

Fire Fighter



CONVENTION 2010 PREVIEW

SAN DIEGO, CALIFORNIA • AUGUST 22-27, 2010



Fighting the Battle Against Pensions — Page 42

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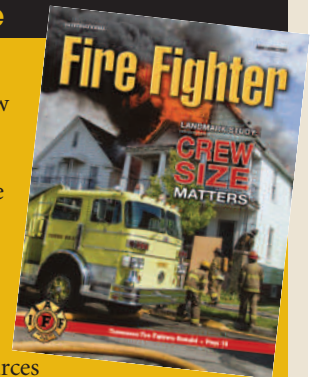
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On The Cover

IAFF 50th Convention
San Diego, California

—page 14

Fighting for Your Pensions

As the IAFF 50th Convention approaches, a storm is brewing over public employee pensions.

In an era of revenue shortfalls and budget deficits, fire fighters and other public employees are the new scapegoats of mayors, governors and corporate opportunists who have grossly misrepresented the facts in the public discourse over unfunded pension liabilities.

Now we have a fight on our hands (see story on page 42).

Taken collectively, the unfunded liability of all pension plans appears colossal, but that figure must be viewed with the proper perspective.

Rather than explain how they mismanaged pension funds over many years, public officials are changing the conversation and screaming from California to New Jersey that your pensions are too generous.

We know they're wrong.

Rather than take responsibility for the unfunded liabilities of pension funds, public officials are shifting blame because they are finding it politically useful to engage in a sustained attack on workers. Without question, they have the full support of Wall Street in their attempt to rid their balance sheets of defined benefit plans and replace them with defined contribution plans. That unholy alliance exists because defined contribution plans shift the risk from employers to employees and because money management firms and investment bankers earn substantially more from defined contribution plans.

What public officials aren't saying in their firebrand speeches and their sustained attacks on fire fighters and other public employees is that they are responsible for the unfunded liabilities. They are responsible because they rode the wave of pension plan investment profits and put off making annual pension payments for years. They are responsible because they took pension payment holidays and failed to make actuarially required payments, and now public officials face much larger pension bills.

Rather than meet those obligations, public officials are blaming our members whose pensions they failed to fund. But all the while, fire fighters have paid every penny into the pension system that you were required to pay.

First public officials robbed workers. Now they want to blame you for the crime. It is a classic politician's response — blame someone else for your own failures.

This debate is deeply personal for our profession because 80 percent of you don't collect Social Security.

We recognize the fiscal realities. Thousands of fire fighters have gone from the frontlines to the unemployment line since December 2007, the unofficial beginning of the recession. We recognize that we have a role in helping our communities cope with budget shortfalls. So our affiliates across the nation have willingly worked with their government employers to find savings and made every attempt to save our members' jobs, keep companies online and avoid the loss of positions through attrition.

The shrill cries of the public officials who want to stoke voter anger by blaming us for bloated budgets and unfunded liabilities are dishonest.

We must fight back, and we're going to continue to fight back.

We are not going to let them get away with their outrageous claims.

Blaming our members for unfunded pension liabilities does nothing to address the problem. We must force an honest discussion about unfunded liabilities. We must emphasize that only a handful of states have an unfunded liability big enough to raise alarm. Most states have a modest unfunded liability. But that hasn't stopped some public officials from using the economic crisis as an excuse to argue for wholesale changes to our retirement plans.

Clearly, it's politically expedient to continue blaming workers. Wall Street and the stewards of the public budgets who are complicit in the concerted attack on workers want to villainize us for the pensions that we have worked so hard to earn.

Fire fighters are not ashamed of their pensions. Pensions are not a gift from the government. Your pensions have been negotiated over decades. They represent many sacrifices made over the decades to build a sound and secure retirement for our members, who earn them after a career in service to their communities. They represent hard-earned savings accrued over years of service and provide retirement security most of our members don't receive through Social Security.

IAFF members know a smoke screen when they see one, and the concerted effort to attack your pensions — to attack you — is nothing more than a deliberate strategy to obscure the real problem with unfunded pension liabilities and fan the flames of populist rhetoric.

Placing a target on our backs misses the mark. They underestimate our ability and willingness to fight back!



**Harold A.
Schaitberger**

“This debate is deeply personal for our profession because 80 percent of you don't collect Social Security.”



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At the IAFF 50th Convention, It's Down to Business

As the IAFF 50th Convention draws closer, we are increasingly busy preparing for what is sure to be another great event.

It is amazing to see the work that goes into organizing the Convention and the time that is required to address the thousands of details that demand attention so this event runs as smoothly as possible.

We are expecting an estimated 2,000 delegates to gather in San Diego, and it is no small feat to ensure that we meet the demands of such a large gathering.

Our Convention theme — “Always on the Frontlines” — certainly is appropriate. It acknowledges that you are tirelessly doing the hard work in your communities to ensure the public’s safety. It also acknowledges that we are on the frontlines for you to make sure you have what you need to do your jobs.

As we prepare for Convention, we have included in this issue of *International Fire Fighter* all the resolutions that will be before delegates.

It is important for all delegates to be familiar with the resolutions, and it is important to understand the rationale behind the resolutions.

First of all, the IAFF Executive Board has approved all the Executive Board resolutions that will be under discussion.

These resolutions are intended to make sure that your IAFF is appropriately resourced to meet your needs. You expect your communities to resource you properly so you can do your jobs safely and effectively. When we gather at the IAFF 50th Convention, delegates will be faced with decisions to resource the IAFF so we can continue to meet your needs. We need to be on the frontlines for you.

The IAFF has always been a good, responsible steward of your dues — and General President Schaitberger and I will never waver in our duty to protect your finances. Your dues payments are an investment in the IAFF — in *your* IAFF.



Thomas H. Miller

Rest assured — your Executive Board would never ask you to approve a per capita payment that isn’t vitally important to the mission to protect you. We know this is no time for luxuries, and the per capita resolutions that you read in this issue of the magazine [which is also available online now at www.iaff.org] are considered crucial by your Executive Board to our mission to serve you.

One resolution that the Board has approved would provide for a per capita to fund the IAFF’s efforts to protect your pensions.

The war over public employee pensions is adequately addressed by President Schaitberger in his column on page 3 and in the story “Pensions In Peril” on page 42 in this magazine.

Suffice it to say that neither the General President nor I have ever seen such a coordinated, universal assault on fire fighter pensions and public employee pensions in all of our days. Our ability to fight back and defend you will determine our success in these battles.

The General President argues persuasively in his column that there is a lot of dishonesty in the public debate over fire fighter and public employee pensions, but your voice has been drowned out by the stark, raving-mad public officials who want to demonize you and blame pension under-funding on you.

We know nothing could be further from the truth. But the truth is hard to come by in the discourse over pensions. So I believe, your General President believes and your Executive Board believes that providing the IAFF with the appropriate resources to fight back will level the playing field as we protect your pensions and protect your futures.

Brothers and sisters, I can’t wait for our 50th Convention in the beautiful city of San Diego. I know San Diego Local 145 is working just as hard as we are at the IAFF to prepare for you, and I can’t wait to get there, get down to work — and maybe have a little fun.

I’ll see you in San Diego!

Thomas H. Miller

“It is important for all delegates to be familiar with the resolutions, and it is important to understand the rationale behind the resolutions.”

An Oversight and an Important Policy Change

Everyone at the IAFF wants to apologize to the locals that were inadvertently included in a list of suspended locals in the last issue of *International Fire Fighter*.

Everyone associated with the magazine works tirelessly to ensure that our award-winning publication is perfect each time it rolls off the press. Unfortunately, that didn’t happen in the May-June issue, and the list that was included on

this page contained some errors. Since that list appeared on this page, under my byline, I want to issue my personal apologies.

I also want to assure you that it will not happen again because we have ended the practice of naming our suspended locals. While that practice may have served a purpose in the past, we have concluded that it no longer does. I’m sorry that it had to take an error to make us understand that. ■

Crew Size Matters

Dear President Schaitberger: I read the article, "Crew Size Matters," in the May-June *International Fire Fighter*, and it was wonderful. As union president, I can send these issues

to our City Council, mayor and city manager. We are working hard to educate them about the importance of staffing.

When the new study came out there was a lot of scientific data in it that is great reading and a great resource, but I do not

think I would get our City leaders to read that study. However, the article in this magazine accomplishes the same goal and thank you for writing such a good article.

Thanks Again,
Glen Gillette, President
King, NC Local 4209

executive board and the shift stewards of Local 255, was very much appreciated, and I know that everyone in attendance was truly honoured to have been a part of an amazing evening.

I would like to thank you personally for taking the time to speak with me, to lend advice and to share experiences. This type of interaction is truly invaluable, and something that I will never forget. The IAFF and its leadership never cease to amaze me in terms of the unmatched level of service and representation that they provide to members, and this evening's visit was no exception.

Thank you for doing what you do, and for the contributions that you make to all brothers and sisters on the frontline.

Respectfully and fraternally,
Peter Steenaerts
Senior Fire Fighter
IAFF Local 255
Calgary, Alberta

Correction

We have discovered mistakes in the list of suspended locals in the May-June 2010 edition of the *International Fire Fighter*. Specifically, the following locals were identified — not by their official names — but by the names of the cities in their mailing addresses. This was a publishing error, as our membership records accurately reflect the official names of each of these locals. We apologize for the error.

- Local 3994, Perth Amboy EMS was listed as Keasbey, NJ
- Local 4154, Salem County, NJ was listed as Pennsville, NJ
- Local 3746, Woodlawn, OH was listed as Cincinnati, OH
- Local 4239, San Antonio Professional Fire Mechanics was listed as San Antonio, TX
- Local 4124, Crystal Coast was listed as Beaufort, NC
- Local 3978, Forestdale was listed as Birmingham, AL
- Local F-0276, 167th Professional Fire Fighters was listed as Maugansville, MD

Inspiring Visit

Dear President Schaitberger: I would like to take a moment to express my sincere appreciation for the visit that you made to Calgary, Alberta, on May 31, 2010. The speech that you gave was nothing short of inspiring and a true testament to the dedication that the IAFF has to its members and affiliates on all levels.

The time that you spent after the speech mingling with members from Calgary and across the province, as well as posing for photographs with the

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Boston Fire Fighters Stand Together for Hard-Fought Contract Win

“Contract could save city \$45 million.” That was the headline plastered across the *Boston Globe* on June 10, one day after the Boston City Council overwhelmingly approved a new contract for the City’s fire fighters.

For Ed Kelly, president of Boston, MA Local 718, the *Globe* headline felt pretty good, a bit ironic and way overdue. It was really the first local newspaper headline that Kelly could recall that even remotely painted the cause of Boston fire fighters in a positive light.

“After years of horrible treatment in the press, that headline showed that we were able to turn things around so that the City on the whole believes that we were being reasonable,” Kelly says.

Another headline that day, “Boston Fire Fighters Receive Back Pay in Lump Sum,” felt even better for Boston fire fighters who have had to read negative headlines about jakes for far too long.

For nearly five years, Kelly and 3rd District Vice President Michael Mullane and President of the Professional Fire Fighters of Massachusetts Bob McCarthy have been battling with Boston Mayor Thomas M. Menino, much of the City Council — and an increasingly unsympathetic press — for improved conditions, pay and benefits for Boston fire fighters.

A day earlier — on June 9 — the City Council had overwhelmingly approved a new labor contract for the fire fighters, the final stage in a negotiated compromise — after months and months of stalemated talks — that the City conceded would save about \$45 million over the next 20 years.

The new contract gives Boston fire fighters raises worth more than 17 percent for the period between 2006 and 2011, and more than 23 percent when calculated through 2012 and including a hard-won stipend for drug and alcohol testing.

Boston’s fire fighters will receive an average of \$29,000 retroactively in lump-sum payments to cover the years of the contract that have already passed.

As contract negotiations dragged on, facilities and equipment deteriorated, well-deserved pay increases languished on paper in the state house and the fire fighters’ collective reputation took a beating at the hands of a local press willfully breaking a gag order imposed by arbitration.

“Our department has basically been neglected by the Menino administration,” says Mullane. “Our apparatus fleet is in deplorable condition. We have been using some ladders that are older than the fire

“We were able to turn things around so that the City on the whole believes that we were being reasonable.”

—Ed Kelly, President,
Boston, MA Local 718

fighters riding in them. Firehouses have been neglected to the point where they have become unsanitary and unsafe. Our marine unit has spent more time out of the harbor getting fixed than in the harbor doing its job.”

After years of fruitless talks with the mayor and the City, including a union endorsement of Menino designed to foster goodwill, the City demanded that contract negotiations with the fire fighters be sent through arbitration.

McCarthy sat on the arbitration board to make sure that the fire fighters got a fair shake. But the mayor did not like the contract that emerged from the arbitration process — he decided he couldn’t win in arbitration but he could win in newsprint.

The details of the arbitration contract, including the stipend provision of 2.5 percent tacked on the last day, were leaked to the media by the mayor, creating a firestorm of angry editorials, letters to the editor, reader comments and much confusion. The essential theme was: why

Swift Political Action Saves Jobs for Lacey Fire Fighters

Lacey, WA Local 2903 fire fighters remain on the job after a tough political battle with the City, thanks to the political savvy of Lacey Local 2903 membership.

“This is a tremendous victory for us,” says Local 2903 Secretary Alex Christiansen. “It took a lot of hard work and the involvement of all of our members, but the end result was well worth it.”

For the last 54 years, the Lacey Fire District has contracted emergency services to the City. But the relationship between the two entities went sour last year when Lacey’s city

manager and fire chief began disagreeing over level of service versus costs.

The City did not want to pay for its fair share of the service costs and began exploring forming its own fire department. Based on a misleading assessment by the International City/County Management Association (ICMA), the City maintained it could layoff between 30 and 40 of its 77 fire fighters and still provide adequate public safety services.

“We knew there was no way for us to answer 11,000 calls annually with less than 77 fire fighters,” says Christiansen. “Our first objectives were to explain to the public why the ICMA report was

flawed and to get politically active.”

In the November 2009 election, Local 2903 sought out and endorsed three candidates for various positions in the City administration. The fire fighters became a grassroots political force which enabled them to oust the incumbent mayor, deputy mayor and the senior-most City Council member.

With friendlier faces positioned in the City government, fire fighters and other supporters of an annexation ballot measure began lobbying for votes for an April 2010 vote. If enacted, the measure would allow the City’s fire and

EMS to be annexed into the fire district. Therefore, the City would no longer be fiscally responsible.

Once again, Local 2903 put its political action team into play, getting the message out through any means possible, including door-to-door campaigns and talking with local business and neighborhood groups.

When the ballot measure went to the voters, citizens overwhelmingly cast their ballots in favor of the annexation. “Needless to say, this whole process really opened our eyes to the value of being politically active,” says Christiansen. ■



should taxpayers have to pay its fire fighters not to drink and take drugs?

Fire fighters were more than willing to submit to such testing. But since a stipend for drug and alcohol testing was included in recent contracts with Boston police officers and EMS workers, it was only fair that a similar stipend be considered for other public sector employees.

The fight then turned to the City Council, which by law had to approve funding for the fire fighter contract. Both Local 718 and the mayor fought tooth and nail for the seven out of 13 votes needed to win.

In a City Council hearing in June, the fire fighters agreed to consider deferring the stipend of 2.5 percent to compensate for undergoing regular drug and alcohol testing.

Local 718 fully expects that the City will dig in its heels once again in a year's time when it comes time to begin hammering out a new pact with its fire fighters. But Local 718 leaders are fully prepared to fight again if needed.

What's important is that the fire fighters stood together and allowed their leaders to negotiate with one powerful voice, notes McCarthy. "I am proud of Local 718 members and their bargaining process," he says. "This was a costly fight. It was the most contentious arbitration award I have ever been involved in, and I have been involved in a lot." ■

FDNY Fire Fighters Help Foil Times Square Terror Attack

The call that came in on the evening of May 1 appeared routine for Local 854 fire fighters who responded: a car fire a few blocks away requesting one engine and one truck.

But the responding fire fighters were trained to expect the unexpected.

"Whenever we get a call coming from Times Square, we know to be on extra alert," says Lieutenant Mike Barvels, who with Lieutenant John Kazan, both members of Uniformed Fire Officers Association (UFOA) Local 854, responded to the call.

A street vendor first noticed smoke coming from a nearby vehicle at about 6:30 p.m. and notified a police officer who then alerted the FDNY.

The fire station sits just a few blocks from Times Square. With Barvels leading the way on Engine 54, Kazan followed with Ladder Truck 4. The crew arrived at the scene in six minutes, finding a 1990 Nissan Pathfinder parked askew with one wheel on the curb.

Engine 54 pulled up in front of the car, while Truck 4 parked well behind, blocking



"Since 9/11, the IAFF has made hazardous materials and anti-terror training an essential component of fire fighter education. These fire fighters put their training to work and helped foil this potentially deadly bomb attempt."

—General President Schaitberger

traffic so police and fire fighters could do their work.

It was clear that what could have been a routine call was a potentially game-changing terrorist incident in the heart of Manhattan.

The clues came swiftly. While a typical car fire involves dark, billowing smoke, the smoke wafting around inside the Pathfinder was light, white and slow-moving. One fire fighter on the scene reported seeing sparks and hearing what sounded like fire crackers going off inside the car. Other clues included the Connecticut license plates, blinking hazard lights and a skewed parking job.

The driver, believed to be Faisal Shahzad, a 30-year-old U.S. citizen who was later arrested at John F. Kennedy International Airport, was nowhere in sight.

"A tourist from Connecticut isn't going to walk away from a parked car with its hazards on in the middle of Times Square," says Kazan.

Both lieutenants quickly decided not to turn a hose onto the car, but rather alert the battalion chief of the situation, set up a charge line and use a thermal imaging camera on the car. The camera revealed that heat was present toward the front of the car but not the back, atypical of standard car fires.

The fire fighters then called for the New York Police Department's Emergency Services Unit (ESU) to further investigate, running a check on the Connecticut license plates. That check showed that the car was not registered.

