered-down version of the proposed excise tax.

Not everyone was pleased with our definitive, uncompromising stance. But that stance reflects what is best for our membership. Brothers and sisters, I make no apologies for our position. In fact, that's why you pay union dues. Our job is to represent you, no one else.

I know we stepped on some toes and bruised some relationships, but we will never worry about social graces when your lives and livelihoods are at stake.

We will not sit idly by and hope that those we helped elect look out for our interests, because we all know that too often elected officials are likely to look out for their own agendas.

In Washington and in Ottawa, we will stick to our principles.

I can't predict how the health reform debate will turn out. The president deserves credit for trying to tackle this crisis. But I assure you that the IAFF will not support anything that hurts its members.

So when the debate resumes, we will stake out our ground once again and defend it fiercely.

And if we can keep your health care benefits intact and untouched, and fix the major problems with the system as it exists — cost, denial of benefits, too many uninsured — then we will have accomplished a great deal once again.



Harold A. Schaitberger

“Our support is not unconditional. When our friends are in error we call them out. I have consistently said elections matter, and they do.”



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A New Challenge

Though I have only been in the position of IAFF General Secretary-Treasurer for a few weeks, I have spent the last 40 years in leadership positions at the local, state and international levels of this great union. Still, as I begin in my new role, I take on the responsibilities and duties with deference to the IAFF Executive Board and General President Harold Schaitberger for entrusting me to represent the great men and women of this union.

To be selected to complete the term of Vincent J. Bollon — a true legend in the labor movement and an icon in the hearts and minds of fire fighters across the United States and Canada — it is with great awe that I accept this responsibility.

I am truly humbled by the fact that, 54 years ago, my 50-year-old fire fighter father succumbed to a heart attack suffered on the job, leaving my disabled mother to raise me — only nine years old — alone. If it had not been for the widow's pension and Social Security, we would have literally been up the creek without a paddle.

Because of my own experience as a child, during my 24 years as president of the Professional Fire Fighters Union of Indiana, I lobbied the state house hard to win more and better pension benefits for our members.

My more than 37-year career on the Indianapolis Fire Department began in 1968 — a career that had, like all of yours, all the ups and downs, danger, death, challenges and rewards that we experience in the fire service. My commitment and service to the labor movement and the IAFF also started early — I was elected a trustee of Indianapolis Local 416 in 1971 and elected vice president in 1974.

I was fortunate to have had the late Don Wolf, then-president of Local 416, who encouraged me to run for the trustee position. I ran and won and

started a union career that I am truly very, very proud of. By 1978, I was president of the state association. With Dick Kissel as my secretary-treasurer and Brian Reed as my vice president, we were able to forge a great state union that Tom Hanify carries on today as president of the Professional Fire Fighters Union of Indiana.

As the IAFF 8th District Vice President for almost 10 years, I found representing more than 730 locals to be a real challenge, and remain mindful every minute of the trust and confidence that locals large and small put in me.

I am looking forward to the challenges ahead. Having served on the IAFF Executive Board, I relish the honor of working with them — their dedication to the IAFF and our members is beyond belief.

To Harold, I thank him for his friendship and the tenacity he brings to representing all of you every single day. I know this will be a tremendous

partnership. And to the leadership and the men and women of the 8th District, I say thank you for allowing me to serve you as a district vice president for almost a decade.

Vinnie Bollon was a true champion and steward of our membership's assets. He steered and kept the IAFF on a clear path as chief financial officer — a path that we can all take great pride in and continue down.

A great responsibility lies ahead, and I promise I will not let you down.

God Bless all of you — the membership of the IAFF — and God Bless America and Canada.



Thomas H. Miller

Thomas H. Miller

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 I-45, Newport News, VA
Local 207, Laurel, MS
Local 500, East Cleveland, OH
Local 788, Camden, NJ
Local 2538, West Hazleton, PA
Local 2565, Cushing, OK
Local 2700, Norwell, MA
Local 2833, Crossett, AR
Local 2918, Okeechobee, FL
Local 2979, Carlisle Township, OH
Local 3043, Jackson County, FL
Local 3181, Fayetteville, TN

Local 3590, Maitland, FL
Local 3679, Victoria, TX
Local 3690, Sedona-Verde, AZ
Local 4071, Awendaw, SC
Local 4158, North Charleston, SC
Local 4181, Wake Co. Paramedics, NC
Local 4288, Bradley, IL
Local 4352, Helena, AL
Local 4367, Keene, TX
Local 4464, Bossier Parish EMS, LA
Local 4491, Butler Township, OH
Local 4527, Gaffney, SC

Local 4570, Westview Fairforest, SC
Local 4581, Bay St. Louis, MS
Local 4590, Eagle Pass, TX
Local 4604, Hillsboro, TX
Local 4649, Vernon Parish, LA
Local 4658, Charles County, MD
Local 4663, Gonzales, TX
Local 4672, Enka-Candler, NC
Local 4717, East Point, GA
Local 4726, East Niceville, FL

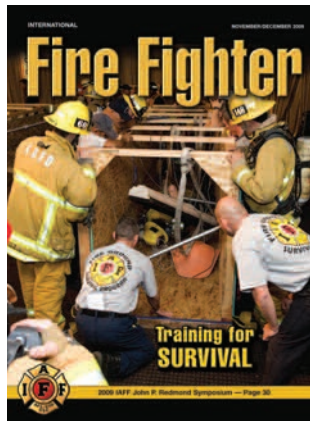
Grievance Lessons

Dear President Schaitberger:
Nice job on the article for Mansfield, OH Local 266 and Marion, OH Local 379 in the November-December 2009 *International Fire Fighter*.

Winning those grievances in arbitration was no small feat, and winning them in this economic climate was crucial. Those arbitration decisions will be sighted in future hearings, I'm sure.

The article was well written and accurately depicted both situations. Thank you for your work and thanks for finding space in the magazine. I'm sure it will be discussed at many firehouse kitchen tables across the country.

Roy Hollenbacher
First District Vice President
Ohio Association of
Professional Fire Fighters



household. We received both compliments and thanks from the people we supported.

We believe our support was instrumental in both elections. Our members have voted to contribute to three PACs: Our local PAC, the Ohio Association of Professional Fire Fighters Stage PAC and the IAFF FIREPAC.

We believe being active politically is essential to our local and helps provide us a voice which is listened to by our elected officials.

Again, thank you.

Jerry Miluk, President
Parma Heights Local 1690
John Braskie, Vice President
Joe Campagna, Secretary

Political Opinion

Dear President Schaitberger:
I have been a dues paying IAFF member for 23 years and, until 2008, an 11-year FIREPAC contributor. Beginning in 2008, I could no longer financially support a political action committee that was so short sighted it couldn't see that the politicians they supported, (because they supported "fire fighter issues") were leading the country down a dangerous path.

What do I mean by this?
Every month, the IAFF magazine has articles discussing layoffs, cutbacks and givebacks. And every issue everyone acts like no one saw this coming or that it couldn't be avoided.

I saw this coming and tried to warn my local members, the state and the International leadership. I told them that good-paying middle class jobs were being lost due to off shoring and illegal immigration.

I don't know if it was because the leadership thought that fire fighter jobs couldn't be off shored or taken over by illegal immigrants, or if they just didn't realize that the people who lost their good-paying jobs to illegal immigrants and off shoring where the same people who used to pay our salaries. But I was told, "We can't concern ourselves with those issues, we can only worry about fire fighter issues."

Which brings me to the November-December 2009 IAFF magazine.

In the letter to the editor titled, "Can You Count to Three?" Miami Local 587 member Dan Givens says, "Let's

start with the simple mantra that fire fighters across the nation are familiar with: Keep it Simple, Stupid. Wages! Benefits! Working Conditions!"

How has that worked out for the locals who have lost wages and benefits, and had their working conditions negatively affected over the last six months?

Every month, the International magazine discusses these negative factors, yet there are many among us who are still pushing for only "fire fighter issues."

Millions of American citizens have lost their jobs over the last year, but the politicians who supposedly support fire fighter issues continue to let 125,000 illegal immigrants enter the country every month. Recently Illinois Representative Luis Gutierrez (D-IL) proposed another amnesty bill for illegal aliens. This, while 10 percent of Americans are out of work.



Members of Deltona, FL Local 2913, from left: B Shift Steward Mark Dalton; Local President Kurt Vroman; Vice President Mike Maples; A Shift Steward John Fleemin; and Secretary Anson Chucci with General President Harold Schaitberger following the opening ceremony at the Affiliate Leadership Training Summit.

Becoming Stronger Leaders

Dear President Schaitberger:
After attending the Affiliate Leadership Training Summit (ALTS) in Orlando, we wanted to send this picture. The Conference brought one simple message to light and that is, "Our local is only as strong as its members."

We thank the IAFF for putting on such a great program and we are looking forward to the next event.

Mark Dalton
Deltona, FL Local 2913

Let me explain this. By Keeping It Simple, Stupid, the only way for labor to improve Wages! Benefits! and Working Conditions! is for politicians to limit the labor pool. The way to do this is to end immigration — legal and illegal — and find a way to stop companies from sending jobs to third world countries where they use slave labor, provide no health care or pensions and are not required to abide by EPA or OSHA regulations.

We should only be supporting politicians who support this goal!

Our leadership and members were right when they thought our jobs couldn't be off shored or taken by an illegal alien. But what they didn't see coming was that when the taxpayers lost their jobs, cities would lose the revenue that pays for our Wages! Benefits! and Working Conditions!

Wake up! A politician promising to take care of fire fighter issues while ignoring other issues, including a massive deficit, 10 percent unemployment, trade deficits and a runaway immigration policy, is like the captain of the Titanic offering us state rooms and deck chairs on the sunny side of the ship...after it has already hit the iceberg.

John Janata
Berwyn, PA Local 506

Help When We Needed It

Dear President Schaitberger: First of all, congratulations on another outstanding Human Relations Conference and Affiliate Leadership Training Summit. As one of the many attendees and facilitators, a few of the comments I heard included: "best course ever," "a great conference," "much needed education" and "really appreciated." ALTS will continue to grow as the need for education is recognized by our members. I'd also like to take the opportunity to sincerely

thank Reedy Creek Fire Fighters Local 2117. President Chad Barley designated a number of members to assist us in stuffing 1,500 conference bags (no small task), help with registration for both the Human Relations Conference and ALTS, and to assist attendees in whatever they could.

This included my spouse, Jane, who experienced an extreme case of hyper-tension.

After several days of elevated blood pressure levels (detected by two great Stop, Drop, Control nurses), Local 2117 members and I convinced her to seek medical attention. I'd like to point out Local 2117 members Cletis Browning, David Evans and Tim Stromsnes were instrumental in assisting Jane. Cletis arranged a medic unit to transport her to the hospital where she was attended to immediately.

IAFF Staff member Virginia Masino accompanied Jane to the hospital and remained with her until she returned to the hotel after a series of tests and blood work. Thank-you Virginia — you're a sweetheart! Assistant to the General President Pat Morrison provided both Jane and I reassurance and showed complete empathy. We both appreciated this very much!

We will never forget the concern and assistance provided by Local 2117 members — you're what Brotherhood is about — IAFF staff members and that shown



The November-December issue of the *International Fire Fighter* included an ad from Harbor Freight Tools. It has since been brought to our attention that this company's products are not U.S.- or union-made.

Our advertising policy is very clear — only companies whose products are union-made or made in the U.S.A. and Canada are eligible to advertise, and all advertisers must certify they fit our policy. Harbor Freight Tools assured us its products were made in the U.S.A. and that the company met our advertising guidelines.

After the ad appeared, we forced Harbor Freight Tools to give us a list of the products it sells that are made in the U.S.A. or Canada. The company could only come up with a few small items that are in fact made in the U.S.A.

Obviously, we were seriously misled by Harbor Freight Tools that we will no longer accept its advertising. We apologize for allowing the ad to run in the first place. We remain fully committed to our union-made, made in the U.S.A. and Canada philosophy.

by my fellow Partnership Education Program (PEP) facilitators and spouses. Once home we received a call from the Director of Education Kevin Rader to see that everything went well on our return. Thank-you!

Thank you again to those of you who assisted; it is sincerely appreciated.

Fraternally,
Robert E. Scruton,
CTR, TFT-Alg
Active Retired Member
Abbotsford, BC Local 2864
PEP, Canadian
CBRN/HazMat
and Service Representative

Message On Target

Dear President Schaitberger: Your message, "Staying Alive," (November-December 2009) is right on target and greatly appreciated.

John Dwyer
Secretary-Treasurer
IAFF Local 1009
Worcester Fire Fighters



Email your letters to
pr@iaff.org OR
mail them to:
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Baltimore Fire Fighters Fight Fire Department Cutbacks

As the City of Baltimore, Maryland, faces an estimated \$190 million budget deficit in the upcoming fiscal year, Baltimore City Fire Fighters Local 734 and Baltimore Fire Officers Association Local 964 members are working hard to keep the fire department and its resources off the chopping block.