Both fire fighters and police realized that the smoldering and crackling inside the

vehicle could be signs of a car bomb — a possible terror attack in the heart of Times Square. On a Saturday night. With throngs of people squeezed into a narrow canyon of concrete, steel and glass.

But the perpetrator, apparently poorly schooled in the dark art of car bomb assembly, would be caught alive and ready to sing. Property and people were preserved and the lesson of the day would be that training and experience pay off.

"There are always tons of cops in Times Square. Once we realized that this could be some kind of attack they started backing people up and expanding the evacuation area," says Kazan, who moved his ladder truck back by another block, widening the distance between people on the street and a possible explosion.

The expanded evacuation area made the standard traffic snarls of Saturday night in Times Square much worse, and ESU had to maneuver through the jam to get to the scene, where they spent several hours finding and disabling the components of a home-made bomb — propane tanks, gasoline and fireworks.

The fire fighters' decision to delay turning a hose onto the car and put in motion steps for further investigation of the scene later proved crucial. Several clues uncovered inside the vehicle helped the FBI swiftly track down and arrest the driver before he was able to leave the country.

"Since 9/11, the IAFF has made hazardous materials and anti-terror training an essential component of fire fighter education," says IAFF General President Harold Schaitberger. "These fire

Continued on Page 10

Continued from Page 9

fighters put their training to work and helped foil this potentially deadly bomb attempt.”

Lieutenant Jim McGowan, a representative with Local 854, also praised the work of the fire fighters. “The actions and decisions made by Kazan and Barvels were cautious and textbook. Due to their fire fighting experience and terrorist training, they did not like what they saw, properly sized up the situation and saved the lives of FDNY fire fighters and the public.”

Both Barvels and Kazan agreed the training they have received over the years, from the basic level to post-9/11 terror attack response training, gave them the skills to help foil the attempted terrorist attack in Times Square.

The IAFF offers training to handle such incidents. One course, *Emergency Response to Terrorism: Operations*, provides the tools needed to protect responder health and safety, while covering basic defensive actions, personal protective equipment, hazard recognition and identification, pre-incident planning, situational awareness and scene management. The course includes small group activities and real-life case studies.

For more information, visit the IAFF web site at www.iaff.org. ■

Edmonton Local 209: A Partner in Accreditation

The Edmonton, Alberta Fire Rescue Department is one of the latest departments in North America to receive Agency Accreditation from the Commission on Fire Accreditation International (CFAI). And for the first time, the union was a full partner in the accreditation process.

The accreditation is a benchmark of professional and organizational excellence. Fire departments apply to CFAI for accreditation and participate in a process that involves three phases of overall assessment, including a comprehensive self-assessment that involves data

collection and reporting on more than 200 criteria in 10 categories, as well as meeting more than 80 core competencies.

Additionally, candidate departments must complete a Standard of Response Cover (SORC) that provides a detailed assessment of their mobile and personnel resources and their capability to respond to emergency events in their jurisdiction.

Finally, candidate departments must undergo a peer assessment by a team of fire service leaders who visit and evaluate the department’s current performance capability in light of industry standards and their strategic plan for the future as inevitable community changes occur.

Greg Holubowich, president of Edmonton Local 209, says the union was



The Edmonton, Alberta Fire Rescue Department has been accredited by the Commission on Fire Accreditation International (CFAI) and for the first time, the union was a full participant in the process. Appearing before the CFAI Board during its hearing, from left: Deputy Fire Chief Dale Mclean, Edmonton Local 209 President Greg Holubowich, Edmonton Community Services Manager Linda Cochrane, Fire Chief Ken Block, CFAI Team Lead Barry McKinnon, Edmonton Accreditation Manager Dawn Dixon and Local 209 Secretary Brad Hoekstra.

Findlay Fire Fighters Save One of Their Own

Findlay, OH Local 381 fire fighter Dick Kidwell is expected to make a full recovery from a recent heart attack, thanks to the quick actions taken by his son and fellow fire fighter Adam Kidwell — along with fellow fire fighters Dustin Ruehle, Rod Phillips and Matt Myers.

“I truly believe that because our members acted as the professional, well-trained fire fighters they are, we still have one of our best with us today,” says Local 381 President Matt Cooper.

Local 381 fire fighters were already having a busy June night when a report came in about smoke coming from two businesses — the Sign Shack and Streichers Quick Print.

Dick Kidwell, Adam Kidwell, Dustin Ruehle, Rod Phillips and Matt Myers were among those called to the scene. As the fire fighters worked to establish a water supply line, Dick stopped and grabbed his son’s shoulder.

“I turned around just in time to catch him before he hit the ground,” says Adam. “I immediately called out for help. Ruehle and Phillips were the first to get to us.”

“I ran back to the truck, called dispatch for help and grabbed the AED,” says Ruehle. “When I got back, Dick did not have a pulse.”

Ruehle, the younger Kidwell, Phillips and Myers all worked together to begin chest compressions and establish a pulse. When the ambulance arrived, Ruehle boarded the ambulance with Dick and continued treatment to the hospital.

“I asked Dick to give me a sign if he

could hear me,” says Ruehle. “That’s when he raised his arm.”

Meanwhile, Local 381 President Cooper was notified and immediately went to the hospital. “I left my house, expecting the worst,” he says. “But by the time I got there, Dick was able to talk to me.”

“The doctors at Blanchard Valley Hospital told me that if the fire fighters on scene had not reacted as quickly as they did, we would have lost one of our brothers that day.”

Dick Kidwell underwent triple bypass surgery and doctors are expecting him to make a full recovery. ■



For his life-saving actions, Local 381 gave special recognition to member Dustin Ruehle. From left: Local 381 President Matt Cooper, IAFF 8th District Vice President Paul Hufnagel, fire fighters Richard Kidwell and Dustin Ruehle, and Ohio Association of Professional Fire Fighters Secretary-Treasurer Mark Horton.

invited to participate in the accreditation process and was involved every step of the way. Local 209 selected Executive Board member Paul McGonigal represented the union in the process. The union was also kept up to date at all times by the fire chief.

When it came time to present before the CFAI Executive Board, Holubowich appeared with Edmonton's community services general manager and fire chief. "That was one of the rare occasions a union attended and presented before the board, and we're very proud to have participated," Holubowich says.

"Local 209 views this as absolutely positive, and it helps set us up for continuous improvement in every aspect of the department well into the future. Accreditation is not a one-time plaque or award or some special recognition that the department is 'doing it right.' It is a true performance measurement and quality improvement process that keeps the City's feet to the fire in terms of an ongoing process of improvement," he says.

Holubowich strongly recommends the accreditation process as a way for fire departments to strive for improvement in areas such as staffing and total resource deployment. In addition, he says the labour-management partnership that led

Fire Fighters Are Good Samaritans for 102-Year-Old Jacksonville Woman

Jacksonville, FL Local 122 fire fighters came to the rescue of 102-year-old Emma Watson after the Jacksonville Electric Authority (JEA) shut off her power.

"With temperatures soaring well above 90 degrees on a regular basis, it is dangerous for anyone not to have air conditioning, but especially someone who is 102," says Local 122 Vice President and Director of Public Relations Mark Treglio. "There was never a hesitation. We were proud to step in to help her get her power back on."

Watson has been living in the same home for more than 80 years. Due to rising JEA service costs, she was unable to pay her

\$2,000 bill in full. Concerned neighbors found her in her home with swollen legs and arms, and without electricity, air conditioning or water.

She was immediately transported to Shands Jacksonville Medical Center. Under public scrutiny, JEA reviewed her bill and discovered that she had not used very much water, so it reduced her bill by \$1,700.

"This was still not enough to get her power back on, so Local 122 has put forth the money to pay the rest of her bill," says Treglio. "Additionally, we made sure that she now has a \$600 credit to ensure that this doesn't happen again." ■

to Edmonton's accreditation has helped solidify labour relations, too.

IAFF Assistant to the General President for Technical Assistance and Information Resources Lori Moore-Merrell participates in the review of candidate departments for accreditation as a CFAI commissioner representing labour. She notes, "Seeking accreditation is indeed a process. It is a pathway to excellence in fire department performance where the journey matters. In these tough economic times, there is no

better resource for protecting assets than operational knowledge that can only come from continuous data collection and measurement... and the accreditation process gives you that."

Edmonton's accreditation brings the total number of accredited departments in North America to 138, and it becomes the third Canadian department to become accredited after Calgary, Alberta, and Kitchener, Ontario. ■

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IAFF MEMBERS ON THE FRONTLINES

Ohio Fire Fighters Design Military Vehicle Training Course

Three Ohio fire fighters serving in the 585th Military Police Company of the Ohio Army National Guard in Iraq were given the daunting task of developing a training program on how to maintain and use JINO Motors Anti-Riot Vehicles. But, Mifflin Township, OH Local 2818 member Steve Fagen, Liberty Township, OH Local 3754 member Benjamin Lovell and Columbus, OH Local 67 member John Sanieł-Banrey met the challenge.

The fire fighters' mission came after their unit was tasked with finding "less than lethal" ways of quelling civil unrest. As part of the overall strategy, their commanding officer acquired two JINO Motors Anti-Riot Vehicles — which operate similar to fire trucks.

The commanding officer directed the three fire fighters in his unit to develop training for all those who would be operating the vehicles.

"This was no easy task — there were no manuals for the chassis or the riot control

IAFF fire fighters successfully developed training for military personnel to use JINO Motors Anti-Riot vehicles in Ramadi, Iraq.



equipment," says Lovell. "In short, we had to start from scratch."

First, the fire fighters and others helping with the training development began learning how to use the trucks.

Fortunately, each of the fire fighters already had some specialized training.

Since Lovell had a background in armored vehicle tactics and Army instruction, he coordinated the training

plans. Fagen was responsible for teaching pump operations and stream patterns (the vehicle used water to break up civil unrest). Sanieł-Banrey was responsible for teaching vehicle maintenance and upkeep.

After the three fire fighters became confident in their training responsibilities, they conducted a five-day course. The trucks are now being used in the City of Ramadi, protecting Iraqi civilians. ■

Three Merrimack Fire Fighters Deployed to Afghanistan

The snow doesn't stop coming down in Merrimack, New Hampshire, when a few fire fighters go to serve their country in Afghanistan.

That's why members of Merrimack, NH Local 2904 made it a mission to keep the driveways of fire fighters Daniel Newman, Michael Kiernan and Jason Marsella well salted and plowed throughout the long winter of 2010.

The three fire fighters deployed to Afghanistan in December to begin what is likely to be a grueling 13-month tour in the Zormat theater near the Afghan-Pakistan border. They are all on the same Charlie Company 3172 Mountain out of the New Hampshire National Guard. Kiernan is a staff sergeant, Marsella is a sergeant and Newman serves as captain.

Back home, Kiernan is a fire fighter/EMT-B, Marsella is a lieutenant/EMT-B and Newman is fire fighter EMT-I.

The men can't offer details of their mission in any of the steady correspondence with the members of Local 2904 back home. But it's clear that they are engaged in a lot of fire fights — the kind with guns and mortars, not hoses and ladders.

But according to Local 2904 Vice President Mark Bickford, the fire fighters' on-the-job training has certainly prepared them well for the rigors of combat.

"Fire fighters are always taught to be on their toes, think quickly and solve problems. In a fire, the situation can change in a blink of an eye. From what I understand, that is serving them well over there," he says.

Their Local 2904 buddies are doing all they can to stay in touch, detailing the three on the latest news around the firehouse and around town and sending regular care packages.

To keep the three close to heart and mind, Bickford says the local is displaying an American Flag with three white stars representing the three men deployed. Fire fighters also wear uniform pins with the same flag.

Beyond shoveling snow and sending care packages, the fire fighters back home have pitched in to hire a landscaper to trim their yards. In addition, Local 2904 members do a little second-string dad duty taking some of their children out for snowboarding and — now that it's warmer — trips to the beach. ■



Merrimack, NH Local 2904 members Jason Marsella, Dan Newman and Mike Kiernan in Afghanistan.

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IAFF CONVENES FOR 50TH

Delegates from the United States and Canada will convene in San Diego, California, August 22-27, 2010 for the IAFF 50th Convention to make important decisions regarding the path the International will take over the next two years and beyond.

"We will address important issues this week, to include health insurance and grant opportunities, and to hear updates on our political activities," says IAFF General President Harold Schaitberger. "As we get down to business, we will focus on how we will continue to survive the economic crisis while making sure our members keep their jobs and stay safe."

Delegates will assemble for the Opening Ceremony on the morning of Monday, August 23. The ceremony, which will set the stage for the week's business, includes General President Schaitberger's State of the Union address.

The Ceremony will also feature the Marine Corps Band San Diego and the San Diego Master Chorale, as well as solo artists Amy Sky and Clint Holmes, who sang a special song created just for fire fighters at the 2002 Convention entitled, "We Will Stand."

Throughout the week, Convention delegates will consider numerous resolutions, including several proposed by the IAFF Executive Board to allow the IAFF to better protect and improve fire fighter benefits, provide more education opportunities, ensure a voice at the table for discussions concerning the future of EMS and explore additional grant opportunities, among others. See page 17 for a complete list of resolutions.

Confirmed speakers include Democratic Leadership Council Chair Harold Ford, UNITE HERE! President John Wilhelm and New Democratic Party of Canada Leader Jack Layton.

Exhibition

Delegates are encouraged to visit the IAFF Exhibit Hall in Hall H of the San Diego Convention Center to shop the more than 40 exhibitors (see list of exhibitors on opposite page) and learn more about the services available to all affiliates from the IAFF.

The IAFF Fire and EMS Department will demo a new web-based Geographic Information System (GIS) assessment tool designed to allow affiliate leaders to conduct basic GIS deployment assessments without requesting technical assistance from their district vice president and the IAFF.

The new online GIS tool can quickly generate travel time assessment maps by entering fire station or EMS

"As we get down to business, we will focus on how we will continue to survive the economic crisis while making sure our members keep their jobs and stay safe."

— GENERAL PRESIDENT HAROLD SCHAITBERGER

deployment locations, select up to two travel timeframes to model and generate paper or electronic maps to share with decision makers during resource reduction or enhancement discussions.

Delegates can also pick up a Fire Fighter Safety and Deployment Study Toolkit, an essential resource for educating local decision makers about the necessity of adequate staffing. The toolkit contains a full report on the residential fire ground experiments, sample press release, fact sheets, brochures for use with fire chiefs, mayors/city managers or council members, as well as customized videos, illustrating why crew size matters when responding to residential structure fires.

Visit the IAFF Division of Occupational Health, Safety and Medicine booth to learn about the new Fire Ground Survival training program. The IAFF began developing the Fire Ground Survival training program to ensure that training for Mayday prevention and Mayday operations is consistent among all fire fighters, company officers and chief officers. The program trains fire fighters to perform standard, potentially life-saving actions if they become lost, disoriented, injured, low on air or trapped.

Delegates can also register for the 2011 Affiliate Leadership Training Summit at the IAFF Education and Training booth. This premier educational conference is scheduled for January 2011 in Phoenix, Arizona. Register 10 or more affiliate leaders and receive one registration free.

The first 200 delegates to talk with a staff representative will receive a free gift at the IAFF Alumni booth. This program is already supporting 25,000 retired brothers and sisters. Stop by to learn more about how your retirees can stay connected with the IAFF through the Alumni program.

And, for information on mortgage, insurance and retirement plans available to IAFF members, visit the IAFF Financial Corporation (IAFF-FC) booth.

CONVENTION IN SAN DIEGO

Special Events

FIREPAC Leadership Trust Reception (\$500 donation this calendar year), Tuesday, August 24 from 6:00-8:00 p.m., featuring The OC Beach Band, performing the music of The Brian Wilson Band and the Beach Boys.

On Thursday, August 26, delegates are invited to the General President's Reception and Concert from 6:30-10:30 p.m. Back by popular demand, the concert will feature the World Class Rockers, a band of former members of Santana, Journey, Steppenwolf, Toto and Lynyrd Skynyrd.

For Convention updates and coverage, visit www.iaffconvention2010.org. Coverage will also be provided daily at the Convention in *The Delegate* newsletter and on the Convention web site, and post-Convention in the September-October edition of the *International Fire Fighter*. ■

2010 Convention Exhibitors (as of July 12)

- Anthem Blue Cross and Blue Shield
- Body Scan International
- Brattleboro Retreat
- California Professional Firefighters
- Columbia Southern University
- Financial Innovations, Inc
- Fire-Dex
- Firefighter Cancer Support Network
- Firefighters Store
- Globe Manufacturing
- Haix North America, Inc.
- Honeywell First Responder Products
- IAFF Alumni
- IAFF Burn Foundation
- IAFF Financial Corporation
- IAFF Motorcycle Group
- IFSTA/Fire Protection Publications
- Interactive Health Solutions
- International Frame
- Kaplan Continuing Education
- Law Firm of Mastagni, Holstedt, Amick, Miller & Johnsen
- Masimo
- Mine Safety Appliances Company (MSA)
- Muscular Dystrophy Association
- National Conference on Public Employee Retirement Systems (NCPERS)
- National Fire Fighter Near-Miss Reporting Systems
- National Fire Protection Association (NFPA)
- National Institute for Occupational Safety and Health (NIOSH)
- Octane Fitness
- Oregon State Fire Fighters Council
- PBI Performance Products, Inc.
- Pfizer
- Plymovent Corporation
- Priority Dispatch
- Pro-Calendar
- ProFireFighter.com
- San Diego Firefighters' Emerald Society
- Sperian Fire
- Sunbelt Graphics
- TenCate Protective Fabrics
- UnionCentrics.com
- Union Privilege
- Union Sportsmen's Alliance (USA)
- W. L. Gore & Associates
- Zimek Technologies, LLC



LOCAL 145: READY FOR CONVENTION DELEGATES

The 867 members of San Diego, CA Local 145 are anticipating the arrival of delegates for the IAFF 50th Convention. For months, Local 145 has been working hard to make sure everything is ready.

“My Executive Board and others have dedicated themselves to assuring all membership needs are met,” says Local 145 President Frank DeClercq. “Not only have we planned some fun events, but we will also be on hand to assist delegates with any questions or concerns.”

Prior to the official start of the Convention, Local 145 will host the 50th IAFF Convention Motorcycle Ride on Saturday, August 21. Participating riders will meet at the Firehouse Museum and ride 100 miles across the Coronado Bay Bridge, along the San Diego coastline and through scenic roads before ending at the Firehouse Brewing Company. Motorcycle rentals are available. Contact Denise Pendleton at (619) 563-6161 or dpendleton@sdfire.org for more information.

Local 145 is also organizing a golf outing on Sunday, August 22 at 8:00 a.m. Space is limited to 144



participants. Visit www.iaffconvention2010.com for more details.

Also on Sunday, August 22, delegates are invited to an Opening Reception Block Party in San Diego’s Gaslamp District from 7:00-9:00 p.m. The party spans six restaurants and includes open bar.

On Monday evening, August 23, delegates are invited to a fire fighter social at the Tilted Kilt, located at 310 10th Avenue. Proceeds will benefit the San Diego Fire Rescue Foundation, founded by retired fire fighters and concerned citizens in 2006 to help fund fire department resources not paid for by the City.

Delegates can join Local 145 at PETCO Park for the Padres baseball game on Wednesday, August 25. Tickets can be purchased in advance at a reduced rate at www.padres.com/promo by entering the code “IAFF.” From each ticket purchase, \$5 will help the IAFF Burn Foundation and the Burn Institute. IAFF General President Schaitberger will throw out the first pitch. Tickets are also available for the game on Thursday, August 26.

Local 145 fire fighters protect the eighth largest city in the United States, providing emergency services to the 1.3 million citizens across 330 square miles. ■

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Convention Resolutions

RESOLUTION NO. 1

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: BUDGET ADJUSTMENT FOR INFLATION**

1 WHEREAS, after analyzing the present
2 operations and IAFF budget; and
3 WHEREAS, it has been established that
4 approximately 100% of the IAFF budget is
5 subject to
6 inflation; and
7 WHEREAS, the 40th Biennial Convention in
8 St. Louis, in 1990 established the measuring
9 period
10 for a Consumer Price Index (CPI) increase from
11 April 1 through March 31, as issued by the
12 Department of Labor; and
13 WHEREAS, the CPI for this period, April 1,
14 2009
15 through March 31, 2010 was 3.0 percent (3.0%);
16 therefore be it
17 RESOLVED, that the new total per capita tax at
18 the conclusion of the 2010 Convention be
19 increased
20 thirty-three cents (\$.33) per active member and
21 seventeen cents (\$.17) per active-retired
22 member and
23 that this inflation increase shall become effective
24 on
25 September 1, 2010 for FY 2010/2011; and be it
26 further
27 RESOLVED, That the per capita tax be adjusted
28 for FY 2011/2012 based on the U. S. National
29 Consumer Price Index (CPI) as issued by the
30 Department of Labor measured from April 1,
31 2010
32 through March 31, 2011, but in no instance will it
33 exceed 3.5 percent (3.5%) per active member and
34 active-retired member, and that this increase shall
35 become effective on September 1, 2011; and be it
36 further
37 RESOLVED, That the International
38 Constitution
39 and By-Laws be changed in the appropriate
40 Articles
41 and Sections to reflect this adjustment.

Submitted by: IAFF Executive Board
Cost Estimate: 33 cents per active member and 17 cents per active-retired member on September 1, 2010, and in the second year beginning September 1, 2011, the cost will be adjusted by the 2010/2011 CPI, but not to exceed 3.5 percent (3.5%).

**COMMITTEE RECOMMENDATION:
CONVENTION ACTION:**

RESOLUTION NO. 2

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: MEMBERSHIP IN STATE AND PROVINCIAL ASSOCIATIONS**

1 WHEREAS, the IAFF's state and provincial

2 associations provide an unique and significant
3 level
4 of service to their local affiliates; and
5 WHEREAS, the services provided by the state
6 and provincial associations are a benefit to their
7 member affiliates; and
8 WHEREAS, there are local affiliates in the United
9 States that do not have a state association; and
10 WHEREAS, the IAFF local affiliates in the states
11 that do not have a state association have limited
12 interaction with other IAFF affiliates; and
13 WHEREAS, these states having a limited
14 number
15 of affiliate locals it is unlikely that a State
16 association
17 will be organized; and
18 WHEREAS, these local affiliates have shown
19 desire to affiliate with their neighboring state
20 association; and
21 WHEREAS, Article XIV, Section 3 of the IAFF
22 Constitution was amended to allow for locals
23 located
24 in a Canadian province to affiliate with a
25 provincial
26 association that borders the territory in which
27 they
28 are located; and
29 WHEREAS, the IAFF Constitution was not
30 amended to allow for these types of affiliations in
31 the United States; therefore be it
32 RESOLVED, That the IAFF Constitution be
33 amended with language that would permit an
34 IAFF
35 local affiliate situated in the United States to
36 affiliate
37 with a state association that borders the state in
38 which they are physically located.

Submitted by: Pennsylvania Professional Fire
Fighters Association
Cost Estimate: None

**COMMITTEE RECOMMENDATION:
CONVENTION ACTION:**

RESOLUTION NO. 3

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: AMENDING PROCEDURES FOR
SUBMITTING STATEMENTS FOR PRE-TRIAL
REVIEW BOARDS**

1 WHEREAS, Article XVI, Section 5 of the IAFF
2 Constitution and By-Laws currently permits a
3 "charged party" in internal IAFF misconduct
4 procedures to raise the matter to a Pre-Trial Review
5 Board; and
6 WHEREAS, the Section does not state clearly the
7 proper recipient of a request for a Pre-Trial Review
8 Board, although it is generally understood that the
9 General President was to assume that role; and
10 WHEREAS, the Section does not explain clearly
11 the service of process requirements for a request
12 for a
13 Pre-Trial Review Board – specifically, whether the

14 charging party or parties must receive notice
15 of the
16 request; and
17 WHEREAS, revising the procedures will help to
18 avoid confusion for members on either side of
19 these
20 disputes; and
21 WHEREAS, the deadline for submitting such
22 statements (fifteen [15] days prior to
23 commencement
24 of the Executive Board meeting at which the Pre-
25 Trial Review Board will be held) does not provide
26 IAFF counsel and the Board members sufficient
27 time
28 to review the statements; and
29 WHEREAS, changing this deadline to thirty (30)
30 days prior to commencement of the Executive
31 Board
32 meeting would provide counsel and Board
33 members
34 sufficient time to consider all aspects of the
35 request;
36 therefore be it
37 RESOLVED, That Article XVI, Section 5 of the
38 IAFF Constitution and By-Laws be revised to
39 clarify
40 that a request for a Pre-Trial Review Board must
41 be
42 served on the General President and the charging
43 party or parties, so that a sentence be added to
44 Article
45 XVI, Section 5 to read as follows:
46 "A request that the General President convene a
47 Review Board at the next meeting of the IAFF
48 Executive Board must be mailed to the General
49 President no later than thirty days after service
50 of the charges, with a copy of the request mailed
51 contemporaneously to the charging party or
52 parties. The party requesting a Review Board
53 must include a statement with the request
54 affirming that a copy of the request has been
55 sent to the charging party or parties, and list the
56 names and addresses to whom a copy of the
57 request has been sent."; and be it further
58 RESOLVED, That Article XVI, Section 5 of the
59 IAFF Constitution and By-Laws be revised to
60 change
61 the deadline for submission of written
62 statements
63 related to a Pre-Trial Review Board's
64 consideration
65 of a case, so that after both instances of the term
66 "fifteen (15) calendar days," there be inserted the
67 following text:
68 "[(effective October 1, 2010, thirty [30] calendar
69 days)."]"

Submitted by: IAFF Executive Board
Cost Estimate: None
**COMMITTEE RECOMMENDATION:
CONVENTION ACTION:**

RESOLUTION NO. 4

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: AMENDING TRIAL BOARD PROCEDURES TO PROVIDE FOR RANDOMLY-SELECTED TRIAL BOARD PANELS**

1 WHEREAS, the IAFF's internal union
2 misconduct procedures call for the trying charges
3 among a member's peers in accordance with the
4 provisions of Articles XV through XVII; and
5 WHEREAS, current procedures call for an
6 appointing authority to submit seven (7) names,
7 chosen "by lot," to a charged party, who is asked to
8 strike four of those names and who will be tried by
9 the remaining three; and
10 WHEREAS, the meaning of the term "by lot" has
11 caused confusion and discord among
12 participants to
13 the trial board process; therefore be it
14 RESOLVED, that the last sentence of Article
15 XVII, Section 1(A) be amended to state as
16 follows:
17 "In all cases where the appointing officer selects
18 the names of seven (7) members to be submitted
19 to the accused such members shall be chosen by
20 a random, computerized process established
21 and
22 carried out, upon request of the appointing
23 officer, by the General Secretary-Treasurer's
24 office."

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 5

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: WORK JURISDICTION**

1 WHEREAS, IAFF By-Laws Article XIX, Section
2 2, allows an affiliate to recover work previously
3 performed within its jurisdiction that was lost to
4 another affiliate; and
5 WHEREAS, IAFF By-Laws Article XIX, Section
6 2, does not prohibit the second affiliate that took
7 over
8 work from the original affiliate from opposing the
9 efforts of the original affiliate to recover their work
10 jurisdiction; and
11 WHEREAS, affiliates that took over work from
12 the original affiliate often take steps to oppose the
13 original affiliate's efforts to recover work
14 previously
15 performed within its jurisdiction; and
16 WHEREAS, this opposition to the efforts of
17 the
18 original affiliate often places two IAFF local
19 affiliates in political and public opposition to
20 each
21 other; and
22 WHEREAS, this public dispute between two
23 IAFF local affiliates breaks down unity and
24 places
25 the IAFF, its affiliates, and members in a
26 negative
27 public view that can undermine the efforts of all

22 affiliates to serve their members; and
23 WHEREAS, the breakdown in unity created by
24 this public dispute between two IAFF local
25 affiliates is contrary to the declaration of unity
26 contained in the preamble to the IAFF By-Laws;
27 therefore be it
28 RESOLVED, That the IAFF By-Laws, Article
29 XIX, Section 2, shall be amended to add the
30 following sentence:
31 "No affiliate may by agreement or collusion
32 with any employer, or by economic or political
33 pressure, interfere with another affiliate that is
34 trying to recover work previously performed
35 within its jurisdiction."

Submitted by: Local 2400, San Mateo County, CA
Local 798, San Francisco, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 6

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: TECHNOLOGICAL ADVANCEMENTS**

1 WHEREAS, the IAFF Constitution and By-Laws
2 has governed this union through 92 years of
3 extraordinary service to our members and their
4 profession; and
5 WHEREAS, this governing document has been
6 amended by the delegates at IAFF conventions
7 over
8 the decades to take advantage of technology and
9 new
10 business processes to improve the union's service to
11 its affiliates and members; and
12 WHEREAS, in this age of technology,
13 amendments that retain the International's level
14 of
15 service, yet perform those services in a more
16 cost
17 effective way and speed delivery of services to
18 affiliates should be considered where appropriate;
19 and
20 WHEREAS, Article VI, Section 2, Paragraph 1
21 currently requires the General Secretary-
22 Treasurer to
23 "mail a copy" of the convention proceedings to
24 affiliates and a copy of the disposition of
25 resolutions
26 to all delegates; and
27 WHEREAS, Article XVII, Section 6, Paragraph 9
28 refers to recording trial board proceedings on a
29 "tape" machine or recorder, and technology and
30 common practice has rendered "tape"
31 recordings
32 virtually obsolete for recording purposes;
33 therefore
34 be it
35 RESOLVED, That the word "mail" in Article VI
36 Section 2, Paragraph 1 of the IAFF Constitution
37 and
38 By-Laws be replaced with "send and make
39 available
40 electronically"; and be it further
41 RESOLVED, That the text in Article VI,
42 Section
43 2, Paragraph 1 also be changed to reflect that

both the
33 convention proceedings and disposition of
34 resolutions will be made available to "each
35 affiliated
36 local union or other subordinate body, all
37 convention
38 delegates and to each of the members of the
39 Executive Board and Board of Trustees"; and be
40 it
41 further
42 RESOLVED, That the word "tape" in Article
43 XVII, Section 6, Paragraph 9 be replaced (in all
44 instances) with the word "electronic" or
45 "electronic
46 recording" where appropriate.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 7

**COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: ELECTRONIC SUBMISSION OF AFFILIATE CONSTITUTION AND BY-LAWS**

1 WHEREAS, Article XIII, Section 3 of the IAFF
2 Constitution and By-Laws requires in part that
3 local
4 unions adopt a constitution or by-laws, and that
5 following adoption (but prior to printing or
6 issuance)
7 the constitutions or by-laws be submitted to the
8 General President for approval; and
9 WHEREAS, Article XIV, Section 5 of the IAFF
10 Constitution and By-Laws requires the same of
11 state
12 and provincial associations; and
13 WHEREAS, recordkeeping technology has
14 advanced from the maintenance of simple hard-
15 copy
16 paper files to electronic files; and
17 WHEREAS, the Executive Board desires to
18 begin
19 maintaining electronic copies of each affiliate's
20 constitution and by-laws, which would provide
21 for
22 faster and easier retrieval and transfer of these
23 important rules for the conduct of affiliate
24 business;
25 and
26 WHEREAS, electronic recordkeeping reduces
27 paper consumption and increases storage space,
28 reducing costs; therefore be it
29 RESOLVED, That Article XIII, Section 3, of the
30 IAFF Constitution and By-Laws shall be
31 amended by
32 adding the following new paragraph after the
33 end of
34 the second paragraph: "In addition to the
35 foregoing
36 requirements, local unions shall submit to the
37 General Secretary-Treasurer a current copy of
38 their
39 respective constitution and by-laws before
40 February
41 1, 2011, and every four years thereafter. In all
42 cases,

30 whether for approval of changes or for quadrennial
31 submission, affiliates shall submit the constitution
32 and by-laws in a searchable electronic format, such
33 as a word processing or rich-text document.”; and be
34 it further
35 RESOLVED, That Article XIV, Section 5, of the
36 IAFF Constitution and By-Laws shall be amended by
37 adding the following new paragraph at the end of the
38 Section: “In addition to the foregoing requirements,
39 state and provincial associations and joint councils
40 shall submit to the General Secretary-Treasurer a
41 current copy of their respective constitution and by-
42 laws before February 1, 2011, and every four years
43 thereafter. In all cases, whether for approval of
44 changes or for quadrennial submission, affiliates
45 shall submit the constitution and by-laws in a
46 searchable electronic format, such as a word
47 processing or rich-text document.”

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 8

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: RESOLUTION TO AMEND ARTICLE XIII, SECTION 1

1 WHEREAS, even while the numbers of union
2 members overall in the U.S. and Canada as a
3 percentage of the population has declined, the
4 IAFF
5 has remained aggressive in its organizing, which
6 has
7 enabled this union to continue to grow and
8 increase
9 our market share among all professional fire
10 fighters,
11 increasing the number of members and local
12 affiliates virtually every year; and
13 WHEREAS, the IAFF has an organizational
14 structure that includes roles and responsibilities
15 of
16 IAFF District Vice Presidents; and
17 WHEREAS, it is the role and responsibility of
18 IAFF District Vice Presidents to organize new
19 members both into newly chartered locals and
20 internally into existing locals; and
21 WHEREAS, many existing local affiliates are
22 working hard to bring new members into the
“house
of labor” it is important to ensure unity and
order
among IAFF affiliates in close jurisdictional
proximity; and
WHEREAS, notifying and receiving the
approval

22 from the respective District Vice President prior
to a
23 new local being chartered is already required, it
is
24 also important that the appropriate District
Vice
25 President also be notified prior to an existing
IAFF
26 local expanding its charter to include new
municipal
27 jurisdictions to prevent possible jurisdictional
28 disputes and ensure that the continued growth
of this
29 great union can carry on unabated while
keeping our
30 internal structure sound and the IAFF strong;
31 therefore be it
32 RESOLVED, That Article XIII, Section 1 be
33 amended such that the following new sentence
be
34 added to the end of the second paragraph:
35 “Currently chartered locals may propose to
36 expand their original, chartered jurisdiction to
37 add additional previously unorganized
38 jurisdictions.”
39 and; be it further
40 RESOLVED, That Article XIII, Section 1 be
41 amended such that the following new sentence
be
42 added to the end of the third paragraph:
43 “Following receipt of a proposal to charter a
44 local, union, or each jurisdictional expansion of
45 a current local union, the international Vice
46 President shall accept or reject said proposal
47 subject to the approval of the General
48 President.”

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 9

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: PROPOSED CONSTITUTION AND BY-LAWS CHANGE ARTICLE V, SECTION 6, SALARIES, ALLOWANCES AND EXPENSES

1 WHEREAS, the current economic crisis has
2 adversely affected almost every IAFF member;
and
3 WHEREAS, many IAFF members have taken
4 voluntary wage reductions to avoid layoffs of their
5 brothers and sisters; and
6 WHEREAS, many IAFF locals are also facing
7 financial hardship due to the increased
expenditures
8 caused by the economic crisis; and
9 WHEREAS, the IAFF is the strongest union in
10 North America; and
11 WHEREAS, the IAFF’s strength derives from
12 sound fiscal responsibility; and
13 WHEREAS, sound fiscal responsibility stems
14 from decisions made by the body of the
membership
15 at conventions; and
16 WHEREAS, Union Delegates are best poised

for
17 determining the economic condition of each
18 respective local as it relates to the IAFF;
therefore be
19 it
20 RESOLVED, That the following be stricken
21 under Article V Section 6: “by action of the
22 convention delegates effective August 4, 1982, the
23 International Executive Board is authorized to
24 approve, deny, or modify cost of living raises
(not to
25 exceed the actual cost of living) granted
International
26 officers at previous conventions, such action by
the
27 Executive Board to be taken on the first day of
28 October of each year based upon the financial
29 condition of the Association as projected in the
line
30 item budget”; and be it further
31 RESOLVED, To add in the first sentence under
32 Section 6. Salaries, “All increases including the
33 salaries of all international officers shall be
34 established by majority vote of the delegates at
35 conventions”; and be it further
36 RESOLVED, That all appropriate sections of
the
37 IAFF Constitution and By-Laws be modified to
38 reflect these changes.