A rally led by IAFF General President Harold Schaitberger has put a stop to any cuts before the next fiscal year begins on July 1, 2010, but there is more work to be done.

“No municipality is immune to the financial crisis that continues to plague our nation, but shutting down fire companies is not only dangerous, it’s irresponsible,” said General President Schaitberger. “We cannot allow Baltimore to go unprotected.”

In June 2009, the City moved to close Truck 2, the only fire company serving the downtown area of Baltimore, along with Engine 36. Despite pressure exerted by Locals 734 and 964 to keep both fire companies open, Truck 2 remains closed and Engine 36 is open without funding — Truck 2 Engine 36 was saved, but not Truck 2.

Not long afterwards, the City issued another round of cuts (citing continued budgetary shortfalls) resulting in the brownouts of up to six engine companies per day.

“We were already running calls understaffed,” says Baltimore Fire Officers Association Local 964 President Stephan Fugate. “With these new cuts, response times began to increase, putting fire fighters and the public at risk. Our worst fears were realized when we had a fire-related death just five blocks away from one of our browned-out companies.”

In early December 2009, fire fighters were called to a two-story brick row house fire about 3:00 a.m. However, the closest fire company, Truck 18, and another nearby



Local 964 President Stephan Fugate was among the IAFF leaders to tell the City not to balance the budget on the backs of fire fighters.



Hundreds of members from Baltimore City Fire Fighters Local 734, Baltimore Fire Officers Association Local 964 and other IAFF fire fighters from around the region marched on City Hall, protesting proposed cutbacks.

“No municipality is immune to the financial crisis that continues to plague our nation, but shutting down fire companies is not only dangerous, it’s irresponsible.”

—General President Schaitberger

company, Engine 8, were browned out at the time.

Had Truck 18 been open, it would have arrived in half the time the first responding unit arrived. When fire fighters did arrive, Sam Davis, 76, and his daughter Fran Wilder, 53, were found unconscious on the second floor of the home. Both were transported to the Maryland Shock Trauma, where Davis later died.

“In this case, many of our members on the fire ground assured me that if these closings hadn’t occurred, there probably would have been a different outcome,” says Baltimore City Fire Fighters Local 734 President Robert Sledgeski.

Troubled by how the City continued to put budget concerns in front of public safety, President Schaitberger led a rally of hundreds of fire fighters from Locals 734 and 964 and other locals around the region to the steps of City Hall, protesting the dangers created by service cutbacks.

With rally cries such as “don’t cut safety” heard around City Hall, then-Mayor Sheila Dixon and her administration immediately handed out a press release, promising to

focus on public safety.

Dixon agreed not to permanently close fire companies before the beginning of the next fiscal year on July 1, 2010, reduce the maximum number of rotating closures to four per shift and apply for a Staffing for Adequate Fire and Emergency Response (SAFER) grant.

Thus far, the City has made good on these promises. However, there are two issues at hand that make the future uncertain: (1) there have been significant changes to the City administration and (2) the fiscal year 2011 budget is looking bleaker than 2010.

Mayor Dixon was found guilty of misdemeanor embezzlement relating to her use of more than \$600 in retail store gift cards intended to be distributed to needy families. As part of a plea agreement, Dixon resigned effective February 4, 2010.

As City Council president, Stephanie Rawlings-Blake will take over as mayor. Rawlings-Blake has traditionally been a friend to the fire fighters, but because budget woes are likely to continue, the future of the fire service and its resources remains at risk.

It has been reported that budgetary concerns may force the fire department to lay off as many as 125 fire fighters and close a dozen companies when the next fiscal year begins on July 1, 2010.

Locals 734 and 964 both call the potential cuts a “doomsday scenario,” but caution that the numbers remain fluid and uncertain. “For public safety’s sake, the City of Baltimore cannot afford any more fire service cuts. We are hopeful that Rawlings-Blake understands that,” says Sledgeski. ■

Tulsa Fire Fighters Save Jobs, Preserve Safety

The members of Tulsa, OK Local 176 voted overwhelmingly in January to accept wage concessions and avoid 147 layoffs.

After weeks of negotiations with the City's new mayor, Tulsa fire fighters agreed to a 5.2 percent pay cut for 17 months, eight unpaid furlough days in the next fiscal year and the elimination of benefits, including fitness pay and a clothing allowance.

With about 90 percent of the membership voting, the local voted 442 to 177 to accept the cuts.

"The 5.2 percent wage cut is a huge sacrifice, but the members felt that in this economy and in the current political climate, we needed to continue to provide the same level of service to the public, and that meant avoiding layoffs," Local 176 President Stan May says.

The membership vote was precipitated by Tulsa's \$10.4 million deficit. The Tulsa Fire Department had a budget gap making up \$2.5 million for the current fiscal year. The gap launched months of difficult negotiations between Local 176 and Tulsa's new mayor, who initially demanded that members of Local 176 take an 8.5 percent pay cut, give up longevity pay, take reductions in all stipends, receive no standard performance increase and begin a furlough program.

"President May, Secretary-Treasurer Chad Miller and the entire Executive Board of Local 176 did a great job in



PHOTO CREDIT: TULSA WORLD

Members of Tulsa, OK Local 176 voted 442 to 177 to accept a 5.2 percent wage cut to help close the City's \$10.4 million deficit and prevent the layoffs of 147 fire fighters.

dealing with an extremely harsh situation," says IAFF 11th District Vice President Sandy McGhee. "What the members ultimately ratified was substantially less than what the mayor wanted. That was no small accomplishment."

The mayor's heavy-handed approach didn't go over well with Local 176.

"We all felt that the tactics used by the new administration were irresponsible and threatened to jeopardize public safety. Using the current economy as an excuse to secure reductions in salaries and benefits was equivalent to extortion," May says.

But Local 176 also earned the support of Tulsa residents for unselfishly agreeing to do its part to address the City's economic problems.

"The reaction from our new friends on the Tulsa City Council, the media and the public has been overwhelming. We have gained a level of support from the community that we have never enjoyed in Tulsa, and we will continue our public relations efforts so that in future negotiations we can restore all the reductions in benefits and staffing that we've agreed to over the last couple of years," May says.

Local 176 pulled through the difficult experience even stronger, McGhee notes.

"The union could have split over a situation like this, but the membership stuck together and rallied behind their president," McGhee says. ■

Golder Ranch Fire Fighters Latest to Gain Meet and Confer in Arizona

With assistance from the Professional Fire Fighters of Arizona (PFFA), Golder Ranch Fire District fire fighters now have the right to meet and confer. The fire fighters are represented by North Tucson Fire Fighters Local 3832.

Arizona fire fighters attribute the success to receptive decision-makers. "I came down and helped educate the board on the benefits of meet and confer, but Local 3832 had already laid the groundwork through its ongoing political action," says PFFA Executive Vice President Bryan Jeffries.

Local 3832 leaders say staying active politically was crucial, but also credit their relationship with the fire chief. "Because of our longtime positive relationship, Fire Chief John Fink promised that he would help us get a formal bargaining system in place before he retired," says Local 3832 President Dan Klement.

The next step is to work on a memorandum of understanding with the fire chief and the fire board. The MOU will benefit 113 IAFF members. ■



PFFA Executive Vice President Bryan Jeffries flanked by members of Local 3832 fire fighters after they gained the right to meet and confer.



IAFF Members On the Frontlines



Greensboro, NC Local 947 fire fighter Jonathan Smith returned home safely after a year at COP Shocker in Iraq. Smith's platoon worked in conjunction with the Iraqi border patrol, training Army personnel and working at point of entry posts at the Iran/Iraqi border.



Several IAFF members are on a five-month deployment in Kuwait as part of the U.S. Air Force 386th Expeditionary Civil Engineering Squadron, 386th Expeditionary Mission Support Group, 386th Air Expeditionary Wing. Back row from left: Centerville-Osterville, MA Local 2346 member Thomas Miskiv and Indianapolis, IN Local 416 member Jacob Blair. Middle row from left: Tinker Air Force Base, OK Local F-211 President Todd Lambert; Indianapolis, IN Local 416 member James Michalisko; Sioux Falls, ID Local 814 member Michael Cross and St. Mary's City, OH Local 3633. In front is Indianapolis, IN Local 416 member Aric Baker.



Tualatin Valley, OR Local 1660 members SSG Jason Johnson, a flight medic with C/7-158 AVN REGT (MEDEVAC), and 1LT Will Coker, Executive Officer/Convoy Commander with A/1-141 Convoy Security Company, serve together in Iraq. Both are Oregon Army National Guard soldiers.



Clockwise from left: TSgt Anthony Wolf, SSgt A.J. Sinsel, SSgt Cody Nichols and TSgt Craig Murdock. All are fire fighters from the 124th Fighter Squadron Idaho Air Guard and Gowen Field Local 4571 in Boise, Idaho. The men were stationed in Ali Al Saleem AB Kuwait in support of Iraqi Freedom from May through September of 2009.



Woonsocket, RI Local 732 fire fighter and First Lieutenant Justin Prophet is serving in Iraq with the 747 Military Police Company. His unit is training the Iraqi Police.





Thomas Miller Elected IAFF General Secretary-Treasurer

Following the retirement of IAFF General Secretary-Treasurer Vincent J. Bollon on January 15, 2010, the IAFF Executive Board — in accordance with the IAFF Constitution and Bylaws — has elected Thomas H. Miller, to finish the term.

“Tommy Miller has demonstrated his ability to lead on the local, state and international levels of this great union,” says IAFF General President Harold Schaitberger. “I have no doubt he will continue to be an invaluable asset to our members in his new capacity as General Secretary-Treasurer.”

Miller says, “As I take on this new position of General Secretary-Treasurer, I am mindful of the awesome responsibility of the duties that come with it. I look forward to providing this higher level of service to our members.”

The newly-elected General Secretary-Treasurer joined the Indianapolis Fire Department in 1968, retiring in 2005 at the rank of captain. Showing an early commitment to the IAFF, he was elected a trustee of the Indianapolis, IN Local 416 in 1971, and elected vice president in 1974.

One of his proudest moments during his time on the Local 416 Executive Board was when he negotiated the local’s first contract with the City of Indianapolis in 1976. This contract became the base of all future agreements with the City and allowed the local go grow to its current 2,800 members — from 22 departments in four different counties.

In 1978, Miller was elected as president of the Professional Fire Fighters Union of Indiana (PFFUI), and served until 2002. While still serving as PFFUI president, he also began serving as IAFF 8th District Vice President — representing Indiana, Ohio, Illinois, Kentucky and Michigan — in 2000.

In his capacity as District Vice President, Miller broadened his service to assist hundreds of locals with a wide range of issues including weathering financial crises. Miller worked hard to



Vincent Bollon congratulates Miller on his election to General Secretary-Treasurer of the IAFF.

prevent layoffs and keep fire stations open while also pushing for safe working conditions and improved benefits.

His success as a leader helped entice unorganized professional fire fighters to come into the IAFF fold. “During my tenure as District Vice President, I organized almost 100 new locals,” says Miller. “The 8th District is now the second-largest in the International with more than 700 locals.”

Miller was appointed by former Governor Robert Orr to the Police Officers and Firefighters Pension and Disability Fund Advisory Board. He was reappointed by four successive governors and became chairman of the advisory board in 1990.

He also served as an advisor to numerous Indianapolis mayors and governors and other legislators on matters of public safety, pensions, labor contracts and other fire service and union issues.

Miller also served two tours of duty in Vietnam while in the U.S. Navy as a sailor aboard the U.S.S Tioga County.

Now, as he moves into his capacity as an IAFF principal officer, General Secretary-Treasurer Miller plans to “work with General President Schaitberger and the experienced staff at the International to explore new, innovative ideas to maintain and improve the IAFF’s financial security.”

To assist, Miller asked Jim Lee to be his Administrative Assistant and chief advisor. Lee, too, has a long history with the IAFF. He was a member of Toronto, ON Local 752’s executive board for four years before serving as its president from 1982-1990. He then became president of the Ontario Professional Fire Fighters Association and served in that capacity before becoming Assistant to the General President for Canadian Operations in 2002. ■



Miller was elected as the new General Secretary-Treasurer January 20 by the IAFF Executive Board.



Vincent J. Bollon Retires

Vincent J. Bollon, one of the IAFF's longest-serving principal officers, retired in January after more than 21 years as General Secretary-Treasurer.

“I have 50 years of great memories from my time as a fire fighter and fire fighter advocate,” says Bollon. “Nothing gives me greater fulfillment than working on behalf of IAFF members, but I know that I could no longer give the 110 percent I believe our members deserve. I know that I am leaving this great International in the capable hands of IAFF General President Harold Schaitberger and newly-elected IAFF General Secretary-Treasurer Thomas Miller.”