Submitted by: Local 344, Detroit, MI
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 10

COMMITTEE ASSIGNMENT: CONSTITUTION & BY-LAWS
RE: GENERAL SECRETARY-TREASURER EMERITUS STATUS FOR VINCENT J. BOLLON

1 WHEREAS, former IAFF General Secretary-
2 Treasurer Vincent J. Bollon began his career in
the
3 New York City Fire Department in 1959, which is
4 served by IAFF Local 94; and
5 WHEREAS, while at Local 94, Vincent J. Bollon
6 served in several union capacities including
company
7 delegate and being elected Local 94 Secretary-
8 Treasurer; and
9 WHEREAS, Vincent J. Bollon was promoted to
10 the rank of Lieutenant in the FDNY in 1978
and
11 becoming a Lieutenant Representative and
shortly
12 thereafter President of Local 854; and
13 WHEREAS, Local 854 recognized his true
14 dedication to the union cause by electing him
15 Emeritus of their local; and
16 WHEREAS, Vincent J. Bollon was elected in
17 1988 to the position of IAFF General Secretary-
18 Treasurer to represent all United States and
Canadian
19 fire fighters as Chief Financial Officer and in his
20 words, “take what I have learned to do more for
ALL
21 fire fighters;” and
22 WHEREAS, under his 22 year tenure as IAFF’s

23 General Secretary-Treasurer, Vincent J. Bollon's
24 pride, professionalism, strong fiscal and fiduciary
25 skills put the IAFF on strong financial footing that
26 today every IAFF member enjoys; and
27 WHEREAS, General Secretary-Treasurer Vincent
28 J. Bollon has dedicated over 50 years of his life to
29 servicing the cause of Brother and Sister Fire
30 Fighters across North America; therefore be it
31 RESOLVED, That the delegates assembled at the
32 50th Convention of the IAFF in the year 2010, in
San
33 Diego, California, bestow upon Vincent J. Bollon
the
34 office of General Secretary-Treasurer Emeritus
along
35 with all honors, duties, and privileges associated
with
36 the Constitution and By-Laws of the IAFF.

Submitted by: Local 854, New York City, NY
Cost Estimate: Minimal

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 11

**COMMITTEE ASSIGNMENT: CONSTITUTION
& BY-LAWS**

**RE: RESOLUTION ENDORSING RETIRED IAFF
GENERAL SECRETARY-TREASURER VINCENT
"VINNIE" BOLLON GENERAL SECRETARY-
TREASURER EMERITUS**

1 WHEREAS, Vincent "Vinnie" Bollon has served
2 the International Association of Fire Fighters with
3 honor and dedication as the General Secretary-
4 Treasurer as the second longest serving officer of
the
5 IAFF, serving for 21 years, from 1988-2010; and
6 WHEREAS, his leadership, dedication, and
7 commitment have assured financial stability and
8 security of our International; and
9 WHEREAS, "Vinnie" Bollon has provided
10 excellent leadership, exhibiting trade union
values of
11 the professional fire fighters and paramedics; and
12 WHEREAS, "Vinnie" Bollon has retired as
13 General Secretary-Treasurer of the International
14 Association of Fire Fighters; and
15 WHEREAS, "Vinnie" Bollon was a great friend
16 and true supporter of the membership of the
IAFF
17 Third District, and the New England Conference
of
18 Firefighters; therefore be it
19 RESOLVED, That the delegates assembled at
the
20 32nd Biennial Meeting of the New England
21 Conference of Firefighters endorse Vincent
22 "Vinnie" Bollon as General Secretary-Treasurer
23 Emeritus of the New England Conference of
24 Firefighters.

Submitted by: Uniformed Professional Fire Fighters
Association of Connecticut
The Association of Firefighters of Maine
The Professional Firefighters of Massachusetts
The Professional Firefighters of New Hampshire
Rhode Island State Association of Fire Fighters

Professional Firefighters of Vermont
Local 718, Boston, MA
Cost Estimate: Minimal
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 12

**COMMITTEE ASSIGNMENT: CONSTITUTION
& BY-LAWS**

**RE: RESOLUTION ENDORSING RETIRED IAFF
GENERAL SECRETARY-TREASURER VINCENT
"VINNIE" BOLLON GENERAL-SECRETARY
TREASURER EMERITUS OF THE IAFF**

1 WHEREAS, Vincent "Vinnie" Bollon has served
2 the International Association of Fire Fighters with
3 honor and dedication as the General Secretary-
4 Treasurer as the second longest serving officer of
the
5 IAFF, serving for 21 years, from 1988-2010; and
6 WHEREAS, his leadership, dedication, and
7 commitment have assured financial stability and
8 security of our International; and
9 WHEREAS, "Vinnie" Bollon has provided
10 excellent leadership, exhibiting trade union
values of
11 the professional fire fighters and paramedics; and
12 WHEREAS, "Vinnie" Bollon has retired as
13 General Secretary-Treasurer of the International
14 Association of Fire Fighters; therefore be it
15 RESOLVED, That the delegates assembled at the
16 11th biennial convention of the Professional
17 Firefighters of New Hampshire endorse Vincent
18 "Vinnie" Bollon as General Secretary-Treasurer
19 Emeritus; and be it further
20 RESOLVED, That this convention encourage all
21 delegates attending the 2010 San Diego
Convention
22 of the International Association of Fire Fighters
to
23 support this effort.
Submitted by: The Professional Firefighters of New
Hampshire
Cost Estimate: Minimal
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 13

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS**

**RE: GENERAL SECRETARY-TREASURER
EMERITUS STATUS FOR VINCENT J. BOLLON**

1 WHEREAS, in 1956 Vincent J. Bollon became a
2 proud member of the Fire Department, City of
New
3 York and a proud member of the International
4 Association of Fire Fighters; and
5 WHEREAS, for 32 years Vincent J. Bollon gave
6 his all as he spent 20 years on 31 Truck in the
South
7 Bronx, housed with Engine 82 in what is called
"The
8 Big House" or "La Casa Grande"; and
9 WHEREAS, he left the Bronx in 1977 when he
10 was promoted to Lieutenant and was assigned to
11 Harlem on Ladder 26, quartered with Engine 58
as
12 "The Fire Factory"; and

13 WHEREAS, during the career of Vincent J.
14 Bollon, he proudly served in the two busiest fire
15 houses in the history of the FDNY, averaging over
16 6,000 runs annually; and he was awarded FDNY's
17 highest award for bravery, twice; and awarded
18 Meritorious Service Medals on nine separate
19 occasions; and
20 WHEREAS, Vincent J. Bollon has a distinguished
21 career as a local union leader, where he tirelessly
22 worked for the sound and prudent financial
23 management of his union members' money, and
he
24 did this during labor strife, layoffs and even a
short
25 lived strike, increasing their pay, benefits and
26 retirement; and
27 WHEREAS, he first served as a Company
28 Delegate, then on the Executive Board as the
29 Financial Recording Secretary of Local 94, the
New
30 York City Uniformed Fire Fighters Association;
and
31 WHEREAS, after being promoted to Lieutenant,
32 Vincent J. Bollon became a Battalion Delegate
and
33 then was elected to the Executive Board of Local
34 854, the Uniformed Fire Officers Association, as a
35 Lieutenant's Representative, and within one year
was
36 elected President; and
37 WHEREAS, during his tenure as Local 854
38 President he was the First Vice-Chairman of the
39 largest fire fighter pension fund in the United
States
40 and Canada, then over \$2 billion; and
41 WHEREAS, he also chaired the annuity trust
fund
42 for his local and worked to increase it from \$6
43 million in 1978 to \$36 million, when he left ten
years
44 later; and
45 WHEREAS, he drafted and worked to
implement
46 legislation that directly affected his members' lives
47 including changes in the New York State Toxic
Tort
48 Law which gave injured fire fighters the right to
sue
49 for their injuries and exposures; and
50 WHEREAS, he aggressively and passionately
51 lobbied for the passage of fire fighter occupational
52 health and safety legislation, including the New
York
53 State Right-to-Know Law, the New York State
54 Public Employee Occupational Safety and Health
55 Act, and the New York State Fire Gas Toxicity
56 Legislation. He also drafted and fought hard for
the
57 New York State First Line Supervisors Program,
58 which provided training, at the expense of the
State
59 of New York, for newly promoted first line
60 supervisors for ALL paid fire departments in New
61 York State. Each of these legislative successes
62 remains in effect for fire fighters today; and
63 WHEREAS, during his presidency of Local 854,
64 his local was the first in the state to be awarded
funds
65 to develop a safety and health office within his

local,
66 which allowed them to hire professional health
and
67 safety personnel, conduct seminars and send bi-
68 monthly Health and Safety Newsletters to each
of his
69 union members; and
70 WHEREAS, when the IAFF asked, he proudly
71 represented our union on numerous NFPA
72 committees, addressing fire fighter health and
safety,
73 incident command, infectious diseases and safety
74 officers; and
75 WHEREAS, Vincent J. Bollon remains on the
76 Board of Directors of the NFPA, to ensure that
issues
77 affecting the IAFF are addressed in their standards;
78 and
79 WHEREAS, one of the proudest union moments
80 of Vincent J. Bollon came in 1988 when he was
81 elected as this great union's General Secretary-
82 Treasurer, and accepted the challenge to serve as
this
83 union's financial officer, leaving his beloved city
and
84 retiring from the only job he ever wanted to
have, a
85 union fire fighter; and
86 WHEREAS, during his 21 years as IAFF General
87 Secretary-Treasurer, he partnered with the IAFF
88 General President and the IAFF Executive Board
to
89 take our union's finances and administration to a
90 place we never dreamed of just a few years before;
91 and
92 WHEREAS, through Vincent J. Bollon's
93 leadership, the IAFF implemented new programs,
94 updated processes, and provided tools to the
affiliates
95 to assist with membership and accounting
issues, and
96 he worked diligently to grow our membership, not
97 just in finances and numbers, but also in
influence,
98 especially within the North American labor
99 movement; and
100 WHEREAS, the lowest moment in Vincent J.
101 Bollon's life was on September 11, 2001. As he
102 walked Ground Zero, talking to his members
digging
103 to find our comrades; as he read list after list of
the
104 names of his fallen Brothers – many of his
dearest
105 and closest friends; as he sat and worked with
106 General President Schaitberger and the Executive
107 Boards of Local 94 and 854; he knew we as a
union
108 needed to rise where we had never been before
and with
109 his leadership, we did and it became the
proudest
110 time in his career; and
111 WHEREAS, with Vincent J. Bollon's leadership,
112 the IAFF came to the plate and provided for
our New
113 York locals, our members and the families of the
114 living and the lost; and
115 WHEREAS, after 32 years of climbing ladders,

116 humping tools, crawling through smoke filled
117 hallways and over the thousands of parapets,
118 combined with over 50 years of union work as
a fire
119 fighter representing fire fighters, Vincent J.
Bollon
120 has retired from the job of IAFF General
Secretary-
121 Treasurer; and therefore be it
122 RESOLVED, That the delegates to the 50th
123 International Association of Fire Fighters
Convention
124 recognize the incredible achievements of retired
125 General Secretary-Treasurer Vincent J. Bollon by
126 granting General Secretary-Treasurer Emeritus
status
127 in the International Association of Fire Fighters.

Submitted by: IAFF Executive Board
Cost Estimate: Minimal

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 14
COMMITTEE ASSIGNMENT: POLICY
RE: IAFF REIMBURSABLE EXPENSES – TRAVEL
(CANADA)

1 WHEREAS, the IAFF currently compensates
2 members travelling via private automobile at the
3 current Internal Revenue Service allowable rate;
and
4 WHEREAS, the cost of operating an automobile
5 is higher in Canada than the United States of
6 America; and
7 WHEREAS, travel in a personal vehicle in
8 Canada is currently compensated by the IAFF at 36
9 cents per kilometre; therefore be it
10 RESOLVED, That the IAFF adopt the Canadian
11 Revenue Agency's reasonable per-kilometre
12 allowance for travel in Canada.

Submitted by: Canadian Policy Conference
Cost Estimate: Minimal

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 15
COMMITTEE ASSIGNMENT: POLICY
RE: DISASTER RELIEF OPERATIONS

1 WHEREAS, after hurricanes Katrina, Rita and
2 Wilma in 2005, the IAFF Disaster Relief Fund
3 disbursed more than \$1,750,000 to IAFF
members in
4 Alabama, Mississippi, Louisiana, Texas and Florida
5 who were displaced by the storms; and
6 WHEREAS, in 2005, the IAFF also assisted 48
7 local affiliates and more than 5,000 members in the
8 disaster area, and provided incident command
staff,
9 communications, evacuation, food, medicine
10 (including vaccinations and baseline medical
11 evaluations), behavioral health and counseling,
12 building materials, crews for house repairs,
13 transportation, and housing support through an
IAFF
14 Operations and Command Center. The Fund
15 provided over \$500,000 for these disaster response

16 operations; and
17 WHEREAS, to ensure that there is continued
18 funding for disaster relief operations, the
delegates at
19 the 2006 IAFF Convention approved a 10 cents
per
20 capita allocation for Disaster Relief Operations to
21 provide dedicated funding for such operations
and
22 command centers so that the Disaster Relief Fund
23 remains economically viable for direct and
24 immediate disaster financial assistance to
members;
25 and
26 WHEREAS, the 2006 Resolution provided for a
27 rollover of unused funds to remain in the Disaster
28 Relief Operations budget line; and
29 WHEREAS, Disaster Relief Operations funds
30 available with the adoption of the 2010 budget
now
31 total \$1.2 million dollars; therefore be it
32 RESOLVED, That the per capita allocated for
33 Disaster Relief Operations be changed to 4 cents
34 (\$.04); and be it further
35 RESOLVED, That the six cents (\$.06) reduction
36 in the Disaster Relief Operations be reallocated
to the
37 Disaster Relief Fund to provide direct financial
38 assistance to members in accordance with the
IAFF
39 Disaster Relief Fund Policy; and be it further
40 RESOLVED, That these changes will be
effective
41 September 1, 2010.

Submitted by: Danny Todd, IAFF 14th District Vice
President
Professional Fire Fighters of Louisiana on behalf of
all Louisiana State Association Locals
Local 632, New Orleans, LA
Local 1349, Mobile, AL
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 16
COMMITTEE ASSIGNMENT: POLICY
RE: IAFF FIRE GROUND SURVIVAL PROGRAM

1 WHEREAS, fire fighting remains one of the most
2 hazardous occupations where fire fighters are still
3 being killed at an alarming rate; and
4 WHEREAS, despite the advances made in many
5 safety and health areas, fire fighting has an injury
6 rate more than eight times that of other
occupations; and
7 WHEREAS, the implementation of
8 wellness/fitness programs has helped to lower the
9 rate of cardiac related line-of-duty deaths, but the
10 number of traumatic line-of-duty deaths
continues to
11 increase; and
12 WHEREAS, fire fighter fatality data shows these
13 traumatic line-of-duty deaths are attributed to fire
14 fighters becoming lost, disoriented, trapped,
15 entangled or out of air; and
16 WHEREAS, the IAFF researched and determined
17 the need for a comprehensive and standardized
18 program to train fire fighters to perform

potentially
19 life-saving actions if they become involved in a
20 Mayday situation; and
21 WHEREAS, the IAFF researched and reviewed
22 all fire fighter survival training programs
currently
23 available and determined that there was no
24 consistent, comprehensive or standardized
program
25 to train fire fighters to perform these potentially
life-
26 saving actions; and
27 WHEREAS, the IAFF sought and received
28 funding from the Department of Homeland
Security
29 to assist in developing a comprehensive fire
fighter
30 survival training program; and
31 WHEREAS, the IAFF has now worked for
almost
32 3 years on the IAFF Fire Ground Survival training
33 program to ensure that training for Mayday
34 prevention and Mayday operations are consistent
35 between all fire fighters, company officers, and
chief
36 officers; and
37 WHEREAS, our guiding philosophy has been
that
38 fire fighters must be trained in and practice a
39 standard set of skills and procedures they can
rely on
40 when things do go wrong; and
41 WHEREAS, the comprehensive IAFF Fire
42 Ground Survival (FGS) training program
applies the
43 lessons learned from Fire Fighter Fatality
44 Investigations conducted by the National
Institute for
45 Occupational Safety and Health (NIOSH) and we
46 were assisted in the development by a committee
of
47 subject matter experts from the International
48 Association of Fire Fighters, the International
49 Association of Fire Chiefs, NIOSH, and IAFF
50 members from over 30 IAFF affiliates across the
51 United States and Canada; and
52 WHEREAS, through classroom and hands-on
53 exercises, the FGS training program provides
54 materials on Preventing a Mayday, Being Ready
for
55 the Mayday, Fire Fighter Self-Survival Procedures,
56 Fire Fighter Self-Survival Skills, Skills Necessary to
57 Self Rescue, and Fire Fighter's Expectations of
58 Command; and
59 WHEREAS, there are many other less
60 comprehensive and non-consistent programs
being
61 delivered through departmental, local, state,
national
62 and private training agencies; and
63 WHEREAS, some departmental, local, state,
64 national and private training agencies are
reluctant to,
65 or have discontinued to, provide fire fighter
survival
66 training due to the unsubstantiated and
perceived risk
67 of injury during training; and
68 WHEREAS, it is the position of the IAFF that all

69 fire fighters must be required to participate in
fire
70 fighter survival training to prevent injury and/or
71 death; therefore be it
72 RESOLVED, That the International Association
73 of Fire Fighters recognizes, supports and
encourages
74 the adoption of the IAFF FGS Program at all
75 departmental, local, state, provincial, national and
76 private training agencies; and be it further
77 RESOLVED, That all affiliates support and
78 encourage the delivery of this FGS Train the
Trainer
79 program for their local fire department by IAFF
FGS
80 instructors.

Submitted by: IAFF Executive Board
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 17

**COMMITTEE ASSIGNMENT: POLICY
RE: IAFF DESIGNATED SEATS ON THE
CoAEMSP BOARD AND THE NATIONAL
REGISTRY OF EMTs BOARD**

1 WHEREAS, the EMS Agenda for the Future was
2 established in 1996 as a document for use by EMS
3 provider agencies as a guide for planning, decision
4 making and policy in regard to EMS; and
5 WHEREAS, the EMS Agenda for the Future gave
6 rise to the EMS Education Agenda that sets forth a
7 vision for the future of EMS education that is
8 intended to enhance consistency in paramedic
9 education quality and lead to greater graduate
10 competence; and
11 WHEREAS, the Education Agenda sets forth five
12 system components including EMS education
core
13 content, scope of practice, education standards,
14 education program accreditation, and EMS
provider
15 certification of competency; and
16 WHEREAS, the core content, scope of practice
17 and education standards have been established
and
18 are in use in EMS training programs throughout
the
19 United States; and
20 WHEREAS, the education program accreditation
21 and the EMS provider certification of competency
22 are in the midst of implementation; and
23 WHEREAS, these components of the Education
24 Agenda for the Future directly affect IAFF
members
25 attending paramedic school and local fire
26 departments that train their own paramedics; and
27 WHEREAS, the current organization overseeing
28 education program accreditation is the
Committee on
29 Accreditation of Education Programs for EMS
30 Professionals (CoAEMSP); and
31 WHEREAS, the current organization
conducting
32 national board testing to certify the competency
of
33 paramedics is the National Registry of EMTs; and
34 WHEREAS, both these organizations have

voting
35 boards that make decisions and set policies that
36 directly affect IAFF members in states that
choose to
37 observe these components of the EMS Education
38 agenda; therefore be it
39 RESOLVED, That the IAFF pursue two seats on
40 the CoAEMSP Board for EMS Education
program
41 accreditation to assure that fire departments
seeking
42 accreditation have the necessary votes to be
43 successful; and be it further
44 RESOLVED, That the IAFF contact the National
45 Registry of EMTs and petition a seat on the
Board of
46 Directors to assure a fire-based EMS influence in
that
47 organization.

Submitted by: IAFF Executive Board
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 18

**COMMITTEE ASSIGNMENT: POLICY
RE: JOINT HARVARD LAW
SCHOOL/UNIVERSITY OF OTTAWA
EXECUTIVE DEVELOPMENT PROGRAM
SCHOLARSHIP**

1 WHEREAS, through the efforts of the Canadian
2 Police Association (CPA) the Harvard Law School
3 and the University of Ottawa have recently joined
4 forces to deliver an Executive Development
Program
5 at the University of Ottawa; and
6 WHEREAS, this program is being delivered by
7 Dr. Elaine Bernard of the Harvard Law School and
8 Mr. Bill Cole, currently from Nelligan O'Brien
9 Payne, and former Ottawa IAFF Local 162
President;
10 and
11 WHEREAS, the current pilot project
enrollment
12 from Canadian Police Association (CPA)
members
13 has steadily increased with each course; and
14 WHEREAS, there is a desire by the program
15 sponsors to expand this course to include those
16 professions within essential services, including fire
17 fighters; and
18 WHEREAS, the IAFF currently supports
19 member opportunities for this type of top quality
20 education through two scholarships in the United
21 States, one at the Harvard University Trade Union
22 Program at Harvard University in Cambridge,
MA
23 and the second at the National Labor College in
24 Silver Spring, Maryland; and
25 WHEREAS, Canadian IAFF members have in
the
26 past taken advantage of a scholarship provided
by the
27 IAFF for the Labour College of Canada Intensive
28 Program in Ottawa, Ontario; and
29 WHEREAS, there have been very few
30 opportunities for Canadian IAFF members to

attain
31 the IAFF scholarship for the prestigious Harvard
32 University Trade Union Program; and
33 WHEREAS, this new Executive Development
34 Program can offer a second option with Harvard
35 credentials located in Canada which will take
place
36 over 24 months consisting of 4 courses, each
course
37 lasting 4 days; therefore be it
38 RESOLVED, That the IAFF award an additional
39 scholarship to support IAFF members attending
the
40 Executive Development Program offered at the
41 University of Ottawa; and be it further
42 RESOLVED, That the amount of the scholarship
43 shall include the cost of tuition \$1,800 per
course x 4
44 courses = \$7, 200 and approximately \$7,800 to
cover
45 travel, accommodations and incidental expenses
for a
46 total of \$15,000.

Submitted by: IAFF Executive Board

Cost Estimate: ½ cent

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 19

**COMMITTEE ASSIGNMENT: POLICY
RE: SUPPORT THE DEVELOPMENT OF A
NATIONAL INFRASTRUCTURE BANK**

1 WHEREAS, for many years organized labor has
2 invested its financial future, including pension
3 benefits, in financial institutions that have invested
4 these funds in foreign industrial development,
5 resulting in jobs being shipped out of the United
6 States with our own hard earned retirement
benefit
7 dollars, jeopardizing our future retirement; and
8 WHEREAS, corporate America led the way in
9 using labor's retirement coffers to export jobs
slowly
10 by first sending textiles out of the U.S., then steel,
11 then autos, leaving few if any manufactured
products
12 in which American workers dominate; and
13 WHEREAS, the direct pension/health benefit
14 raid started, in the 1980's with leveraged buyouts,
15 then outsourcing, downsizing, contracting out
and re-
16 inventing government, plus pension adjustments
like
17 "cash balance," all of which have slammed our
18 pensions; and
19 WHEREAS, retirement benefits that still exist are
20 under constant attack, eroded and threatened by
the
21 failure of our manufacturing sector throughout
the
22 U.S., particularly in California; and
23 WHEREAS, corporate and governmental
24 leadership knows that approximately 15 trillion
25 retirement dollars are coming due, and they are
26 fighting tooth and claw to avoid giving up
control of
27 this gigantic entitlement fund; and

28 WHEREAS, the time has come for labor to take
29 control of the only power it has left – our
retirement
30 funds – by pursuing the goal of investing pension
31 dollars where U.S. workers realize value by
insuring
32 maximum protection of pension accounts,
financial
33 return, promotion of U.S. worker jobs and
34 development of our own positive U.S. industrial
35 growth; and
36 WHEREAS, the development of an
infrastructure
37 bank offers this hope and should be legitimately
38 studied and pursued if found to be practical;
39 therefore be it
40 RESOLVED, That the International Association
41 of Fire Fighters present this resolution to the AFL-
42 CIO for action.

Submitted by: California Professional Firefighters

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 20

**COMMITTEE ASSIGNMENT: POLICY
RE: SUPPORT FOR THE RETIRED
PROFESSIONAL FIRE FIGHTERS CANCER
FUND, INC.**

1 WHEREAS, cancer is recognized as one of the
2 deadliest diseases known to man; and
3 WHEREAS, cancer does not discriminate, but
4 affects people from all walks of life regardless of
5 age, gender or health; and
6 WHEREAS, fire fighters face the risk of
7 contracting certain types of cancer with
occurrence
8 rates being two to four times greater than the
general
9 population, as per a number of bona fide medical
10 studies; and
11 WHEREAS, experts from the American Cancer
12 Society, Center for Disease Control, and other
13 prominent organizations have repeatedly stated
that
14 advances in cancer treatment, early detection
and an
15 eventual cure will only come through cancer
16 research; and
17 WHEREAS, one organization, The Retired
18 Professional Fire Fighters Cancer Fund, Inc. a
19 nonprofit 501(c) 3 organization founded in
2006 by
20 both active and retired IAFF members for the sole
21 purpose of raising funds for promising cancer
22 research programs; specifically those research
23 programs with a focus on cancers that have a
higher
24 than normal incidence among fire fighters; and
25 WHEREAS, in addition to both active and
retired
26 IAFF members, the board of The Retired
27 Professional Fire Fighters Cancer Fund, Inc.
includes
28 prominent members of the medical community;
and
29 WHEREAS, there are other organizations

30 affiliated with fire fighters who offer educational
31 programs, advocacy programs, and personal
support
32 programs to fire fighters diagnosed with cancer;
and
33 WHEREAS, no other organization focuses
solely
34 on raising funds for cancer research programs
35 specific to fire fighters; and
36 WHEREAS, all board members of The Retired
37 Professional Fire Fighters Cancer Fund, Inc.
provide
38 in kind service to the fund without any salary or
39 stipend; and
40 WHEREAS, The Retired Professional Fire
41 Fighters Cancer Fund, Inc. has made significant
42 contributions to world renowned cancer research
43 programs; and
44 WHEREAS, on July 16, 2008 The New York
45 State Professional Fire Fighters Association during
46 their annual convention passed and adopted a
similar
47 resolution recognizing, supporting and
encouraging
48 their members to assist the efforts of The Retired
49 Professional Fire Fighters Cancer Fund, Inc.;
50 therefore be it
51 RESOLVED, That The International
Association
52 of Fire Fighters recognize, support and encourage
53 their members to assist the efforts of The Retired
54 Professional Fire Fighters Cancer Fund, Inc.

Submitted by: Local 729, Binghamton, NY

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 21

**COMMITTEE ASSIGNMENT: POLICY
RE: CARE ENOUGH TO WEAR PINK
RESOLUTION**

1 WHEREAS, cancer affects millions of people all
2 over the world, and the fact that there is a proven
3 correlation between fire fighting and cancer,
confirm
4 both the need to eradicate the terrible disease and,
5 until a cure is found, help alleviate the suffering
of its
6 victims; and
7 WHEREAS, in 2009 the American Cancer
8 Society expected about 1,479,350 new cancers to
be
9 diagnosed in the U.S. This year about 562,340
10 Americans are expected to die of cancer, more
than
11 1,500 people a day; and
12 WHEREAS, cancer is one of the deadliest
13 diseases of them all, we need to come together to
14 fight it, which means more of us who haven't
been
15 affected need to step up and lead the way.
Therefore,
16 fire fighters will don pink to show women that we
17 care enough to wear their color; and
18 WHEREAS, fire fighters normally wear blue
19 shirts 365 days a year, for three days we can wear
20 pink, and give an image of hope and

encouragement
21 to those who fear being alone in their battle for
life;
22 therefore be it
23 RESOLVED, That the International Association
24 of Fire Fighters recognize, support, and
encourage its
25 members to participate in the “Cares Enough to
Wear
26 Pink” campaign in honor of women fighting
cancer.
27 Each local will create its own pink shirts to wear
for
28 three days in early October (on duty if approved
by
29 its department), and sell to the public
throughout the
30 month of October. Each local will donate at least
31 50% of funds raised to women’s cancer
organizations
32 of its choice; the remaining funds will be used
for our
33 fire fighters and their dependents battling cancer
34 including the “Fire Fighters Cancer Support
35 Network”.

Submitted by: Texas State Association of Fire
Fighters
Associated Fire Fighters of Illinois
Uniformed Professional Fire Fighters of Connecticut
Kentucky Professional Fire Fighters
Michigan Professional Fire Fighters Union
Montana State Council of Fire Fighters
New Mexico Professional Fire Fighters
Professional Fire Fighters of Maine
Professional Fire Fighters Association of New Jersey
Iowa Professional Fire Fighters
Professional Fire Fighters of New Hampshire
Federated Fire Fighters of Wyoming
Professional Fire Fighters Union of Indiana
Nebraska Professional Fire Fighters Association
Professional Fire Fighters Association of Alabama
Professional Fire Fighters of Vermont
Minnesota Professional Fire Fighters
Professional Fire Fighters of Louisiana
Professional Fire Fighters of Nevada
Professional Fire Fighters and Paramedics of
North Carolina
Professional Fire Fighters of Maryland
Professional Fire Fighters of Georgia
Professional Fire Fighters of West Virginia
Professional Fire Fighters of Utah
Professional Fire Fighters of Oklahoma
Virginia Professional Fire Fighters
Colorado Professional Fire Fighters
Washington State Council of Fire Fighters
New York State Professional Fire Fighters
Tennessee Professional Fire Fighters
Pennsylvania Professional Fire Fighters
Professional Fire Fighters of Idaho
Missouri State Council of Fire Fighters
Ontario Professional Fire Fighters Association
Professional Fire Fighters of Arizona
Florida Professional Fire Fighters
Professional Fire Fighters of North Dakota
Oregon State Fire Fighters Council
Professional Fire Fighters of Wisconsin

Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 22
COMMITTEE ASSIGNMENT: POLICY
RE: UNION MADE PRODUCTS

1 WHEREAS, by policy, the International
2 Association of Fire Fighters requires that all IAFF
3 goods and promotional items sold or distributed
to
4 the membership be American/Canadian Union
Made;
5 and
6 WHEREAS, IAFF members are proud of the
7 IAFF logo because it is a symbol of our work to
raise
8 the quality of life for all of our union brothers and
9 sisters; and
10 WHEREAS, it is our goal that the IAFF logo or
11 ‘brand’ is not displayed on substandard
merchandise
12 made offshore by non-union labor; and
13 WHEREAS, the IAFF is the biggest supporter
of
14 MDA’s important work; and
15 WHEREAS, MDA sponsors and/or supplies
16 goods, promotional clothing and novelty items to
17 IAFF affiliate locals and state and provincial
18 associations; and
19 WHEREAS, the delegates assembled at the 47th
20 Biennial Conference of the Ohio Association of
21 Professional Fire Fighters voted unanimously to
22 bring this resolution to the 50th IAFF
Convention;
23 therefore be it
24 RESOLVED, That the IAFF establish a policy
25 requiring any/all items distributed by MDA for
26 IAFF membership use shall be
American/Canadian
27 Union Made.

Submitted by: Ohio Association of Professional Fire
Fighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 23
COMMITTEE ASSIGNMENT: POLICY
RE: OUR GOOD NAME

1 WHEREAS, the International Association of Fire
2 Fighters is a proud trade union with ninety-plus
years
3 of history as part of the North American Labor
4 Movement fighting to raise the standard of living
of
5 fire fighters and workers across the continent; and
6 WHEREAS, this union’s commitment to
standing
7 strong for our members and for union workers
8 everywhere is as strong as ever; and
9 WHEREAS, this union represents members who
10 stand up, lead and hold people accountable for
their
11 actions; and
12 WHEREAS, just as we would not and do not
13 expect nor do we accept anyone, especially our

union
14 brothers and sisters to sell us short or sell us out;
and
15 WHEREAS, the IAFF Executive Board works
16 hard to ensure that when the IAFF logo is put on
17 apparel or other merchandise it is ONLY put on
18 union made and made in the U.S.A. or Canada
19 materials and products; and
20 WHEREAS, the Executive Board Public
21 Relations Committee meets regularly to review
22 requests to manufacture products bearing this
23 union’s good name in the form of the IAFF logo,
the
24 letters IAFF or the words “International
Association
25 of Fire Fighters”; and
26 WHEREAS, the Public Relations Committee
only
27 approves products that are union made or made
in
28 the United States of America or Canada that will
bear
29 the IAFF Logo, the letters IAFF or the words
30 “International Association of Fire Fighters”; and
31 WHEREAS, the determining factors in deciding
32 approval fall within the guidelines of Executive
33 Board Policy; and
34 WHEREAS, individual members and state,
35 provincial and local affiliates continue to ignore
36 Executive Board Policy, continue to violate the
basic
37 principles for which this union and every
member in
38 this Great Hall stands for by applying or
ordering this
39 great union’s logo, the letters IAFF or the words
40 “International Association of Fire Fighters” on
41 apparel and merchandise made by workers forced
42 into labor under appalling sweat shop conditions
43 and/or by child labor in third world countries,
just to
44 save a few bucks on a tee shirt or coffee mug; and
45 WHEREAS, selling our brothers and sisters in
46 labor out for a few bucks is not only
embarrassing for
47 the IAFF but also is encouraging anti-union
48 sentiment and anti-union companies and
corporations
49 to grow and continue to eliminate good, union
jobs;
50 and
51 WHEREAS, this is a slap in the face to the
Labor
52 Movement and to those IAFF members who
fought
53 so hard before us in building this great trade
union;
54 and
55 WHEREAS, at the very least in this Great
Union,
56 a trade by all accounts comprised of blue collar
57 workers, it could be interpreted to be a chargeable
58 offense against an individual member or an
affiliate
59 body to engage in the above stated acts; therefore
be
60 it
61 RESOLVED, That this entire body of delegates
to

62 the 50th IAFF Convention condemns the act of
63 ordering or applying this union's good name in
the
64 form of the IAFF Logo, the letters IAFF or the
words
65 "International Association of Fire Fighters" to any
66 piece of apparel or merchandise that is not
UNION
67 made or made in the United States of America or
68 made in Canada; and be it further
69 RESOLVED, That short of changing this IAFF
70 Constitution and By-laws, this entire body of
71 delegates to the 50th IAFF Convention hereby
72 commits as a show of solidarity to union workers
73 everywhere that we do stand for good, secure
jobs so
74 workers and families can have good lives and
75 retirements and will abide by those principles for
76 which this union has stood for since 1918 and will
77 stand for, for all time.