“I have been very fortunate to have him as a full partner in my almost 10 years as General President of this great union,” says Schaitberger. “I will miss his dedication to

duty and his sound advice, but each IAFF leader who follows in his footsteps will have him as a model of exemplary union leadership.”

The Beginning: UFA Local 94

Bollon had an unlikely start to the fire service. “A friend of mine and I saw a newspaper ad for fire fighter recruit testing, but what really caught our attention was the part that said ‘free physical included,’” he laughs.

Both Bollon and his friend passed the test. While his friend followed his dream to become a brick layer, Bollon entered the fire fighter academy.

But in 1957 as he readied to take the test to become a fire fighter, he was drafted into the U.S. Army. He returned to New York two years later, where he immediately became a member of Uniformed Firefighters Association (UFA) of Greater New York Local 94 and began his 20 years of service on Ladder 31 in the South Bronx.

Ladder 31 was housed with Engine 82 in the firehouse fire fighters referred to as “La Casa Grande.” From the beginning, Bollon was extremely dedicated to serving and protecting his community.

From 1965-1975, the Bronx — especially the South Bronx — was plagued by a wave of arson.

Dennis Smith, who also served on Engine 82 and later produced the documentary, "The Bronx is Burning" and launched *Firehouse* magazine, says, "They called those years 'the War Years' in the FDNY because of the extraordinary amounts of fires. It felt like the City was coming apart at its seams."

"La Casa Grande" fire fighters were responding to up to 9,000 calls per year, making the firehouse the undisputed busiest in the world. Retired UFA Local 94 fire fighter Charlie McCarthy recalls, "To really understand what a great fire fighter Vinnie was, you have to remember this was a time when we did not have any radios or many of the other modern conveniences fire fighters have today."

He adds, "But, just like any fire fighter, he wasn't perfect. In his first years as chauffeur, he left the tillerman behind a couple of times."

During this busy time, Bollon earned three individual and several company citations for outstanding courage and bravery.

One award he received for rescuing three children trapped in a bedroom on West Farms Road. "I had to go in twice for the children and when I got the last one out, the apartment just lit up," remembers Bollon.

But the first award he earned for his actions during an apartment fire on Hoe Avenue in the South Bronx.

Inside the home when the fire started were a mother, father, baby, grandmother and great-grandmother. The mother and father and jumped, leaving the baby, grandmother and great-grandmother inside.

Bollon brought the ladder to the rear of the building and climbed in through the kitchen window. "I found the baby under the kitchen table. After handing the baby to another fire fighter on the ladder, I went searching for the grandmother and great grandmother. They were both in one of the bedrooms. I remember the grandmother told me she didn't want to leave her mother," he says.

A third award was for rescuing a single child, but Bollon is not one to boast about his accomplishments, "We were just ordinary men. But, on occasion, we were asked to do extraordinary things."

At the same time, Bollon was also becoming increasingly involved with Local 94. His union brothers remember fondly the first time he ran for union office.

"Out of nowhere, Vinnie decided to run for Bronx trustee," recalls Bernie Cassidy, who served with Bollon in both the South Bronx and Harlem. "All 40 guys at La Casa

(Right) Bollon carries a child to safety from a smoke-filled building. (Below) Bollon (third from left) and his crew are honored after rescuing three children from a West Farms Road fire.



UFOA Local 854: 1978-1988

Bollon was promoted in 1978 to lieutenant on

Ladder 26 in Harlem. The ladder company was quartered with Engine 58 in a firehouse dubbed "The Fire Factory." His new assignment would prove to be just as busy, with more than 6,000 runs annually.

He immediately became involved with the New York Uniformed Fire Officers Association (UFOA) Local 854, becoming a lieutenant representative. Not long afterwards, Bollon was elected president.

Former IAFF 1st District Vice President and New York State Professional Fire Fighters Association President Jim McGowan served with Bollon in the Bronx. Then, McGowan served as Local 854 secretary-treasurer while Bollon was president.

"With his knowledge of the issues facing us — the closing of firehouses, layoffs and pension shortfalls — there was no better choice for president than Vinnie Bollon," says McGowan. "We knew we made the right choice when one of his first acts as president was to restore the Local 854 membership to its pre-fiscal crisis levels."

During his tenure as Local 854 president, Bollon was also the first vice chairman of the largest fire fighter pension fund in the United States and Canada — then more than \$2 billion. Additionally, he chaired the annuity trust fund for the local and

Grande said they voted for him, but when the votes were counted, Bollon had received just 10 votes. A lot of joking around came from that."

But Bollon was destined to be a union leader. Shortly after that initial run for office, he was elected to his first union leadership position as company delegate and later was elected as Secretary-Treasurer for UFA Local 94 in the mid-1970s.

This was a time when the City was nearly bankrupt, and was implementing massive layoffs, including 1,700 fire fighters. Understanding the City's financial woes, Bollon and other Local 94 leaders worked to find an alternative solution.

In exchange for bringing the fire fighters back to work, Local 94 members voted in favor of a supplementary dues increase to cover the health insurance for the laid-off fire fighters and their families.

By the end of 1977, Bollon was due for a promotion, but he turned it down so that he — as a member of Local 94 — could ensure the City would make good on its promise to bring back laid-off fire fighters. All but 10 came back on the job.

worked to increase it from \$6 million in 1978 to \$36 million by the time he left office in 1988.

Other accomplishments included drafting changes to the New York State Toxic Tort Law (which gave injured fire fighters the right to sue for their injuries and exposures), lobbying for the passage of fire fighter occupational health and safety legislation (including the New York State Right-to-Know Law, the New York State Public Employee Occupational Safety and Health Act, and the New York State Fire Gas Toxicity Legislation).

Bollon and the Local 854 Executive Board also drafted and fought hard for the New York State First Line Supervisors Program, which provided training — at the expense of the state of New York — for newly promoted first line supervisors in all paid fire departments in the state. Each of these legislative successes remains in effect today.

While serving as Local 854 president, Bollon, at the request of the IAFF, extended his service to fire fighters nationwide by sitting on numerous National Fire Protection Association (NFPA) committees, addressing fire fighter health and safety, incident command, infectious diseases and safety officers.



General President Schaitberger and General Secretary-Treasurer Bollon at Ground Zero shortly after the 9/11 terrorists attack took the lives of 343 FDNY fire fighters.

He was a charter member on the NFPA 1500 Committee and assisted in drafting the first edition of that standard, which provides guidelines for a comprehensive safety and health program. Bollon continues to sit on the NFPA Board of Directors.

In 1988, Bollon retired from the Fire Department of New York and ran for IAFF General Secretary-Treasurer. “In my years as a New York City fire fighter and union

leader, I learned a lot of valuable lessons,” says Bollon. “I wanted to take what I had learned to do more for all fire fighters.”

General Secretary-Treasurer 1988-2010

After his election to IAFF General Secretary-Treasurer in 1988, Bollon partnered with then-IAFF General President Al Whitehead and later IAFF General President Harold Schaitberger and



As a tireless fire service advocate, Bollon was never silent when his fellow fire fighters were treated unfairly.

the IAFF Executive Board to oversee the union's finances.

"This International has been well-served by his able stewardship throughout the years that he has worked so hard as our chief financial officer," says Schaitberger. "His sound judgment, integrity and strong fiscal and fiduciary skills were the guiding qualities that put this great union on the strong financial footing that we enjoy today."

To offset membership dues, Bollon implemented new programs, such as the affinity credit card program. The card carries the IAFF logo and generates funds for the International.

The credit card program has not only helped members get a credit card with low interest rates, but has also helped fund renovations at IAFF headquarters and has offset a large portion of convention costs.

"I constantly looked for outside funding so that we could keep membership dues as low as possible," says Bollon.

Bollon also worked diligently to grow union membership, not just in finances and numbers, but also in influence, especially within the North American labor movement. "Despite some difficult financial years as a country, the IAFF has continued to significantly increase our level of services to its members," he notes.

"What made Bollon a great labor leader is his first class temperament," says former IAFF Assistant to the General President for Information and Technology Eric Lamar. "Even under pressure, he was never disconcerted. He was always ready for every challenge. He even found time to work — and still does — for Fairfax County, VA Local 2068's pension fund."

"Words cannot express how appreciative we are of all of the help and advice he has given us," says Fairfax County Local 2068 President John Niemiec. "Because of his knowledge, our pension has survived over the course of the ongoing financial crisis."

September 11, 2001

As a fire fighter and union leader from New York, Bollon knew many of the fire fighters killed in the September 11, 2001, terrorist attacks. "Every time I look at that list, I find somebody I hadn't recognized before," says Bollon. "On that list, there are both lifelong friends and children of fire fighter friends."

Bollon did not let the enormity of the situation overcome him. Instead, he immediately began helping the members of Local 94 and 854 and their families. "Less than a month after that day, we were able to raise \$160 million for the victims' families," he says. "That was a welcomed bright moment in a very dark time."



Bollon with then-Vice Presidential Candidate Joe Biden at the 2008 IAFF Convention.

Bollon Humor

Besides his courage as fire fighter and his impeccable labor leadership abilities, Bollon is also well-known for his quick wit and dry sense of humor. Business colleague and friend George Tydings, professes to have "the best" Bollon story.

When Gray Davis was running in the 1999 race for Governor of California, Tydings' company hosted a campaign luncheon for Davis. The restaurant was on the Hudson

River. As Davis was speaking, Bollon leaned over and said to Tydings, "You see that building with the green roof and fire department boats? I used to work there."

Tydings dared Bollon to call the firehouse to ask the fire fighters to drive the boat up to the restaurant window. Bollon took that bet.

"Shortly after Vinnie made that phone call, you could see one of the boats heading for the restaurant," says Tydings. "The boat got close enough that it made a big splash across the restaurant windows. Needless to say, it got everyone's attention."


The Future

After 32 years as a fire fighter and more than 50 years of work with the International union, Bollon has handed over the reigns to former IAFF 8th District Vice President Thomas Miller. He plans to spend more time with his wife, Linda, daughters Janice, Suzanne, Chrysee and Kathy and his six grandchildren.

He will continue to sit on various boards and be available to assist and advise in IAFF matters as needed. ■



After his promotion to Lieutenant in 1978, Bollon served on Ladder 26 in Harlem.



Members of Virginia Task Force 1 USAR team, with assistance from the U.S. Military, coordinate plans before a search and rescue to find survivors.

U.S. NAVY PHOTO BY MASS COMMUNICATION SPECIALIST AARON SHELLEY

IAFF MEMBERS RESPOND TO DEVASTATING HAITIAN EARTHQUAKE

As soon as hearing the news about the worst earthquake to hit Haiti in more than 200 years, Urban Search and Rescue (USAR) Teams comprised of IAFF members from across North America were deployed to the disaster zone to perform rescue operations and provide medical care and other needed emergency services. Some USAR teams were dispatched less than three hours after the earthquake occurred.

In addition, Disaster Medical Assistance Teams (DMAT) of doctors and nurses included some EMS workers who are IAFF members. Canadian Heavy Urban Search and Rescue (HUSAR) teams from Vancouver and Toronto were on stand-by, but never deployed.

Haiti, one of the world's poorest countries, suffered the 7.0 earthquake January 12, 2010, and subsequently experienced more than 50 aftershocks. More than 150,000 people were killed in the disaster.

"The level of professionalism and dedication displayed during this catastrophic event is nothing short of awe-inspiring," says IAFF General President Harold Schaitberger. "As our teams conducted their life-saving work, their efforts reaffirm just how vital each member of this union is to their own communities and to the rest of the world."

USAR and HUSAR teams used high-tech listening devices and dogs to find survivors. More than 135 people were rescued.

The following teams were deployed:

- Virginia (Fairfax County TF1 and Virginia Beach TF2)
- California (Los Angeles County TF2)
- Florida (Miami-Dade County TF1 and Miami TF2)
- New York City (TF1)

Several others were ordered to prepare to go, but were never sent, including Ohio (TF1), Texas (TF1), California (Orange County TF5 and Sacramento TF7), Toronto and Vancouver.

USAR teams were deployed by the United States Agency for International Development's (USAID) Office of Foreign Disaster Assistance. USAID works with many fire departments nationwide through pre-existing partnerships, but Fairfax, County, Virginia, and Los Angeles County, California, have the only teams in the United States certified by the United Nations for recovery operations.

Fairfax County Fire and Rescue Department spokesperson Dan Schmidt says, "Local 2068 fire fighters were dispatched within the first hours after the quake and a second round were dispatched on January 14. The teams quickly set up base operations and began freeing victims."

Fairfax fire fighters made their first

rescue January 14, when fire fighters removed an Estonian guard from the rubble of the United Nations headquarters. Rescuers had to “de-layer” nearly three floors of concrete to reach the man, who was pinned under a chair. TF1 helped rescue a total of 16 people from the rubble before they came home on January 28.

Through the Los Angeles County Fire Department, Local 1014 established Facebook and Twitter sites within 48 hours for the USAR teams to upload and link to information, stories and videos so that Local 1014 members and the families of those deployed could follow along and stay informed.