Submitted by: Ricky J. Walsh, IAFF 7th District Vice
President
Local 726, Puyallup, WA
Washington State Counsel of Fire Fighters
Professional Fire Fighters of Idaho
Montana State Counsel of Professional Fire Fighters
Alaska Professional Fire Fighters Association
Local 31, Tacoma, WA
Local 27, Seattle, WA
Local 1488, Lakewood, WA
Local 3542, Sunnyside, WA
Local 1264, Anchorage, AK
Local 2916, Meade, WA
Local 1983, Mount Vernon, WA
Local 2409, Tumwater, WA
Local 3674, Ridgefield, WA
Local 29, Spokane, WA
Local 2919, Seatac, WA
Local 3701, Spokane, WA
Local 3520, Bonney Lake, WA
Local 3828, Kelso, WA
Local 1352, Auburn, WA
Local 2109, Ocean Shores, WA
Local 1789, Spokane, WA
Local 521, Billings, MT
Local 1805, Vancouver, WA
Local I-24, Richland, WA
Local 1997, Mill Creek, WA
Local 3062, Maple Valley, WA
Local 468, Olympia, WA
Local 187, Pocatello, ID
Local 1296, Kennewick, WA
Local 437, Bremerton, WA
Local 106, Bellingham, WA
Local 1747, Kent, WA
Local 2819, Silverdale, WA
Local 3235, Lake Stevens, WA
Local 2595, Kent, WA
Local 404, Walla Walla, WA
Local 2597, Everett, WA
Local 3219, Marysville, WA
Local 2024, Federal Way, WA
Local 1604, Bellevue, WA
Local 2088, Seattle, WA
Local 4303, Juneau, AK
Local 2444, Camas, WA
Local 1257, Seattle, WA
Local 2829, Redmond, WA

Local 2781, Mill Creek, WA
Local 864, Renton, WA
Local 1984, Lynnwood, WA
Local 613, Bozeman, MT

Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 24
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: IAFF PENSION SPECIFIC RESOURCES

1 WHEREAS, a primary and important benefit to
2 professional fire fighters is the ability to retire with
3 dignity and be able to afford the daily expenses of
4 life; and
5 WHEREAS, retirement benefits may also be used
6 to support fire fighters who have suffered
numerous
7 injuries and are disabled; and
8 WHEREAS, retirement benefits may also be
used
9 to support families of fire fighters killed as a
result of
10 an occupational illness or injury; and
11 WHEREAS, fire fighter pensions have become a
12 target of public officials, members of the media
and
13 the public; and
14 WHEREAS, attacks on fire fighter pensions are
15 likely to continue into the future, perpetuated by
the
16 lingering economic recession; and
17 WHEREAS, the IAFF has affiliated with the
18 AFL-CIO National Public Pension Coalition
19 (Resolution 24-2008) through payment of annual
20 dues, in an effort to gain synergy to fight back
21 against pension attacks at the local,
state/provincial,
22 and national level; and
23 WHEREAS, it is a responsibility of the IAFF to
24 continue to fight and to assure resources are
available
25 to affiliate leaders and fire fighters elected as
pension
26 trustees to combat these attacks; therefore be it
27 RESOLVED, That the IAFF provide access to
28 pension experts on staff through hiring,
establishing a
29 graduate internship program or other
mechanism; and
30 be it further
31 RESOLVED, That the IAFF continue to prepare
32 web-based pension specific resources to combat
33 attacks and that these resources be made
available to
34 local affiliate leaders; and be it further
35 RESOLVED, That the IAFF establish a
preferred
36 provider list of actuaries and pension experts;
and be
37 it further
38 RESOLVED, That the IAFF establish a
39 comparable database using the pension data
collected
40 in 2009-2010 to allow comparisons between
pension
41 plans similar to the comparisons that are

currently
42 prepared with wages; and be it further
43 RESOLVED, That the 2 cents per capita
44 designated to fund the Ad Hoc Pension
Committee
45 (Resolution 24-2008) not sunset and be
continued to
46 fund IAFF Pension Specific Resources; and be it
47 further
48 RESOLVED, That the IAFF reallocate, effective
49 September 1, 2010, the ten cents (\$.10) per capita
50 funding used to establish the Political
Referendum
51 Operations Partnership Fund (Resolution 38-
2006) to
52 fund IAFF pension specific resources; and be it
53 further
54 RESOLVED, That the reallocated ten cents
(\$.10)
55 per capita funding scheduled to sunset in 2012,
not
56 sunset.

Submitted by: IAFF Executive Board
Cost Estimate: 20 cents (12 cents from current
funding plus 8 cents [\$.08] new funding)
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 25
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: MINORITY OUTREACH

1 WHEREAS, the International Association of Fire
2 Fighters has supported and advocated a diverse
work
3 force that reflects the community it serves; and
4 WHEREAS, many fire departments and the
locals
5 have developed programs that attempt to reach
out to
6 community based organizations, high schools, and
7 trade schools through presentations given by
8 professional fire fighters; and
9 WHEREAS, fire department budgets are
10 extremely limited and in many cases cannot
develop
11 program materials to effectively reach the core
12 demographic; therefore be it
13 RESOLVED, That the IAFF develop and
produce
14 a DVD not less than 15 minutes in duration,
along
15 with hand outs that can be customized by each
local,
16 targeting minority members of the community,
17 explaining the opportunities of becoming a
career
18 fire fighter; and be it further
19 RESOLVED, That these materials be made
20 available to any local in good standing at no cost.

Submitted by: Local 1923, Wauwatosa, WI
Cost Estimate: 3 cents
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 26

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: GEOGRAPHICAL INFORMATION
SYSTEMS (GIS) MAINTENANCE AND ONLINE
APPLICATION**

1 WHEREAS, the IAFF has established a state-of-
2 the-art GIS operation; and
3 WHEREAS, that GIS operation has evaluated
4 hundreds of emergency response systems in the
5 United States and Canada; and
6 WHEREAS, emergency response system
7 evaluations are used as evidence or exhibits in
8 negotiations, arbitrations and court hearings; and
9 WHEREAS, GIS exhibits and the accompanying
10 emergency response system evaluation have been
11 useful in preventing layoffs, staffing reductions,
12 company closures, and station closures; and
13 WHEREAS, GIS exhibits and the accompanying
14 emergency response system evaluation have also
15 been useful in system expansion, including new
16 station location and EMS system design; and
17 WHEREAS, there is a continual and growing
18 need for these services, IAFF analysts have
19 designed
20 and programmed a web-based GIS application
21 for
22 use by local affiliate leaders to conduct basic first-
23 line emergency response system analysis
24 including
25 engine and truck response capability; and
26 WHEREAS, the web-based GIS application will
27 continue to be developed to conduct more
28 advanced
29 applications to assure that local affiliates needing
30 quick
31 turnaround for basic response capability map
32 exhibits
33 for meetings with local decision makers or
34 administrative leadership can get those maps by
35 accessing the IAFF website and using the GIS
36 online
37 application; and
38 WHEREAS, the in-house GIS function and
39 online
40 GIS application will need annual street data
41 updates
42 and ongoing annual licensure; therefore be it
43 RESOLVED, That the IAFF will continue to
44 provide state of the art GIS assistance using up-
to-
36 date street data for both the U.S. and Canada;
37 and be
38 if further
39 RESOLVED, That the IAFF continue to develop
40 and maintain the basic online GIS application;
41 and be
42 it further
43 RESOLVED, That the IAFF will continue to
44 license the server for the online GIS application
and
45 assure sufficient access for local affiliate leaders
46 who
47 need the tool.

Submitted by: IAFF Executive Board
Cost Estimate: 2 cents
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 27

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: GRANTS ADMINISTRATION
SUPPORT STAFF**

1 WHEREAS, the IAFF established the Grants
2 Administration Department in 2007 to oversee
3 the
4 IAFF's national-level grants program; and
5 WHEREAS, that Grants Administration
6 Department has grown to include providing grants
7 and fundraising assistance to IAFF locals; and
8 WHEREAS, IAFF locals have demonstrated a
9 growing need for assistance in obtaining public
10 and
11 private funding assistance outside of local budgets;
12 and
13 WHEREAS, grant funding can provide for
14 staffing, equipment and training necessary to
15 keep
16 fire and EMS personnel and the public safe; and
17 WHEREAS, timely and thorough review of
18 grant
19 applications improves the likelihood of
20 successfully
21 obtaining grant funding; and
22 WHEREAS, each IAFF local requires
23 customized research and fundraising guidance;
24 and
25 WHEREAS, dedicated staff are needed to
26 expand
27 the IAFF's capacity to effectively provide grants
28 and
29 fundraising assistance to IAFF locals; therefore
30 be it
31 RESOLVED, That the IAFF will explore
32 reassessing internal staff resources and identify
33 possible external funding, to build a stronger
34 headquarters operation to enhance our ability to
35 assist IAFF locals in competing for grants, as
36 well as
37 securing additional grant opportunities for the
38 IAFF.

Submitted by: IAFF Executive Board
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 28

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: IN APPRECIATION OF JOSEPH
TAORMINA, RETIRED PRESIDENT FROM
LOCAL 230**

1 WHEREAS, Joseph Taormina served as the
2 President of IAFF Local 230, San Jose Fire Fighters
3 during 1981 - 1984; and
4 WHEREAS, Brother Taormina had the foresight
5 and political acumen to organize the membership
6 of
7 Local 230 to qualify and obtain passage of an
8 amendment to the Charter of the City of San Jose
9 to
10 provide for binding interest arbitration of
11 bargaining
12 impasses between Local 230 and the City of San
13 Jose; and
14 WHEREAS, thanks to Brother Taormina's

insight

15 and leadership, Local 230 has enjoyed
16 tremendous
17 bargaining success as a result of the quality and
18 bargaining power provided by binding interest
19 arbitration as set forth in the Charter for the
20 City of
21 San Jose; and
22 WHEREAS, Brother Taormina's leadership was
23 instrumental in members of Local 230 enjoying
24 the
25 rights and benefits provided by a fair and
26 equitable
27 bargaining process in accordance with binding
28 interest arbitration provisions contained in the
29 Charter of the City of San Jose for 30 years;
30 therefore be it
31 RESOLVED, That the International Association
32 of Fire Fighters hereby recognizes and proclaims
33 its
34 appreciation to Brother Taormina for his capable,
35 dedicated and conscientious service on behalf of
36 the
37 members of Local 230 in obtaining the binding
38 interest arbitration provisions set forth in the
39 Charter
40 of the City of San Jose for the benefit of fire
41 fighters
42 employed by the City of San Jose who are
43 members
44 of IAFF Local 230.

Submitted by: Local 230, San Jose, CA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 29

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: PER CAPITA EXPLANATION**

1 WHEREAS, members of the International
2 Association of Fire Fighters (IAFF) are allowed to
3 send in resolutions prior to every IAFF Bi-annual
4 Convention; and
5 WHEREAS, resolutions submitted prior to
6 convention are to be voted on by delegates
7 attending
8 the convention in that year; and
9 WHEREAS, some of these resolutions have a per
10 capita cost increase assigned to them by the
11 General
12 Secretary-Treasurer of the IAFF; and
13 WHEREAS, the per capita cost increase
14 assigned
15 by the General Secretary-Treasurer is not broken
16 down for the delegates voting on each
17 resolution; and
18 WHEREAS, it would be very beneficial for the
19 delegates at the convention voting on resolutions
20 with a cost increase to know how that cost
21 increase
22 was achieved; and
23 WHEREAS, it would be very helpful in making
24 amendments to resolutions if delegates knew
25 how a
26 per capita cost increase was calculated; and
27 WHEREAS, it is in every delegates best interest
28 to be able to explain to their local members how

their
23 per capita dues increases are being spent;
therefore
24 be it
25 RESOLVED, That the General Secretary-
26 Treasurer of the IAFF shall break down each
27 resolution with a per capita increase he or she
shall
28 assign to any resolution he or she deems to have a
29 cost factor; and be it further
30 RESOLVED, That the General Secretary-
31 Treasurer of the IAFF shall break down the cost
for
32 each one cent per capita increase he or she shall
33 assign to any resolution he or she deems to have a
34 cost factor; and be it further
35 RESOLVED, That the General Secretary-
36 Treasurer of the IAFF shall include the break
down
37 of the per capita cost increase to each resolution
in
38 the Officers' Reports and Resolutions handbook
prior
39 to attending every bi-annual convention; and be
it
40 further
41 RESOLVED, That the per capita cost increase
42 break down shall commence at the 2012 IAFF Bi-
43 Annual convention and shall continue thereafter.

Submitted by: Local 1071, Rochester, NY
New York State Professional Fire Fighters
Association

Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 30

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF JOSEPH M. POLISENA,
MAYOR OF THE TOWN OF JOHNSTON,
RHODE ISLAND AND
RETIRED MEMBER OF THE JOHNSTON FIRE
DEPARTMENT**

1 WHEREAS, Joseph M. Polisena was appointed
to
2 the Johnston Fire Department on January 15,
1975;
3 and
4 WHEREAS, Joseph M. Polisena was a member
of
5 Local 1950, International Association of Fire
6 Fighters, AFL-CIO, during his career as a
Johnston
7 fire fighter; and
8 WHEREAS, Joseph M. Polisena was elected and
9 served as a state senator, representing District 25,
for
10 the Town of Johnston, Rhode Island, from 1992
to
11 1998, and again from 2000 to 2006; and
12 WHEREAS, Local 1950, International
13 Association of Fire Fighters, AFL-CIO, the
Rhode
14 Island State Association of Fire Fighters, and the
15 International Association of Fire Fighters,
actively
16 and monetarily supported Joseph M. Polisena as

a
17 state senator; and
18 WHEREAS, Joseph M. Polisena retired from
the
19 Johnston Fire Department on June 30, 1996
with a
20 hard-fought pension and benefit package that
had
21 been collectively bargained for between Local
1950,
22 International Association of Fire Fighters and
the
23 Town of Johnston, Rhode Island; and
24 WHEREAS, Joseph M. Polisena was elected to
25 the office of Mayor for the Town of Johnston,
Rhode
26 Island, in 2006, and is currently still serving in
that
27 capacity; and
28 WHEREAS, Local 1950, International
29 Association of Fire Fighters, AFL-CIO, the
Rhode
30 Island State Association of Fire Fighters and the
31 International Association of Fire Fighters
actively
32 and monetarily supported Joseph M. Polisena as
33 Mayor of the Town of Johnston, Rhode Island;
and
34 WHEREAS, while serving in the capacity of
35 Mayor of the Town of Johnston, Rhode Island,
36 Joseph M. Polisena has displayed a posture of
being
37 anti-labor; and
38 WHEREAS, since Joseph M. Polisena took
39 office, Local 1950, International Association of
Fire
40 Fighters, AFL-CIO, has been forced to file and
fight
41 for grievances, arbitrations, State Labor
Relations
42 Board violations, and court actions against the
Town
43 of Johnston, Rhode Island, and, in some cases,
44 against Joseph M. Polisena personally; and
45 WHEREAS, on April 27, 2010, Joseph M.
46 Polisena knowingly and deliberately crossed a
47 unionized fire fighter picket line comprised of
48 unionized fire fighter locals within the Rhode
Island
49 State Association of Fire Fighters and the
50 International Association of Fire Fighters;
therefore
51 be it
52 RESOLVED, That the delegates assembled at
the
53 50th Convention of the International
Association of
54 Fire Fighters go on record censuring Joseph M.
55 Polisena; and be it further
56 RESOLVED, That the International Association
57 of Fire Fighters notify the Rhode Island State
58 Association of Fire Chiefs and the International
59 Association of Fire Chiefs of such vote.

Submitted by: Local 1950, Johnston, RI
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 31

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF FIRE CHIEF KENNETH A.
FINLAY OF THE CUMBERLAND HILL FIRE
DISTRICT, CUMBERLAND, RHODE ISLAND.
RETIRED FIRE CHIEF OF THE WOONSOCKET
FIRE DEPARTMENT, WOONSOCKET,
RHODE ISLAND**

1 WHEREAS, Kenneth A. Finlay was appointed to
2 the Woonsocket Fire Department in December
1977
3 and became a Union Officer in 1981. Finlay held
all
4 positions in the Union including Secretary/
5 Treasurer, the Office of Vice President and the
6 Office of President before he was appointed Fire
7 Chief in 2007; and
8 WHEREAS, Finlay held the office of Secretary/
9 Treasurer and the office of Vice President of the
10 Greater Woonsocket Labor Council; and
11 WHEREAS, Finlay held the office of Vice
12 President of the Rhode Island State Association
of
13 Firefighters for 6 years; and
14 WHEREAS, Finlay petitioned the Union
15 President upon his appointment as Fire Chief to
be
16 able to stay a member in good standing with the
17 International Association of Fire Fighters and
the
18 local allowed him to keep his membership
active; and
19 WHEREAS, in December of 2008, the
20 Administration of the City of Woonsocket,
during
21 cost-saving negotiations outside of the
arbitration
22 proceedings, threatened to layoff 16 to 60 fire
23 fighters if the Union did not accept the
24 Administration's cost-saving measures; and
25 WHEREAS, the local filed for a temporary
26 restraining order (TRO) on February 6, 2009 in
27 anticipation of the layoffs after all cost-saving
28 negotiations ended. On February 19, 2009 the
Court
29 ordered a 10-day TRO; and
30 WHEREAS, on February 24, when further
31 testimony on the court case continued, Finlay
stated
32 unequivocally he could, as Fire Chief, safely
operate
33 the Fire Department with the City's proposed
34 minimum of 112 platoon fire fighters and 2
day-staff
35 members until June 30, 2009 – 20 fire fighters
short.
36 The Woonsocket Firefighters contract stated
"The
37 Woonsocket Fire Department will operate with
134
38 employees plus the Fire Chief"; and
39 WHEREAS, the local contends that Finlay's
40 testimony was detrimental to the Union's case to
41 save fire fighter jobs, and weighed heavily in the
42 Judge's decision to allow the Administration to
lay
43 off the fire fighters; and
44 WHEREAS, on Friday, February 27, 2009, at

the
45 conclusion of the evidence and testimony in
Court,
46 Finlay announced his retirement to accept the
47 position of Fire Chief in the Town of
Cumberland,
48 Rhode Island, Cumberland Hill Fire District;
and
49 WHEREAS, due to retirements (provoked
largely
50 by the impending layoffs), and layoffs of eleven
fire
51 fighters made possible in part by Finlay's
actions, the
52 City of Woonsocket began running 20 fire
fighters
53 short of the number prescribed by the contract;
and
54 WHEREAS, while Finlay is no longer the Fire
55 Chief in Woonsocket, his testimony in Court on
that
56 day has had a lasting effect on negotiations;
therefore
57 be it
58 RESOLVED, That the delegates assembled at
the
59 50th Convention of the International
Association of
60 Fire Fighters go on record censuring Fire Chief
61 Kenneth A. Finlay of the Cumberland Hill Fire
62 District, Cumberland, Rhode Island; and be it
further
63 RESOLVED, That the International
Association
64 of Fire Fighters notify the Northern Rhode
Island
65 Fire Chiefs Association, the Rhode Island State
66 Association of Fire Chiefs, and the International
67 Association of Fire Chiefs of such vote.