These sites also provided real-time information to citizens, illustrating how valuable the Los Angeles County fire fighters are.

Metro-Dade, FL Local 1403 fire fighters also arrived in Haiti with Florida TF1 on January 14. The team was sent to various high-occupancy dwellings, including schools, hospitals and multi-story apartments. Fire fighters made their first rescue at a school where they were able to remove a trapped student.

“The school was constructed with unreinforced concrete,” explains Local 1403 fire fighter Louie Fernandez. “Buildings constructed that way tend to ‘pancake collapse,’ leaving small open voids where trapped victims can survive for short periods.”

On a particularly dramatic rescue, one of the search team dogs alerted the TF1 team members to a wall. Fire fighters immediately worked to open a hole in the wall where they found and rescued a two-year-old.

In all, Florida TF1 rescued 11 victims. “While this operation was considered a great success, we all agreed that this was the worst disaster any of us had ever seen,” says Fernandez. “Our training and experience as fire fighters helped us all stay focused in these extreme conditions.”

Another group of Florida fire fighters from Miami Beach Local 1510 had the opportunity to travel to Haiti with Medi-share, a charitable organization that offers medical services to those in need.

“When the opportunity arose, 12 of us worked to get approval to use our vacation time for the trip,” says Local 1510 President Adonis Garcia. “On the ground, organizers sent us to areas that could use our medical training.”

The Miami Beach fire fighters delivered three babies, and assisted with amputations and changing wounds, but the one medical event that will stick forever in the minds of all Local 1510 fire fighters was the rescue of a three-day-old baby.

“The baby was in full cardiac arrest,” says

Continued on Page 18

HAITI, ONE OF THE WORLDS’ POOREST COUNTRIES, SUFFERED THE 7.0 EARTHQUAKE JANUARY 12, 2010, AND SUBSEQUENTLY EXPERIENCED MORE THAN 50 AFTERSHOCKS. MORE THAN 150,000 PEOPLE WERE KILLED IN THE DISASTER.



PHOTO BY CAPTAIN LOUIE FERNANDEZ, MIAMI-DADE FIRE RESCUE

Members of the Miami-Dade, FL Local 1403 USAR Team made numerous rescues, including a two-year-old.

Fairfax County, VA Local 2068 USAR Teams were dispatched to the disaster zone just hours after the earthquake struck Haiti.



“The baby was in full cardiac arrest. There were no pediatric ICUs, so I started administering CPR using two of my fingers. That baby lived because of what we did.”

—Adonis Garcia, President, Local 1510

Continued from Page 17

Garcia. “There were no pediatric ICUs, so I started administering CPR using two of my fingers. That baby lived because of what we did.”

The specialized skills that the members of the USAR and HUSAR teams possess are urgently needed in rescue and recovery efforts domestically and internationally.

The IAFF strongly supports the immediate deployment of these teams in an emergency. The IAFF is also urging Congress and Parliament to provide the funding necessary to ensure that USAR and HUSAR teams have all the resources and training they need to respond to emergencies and save lives — wherever they’re needed.

The most urgent need at this time is supporting ongoing disaster relief fundraising efforts. The AFL-CIO’s Union Plus will be matching donations for Haiti dollar-for-dollar. Donations can be made online to the AFL-CIO Solidarity Center’s Earthquake Relief. Visit www.unionplus.org for details.

For additional information on how you can assist during this disaster, contact the IAFF Division of Occupational Health, Safety and Medicine at (202) 824-9304. ■



PHOTO BY MARCELO, PERLA FLORIDA TASK FORCE 1

Rescuers with Miami-Dade Fire Rescue and Representative Kendric Meek (D-FL), who was with the Florida USAR team to celebrate the rescue of a three-year-old girl who was removed from tons of debris and reunited with her parents.



U.S. NAVY PHOTO BY PETTY OFFICER 1ST CLASS JOSHUA LEE KELSEY

Members of the Fairfax County Local 2068 USAR team scale what used to be the Montana Hotel to look for earthquake victims.



U.S. NAVY PHOTO BY PETTY OFFICER 2ND CLASS JUSTIN STUMBERG

Los Angeles County, CA Local 1014 is one of two USAR teams certified by the United Nations for disaster recovery operations.



Members of Miami Beach, FL Local 1510, assisting in the disaster recovery efforts with Medishare, saved a baby in cardiac arrest.



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Justice Served In Overtime Cases

IAFF members in Louisville, Kentucky, and Rockingham, North Carolina, have prevailed in separate lawsuits involving overtime compensation, thanks to legal representation from the International.

Louisville, KY Local 345 and Rockingham, NC Local 4702 have both settled cases resulting in favorable rulings for the IAFF.

Because of the years of back pay owed and the extensive nature of the City of Louisville's violations of Kentucky state law, Louisville Local 345 active and retired members are sharing \$43.5 million in unpaid overtime compensation and accrued interest. Several Rockingham Local 4702 fire fighters were also properly compensated for previously unpaid overtime and others received settlements related to the City's retaliation practices.

"These two cases are examples of why the IAFF retains a legal team," says IAFF General President Harold Schaitberger. "The IAFF and its legal counsel proudly represent any member or members in cases of unpaid overtime compensation or unfair treatment by their employers."

Louisville Fire Fighters Awarded \$43.5 Million in Overtime Settlement

In a hard-fought overtime suit against the City of Louisville, the Circuit Court approved the terms of a settlement resolving the long-pending pay claims of IAFF Local 345 members.

"We are pleased that we have finally been able to bring this case to its conclusion," says Local 345 President Craig Willman. "Now — especially since we will have a new mayor — we hope to be able to put the matter behind us and work toward improved labor-management relations."

Almost a decade ago, past Louisville Local 345 President Mike Kurtsinger discovered that the City of Louisville had been miscalculating fire fighter overtime pay. The City had been determining overtime reimbursement based on base

pay, leaving out other income for training, longevity and bonuses. Since overtime is paid at one-and-a-half times the hourly wage, the higher a fire fighter's wage, the more overtime he or she earns.

This case was filed under the Fair Labor Standards Act (FLSA) policy by IAFF General Counsel Tom Woodley in 2001.

"These two cases are examples of why the IAFF retains a legal team. The IAFF and its counsel proudly represent any member or members in cases of unpaid overtime compensation or unfair treatment by their employers."

—General President Schaitberger

The lawsuit asserted multiple violations of the state wage and hour law and the labor contracts between the City and the local.

At every step along the way — before the hearing officer, the Circuit Court, the state Court of Appeals and the Kentucky Supreme Court — the City continued to lose in the decisions regarding its liability and its responsibility for compensatory relief.

The case finally reached a turning

point on September 4, 2009, when the Kentucky Court of Appeals issued a favorable ruling rejecting the City's appeal which challenged a lower court's decision that said that the City breached a series of collective bargaining agreements with Local 345 when it failed to include the elements of regular pay in computing the fire fighters' overtime pay.

In addition, the Court of Appeals rejected the City's contention that it was immune from paying accrued interest. That decision provided the members of Local 345 with the legal basis for substantial additional damages as part of their recovery for breach of contract and the violations of Kentucky's wage and hour law.

The series of favorable court rulings over the last decade finally furnished leverage to open serious mediation and settlement discussions in October 2009 to resolve the case. The settlement called for the City to pay \$43.5 million in back pay, plus interest, owed to 750 active and retired members of Local 345 — one of the largest recoveries of unpaid overtime compensation against a local government employer.

Willman notes, "We are very grateful to the International, IAFF General President Harold Schaitberger and [former] IAFF 8th District Vice President Tom Miller for all their support in bringing this hard-fought case to a successful conclusion."

Rockingham, NC Fire Fighters Secure Justice in Federal Suit

The leaders and members of the newly formed Rockingham, NC Local 4702 have settled their case in federal court to enforce overtime rights under FLSA and to remedy unlawful retaliation by their employer.

"I am grateful to the IAFF and its legal counsel for making sure justice is served in complicated cases such as this one," says IAFF 12th District Vice President Larry Osborne.

The case was initially brought in March 2009 under FLSA to make the union members whole for the City's failure to pay them overtime compensation owed under federal law.

Immediately after the filing of the suit and the simultaneous disclosure that the Rockingham fire fighters had organized to become IAFF Local 4702, the City

launched a campaign of retaliation against the union leaders.

Fire Chief Charles Gardner fired Local 4702 President Robbie Barber and Treasurer Rodney Gandy, supposedly for failing to comply with a vague and seldom-enforced policy regarding call-backs while off-duty. Other members were suspended for allegedly not responding to the off-duty “turn-in” alarms. The non-union fire fighters were not subjected to the same treatment.

As a result of this unlawful retaliation, the original FLSA suit was expanded by IAFF General Counsel Tom Woodley to challenge the improper disciplinary actions taken by the City and the fire chief against the union activists for pursuing their overtime claims and engaging in legitimate union activities.

After relevant documents were produced by the City and fire department officials had their sworn depositions taken, the City became seriously interested in exploring a settlement to avoid going to trial.

With the assistance of a mediator, a settlement was achieved on terms

favorable for these IAFF members. Barber and Gandy were awarded damages that amounted to four times the wages they lost due to their terminations. Other plaintiffs who were suspended without pay were also made whole. The 10 union fire fighters shared in the additional sum of \$32,000 in unpaid FLSA overtime compensation, equaling the normal recovery of two years of back pay, plus an additional 50 percent in liquidated

department’s call-back policy was modified in a way that accommodates the fire fighters’ concerns about disruptions to off-duty and family time.

For personal and family reasons, Robbie Barber and Rodney Gandy did not return to their jobs in the Rockingham Fire Department. The City’s records will show that they resigned from their jobs, and a neutral letter of reference will be included in their files.

“I am grateful to the IAFF and its legal counsel for making sure justice is served in complicated cases such as this one.”

—IAFF 12th District Vice President Larry Osborne

damages. The settlement also called for the removal of the disciplinary actions from all personnel records.

A strong clause was included regarding no future retaliation for engaging in union and other lawful activities. The fire

During the litigation, the City manager was unhappy about the fire chief’s conduct toward these fire fighters. Now, Local 4702 and the City manager are improving their working relationship. ■

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17th Canadian Legislative Conference Is April 25-28, 2010 in Ottawa

Canada's IAFF members will bring a list of key issues forward April 25-28, 2010, when the 17th Canadian Legislative Conference takes place in Ottawa.

The need for a national Public Safety Officer Compensation (PSOC) benefit remains atop the IAFF's Canadian legislative agenda. The IAFF is asking the federal government to establish the benefit in the amount of \$300,000 as a one-time, direct payment to the families of fire fighters who are killed or permanently injured in the line of duty.

Other key issues include the need for a national office for fire service statistics, the need for changes to the National Building Code of Canada to improve fire fighter safety and the need for third-party investigations of fire fighter line-of-duty deaths.

Delegates will also be asking the Canadian government to specify in the national pandemic plan that fire fighters should have priority access to available vaccines and antivirals in the event of an influenza pandemic.

Detailed information about conference registration, hotel reservations and the issues on the IAFF 2010 Canadian legislative agenda will be mailed to

affiliate presidents and secretaries in the coming weeks.

All members of Parliament and senators will receive a copy of the IAFF Canada 2010 Legislative Briefing Book in advance of the conference, so that they will be knowledgeable about IAFF legislative issues before meeting with fire fighters.

This year's edition of the Canadian Legislative Conference will feature an orientation session for new delegates, guest speakers, an issues focus session and the IAFF Parliamentary Reception.

In 2009, a record 140 delegates met with more than 150 members of Parliament to discuss the IAFF

Canadian legislative agenda. Guest speakers included Liberal Leader Michael Ignatieff, New Democratic Party Leader Jack Layton, Green Party Leader Elizabeth May and keynote speaker Sheila Copps.

The IAFF's Canadian legislative program has delivered tremendous results in recent years in the form of pension reform, Criminal Code amendments and, most recently, \$2.5 million in federal funding to conduct the IAFF Haz-Mat and CBRN training programs in Canada over five years. ■



The IAFF anticipates that the Fiscal Year 2010 SAFER guidance will closely resemble the 2009 guidance. With \$410 million up for grabs in 2010, SAFER will provide much needed financial support to fire departments struggling to maintain safe staffing levels amid economic uncertainty.

Many applications came from fire departments in areas hit hard by the economic downturn, including Michigan where affiliates in Flint, Ecorse, River Rouge and Ypsilanti were among those that applied for SAFER funding.

Applications also poured in from Florida and California. On the Gulf Coast, affiliates in Nashville, Tennessee, and St. Bernard Parish, Louisiana, submitted applications.

Many IAFF affiliates fought for weeks — sometimes months — simply to get approval from City Council, the mayor or the fire chief to submit an application.

With growing financial uncertainty in their communities, city managers and mayors were reluctant to apply, despite the IAFF's efforts to assist. In St. Petersburg, Florida, after months of debate, the City Council voted not to apply for a SAFER grant for its struggling fire department.

The IAFF anticipates that the Fiscal Year 2010 SAFER guidance will closely resemble the 2009 guidance. With \$410 million up for grabs in 2010, SAFER will provide much needed financial support to fire departments struggling to maintain safe staffing levels amid economic uncertainty.

The IAFF stands ready to help its affiliates through the application process.

For more information, contact Jennifer Stewart, Director of Grants Administration, at (202) 824-8631 or jstewart@iaff.org. ■

Affiliates Await SAFER Funding Amid Financial Uncertainty

IAFF affiliates across the country are anxiously awaiting word on their Staffing for Adequate Fire and Emergency Response (SAFER) grant applications. SAFER grants provide fire departments with funding to hire additional fire fighters.

The IAFF wrote and lobbied to also make fiscal year 2009 and 2010 SAFER grants available to rehire fire fighters who were laid off and bring back positions not being filled as a result of the economic crisis. These rules apply to municipalities that issued layoff notices before October 31, 2009.

Congress approved \$210 million in 2009 and another \$420 million for 2010 for a total of \$630 million in the pipeline. And more funding may be on the way.

The House of Representatives included the \$500 million for SAFER in a jobs bill that it approved in December, and the Senate is expected to include SAFER funding in its version of this emergency bill.

During the 2009 application period, which closed January 15, 2010, the IAFF reached out to affiliates interested in applying for SAFER money, fielding questions and assisting affiliate presidents, fire chiefs and city managers in developing their grant applications.

IAFF affiliates that took advantage of the International's grant assistance included small locals — such as those in Danvers, Massachusetts, Rutland, Vermont, and Tuscaloosa, Alabama — and large urban fire departments — such as Green Bay, Wisconsin, Los Angeles, California, and Prince George's County, Maryland.

Battle Over Health Care Excise Tax Continues

As Congress struggles with legislation overhauling the nation's health care system, the IAFF is continuing its efforts to assure that the excise tax on high-cost health plans is permanently shelved.

Throughout the past year, the IAFF has made defeating plans to tax health benefits the centerpiece of its efforts on health care reform. The IAFF led a successful campaign to defeat an earlier proposal to directly tax workers on the value of their health care, and has led the opposition to a revised version of that tax — the excise tax on so-called “Cadillac health plans.”

“The IAFF opposed taxing health benefits when John McCain proposed it as a presidential candidate, and we opposed the excise tax on high-cost health plans when Barack Obama endorsed it as president,” says IAFF General President Harold Schaitberger.

Supporters of the tax claim it will generate much-needed revenue and also reduce overall spending on health care by ensuring that health plans do not cover unnecessary and wasteful procedures. Opponents, including those in organized labor, believe the tax will force insurance companies to drop coverage for important services in order to lower premium costs. As a result, the tax will not raise revenue and will shift health care costs from

“The IAFF opposed taxing health benefits when John McCain proposed it as a presidential candidate, and we opposed the excise tax on high-cost health plans when Barack Obama endorsed it as president.”

— General President Schaitberger

insurance companies onto workers.

Competing health care reform bills passed both the House and Senate last year, but the process has stalled as congressional leaders have been unable to mesh the two bills into a proposal that can pass both bodies. The excise tax is one of the key issues separating the two plans, with the Senate backing the tax and the House opposing it. House Speaker Nancy Pelosi has been especially vocal in rejecting the tax, and 192 House Democrats have signed a letter stating their strong opposition.

In an effort to resolve the impasse over the tax, a group of labor leaders met with President Obama and key White House officials in January. Obama rebuffed the labor leaders request to drop the tax entirely, but he expressed a willingness to modify the tax to ensure it would not impact middle-income families.

A long negotiating session yielded a compromise proposal that includes three major changes: 1) the tax would only apply to health insurance plans that cost more than \$24,000 for family coverage; 2) dental and vision services would be exempt; and 3) in order to ensure adequate time to prepare for the tax, health plans that are either sponsored by state and local government (such as plans for municipal fire fighters) or are covered by a collective bargaining agreement would not be subject to the tax until 2018.



The IAFF was not part of these discussions and did not endorse the compromise, even though the changes appear to ensure that no fire fighters would be impacted by the tax. “We remain opposed to the excise tax in any form,” explains Schaitberger. “Even though we appreciate the efforts of some of our labor colleagues to protect working families, we still believe the tax is bad policy.”

Many House members have also expressed deep concern over the White House agreement with the labor leaders, and they continue to argue for removing the tax altogether.

The IAFF is working closely with opponents of the tax in both the House and Senate to ensure that any health reform bill that emerges from the ongoing negotiations does not impose new taxes on middle-income workers or their health care benefits. ■

New Brunswick Fire Fighters Win Improved Workers' Compensation Rules

IAFF members in New Brunswick are celebrating another hard-fought legislative victory after the provincial government passed legislation that removes a three-day uncompensated wait period for workers' compensation benefits for fire fighters and police who are injured on the job.

The legislation was introduced December 4, 2009, and passed through the legislature with lightning speed before receiving Royal Assent on December 19, becoming the second legislative victory for New Brunswick IAFF members this year. In July, regulations were published that officially made New Brunswick the seventh province to enact presumptive cancer and heart legislation for professional fire fighters.

Atlantic Provinces Professional Fire Fighters Association (APPPFA) President Doug LeBlanc thanked Premier Shawn Graham, Labour Minister Don Arsenault and all members of the province's legislative assembly for recognizing that fire fighters are at an increased risk of injury and illness because of their job, and for ensuring swift passage of the legislation.

“They've done a great thing for fire fighters and our families,” LeBlanc says, explaining that because of the three-day wait period, there were cases where fire fighters worked injured or limped home

at the end of a shift, because they could not afford to lose three days' pay.

“We received support from all members, regardless of political colours. This issue is one that crossed party lines and was simply the right thing to do,” LeBlanc says. “Fire fighters and their families across the province of New Brunswick can now take comfort in the fact that if they're injured or contract an occupational illness while serving the public, the increased financial burden which may arise will not rest on their shoulders.”

LeBlanc adds that getting presumptive cancer legislation in the province of Newfoundland and Labrador remains a top priority for the APPPFA. ■

“We received support from all members, regardless of political colours. This issue is one that crossed party lines and was simply the right thing to do.”

—Doug LeBlanc, President
Atlantic Provinces Professional
Fire Fighters Association

FIREPAC Sets New Records

Despite the economic downturn that has swept across the country, FIREPAC continues to build on its fundraising successes of past years. In 2009, FIREPAC raised just under \$2.5 million, putting it on track to hit a record-setting \$5 million goal for the 2009-2010 election cycle.

One of the greatest strengths of FIREPAC is the Check-Off program, which raised a record-setting \$1.78 million in 2009 alone. Last year, 23 locals started a FIREPAC Check-Off program, for a total of 215 locals with an active program in place.

“Our IAFF members realize the importance of FIREPAC and its impact on our political action programs,” says IAFF General President Harold Schaitberger. “Even in this difficult economy, our members are digging down and contributing what they can to

help the gold and black stay where it belongs.”

FIREPAC was the seventh-largest federal PAC in terms of donations to candidates in the 2008 election cycle and second-largest among labor unions, according to OpenSecrets.org.

As planning turns to the 2010 elections, the IAFF hopes to continue its FIREPAC success to help friends in Congress who will be facing some difficult challenges. The goal is to be there to help them, both financially and with boots on the ground.

In 2010, there will be 37 gubernatorial and senate elections across the country. In addition, 36 senators and all 435 members of the House of Representatives will be up for re-election. In a significant number of these elections, the IAFF — as well as state and local affiliates — will have a number of friends on the ballot seeking

fire fighter support. FIREPAC will be ready to answer the call, but to do so in a meaningful way, the IAFF will continue to need the support and contributions of members to FIREPAC.

In the first quarter of this year, FIREPAC will send Century Club Target letters to all affiliates with their FIREPAC goal for 2010 and information on how each affiliate did in 2009. The Century Club goal for each local is \$12 a member, or \$1 a member a month for the year. The easiest and best way for affiliates to hit their target is to start a FIREPAC Check-Off program.

To learn more about FIREPAC or establishing a FIREPAC Check-Off program, visit the FIREPAC section of the IAFF web site, send an email to firepac@iaff.org or call the IAFF Political Action Department at (202) 824-1582. ■

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1750 New York Avenue, NW
Washington, DC 20006

Canadian Members mail to:

FIREPAC Canada
350 Sparks Street, Suite 403
Ottawa, ON K1R 758



Leadership Trust



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President's Club



Capitol Club



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PAPER2010

FDIC Includes Fire Ground Survival

The IAFF is conducting workshops at FDIC on the IAFF-IAFC Fire Ground Survival Program and Wellness-Fitness Initiative (WFI).

The five-day conference and trade show takes place April 19-24 at the Indiana Convention Center and Lucas Oil Stadium.

The Fire Ground Survival program trains fire fighters to prevent a Mayday incident, how to prepare for a Mayday and to perform potentially life-saving actions if they become lost, disoriented, injured, low on air, trapped or in any other situation requiring rescue.

Taught by fire fighters for fire fighters, the hands-on component of this comprehensive program focuses on Mayday procedures and skills fire fighters need to instinctively perform to make it out alive, including:

- Techniques to avoid becoming entangled and the skills to free yourself should you become entangled
- Procedures for maneuvering through narrow openings, including breached walls
- How to escape from upper floors with minimal equipment
- Steps to prevent the onset of panic while performing survival skills
- Using the radio to communicate with Command during a Mayday

The IAFF-IAFC Fire Service Joint Labor Management Wellness-Fitness Initiative (WFI) is the fire service accepted program to build and maintain medically and physically fit personnel. This session offers a step-by-step approach to evaluate a current wellness-fitness program or to design and implement a new program that meets the WFI criteria and will include:

- Sample strategies and worksheets to assist you with implementing the WFI in your organization
- Implementation strategies for the IAFF/IAFC/ACE Peer Fitness Training (PFT) certification program, enabling your department to have certified fitness trainers consistent with the health and fitness needs of the U.S. and Canadian fire service

Space is limited — register at

www.fdic.com.

For more information, visit the IAFF at FDIC at Booth 5382 or call (202) 737-8484. ■

Run A Marathon As Part of the IAFF Burn Foundation Marathon Team

As a charity partner of the Marine Corps and Bank of America Chicago marathons the IAFF Burn Foundation has reserved a limited number of entries for IAFF members and supporters to participate in these races as a member of the IAFF Burn Foundation Team.



Runners accepted for the IAFF Burn Foundation team raise money to benefit the IAFF Burn Foundation.

The Bank of America Chicago Marathon is October 10; the Marine Corps Marathon is October 31, 2010. ■

For more information, email burnfoundation@iaff.org or call (202) 824-8620.

IAFF Upcoming Events

Alfred K. Whitehead Legislative Conference

March 14-18, 2010, Hilton Washington, Washington, DC

The annual IAFF Legislative Conference is the cornerstone of the IAFF's legislative efforts and includes a day of lobbying with congressional representatives on Capitol Hill. The Conference also features general sessions with political and congressional leaders, as well as a variety of workshops focused on the IAFF 2010 legislative agenda, including:

- Collective bargaining
- Staffing for Adequate Fire and Emergency Response (SAFER) grants
- Federal fire fighter retirement
- Urban search and rescue
- World Trade Center health
- Pension legislation
- Job creation and recovery

For more information, visit www.iaff.org/events/2010legcon

Tribute to IAFF General Secretary-Treasurer Vincent J. Bollon

March 16, 2010, Hilton Washington, Washington, DC

The IAFF will commemorate the life and career of a great leader in this union's history with a tribute dinner to recognize the retirement of General Secretary-Treasurer Vincent J. Bollon, the second-longest serving principal officer in the 92-year history of the IAFF.

For more information, visit www.vjtribute.com

17th Canadian Legislative Conference

April 25-28, 2010, Ottawa, Canada

The 17th Canadian Legislative Conference will focus on a number of key issues on the Canadian legislative agenda, including:

- A national Public Safety Officer Compensation (PSOC) benefit
- A national office for fire service statistics
- Changes to the National Building Code of Canada
- Third-party investigations of fire fighter line-of-duty deaths
- Priority access to available vaccines in the event of an influenza pandemic

For more information, visit www.iaff.org/Canada/Updates/leg_17.htm

IAFF 50th Convention

August 22-27, 2010, San Diego, California

Details on the IAFF 50th Convention will be available in the coming weeks and months.

IAFF Fallen Fire Fighter Memorial

September 11, 2010, Colorado Springs, Colorado

The mission of the IAFF Fallen Fire Fighter Memorial, which is located in the shadow of Pike's Peak, is to honor the sacrifice made by IAFF members serving as professional fire fighters and emergency medical personnel who have given their lives in the line of duty.