Submitted by: Local 732, Woonsocket, RI

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 32

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF THE NATIONAL PARK
SERVICE AND FRANK DEAN, ACTING-
SUPERINTENDENT, GOLDEN GATE
NATIONAL RECREATION AREA**

1 WHEREAS, the Presidio (San Francisco) Fire
2 Department was established in 1917 as the first
3 firehouse on a U.S. Army Post housing a
permanent
4 fire company with trained fire fighters; and
5 WHEREAS, these proud fire fighters joined the
6 International Association of Fire Fighters on
May 1,
7 1969, by organizing IAFF Local F-145, which was
8 formally designated as the Presidio of San
Francisco
9 Fire Department; and
10 WHEREAS, jurisdiction of the Presidio area
11 transitioned in October 1994, from the
Department of
12 Defense to the Department of the Interior,
National

13 Park Service, Golden Gate National Recreation
Area
14 ("GGNRA"); and
15 WHEREAS, the National Park Service entered
16 into a Collective Bargaining Agreement with
Local
17 F-145 on June 1, 1995, marking the creation of
the
18 first and only professional, fully staffed, 24/7
19 structural fire department within the National
Park
20 Service; and
21 WHEREAS, the National Park Service is
22 obligated under the Collective Bargaining
23 Agreement, as well as Department Policy and
Public
24 Law, to operate a fire department in compliance
with
25 safety standards established by the National Fire
26 Protection Association ("NFPA") and
Occupational
27 Safety and Health Administration ("OSHA");
and
28 WHEREAS, in December 2007, the National
Park
29 Service stated in a budget request document
that: (1)
30 "The Presidio Fire Department is currently
31 understaffed," (2) "Current staffing levels are far
32 below acceptable professional standards," (3)
"To
33 meet the intent of NFPA Section 1710, the
Presidio
34 Fire Department needs (9) additional [Full
Time
35 Employees]," (4) "Creating a larger and
permanently
36 staffed Fire Department is critical in providing
37 emergency services," and (5) "A fully staffed
38 department of permanent employees is required
by
39 law and necessary to maintain a safe and
40 healthful
park environment"; and
41 WHEREAS, the National Park Service's failure
to
42 maintain staffing levels as required by NFPA
1710
43 forced Local F-145 to file a formal grievance on
44 April 2, 2008, which the agency ignored,
requiring
45 the local to invoke arbitration under its
Collective
46 Bargaining Agreement; and
47 WHEREAS, on April 26, 2008, at 2230 hours,
the
48 National Park Service notified Local F-145 that
it
49 would decommission an Aerial Ladder Truck
(Truck
50 51) and a Paramedic Ambulance (M52)
effective
51 0700 the next morning; and
52 WHEREAS, in August 2008, the dedicated staff
53 of the IAFF completed a detailed Geographic
54 Information System analysis which concluded
that
55 the National Park Service was not maintaining
56 adequate staffing levels or meeting response

time
57 standards established under NFPA 1710; and
58 WHEREAS, in May 2009, Frank Dean was
59 appointed as Acting-Superintendent of the
Golden
60 Gate National Recreation Area with authority to
61 direct and oversee all Fire and Emergency
Services
62 programs within the GGNRA; and
63 WHEREAS, since Superintendent Dean's
64 appointment, the elected officers of Local F-145
have
65 repeatedly raised concerns to him about unsafe
66 staffing and fire fighter safety, and those
concerns
67 have been ignored by Dean and other National
Park
68 Service officials; and
69 WHEREAS, while the arbitration process was
70 ongoing, the National Park Service decided to
71 outsource fire and rescue services on the
GGNRA
72 and eliminate all fire department positions
through a
73 Reduction-In-Force; and
74 WHEREAS, in August 2009, Superintendent
75 Dean promised the local and its attorney that
the
76 National Park Service would, in the future, act
in
77 good-faith when dealing with the local,
maintain
78 open lines of communication with the local,
and
79 include the local in contract negotiations with
80 jurisdictions neighboring the GGNRA; and
81 WHEREAS, over the past year, Superintendent
82 Dean and the National Park Service have
continued
83 to withhold from Local F-145 and its members
84 material information about those negotiations;
and
85 WHEREAS, the continued inadequate staffing
86 levels and the agency's steadfast refusal to
bargain in
87 good faith or engage in open and honest
88 communications with Local F-145 has had a
89 detrimental impact on the safety and morale of
fire
90 fighters working for the Presidio Fire
Department
91 and compromised the emergency services
provided
92 to the public by the department; therefore be it
93 RESOLVED, That the International
Association
94 of Fire Fighters join with Local F-145 and vote
to
95 censure Superintendent Frank Dean and the
National
96 Park Service, and in doing so, formally notify
them
97 that their actions are deserving of this censure
and
98 condemnation by the nearly 300,000 men and
women
99 of the IAFF; and be it further
100 RESOLVED, That the General President of
the

101 IAFF, or his designee, shall disseminate notices of
102 this censure to the Vice President of the United
103 States, Secretary of the Interior, National Park
104 Service Director, The Presidio Trust Board of
105 Directors, and appropriate members of the
106 United States Congress.

Submitted by: Local F-145, San Francisco, CA
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 33

COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF FIRE CHIEF STEPHEN DEAN

1 WHEREAS, Fire Chief Stephen Dean is
2 responsible for the fire protection of the citizens
3 of
4 Mobile, Alabama; and
5 WHEREAS, during Fire Chief Dean's tenure,
6 the
7 City of Mobile's Insurance Service Office (ISO)
8 rating, a rating used by many insurance
9 companies to
10 set fire insurance premiums, was downgraded
11 from a
12 3 to a 4; and
13 WHEREAS, Fire Chief Dean's practice of
14 skipping higher rated personnel on promotional
15 registers has resulted in several lawsuits, costing
16 the
17 City of Mobile hundreds of thousands of
18 dollars in
19 settlements; and
20 WHEREAS, during Fire Chief Dean's tenure,
21 the
22 City of Mobile adopted and maintained policies
23 detrimental to the safety of Local 1349
24 members; and
25 WHEREAS, Fire Chief Stephen Dean has
26 detrimentally impacted morale by reducing fire
27 fighters' benefits and adopting policies
28 unfavorable
29 to Local 1349 members; therefore be it
30 RESOLVED, That the International
31 Association
32 of Fire Fighters formally censure Stephen Dean;
33 and
34 be it further
35 RESOLVED, That a copy of this resolution be
36 sent to the President of the International
37 Association
38 of Fire Chiefs.

Submitted by: Local 1349, Mobile, AL
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 34

COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF I. DAVID DANIELS, FORMER
FIRE CHIEF, RENTON FIRE & EMERGENCY
SERVICES

1 WHEREAS, the Renton Fire and Emergency
2 Services Department serves approximately
3 110,000
4 citizens of the Greater Renton, WA area; and
5 WHEREAS, IAFF Local 864 is tasked with
6 representing 131 members and stands as a leader
7 in
8 the Washington State Council of Fire Fighters;
9 and
10 WHEREAS, the Renton Fire Fighters Local 864
11 is proud to serve and protect the citizens of the
12 Greater Renton, WA area; and
13 WHEREAS, the Fire Chief serves as the highest
14 ranking fire officer with authority to direct and
15 oversee all Fire and Emergency Services
16 programs
17 within the jurisdictions of the City of Renton,
18 Fire
19 District 25 and Fire District 40; and
20 WHEREAS, Chief Daniels served as the Fire
21 Chief for the City of Renton Fire and
22 Emergency
23 Services Department from May 26, 2006
24 through
25 December 31, 2009; and
26 WHEREAS, Chief Daniels is seeking the
27 position
28 of Second Vice President of the International
29 Association of Fire Chiefs; and
30 WHEREAS, Chief Daniels takes pride in
31 publicly stating that the health and safety of fire
32 fighters is his number one priority; and
33 WHEREAS, in 2009, while Daniels was still Fire
34 Chief, fire fighter physicals were cancelled,
35 including
36 the recommended tuberculosis tests; and
37 WHEREAS, mandatory SCBA fit testing for all
38 members was not conducted in 2008 and 2009;
39 and
40 WHEREAS, Fire Chief Daniels removed two
41 engine companies from service on March 1,
42 2008,
43 thereby increasing response times and
44 decreasing the
45 number of fire fighting personnel on duty at
46 any
47 given time; and
48 WHEREAS, Fire Chief Daniels made sprinklers
49 inside residential structures a priority inside the
50 City
51 of Renton and had them put in his own home
52 but
53 failed to have sprinklers installed in the crews'
54 living
55 quarters during a remodel of Renton Fire
56 Station 11
57 while having them installed in the apparatus
58 bay; and
59 WHEREAS, Fire Chief Daniels' management
60 decisions have created an environment in which
61 fire
62 fighters on the job are concerned for their
63 personal

64 health and safety, and the Chief's unwillingness
65 to
66 communicate adequately with fire fighters has
67 had a
68 debilitating effect on the morale of fire
69 fighters
70 working for the department, leading some fire
71 fighters
72 to make career altering decisions to seek
73 or
74 accept employment elsewhere; therefore be it
75 RESOLVED, That the International
76 Association
77 of Fire Fighters join with Renton Fire Fighters
78 Local
79 864 to affirm the local's vote of censure and in
80 doing so, formally notifies I. David Daniels of
81 our
82 displeasure; and be it further
83 RESOLVED, That the General President of the
84 IAFF,
85 or his designee, shall disseminate notices of
86 this
87 censure to all IAFF affiliates, International
88 Association of Fire Chiefs, National Association
89 of
90 City Managers, and the National Conference of
91 Mayors.

Submitted by: Local 864, Renton, WA
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 35

COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF CITY OF SAN JOSE FIRE
DEPARTMENT FIRE CHIEF DARRYL VON
RAESFELD

1 WHEREAS, prior to his appointment as Fire
2 Chief in 2008, Darryl Von Raesfeld rose through
3 the
4 ranks of the San Jose Fire Department and held
5 a
6 position as Secretary of Local 230; and
7 WHEREAS, Fire Chief Darryl Von Raesfeld has
8 demonstrated an anti-labor approach to
9 matters
10 dealing with IAFF Local 230, which has resulted
11 in a
12 strained relationship between the San Jose Fire
13 Department and Local 230; and
14 WHEREAS, Fire Chief Darryl Von Raesfeld's
15 knowledge and experience as Secretary of Local
16 230
17 has enabled him to undermine and weaken the
18 bargaining power of Local 230; and
19 WHEREAS, Fire Chief Darryl Von Raesfeld
20 submitted a report to the City Manager
21 addressing
22 the Strengths, Weaknesses, Opportunities and
23 Threats (SWOT) of the San Jose Fire
24 Department to
25 the City Manager, wrongfully mischaracterizing
26 the
27 union as an impediment to the improvement of
28 labor
29 relations within the San Jose Fire Department;

and
21 WHEREAS, in this same report, Fire Chief
Darryl
22 Von Raesfeld mischaracterized San Jose fire
fighters
23 as unqualified for and uninterested in
promotion; and
24 WHEREAS, Fire Chief Darryl Von Raesfeld
25 served on the Steering Team of the City of San
Jose's
26 Disability Retirement Study, a publicly released
and
27 politically motivated document which
misleadingly
28 portrayed IAFF Local 230 members in a
negative
29 matter and unfit physically for their job; and
30 WHEREAS, Fire Chief Darryl Von Raesfeld
31 denied union release time to Local 230
32 representatives in violation of the
Memorandum of
33 Understanding between Local 230 and the City
of
34 San Jose, forcing Local 230 to file a grievance
35 against the City, which resulted in an
arbitrator's
36 award in favor of Local 230 representatives; and
37 WHEREAS, Fire Chief Darryl Von Raesfeld
38 attempted to alter the vacation selection policy
for
39 IAFF Local 230 members in violation of the
40 Memorandum of Understanding between Local
230
41 and the City of San Jose; and
42 WHEREAS, Fire Chief Darryl Von Raesfeld
has
43 misinformed the City Manager that Local 230's
44 executive board misleads its members with
regard to
45 the implementation of city policies; and
46 WHEREAS, Fire Chief Darryl Von Raesfeld
47 supported the City of San Jose's attempt to
remove
48 battalion chiefs as Local 230 bargaining unit
49 members; and
50 WHEREAS, Local 230 conducted a vote of
51 confidence of Fire Chief Von Raesfeld in which
93%
52 of Local 230's voting members determined that
they
53 did not have confidence in Fire Chief Von
Raesfeld's
54 ability to lead the San Jose Fire Department;
55 therefore be it
56 RESOLVED, That the delegates assembled at
the
57 50th Convention of the International
Association of
58 Fire Fighters go on record censuring Darryl Von
59 Raesfeld; and be it further
60 RESOLVED, That the International
Association
61 of Fire Fighters notify the President of the
62 International Fire Chiefs Association of the
censure
63 action taken by the IAFF against Fire Chief
Darryl
64 Von Raesfeld for his anti-union actions.

Submitted by: Local 230, San Jose, CA
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 36
COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: FIREPAC

1 WHEREAS, the International Association of
Fire
2 Fighters is committed to continually educating its
3 members on legislative and political issues that
4 directly impact their jobs, pay, health, safety,
5 pensions and family; and
6 WHEREAS, it is important for IAFF members
7 and their families to be informed about key
8 legislative issues before the Congress and
Parliament
9 that directly affect their professions, so that they
may
10 make informed decisions on Election Day about
who
11 should represent them at the federal, state,
provincial
12 and local level of government, the IAFF and
13 FIREPAC must have sufficient resources to
14 communicate with its members about how
elected
15 officials and candidates stand on fire service
issues;
16 and
17 WHEREAS, FIREPAC aids the IAFF in
reaching
18 its legislative and political goals by educating
federal
19 candidates on issues important to the nations'
20 professional fire fighters and emergency medical
21 personnel like national collective bargaining, the
22 SAFER Act, USAR funding, HELPS retiree tax
23 credit, funding for Interoperable
Communications,
24 9/11 responder health care treatment, health
care
25 reform, study of fire fighter safety standards,
26 presumptive disability and banning of
contracting out
27 for federal fire fighters; and
28 WHEREAS, the IAFF has become a major
player
29 in Congress and Parliament, the IAFF must be
able to
30 maintain and expand its influence in the
political and
31 legislative arena and increase involvement in
32 political activities that have a direct impact on
its
33 legislative priorities; and
34 WHEREAS, the IAFF and FIREPAC must
have
35 the necessary funds and resources to fight anti-
union
36 ballot referendums, initiatives and legislative
attacks
37 on our jobs, pay, benefits, health and safety;
and
38 WHEREAS, FIREPAC has responded to
requests
39 from state associations seeking financial

assistance to
40 help them elect governors who are supportive
of our
41 members at the state level; and
42 WHEREAS, the IAFF, in order to maintain
our
43 legislative and political successes, needs to be
44 prepared to support those elected officials who
have
45 stood with us, and who may come under attack
this
46 year for their pro-IAFF, pro-Labor support in
ways
47 we have never witnessed due to the U.S.
Supreme
48 Court's ruling in the Citizens United case; and
49 WHEREAS, the IAFF has built a
comprehensive
50 internal political campaign operation to
communicate
51 with its members via mail, phone, internet and
52 through Independent Expenditure efforts to
support
53 those candidates for office who have supported
our
54 legislative agenda; and
55 WHEREAS, the IAFF continues to increase its
56 political clout by encouraging its members to
57 voluntarily contribute to FIREPAC when
registering
58 for various IAFF conferences so that FIREPAC
can
59 maximize its support to pro-fire fighter
candidates;
60 and
61 WHEREAS, the IAFF funds the Political
Training
62 Academy to provide campaign skills to IAFF
63 members and their families who are candidates
for
64 public office or are active in their local's
political
65 program, recognizing the importance of having
IAFF
66 members and their families serve as public
servants
67 or political activists; and
68 WHEREAS, more IAFF members are running
for
69 political office at the state, provincial and local
levels
70 of government, with a total of 291 currently
serving
71 in office, and it is imperative that FIREPAC
support
72 these candidates so that the voices of IAFF
members
73 can be heard; therefore be it
74 RESOLVED, That the IAFF per capita
75 allocation for the FIREPAC Education account
be
76 increased 25 cents (from \$1.25 to \$1.50) in
77 September, 2010.

Submitted by: IAFF Executive Board
Cost Estimate: 25 cents

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 37

**COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: SAFER GRANTS**

1 WHEREAS, the Staffing for Adequate Fire and
2 Emergency Response Grants (SAFER) program
3 was
4 created at the federal level to provide funding
5 directly to local fire departments and volunteer
6 fire fighter interest organizations; and
7 WHEREAS, as administered by the Federal
8 Emergency Management Agency and the U.S.
9 Department of Homeland Security, SAFER
10 grants
11 help fire departments increase the number of
12 trained,
13 front line firefighters available in their
14 respective
15 communities; and
16 WHEREAS, the goal of SAFER is to enhance a
17 local fire department’s abilities to comply with
18 staffing, response and operational standards
19 established by the National Fire Protection
20 Association (NFPA) and the Occupational
21 Safety and
22 Health Administration (OSHA) — NFPA 1710
23 and/or
24 NFPA 1720 and OSHA 1910.134; and
25 WHEREAS, currently, SAFER grants are only
26 awarded to local governments; and
27 WHEREAS, in California, CAL FIRE is
28 charged
29 with providing local fire protection to dozens
30 of local
31 governments through cooperative agreements;
32 however, because they are a state agency, they
33 are
34 ineligible to receive SAFER grant funds;
35 therefore
36 be it
37 RESOLVED, That the International
38 Association
39 of Fire Fighters (IAFF) examine the existing
40 SAFER
41 grant program to determine what barriers exist
42 to the
43 distribution of grant dollars to all relevant local
44 government fire protection providers, such as
45 CAL
46 FIRE; and be it further
47 RESOLVED, That the IAFF pursue urgently
48 needed federal legislation to amend the SAFER
49 grant
50 program in a manner that removes the existing
51 barriers identified by the IAFF.