For more information, visit www.iaff.org/hs/ffm/thisyear



The IAFF Human Relations Conference included a town hall session with representatives from other fire service and labor groups. From left: Bill Lucy, Coalition of Black Trade Unionists; Joseph Muhammad, International Association of Black Professional Fire Fighters; Alberto Olmos, National Association of Hispanic Firefighters; Harold Schaitberger, IAFF; Carolyn Williams, Coalition of Labor Union Women; Cheryl Horvath, International Association of Women in Fire & Emergency Services; and Sean McManus, McManus & Huber (moderator).

PHOTO BY JOCELYN AUGUSTINO

IAFF Conferences Strengthen Leadership Skills for Affiliate Leaders

Participants at the IAFF Ernest A. “Buddy” Mass Human Relations Conference — held in Lake Buena Vista, Florida, January 24-27, 2010 — heard first-hand from one of the most instrumental players in the Civil Rights Movement: U.S. Representative John Lewis (D-GA). Lewis kicked-off the Conference with a moving speech in which he recalled his first meeting with Dr. Martin Luther King Jr.

His story about the life-changing mission he undertook to fight for equality set the course for an energetic, productive Conference that embraced the theme: Change! Together...Yes We Can!

Watch the video of John Lewis’ remarks at www.iaff.org.

The Conference offered 35 workshops, including new sessions addressing generational differences and building more effective unions and a town-hall style meeting featuring a ground-breaking forum for a discussion of challenges in the fire service and the larger labor movement.

The town hall session featured representatives from the Coalition of Black Trade Unionists, Coalition of Labor Union Women, the National Association of

Hispanic Firefighters, International Association of Black Professional Fire Fighters and International Association of Women in Fire and Emergency Services in a frank conversation with IAFF General President Harold Schaitberger about progress made to date and the steps still needed to address harassment in the work

place, promotional opportunities for minorities and other issues of equality within the fire service.

The IAFF Human Relations Conference was followed by the Affiliate Leadership Training Summit (ALTS) January 27-29. More than 1,000 affiliate leaders from across the United States and Canada

In an unscripted speech before delegates at the IAFF Human Relations Conference, Representative John Lewis (D-GA) recalled his humble upbringing in a small Alabama town and his life experiences that led him to join Martin Luther King Jr. and A. Philip Randolph in the struggle for equality.

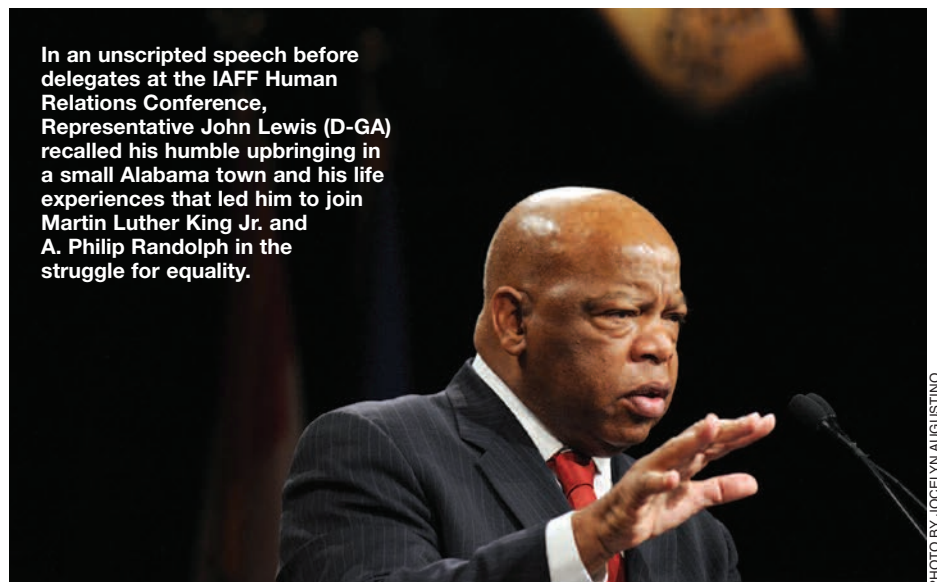


PHOTO BY JOCELYN AUGUSTINO

attended the leadership conference, which offered 85 workshops, including 27 new and updated sessions designed to help union leaders minimize the effects on contract negotiations and job stability during the current economic crisis.

ALTS also offered two pre-conference events: Fire Ops 101 (Train-the-Trainer) and the New Leadership Seminar. Fire Ops 101 taught participants how to deliver their own Fire Ops 101 program to help build relationships with elected officials, the media and department management.

The New Leadership Seminar provided essential information to help new affiliate leaders understand their roles and use the services offered through the IAFF more effectively.

Both the Human Relations and Affiliate Leadership Training Summit serve as an unparalleled opportunity for IAFF affiliate leaders to network with others from across North America and to share ideas and experiences.

The 2011 Affiliate Leadership Training Summit is scheduled for January 17-19, 2011, in Phoenix, Arizona. The Human Relations Conference is planned for January 2012 in recognition of 25 years of continued commitment toward strengthening the solidarity of all brothers and sisters in the fire service. ■



The Affiliate Leadership Training Summit is the IAFF's premiere educational conference. The workshops and sessions help union leaders to better understand their roles and to strengthen leadership skills.



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Help Keep the IAFF Labor Information Database Current

IAFF affiliates must comply with a new policy regarding the IAFF Labor Information Database, an online resource that includes a Model Contract Clause Database, Online Contract Library and a Wage/Salary Database.

Fit and Healthy for 2010

Start the New Year off on a healthy note — visit Fit to Survive for new tools designed to improve your health, wellness and nutrition, including:

- **Fit to Survive On the Run** — includes a quiz about making choices when dining out and provides nutrition information to help you make the best possible choice when eating on the run.
- **The Fit to Survive Fire Drill** — features several surveys with questions about nutrition and exercise. Compare other users' answers and read about healthy facts related to the topic.



Don't forget to use the Menu Planner featuring new, simple and healthy meals each month that you can prepare on the job. Plan ahead for each day, week and month with recipes and complete nutritional information.

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

For more information, visit www.iaff.org/hs/fts. To share a recipe or a health and wellness success story, email firehouserrecipes@iaff.org. ■

The terms of the new policy are:

- Each affiliate is required to send a new wage schedule, memorandum of understanding or collective agreement to the IAFF no more than 90 days following the expiration date of what is currently on file.
- Exceptions will be granted for affiliates in negotiations, arbitration or that have other issues which make the expired agreement the most current. Exception requests can be sent to mshaffer@iaff.org.
- Affiliates without a current wage schedule, memorandum of understanding or collective agreement on file, or an approved exception on file, will be denied access to the Labor Information Database effective 90 days after the expiration of their wage schedule, memorandum of understanding or collective agreement on file.

The IAFF will notify affiliate officers by email one week before their wage schedule, memorandum of understanding or collective agreement expiration to request that an updated wage schedule, memorandum of understanding or collective agreement be sent within 90 days. If no update or exception is received after 30 days, the IAFF will send a second email notice to remind affiliate leaders of the 90-day deadline.

If no update or exception has been received after 90 days, affiliates will no longer be granted access to the Labor Information Database.

Send salary schedules, memorandums of understanding or collective bargaining agreements to mshaffer@iaff.org.

The Labor Information Database was developed in 2007 to provide affiliate leaders with key information on wages and working conditions. In order to continue to provide current data to be used in negotiations, arbitration and other meetings with local decision-makers, this online resource needs to be kept current.

Access to the Labor Information Database will continue to be available only to affiliates that have provided the IAFF with a copy of their current salary schedule, memorandum of understanding or collective bargaining agreement.

The new policy was developed in partnership with the Federation of State and Provincial Professional Fire Fighters Association to ensure the Labor Information Database contains current contract terms.

The Labor Information Database is available at www.iaff.org. Affiliate officers must log in to access the database.

For more information, contact Director

of Labor Issues and Collective Bargaining Michele Shaffer at mshaffer@iaff.org or (202) 824-1546. ■

Hazardous Materials and Weapons of Mass Destruction Training

The IAFF develops, delivers and evaluates all aspects of hazardous materials and weapons of mass destruction training for emergency response. This training is developed by fire fighters, for fire fighters, and is available to affiliates and departments in need of hazardous materials or weapons of mass destruction training through grant funding from federal partners.

The IAFF currently offers 10 training programs addressing all levels of emergency response, including: First Responder Operations; Emergency Response to Terrorism: Operations; Confined Space Operations; Confined Space Rescue; Technician; Infectious Diseases; Illicit Drug Labs; Chemical Process Industries; Frontline Safety and Instructor Training/Adult Educational Methodology.



Additional funding is currently available for delivering a newly developed course, Frontline Safety, a two-day student-centered, instructor-led training program. Activities are designed to address key issues related to fire fighter safety. Topics include the safety culture of the fire service, the National Fire Fighter Near-Miss Reporting System and the National Institute for Occupational Safety and Health (NIOSH) Fire Fighter Fatality Investigation and Prevention Program. In addition, the IAFF Recruit Training Initiative (RTI) helps educate fire fighter recruits in the fire academy, and creates a culture that prioritizes safety.

This program was developed to help better balance the safety and lives of fire fighters with the overall mission of the incident and to decrease the number of injuries and deaths by helping fire fighters become safety leaders and advocates for safe behavior. Fire fighters, frontline supervisors and safety officers are encouraged to participate.

All IAFF training programs are designed to meet or exceed minimum requirements of federal regulations and national industry standards, and are designed with the safety and health of the first responder as the

primary focus. Training programs stress the importance of preparedness and incorporate information on potential hazards and the appropriate defensive actions, including the use of personal protective gear and other rescue equipment.

Many online resources are also available, and provide first responders with a single access point for information regarding hazardous materials and weapons of mass destruction. Online features include mini-drills that can be used for company-level training and exercises in an informal setting (such as the firehouse kitchen table). There are many more online resources and downloadable references, including the 2008 DOT Emergency Response Guidebook (ERG) and the NIOSH Pocket Guide to Chemical Hazards.

Continuing education credits are available for several IAFF courses through the American Council on Education (ACE) and the George Meany Center-National Labor College.

To request training, send your letter of request signed by the affiliate president and fire chief to:

Harold A. Schaitberger, General President
International Association of Fire Fighters
1750 New York Avenue, NW
Washington, DC 20006

Making New Year's Resolutions Last

The New Year is a time to make life-changing resolutions. But the challenge is keeping them.

Many don't succeed because their resolutions tend to be unrealistic and doomed to fail from the start.

According to the experts, the key to making and keeping resolutions is confidence that you can succeed at changing your behavior. Be realistic and don't bite off more than you can chew. Decide on one major goal and focus on that. Trying to keep several resolutions simultaneously all but guarantees failure.

Some recommend using the SMART (Specific, Measurable, Attainable, Reasonable and Timely) approach. For example, if you want to lose weight, instead of "I want to lose 30 pounds in a month," a more realistic goal is "I want to lose 30 pounds by losing 1-2 pounds per week by exercising and eating a healthy and balanced diet." This goal is specific and attainable, and outlines how you will achieve it.

Once you make your resolution and commit to keeping it, tell your friends, family and fellow fire fighters at the firehouse about your new resolution. The more people you tell, the more encouragement, incentive and accountability you'll have to reach your goal.

It's important to track your progress and note each small step towards reaching your larger goal. Reward yourself along the way by treating yourself to something you enjoy. Equally important, don't beat yourself up if there is an occasional slip. Have coping strategies to deal with problems that will come up. It takes approximately 21 days for a new activity — such as exercising — to become a habit and six months for it to become part of your daily reality.

If you find yourself falling short of your goal — in one month or six months — don't despair. There's no reason you can't make a New Year's resolution any time of the year. ■

The letter must include a brief explanation of the need for training in your area, a general timeline for delivery, the number of students and a contact for course logistics.

For more information, contact Director of HazMat/WMD Training at jridley@iaff.org or (202) 824-1560. ■

Hitting hard times?

NEW Union SAFE grants provide a **SAFETY NET for union families** struggling in today's tough economy.

Union SAFE programs offer special grants and assistance to members facing financial hardship. Grants do not need to be repaid. They are emergency funds to help see you through economic crises. Visit our web site for full details.

1. Become more financially secure.

- Job Loss Grant
- Disability Grant
- Disaster Grant
- Layoff Helpline

2. Make your mortgage payments.

- Mortgage Assistance
- Save My Home Hotline

3. Deal with health care expenses.

- Hospital Care Grant of \$1000
- Health Savings Programs
- Medical Bill Negotiating Service

4. Afford higher education.

- College Savings Grants
- Scholarships

NOTE: Some of this assistance is only available to members who have a Union Plus Credit Card or Mortgage.



UnionPlus.org/UnionSAFE

Home Mortgage Basics

Finding the right home can be challenging. But financing it shouldn't be. A competitive mortgage product can help you be financially secure and give you the peace of mind you need to become a homeowner.

When deciding if you're ready to be a homeowner, consider the following questions:

- Do I have a good credit history?
- Do I have a stable income and employment history?
- Can I afford to make regular, timely payments on my mortgage, in addition to any monthly expenses (such as utilities) and other debts that I may have?
- Do I have money available for a down payment and closing costs?
- Will I have the time and money to maintain the property?
- Do I have enough money saved to cover any unexpected expenses or events?

Your Credit

Once you've decided that you're ready to purchase a home, examine your credit. Your credit report provides a track record about whether you repay your debts on time. A clean record is the key to getting a mortgage loan. If your credit history is not perfect, don't be discouraged — lenders offer a wide array of mortgage programs to help all kinds of borrowers purchase a home.

It is also important to make certain your credit report is correct. You can receive a free copy from all three credit agencies once a year from www.annualcreditreport.com.

If you believe there is an error in your credit report, notify the credit bureau that generated the report.

Your Loan Options

Because buying a home is typically a long-term commitment, consider your financial outlook when deciding which mortgage is right for you.

For example, do you prefer a predictable and steady budget? Do you plan to live in your house for five years or longer? If so, you may want to choose a fixed-rate mortgage that keeps your mortgage payment the same each month throughout the life of the loan.

If you're interested in a fixed-rate mortgage and anticipate significant expenses in the future, such as college tuition or retirement, you may want to consider a shorter-term loan. Although the monthly payments may be higher, you'll be able to pay off your mortgage more quickly.

There are alternatives to traditional fixed-rate loans. For example, if you're confident that your income will steadily increase over the years, and are comfortable with periodic changes to your mortgage interest rate and monthly payments, consider an adjustable-rate mortgage (ARM), which features lower initial interest rates than fixed-rate mortgages, followed by periodic adjustments.

You can also consider paying loan-discount points to get a lower interest rate on your mortgage, especially if you plan to live in your house long enough to reap the long-term return that this up-front closing cost can provide. Each point equals one percent of the loan amount — for example, one point on a \$200,000 mortgage would equal \$2,000.

Refinancing a Home

Typically, homeowners refinance to get a lower interest rate, to build equity faster, to switch from one type of mortgage to another or to draw on the equity in their home.

When considering whether or not to refinance, first compare the interest rate of your current mortgage loan to the interest rate of the new loan under consideration. You also should determine how much equity is in your home.

Refinancing is similar to applying for a home-purchase mortgage loan. Expect a similar application and approval process and to pay similar costs.

To learn more about your options — call the IAFF Financial Corporation (IAFF-FC) mortgage center at (888) 630-9099 or visit www.iaff-fc.com. ■

MDA and Fire Fighters: Good for Muscles, Heart and Soul

The Muscular Dystrophy Association (MDA) is on a life-saving mission to cure muscular dystrophy and related diseases, and who better to team up with than fire fighters, emergency medical technicians and paramedics?

IAFF Fill-the-Boot campaigns, softball games and other fundraising efforts help support MDA's summer camps, research, support groups, advocacy and public information programs.

IAFF fundraising also supports one of the most important services offered by MDA — its national network of more than 220 clinics, which provide a wide array of medical and support services for children and adults with muscle diseases.

Clinics make up the heart and soul of MDA's service offerings. For someone affected by muscular dystrophy or any of the more than 40 diseases under MDA's umbrella, attending MDA clinics not only ensures the most knowledgeable treatment for their disease, but also can make the difference between surviving and thriving.

Of the more than 220 clinics in the United States and Puerto Rico, 36 are designated as MDA-ALS centers, providing highly focused research and treatment programs for people with amyotrophic lateral sclerosis (Lou Gehrig's disease), a paralyzing disease that strikes down healthy adults in the prime of life.

MDA clinics are staffed by top health professionals skilled in the diagnosis and medical management of neuromuscular diseases. They provide "one-stop shopping" for people with muscle diseases



IAFF-FC Frontline Plan

The City of South Burlington, Vermont, has implemented the IAFF-FC FrontLine Plan administered by Nationwide Retirement Solutions. Members of South Burlington Local 3671 now have a choice about where they invest their supplemental retirement assets.

From left: Lt. Kenneth Dattilio, fire fighter Evan Townsend and Local 3671 President Chris Corbin at the enrollment session for the IAFF-FC FrontLine Plan.



IAFF members who raise money for MDA help support a national network of more than 220 clinics that provide medical treatment and support for those with muscle disease.

by using a multidisciplinary team approach that covers a range of specialties: medical consultations; recommendations for physical, occupational, respiratory and speech therapy; genetic counseling; and assessments for needed mobility and communication equipment.

Many people with neuromuscular diseases make clinics the hub for learning about their disease and how to cope with it. In addition to having their health assessed and disease progression monitored, patients can find out about

“The fire fighters have long been MDA’s biggest backers.”

— MDA President and CEO
Gerald Weinberg

clinical trials for which they might be eligible and learn about new developments in care and research specific to their disease.

In helping MDA fund its clinics and other vital services, the IAFF makes a difference in the lives of more than one million Americans across the country coping with neuromuscular diseases.

As MDA’s largest national sponsor, the IAFF has raised nearly \$400 million for MDA over the past 55 years. In 2009 alone, fire fighters contributed a record-breaking \$28.5 million, under the leadership of General President Harold Schaitberger — also an MDA national vice president.

“The fire fighters have long been MDA’s biggest backers,” says MDA President and CEO Gerald Weinberg. “With their rock-solid commitment and tireless efforts to advance MDA’s mission, the men and women of the IAFF save lives every day, both on the job and in the homes of

individuals and families affected by devastating muscle diseases. The MDA family is profoundly grateful for the love and support we receive from fire fighters. We’re in this battle together, fighting heart and soul.” ■



MDA clinics help more than one million Americans find care and research specific to their disease.



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An Incredible Year of Service!

In spite of the woeful economic climate in 2009, the year turned out to be an incredible record breaker for IAFF members, who outdid themselves in raising support for the Muscular Dystrophy Association (MDA).

IAFF affiliates and members raised more than \$28 million in 2009 to help thousands of families affected by devastating muscle diseases.

MDA President and CEO Gerald C. Weinberg praised the selfless effort of IAFF members. "This is not happenstance," he says. "It's dedication of the highest order."

For the "Honor Roll" of IAFF affiliates for fundraising efforts, visit www.mda.org. The IAFF and MDA proudly — and gratefully — salute them all. ■



Fire-based EMS in the Spotlight

The benefits of fire-based EMS were in the national spotlight recently as the result of a thought-provoking article in Canada's national newsmagazine.

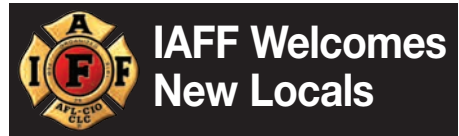
The *Macleans Magazine* article, titled "Saved by the bell" and published December 7, 2009, follows a health researcher along with IAFF fire fighters in a selection of Canadian cities as it highlights the growing medical role fire fighters play and the merits of fire-based EMS.

The article describes Toronto Local 3888 fire fighters racing up stairs to assist a woman in respiratory distress and examines the evolution of professional fire fighters' medical roles in Canada, while considering how expanding that role would potentially alleviate growing problems with land ambulance services.

The article also cites the IAFF position that Canada's professional fire fighters constitute a vast, untapped resource for emergency pre-hospital care in Canada,

and that if the proper amount of political will can be generated, significant improvements in patient outcomes can be achieved by developing fire-based EMS.

Fire-based EMS is much less common in Canada than in the United States. Full dual-mode systems are in place in less than 10 Canadian cities. But at the same time, numerous Canadian cities are grappling with broken land ambulance systems that are failing to meet response time benchmarks despite the addition of millions in funding and regular staffing



The new IAFF affiliates listed below joined the International in December 2009 and January 2010.

Local F313

Joint Base New Jersey Federal Fire Fighters
Joint Base, NJ
President: Jim Royds
101 members
Merger between locals F106, F114, and F115

Local 4739

Leduc Fire Fighters Association
Leduc, AB
President: Doug Britton
27 members

Local 4768

Mission Professional Fire Fighters Association
Mission, BC
President: Blaine Odenbach
4 members

Local 4778

Airdrie Emergency Services Association
Airdrie, AB
President: Matt Elgie
57 members

Local 4781

Lexington Professional Fire Fighter Association
Lexington, TN
President: Carl Pratt
11 members

Local 4782

Hampshire Professional Fire Fighters Association
Hampshire, IL
President: Brian Marlowe
6 members

Local 4783

Shenandoah County Career Fire Fighters Association
Woodstock, VA
President: Joseph Loving
26 members

Local 4784

St. John Parish Fire Fighters Place, LA
President: Michael Heath
22 members

Local 4785

City of Douglas Professional Fire Fighters
Douglas, GA
President: Bruce Whitley
16 members

Local 4787

Hancock County Professional Fire Fighters Union
Palestine, IN
President: Charlie Brown
37 members

Local 4789

Glasgow Professional Fire Fighters
Glasgow, KY
President: Eric Johnson
24 members

IAFF Growing in Alberta

The IAFF has grown by another 84 members following successful organizing drives in Airdrie and Leduc, Alberta, Canada.

The new Airdrie Local 4778, with 57 members, is the first public sector local in the history of the City, which is a sprawling and fast-growing community north of Calgary. Prior to joining the IAFF, it was the largest non-affiliated full-time fire department of any city in Canada outside of Quebec.

Joining Airdrie in the IAFF is Leduc, Alberta Local 4739, with 27 members.

IAFF 6th District Vice President Lorne West, who spearheaded the Alberta organizing drives, says he's been trying to address organizing opportunities in Alberta

since he was elected in 2004, but rulings from the province's Labour Relations Board made it difficult. "But it now appears we've made a breakthrough," he says.

"It's not out of the question that we could double the number of affiliates in the province and challenge British Columbia for provincial membership to become the second-largest provincial association in Canada," West says.

Canmore Local 4705, which joined the IAFF in December 2008 with 10 members, was the first new IAFF local in Alberta since 1985. With the new Airdrie and Leduc locals, the IAFF now has 13 affiliates in the province of Alberta, with more than 3,200 members.

The IAFF has more than 21,000 members in Canada across eight provinces and two territories. ■



Members of Airdrie, AB Local 4778 gathered February 9 to receive their IAFF Charter. Airdrie, with 57 members, is one of three new locals organized in Alberta since December 2008, adding a total of 84 members.

increases. Too often, ambulances and paramedics are tied up at hospitals after patient delivery, and service blackouts are often the result.

While land ambulance response time benchmarks vary from 10 minutes to more than 20 minutes in different provinces, professional fire fighters are positioned in virtually all Canadian cities to respond to any emergency within four to six minutes. The vast majority of Canada's IAFF members have medical skills and serve as first responders on emergency medical calls before paramedics arrive.

A key focus of the article is the so-called Winnipeg Model, which was implemented in 2007 in Winnipeg, Manitoba, as the result of an agreement between Winnipeg Local 867 and the City. Through the groundbreaking model, 200 IAFF members who are primary-care fire fighter-paramedics were introduced into city firehalls, with one on each fire crew.

The system, which also involves joint dispatch, has cut paramedic response in Winnipeg from nine minutes to four, and in its first year was estimated to have saved 10,000 ambulance calls and eliminated the need for 10 new ambulances that would have cost of \$8.5 million. ■

IAFF Recognizes Manitoba Premier for Legislative Efforts

IAFF General President Harold Schaitberger and fire fighters from Manitoba and Alberta presented former Manitoba Premier Gary Doer with a plaque January 21 in recognition of his legislative efforts on behalf of the province's first responders.

"Please accept this as a token of our appreciation for everything you've done for fire fighters over the years," Schaitberger said.

After serving as Manitoba's premier for 10 years, Doer was appointed Canadian Ambassador to the United States in November 2009.

During Doer's decade-long tenure as premier, Manitoba became the first Canadian province to enact presumptive

cancer legislation in 2002. Since then, seven other provinces have enacted their own coverage, using Manitoba as a model.

"We're all indebted to fire fighters. I think every politician praises the bravery of fire fighters, but if they don't back it up with legislation, they are hollow words," Ambassador Doer said.

New legislation passed in April 2009 expanded the province's presumptive cancer legislation, adding testicular and esophageal cancer to the existing law. Brain, bladder, kidney, non-Hodgkin's lymphoma, ureter, colon, rectal and lung cancers also are covered.

"The work Ambassador Doer did for fire fighters across Canada was something we'll never forget," Winnipeg Local 867 President Alex Forrest says. ■



IAFF General President Harold Schaitberger, Winnipeg Local 867 President Alex Forrest (left) and IAFF General Secretary-Treasurer Thomas Miller presented Gary Doer, Canadian Ambassador to the United States, with a plaque in recognition of his legislative efforts on behalf of fire fighters in Manitoba.

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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.



During the Ernest A. "Buddy" Mass Human Relations Conference and Affiliate Leadership Training Summit, President Schaitberger visited with members of Reedy Creek, FL Local 2117 at fire station 4. From Left: Local 2117 members Sean Pierce, Jason Avrett, Bill Dover, Local 2117 Vice President David Evans, President Schaitberger, Local 2117 President Chad Barley and Local 2117 members Roger Smith, Tim Stromsnes, Joe Gagliano and John Henderson.

A rally led by General President Schaitberger temporarily put a stop to budget cuts in Baltimore. Baltimore City Fire Fighters Local 734 and Baltimore Fire Officers Association Local 964 members marched to City Hall protesting the dangers created by the cutbacks.



President Schaitberger and 14th District Vice President Todd (third from the right in back) visited with Professional Fire Fighters of Alabama President Dale Wyatt (far right in back), Birmingham, AL Local 117 Vice President J.D. McCormick (in front of Wyatt), Local 1444 President Ronnie Bozeman (on Schaitberger's left) and Local 1444 members at Station 3.

In addition, General President Schaitberger and IAFF 14th District Vice President Danny Todd joined Montgomery, Alabama Mayor Todd Strange for a Monday Night Football party with Montgomery, AL Local 1444, members of the Montgomery Fire Department, City leaders, the fire chief and the command staff.



Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0117 Birmingham—Charles Bush, Abron Long, David Null, L0270 Florence Professional Fire Fighters Association—Stanley Lash, L0454 Gadsden—L. M. Clements, Jeffery Graham, T. D. Griffith, Ronald Loyd, J. D. Steward, John Williams, L1349 Mobile—Roy Metzger, L1437 Decatur—Michael Smith, L1444 Montgomery—John Park

ALBERTA L0209 Edmonton Fire Fighters Union—Brendan Mullaley, Jim Ness, Rob Vickers, L0255 Calgary—D. J. Brand, Patrick Duffin, David Ko, Dale McNallie, Rodney Patrick, Daniel Sikorski, Paul Taylor

ARIZONA L0493 Phoenix—Lyle Agnew, Anthony Gonzales, Steve Kelley, John McMahan, Roger Russell, David Villalobos, L1505 Flagstaff—Mike Kohlbeck, L2260 Mesa—Joe Juarez, Joe Quintanares, L3066 United Yavapai—Dean Taylor, L4125 Green Valley—W. Alan Karnas

ARKANSAS L0014 Pine Bluff Fire Fighters Association—Charles Lowery, L0034 Little Rock—Roger Henley, James Henson, Charles Nix, Billy Tackett

CALIFORNIA L0055 Oakland Alameda County And Emeryville—Robert Bohman, John Camacho, William Chase, Francis Chew, Ted Conover, Kenneth Costa, James Edwards, Gary Patterson, Jeffery Ramsey, L0112 Los Angeles City—Dennis Archie, Terry Cooper, Patrick Crowley, William Ernst, David Fair, Timothy Griffin, Jerry Johnson, Robert Josenhans, Armando Martinez, Jon McDuffie, Greg Meliota, Dennis Mendenhall, Norman Moore, Arthur Moore, Craig Morrison, David Pisarev, Delano Roberts, Rafael Rodriguez, Jean Samson, Gale Sanderson, David Sawlsville, Ronald Spiers, George Spring, William Wells, Ralph Wintermute, Bruce Young, L0522 Sacramento—David Frey, Eric Riedel, Jeff Schroeder, L0753 Fresno—James Crane, Raymond Westrup, L0776 Glendale—Joe Lopez, Jack Morrison, John Presten, L0798 San Francisco—Renald Bacigalupi, Harold French, L0935 San Bernardino County—Shawn Doherty, L1067 Riverside City—Mario Miranda, L1230 Contra Costa County—Victor Aiello, Steven Babcock, Richard Carpenter, Joel Primrose, Rebecca Thomas, L1716 Santa Cruz—Stephen Bauer, David Gigliotti, Mark Hill, L1770 Humboldt Fire District—Daniel Martin, L1775 Marin Professional Fire Fighters—Wes Gray, Todd Lando, Rich Lopez, L1809 Sanger—Jim Deaver, L2046 Santa Barbara County—Thomas Franklin, Gordon Jennings, Robert Montgomery, Michael Schlags, L2295 Avalon—Richard Hernandez, Steve Montague, L2400 San Mateo

County—Stephen Blevins, Greg Hart, L2415 Monrovia—Benjamin Esparza, L2434 Turlock—Les Austin, L2881 CDF Fire Fighters—Steve Herzog, Robert Lehmann, Edgar McKenzie, Nicholas Mullet, Janet Piccola, M. S. Saffry, Richard Stearman, David Valdivia, Victor Wierzba, Wesley Wilson, L3124 Napa City—Jerry Snowden, L3355 Tracy City—Jim Oliveira, L3431 Ventura City—Vernon Alstot, David Frost, L3440 Arcadia—David Franta, L3501 Vacaville—Steve Elledge, Wayne Hendershot, Henry Lee, Dennis Miller, L3523 San Luis Obispo City Fire Fighters—Rik Grecnik, Mike Hogan, Jerry James, Chris Slate, L3624 La Verne—John Mueller, L3631 Orange County Professional Fire Fighters Association—Denis Korber, L3730 Carlsbad—Nicholas Lutes, L3736 Oceanside—Dennis Rogers, L3936 Dinuba Firemens Association—Myles Chute, Gary Medders, Larry Roberts, L4184 San Marcos—Christopher Marchisio, L4349 Rancho Santa Fe Professional Fire Fighters Association—Richard Foster, Bill Lutz

COLORADO L0858 Denver—John Giese, Nick Nuanes, L0900 Boulder—Sarah Ruff, Robert Taylor, John Zavala, L2086 Littleton—Jeff Christ, L2376 Thornton—Richard Donadio

CONNECTICUT L0825 New Haven—John Bernardo, Michael Celentano, Robert Foster, Steven Paquette, L0834 Bridgeport—Debra Ramos, Pedro Villanueva, L0944 Milford—James Coubrough, John Edmonds, L1148 Meriden—Victor Gonzalez, L1567 Torrington—John Hannon, S0015 Connecticut Police and Fire Union—Matthew Jamieson

DISTRICT OF COLUMBIA F0151 Walter Reed—Michael Pittinger, Edwin Siebke, L3217 Metropolitan Washington Airport Authority—David Blankenship

FLORIDA L0587 Miami Association Of Fire Fighters—Alberto Freixa, Enrique Garcia, L0754 Tampa—Gail Boyd, Shawn Day, Gerald Gordie, Tim Johnson, Jeffrey Kilfoile, Leonard Krofssik, Betty Pasco, L0765 Fort Lauderdale—Michael Grady, Paul Schultz, L1162 Daytona Beach Fire/Rescue—Bruce Carwise, Victor Hindery, Christine Lemmond, Robert Merrick, Frank Wood, L1365 Orlando Professional Fire Fighters—Michael Pelletier, L1560 Fire Fighters Of Boca Raton—C. Jerry Cochran, Michael Gergora, Michael McCormick, L2057 Orange County Professional Fire Fighters—Jon Dickens, William Durant, L2174 Professional Fire Fighters Of Naples—Thomas Torrella, L2292 Professional Fire Fighters Of Pembroke Pines—Neal Ericson, James Frobels, Jack Masiello, L2294 Hillsborough County Fire Fighters—James

Burton, Benjamin Ressler, Richard Sawyer, L2315 Davie Professional Fire Fighters—Thomas Chudzik, L2546 Suncoast Professional Fire Fighters & Paramedics—Timothy Beattie, David Carroll, Earl Conrad, Ronald Hiner, Jeffrey Mendel, Klaus Schellenberger, William White, L2617 Okaloosa Island Fire Fighters Association—Kevin Dowd, L2820 Professional Fire Fighters Of Miramar—Salvatore Caliendo, Michael Conlan, Dan Felton, Hans Hollmann, Charles Huber, Carey Kovacs, David Lasseter, Ed Leland, Glenn Macaulay, Dennis Matty, James Schendel, Jack Taylor, L2928 Professional Fire Fighters & Paramedics Of Palm Beach County—Jack Christensen, L2969 Brevard County Professional Fire Fighters—Phyllis Coffey, Van Thorne, L3118 Port Orange Professional Fire Fighters Association—Mario Binetti, Don Breedlove, Larry Morrissy, Richard Pelletier, Frank Sheridan, Michael Stewart, L3140 Tarpon Springs Fire Fighters Association—W. Scott Young, L3499 Ormond Beach Fire Fighters Association—James Shaw, L3570 Cocoa Beach—Daniel Heller, L4173 Lakeland—James Beale, Richard Harmeling, L4575 Edgewater Professional Fire Fighters—Mike Hayes

GEORGIA L2563 Cobb Professional Fire Fighters—John Kelly, L2795 Professional Fire Fighters of Athens-Clarke County—Steve Adams, Ray Grimes, John Mason

HAWAII L1463 Hawaiian Islands—Edward Hunter, Ronald Iwami, Robert Libed, Darrick Nordmeier, Bernard Paloma, Robert Thomas

IDAHO L1565 Idaho Falls—Harold Foster

ILLINOIS L0002 Chicago—Timothy Andersen, Larry Beagle, Randy Clay, Steve Dospoy, Aaron Murdock, Gregory Norris, Edward Porter, Daniel Stanton, Ray Storck, L0037 Springfield—Gerard Baulos, Larry Creviston, Byrd Davis, Byron Francis, Philip Harris, Jaime Kincaid, Steven Peters, L0050 Peoria—James Bartolo, Douglas Brignall, David Clarke, Burton Johnson, Gerald Kuester, Michael Levine, Timothy Lisenby, Charles Mahieu, Michael Morrow, Theodore Mulally, Gary Norbom, Randall Smith, Robert Sollberger, Edward Strunk, Maurice Super, John Williams, Stephen Wiltz, James Wolfmeyer, L0063 Quincy—David Harman, L0095 Oak Park—Steve Rose, Richard Wilkie, L0099 Aurora—Joseph Bartholomew, L0429 Danville—Charles Waltzer, L0441 Freeport—Thomas Pinner, L0506 Berwyn—Jerry Stechmiller, L0523 Ottawa—David Larson, L0653 Kankakee—James Bruno, L0691 Mattoon—Gina Davis-Lockhart, Mitch Strader, L0711 Chicago Heights—Daniel Corradetti, Ralph Cyrkiel, Randy Doggett, William Goncher, L1255 Alton—John Roach, L1260 Champaign—Tim Wild, L1943 Dixon—Mark Swegle, L3077 Anna—Danny Holdman, L3105 Arlington Heights—Lawrence Brown, John Jarosz, L3322 Saint Charles Fire Department—Tom Kohlert, Thomas Lindholm, L4092 Schaumburg—John Keating, Thomas Mueller, Carter Nottke, Robert Warburton

INDIANA L0124 Fort Wayne—Jeffrey Meyer, James Ridley, Frank Smith, Corey Strouse, L0360 Mishawaka—Pat Gnivecki, L0416 Indianapolis—Julia Baade, Andrew Burnell,

Edward Carlson, Charles Castle, Jeff Hayes, John Otte, Michael Tyler, L0475 Michigan City—Richard Santana, L0556 Hammond—Sedric Autry, Wilbert Carney, Martin Del Rio, L1408 Richmond—Kevin Harrell, L4416 Hamilton County Professional Fire Fighters Union—Jeff Anderson

KANSAS L0083 Topeka—Robert Hodges, L0135 Wichita—Raymond Davis, Kendall Hope, L1596 Lawrence—William Brickell, Robert Hardy, Sandra Herd, L2275 Manhattan—Ewing Evans, Steven McCallum

KENTUCKY L3784 Hebron—Gregory McDermott, L4206 Erlanger—Timothy Koenig

LOUISIANA L0619 Lafayette—Ron Broussard, Anthony Haskin, L0632 New Orleans—David DeCareaux, Charles Eisler, Joseph Herkender, Clifton Holmes, Michael Langston, Alan Luc, Garry Montegue, Gerald Nolan, Randy Parent, Eugene Poirrier, Marcel Radosta, Joseph Silbernagel, Anthony Valteau, L1051 Bossier City—Galen Coker, Charles Hesson, L3351 Denham Springs—Alvie Bankston

MAINE L1476 South Portland—Michael Champagne, Dennis Randall, Samuel Simonson

MANITOBA F0160 Pinawa—Wes Jansson

MARYLAND F0121 National Capital Professional Federal Fire Fighters—Michael Fennington, Carroll Greer, John O'Neil, Terry Watkinson, F0267 Aberdeen Proving Ground—Raymond Hysell, F0281 Professional Fire Fighters Of Fort Meade—Mark Fayer, L0734 Baltimore—Richard Clark, George McDonald, John Noseworthy, L1311 Baltimore County—Grayson Corbin, Gary Keller, Larry Roos, Herman Schweers, Dora Waddy, Kenneth Wesley, L1605 Hagerstown—Larry Koos

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