Submitted by: California Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 38

**COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: GRANT PURCHASED PERSONAL
PROTECTIVE EQUIPMENT (PPE)**

1 WHEREAS, the IAFF’s work within the United
2 States Congress securing grant funding for
3 personal
4 protective equipment (PPE) is invaluable to the
5 safety of fire fighters throughout the United
6 States
7 and Canada; and
8 WHEREAS, the IAFF is an active participant
9 and
10 stakeholder in making decisions as to defining
11 the
12 parameters and goals of grant funding to
13 promote the
14 health and safety of fire fighters throughout the
15 nation; and
16 WHEREAS, while the IAFF has an effective
17 voice in how grant parameters are defined, the
18 ability
19 for individual locals to continue the
20 effectiveness of
21 carrying out those goals have been impeded at
22 the
23 municipal level; and
24 WHEREAS, in many cases, line fire fighters’
25 input and evaluation process has been
26 discarded by
27 fire management and determined to be invalid;
28 therefore be it
29 RESOLVED, That the IAFF petition the
30 United
31 States Congress to establish standards
32 mandating
33 that, at the municipal level, labor will have a
34 seat and
35 equal voice in any decision made with regard to
36 grant funded PPE procurements; and be it
37 further
38 RESOLVED, That the IAFF petition the
39 United
40 States Congress to have language drafted that
41 will
42 give a priority placement of grant funds to
43 petitioners
44 who have an established labor/management
45 decision-
46 making body that determines how grant funds
47 are
48 used/spent with regard to issues that affect line
49 fire
50 fighter safety.

Submitted by: California Professional Firefighters
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 39

**COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: PURSUE AMENDMENTS TO FEDERAL
BANKRUPTCY PROVISIONS**

1 WHEREAS, federal law limits the ability of
2 municipalities to file for bankruptcy under
3 Chapter 9
4 by requiring that the state specifically authorize
5 its
6 municipalities to file [11 USC 109(c)(2)]; and
7 WHEREAS, in order to clarify its intent,
8 Congress in 1994 amended the Bankruptcy
9 Reform
10 Act (P.L. No. 103-394), to require the state to
11 provide explicit, specific authorization; and
12 WHEREAS, the vast majority of states (38)
13 now
14 have a statutory framework or authorization
15 that
16 limits access to or prohibits bankruptcy filing
17 by
18 municipalities, either through an explicit ban,
19 statutory pre-conditions or the lack of a statute
20 on the
21 subject; and
22 WHEREAS, California is one of only 11 states
23 that currently provides blanket authority for
24 municipal
25 bankruptcy, joining Alabama, Arizona,
26 Arkansas,
27 Colorado, Florida, Minnesota, Missouri,
28 Nebraska,
29 Oklahoma, South Carolina and Texas; and
30 WHEREAS, in the case of the 2009
31 bankruptcy
32 filing of the City of Vallejo, the petition filed by
33 the
34 city reflected an attempt by the city to void its
35 contractual obligations to city workers and
36 retirees,
37 including fire fighters and other public safety
38 personnel, without reasonable efforts to address
39 other
40 costs and revenue sources; and
41 WHEREAS, U.S. Bankruptcy Judge Michael
42 McManus held on March 13, 2009, that when
43 Congress enacted 11 U.S.C. 1113 to limit
44 companies
45 from outright rejection of union contracts, it
46 limited
47 the statute to Chapter 11 bankruptcies; and
48 WHEREAS, by failing to extend the statute’s
49 limits to Chapter 9, which covers municipal
50 bankruptcy, McManus said that cities have
51 broader
52 latitude to break existing union pacts. In RE:
53 City of
54 Vallejo, No. 08-26813-A-9 (E.D. Calif.); and
55 WHEREAS, Vallejo’s bankruptcy also wreaked
56 untold havoc on public safety, with fire station
57 closures, fire and law enforcement layoffs
58 forcing
59 intolerable response times and leaving citizens
60 on a
61 public safety knife point; and
62 WHEREAS, Vallejo’s bankruptcy made it
63 impossible for the jurisdiction to even borrow
64 money

44 to ensure minimal public safety staffing, or to
create
45 a climate to attract business and industry,
meaning
46 that Vallejo will be the last city in the Bay Area
to
47 recover from the Great Recession; and
48 WHEREAS, because the bankruptcy process
49 focuses only on the economics and creditors –
public
50 safety is not taken into account, meaning that
any
51 city following Vallejo's lead is at risk of putting
its
52 citizens through the same sad and unnecessary
53 ordeal; and
54 WHEREAS, federal bankruptcy law must be
55 amended in a manner that upholds the
integrity of its
56 provisions, prevents municipalities from using
it to
57 break contractual obligations with their
employees
58 and, most importantly, protect the lives and
well-
59 being of all citizens; therefore be it
60 RESOLVED, That the International
Association
61 of Fire Fighters (IAFF) pursue urgently needed
62 federal legislation, either in the form of
amendments
63 to H.R. 4677 and/or S. 3033 (111th Congress,
2nd
64 Session) or as a separate bill, to create, at a
65 minimum, the same protections as are
contained in
66 Chapter 11 U.S.C. 1113 in the application of
limits
67 on municipalities that file for bankruptcy
protection
68 under Chapter 9 and in doing so, prevent the
outright
69 rejection of union contracts as part of that
bankruptcy
70 process.

Submitted by: California Professional Firefighters
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 40

COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: HEALTH CARE REFORM

1 WHEREAS, a resolution adopted at the 2008
2 convention put the IAFF on record in support of
3 reforming our nation's health care system by
4 expanding access to insurance and reducing the
cost
5 of insurance; and
6 WHEREAS, Congress passed and the President
7 signed into law legislation aimed at achieving
these
8 goals; and
9 WHEREAS, the IAFF believes the new law is
10 generally a step in the right direction, but
contains
11 certain provisions the IAFF does not support,

12 including an excise tax on high cost health
insurance;
13 and
14 WHEREAS, the IAFF actively opposed the
excise
15 tax, and succeeded in reducing it by 85%, but
was
16 not able to eliminate it entirely; and
17 WHEREAS, the excise does not take effect
until
18 2018, and includes several adjustments that will
19 ultimately determine who is impacted by it;
and
20 WHEREAS, the legislation provides access to
21 health care for people without insurance, but
fails to
22 provide a specific program for fire fighters and
others
23 who retire before becoming eligible for
Medicare;
24 therefore be it
25 RESOLVED, That the IAFF will continue to
26 work to improve the new health care reform
law,
27 including seeking elimination of the excise tax
on
28 high cost health plans and providing more
health
29 care options for early retirees; and be it further
30 RESOLVED, That the IAFF will work with
IAFF
31 affiliates, insurance companies and employer
32 organizations to take full advantage of the
various
33 adjustments to the excise tax to ensure that the
tax
34 does not impact fire fighters.

Submitted by: IAFF Executive Board
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 41

COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: MEDICARE BUY-IN RESOLUTION

1 WHEREAS, fire fighters perform a very
2 dangerous and demanding job that takes an
3 incredible physical and mental toll; and
4 WHEREAS, this toll causes fire fighters to retire
5 at an earlier age than most other professions;
and
6 WHEREAS, the healthcare system in the
United
7 States of America is specifically designed to only
8 address the health needs of persons retiring at
age 65;
9 and
10 WHEREAS, the International Association of
Fire
11 Fighters has previously lobbied to allow fire
fighters
12 to utilize the Medicare system prior to age 65;
and
13 WHEREAS, many fire fighters do not have the
14 credits to participate in Medicare even after the
age
15 of 65; and

16 WHEREAS, these fire fighters in many cases
are
17 using half of their income to provide
themselves and
18 their families with healthcare coverage; and
19 WHEREAS, the healthcare system in the
United
20 States is quickly changing and may provide fire
21 fighters the opportunity to address these
issues;
22 therefore be it
23 RESOLVED, That the International
Association
24 of Fire Fighters reiterate its commitment and
make it
25 a top lobbying priority to allow fire fighters
early
26 entry or the ability to buy into Medicare; and
be it
27 further;
28 RESOLVED, That the International
Association
29 of Fire Fighters also work to ensure that fire
fighters
30 that do not have enough credits to participate
in
31 Medicare have the ability to purchase credits in
an
32 effort to provide affordable healthcare for fire
33 fighters.

Submitted by: Local 858, Denver, CO
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 42

COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: ALTERNATIVE MINIMUM TAX RELIEF
FOR FIRE FIGHTERS

1 WHEREAS, fire fighters nationally have
earnings
2 that put them into consideration for the
Alternative
3 Minimum Tax (AMT) payment; and
4 WHEREAS, bipartisan support should be there
5 for the repeal or alteration of AMT standards to
raise
6 the income levels to a point where it hits the
intended
7 higher income earners in America; and
8 WHEREAS, fire fighters and their incomes
9 inclusive of overtime on a national basis, as well
as
10 our friends' and neighbors' incomes inclusive
of
11 overtime and bonus at our levels were not the
12 intended targets; therefore be it
13 RESOLVED, That the IAFF and the IAFF
14 legislative staff seek remedy to eliminate or
correct
15 the standards and income levels to trigger
16 Alternative Minimum Tax payment for all
17 individuals by way of legislation or Executive
18 Branch remedy through the IRS.

Submitted by: Local 1014, Los Angeles County, CA
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 43

**COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: RELIEF FROM IRS CONSTRUCTIVE
RECEIPT ISSUE WITH BANKED
BENEFIT TIME**

1 WHEREAS, the IRS has determined that
2 individuals / members must pay tax on accrued
3 and
4 banked benefit time when an individual /
5 member
6 receives that time and has control or choice over
7 use
8 or payment of said benefit time; and
9 WHEREAS, the individuals / members have
10 had
11 the opportunity to bank benefit time and use it
12 or
13 cash it out at a later time; and
14 WHEREAS, the issue oftentimes affects
15 compensability for the purposes of calculating
16 retirement payment for IAFF members; and
17 WHEREAS, individuals / members must put
18 in
19 place measures in their contracts that eliminate
20 14 “control” or “choice” over receipt of those
21 benefit
22 15 days or face the tax liability on value of the days
23 upon receipt of the days; and
24 WHEREAS, these issues can be resolved to
25 advantage our members to provide choice,
26 control,
27 19 and use of accrued benefit time; therefore be it
28 RESOLVED, That the IAFF and the legislative
29 staff take action to seek Legislative or Executive
30 Branch remedy for this IRS issue affecting our
31 members; and be it further
32 RESOLVED, That the IAFF seek such remedy
33 to
34 ensure our members have the ability to receive
35 benefit time with choice to use or cash out,
36 where
37 bargained for in a memorandum of
38 understanding or
39 by right, not to exceed one year’s accrued and
40 cashed
41 out benefit time without tax liability unless
42 benefit
43 time is actually paid out to
44 individuals/members and
45 31 received by them.

Submitted by: Local 1014, Los Angeles County, CA
Cost Estimate: None

COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 44

**COMMITTEE ASSIGNMENT:
HEALTH & SAFETY
RE: NIOSH FIRE FIGHTER FATALITY
INVESTIGATION PROGRAM**

1 WHEREAS, the NIOSH Fire Fighter Fatality
2 Investigation and Prevention Program (FFFIPP)
3 is a
4 major improvement over what we have had in
5 the
6 past, and the program has led to improvements
7 and
8 fire fighter lives being saved; and
9 WHEREAS, NIOSH personnel do have some
10 fire
11 service expertise, including fire fighting
12 experience,
13 but they are not required to have fire fighting
14 9 expertise; and
15 WHEREAS, the mission of the FFFIPP is
16 divided
17 between two teams: one to investigate
18 cardiovascular
19 and medically-related fatalities and the other to
20 investigate traumatic fatalities. The FFFIPP
21 cardiovascular fatality team has the appropriate
22 skills
23 and qualifications to analyze deaths resulting
24 from
25 heart attacks and other medical conditions;
26 and
27 WHEREAS, the FFFIPP traumatic fatality team
28 is
29 based in Morgantown and it has limited
30 resources
31 given the complex circumstances and varied
32 20 scenarios that result in traumatic firefighter
33 deaths.
34 Some members of the traumatic fatality team
35 have
36 fire service backgrounds or fire service training
37 but
38 most of the members of the team come from
39 an
40 occupational safety or occupational forensics
41 background. The traumatic fatality program’s
42 26 products could be improved by more fire
43 service
44 27 involvement in directing the work of the team
45 and
46 through direct participation in the work of the
47 team;
48 29 and
49 WHEREAS, the FFFIPP traumatic fatality
50 team
51 needs to be enhanced to include fire service
52 subject
53 32 matter experts (SMEs). These SMEs should be
54 33 involved at all levels of an investigation to
55 include:
56 34 initial investigation and interview of witnesses,
57 35 examination of physical evidence, analysis and
58 36 review of findings, and development of the
59 37 investigation report; and
60 WHEREAS, the presence of fire service SMEs
61 in
62 the NIOSH investigative effort would improve
63 40 communication between professional NIOSH

41 investigators and local fire department
42 members,
43 provide context information for the NIOSH
44 43 investigators, and lend additional credibility to
45 the
46 NIOSH team. The SMEs can “speak” the
47 firefighter
48 language and act as a facilitative interpreter
49 between
50 the parties; and
51 WHEREAS, NIOSH is attempting to increase
52 outreach to the fire service and make
53 49 recommendations, “more straightforward and
54 50 practical”; and
55 WHEREAS, for non-firefighter fatalities
56 NIOSH
57 allows certain states (9) to conduct
58 investigations on
59 its behalf as part of the Fatality Assessment and
60 54 Control Evaluation (FACE) Program; and
61 55 WHEREAS, other federal agencies, e.g. OSHA,
62 56 offer courses in accident investigation to
63 employers;
64 therefore be it
65 RESOLVED, That the IAFF propose and
66 support
67 the mandate that every NIOSH FFFIPP
68 traumatic
69 fatality team include at least two SMEs. One
70 SME
71 being someone at the Chief’s rank and one
72 SME
73 being at a rank below that of a Chief. These
74 SMEs
75 should have experience on a department of a
76 similar
77 size with similar characteristics (including
78 region of
79 65 country) to the one being investigated. These
80 SME’s
81 should accompany NIOSH investigators to the
82 67 department where the fatality occurred; and be
83 it
84 further
85 RESOLVED, That the IAFF propose and
86 support
87 the mandate that every department being
88 investigated
89 be allowed to respond to each NIOSH
90 72 recommendation in 250 words or less and that
91 these
92 responses be placed in an appendix to the final
93 74 report; and be it further
94 RESOLVED, That the IAFF propose and
95 support
96 the mandate that when developing
97 recommendations
98 based on current literature that NIOSH
99 primarily rely
100 upon “nationally recognized” documents
and/or
101 79 books and/or information from national trade
102 80 journals and that if the source is an individual,
103 as
104 opposed to a consensus opinion from an
105 82 organization, that NIOSH weigh this as a factor
106 when
107 83 deciding to use it as a basis for a
108 recommendation;

84 and be it further
 85 RESOLVED, That the IAFF propose and support
 86 the mandate that NIOSH investigate the effectiveness
 87 of all active and passive fire protection in the
 88 structure involved in the incident; and be it further
 89 RESOLVED, That the IAFF propose and support
 90 the mandate that, the IAFF will select 2-4 volunteers
 91 from every IAFF District (Total = 32-64) to act as a
 92 pool of qualified SME's that NIOSH can select from.
 93 Every effort should be made to insure a diverse
 94 group of experts so that all types and sizes of
 95 departments are represented; and be it further
 96 RESOLVED, That the IAFF propose and support
 97 a mandate that NIOSH allow states to conduct
 98 "NIOSH approved" investigations in the same
 99 manner that NIOSH allows certain states to conduct
 100 FACE investigations; and be it further
 101 RESOLVED, That the IAFF propose and support
 102 the mandate that NIOSH should develop training
 103 programs, similar to those developed by the NTSB &
 104 OSHA to train these SME's in firefighting related
 105 accident investigation, utilizing the FACE
 106 methodology, as well as fire investigation. This
 107 would insure that team members will be able to
 108 combine their work experience with the skills needed
 109 to identify the direct and indirect cause of fire
 110 fatalities in order to identify methods to prevent them
 111 in the future.

Submitted by: Local 718, Boston, MA
 Cost Estimate: Minimal
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 45
COMMITTEE ASSIGNMENT:
HEALTH & SAFETY
RE: DIESEL REGENERATION SAFETY COMMITTEE

1 WHEREAS, the Clean Air Act issued by the EPA
 2 requires all diesel powered trucks to have a diesel
 3 particulate filters/urea after treatment device with on-
 4 board cleaning (regeneration); and
 5 WHEREAS, this process forces a diesel truck to
 6 operate at high idle in order to increase the exhaust
 7 temperature so as to burn off all toxic gases that build
 8 in the exhaust; and
 9 WHEREAS, this regeneration phase exposes our
 10 members, and the public, to the burn off gases
 11 (carbon monoxide, etc.) while on scene; and
 12 WHEREAS, this regeneration phase can reduce
 13 the output horsepower of the apparatus at any time.
 14 This could be disastrous to an engine company
 15 supplying water for an interior attack, thus creating a
 16 life safety issue. It would also compromise our
 17 response time to incident or affect patient transport;
 18 and
 19 WHEREAS, according to manufacturer's
 20 recommendations, this regeneration phase should
 21 take place while the apparatus is traveling at
 22 least 40 mph for several miles. Most urban fire
 23 departments
 24 do not find this situation occurring very often;
 25 therefore be it
 26 RESOLVED, That the IAFF create a committee
 27 to look into the safety concerns regarding this
 28 regeneration phase; and be it further
 29 RESOLVED, That if this IAFF committee finds
 30 that there are safety concerns related to the
 31 regeneration phase, that the IAFF shall then petition
 32 the EPA to have all fire apparatus exempt from this
 33 standard.

Submitted by: Florida Professional Firefighters
 Local 1375, Hollywood FL
 Local 587, Miami, FL
 Local 1560, Boca Raton, FL
 Cost Estimate: 2 cents
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 46
COMMITTEE ASSIGNMENT:
HEALTH & SAFETY
RE: SELF CONTAINED BREATHING APPARATUS FUNDING RESOLUTION

1 WHEREAS, one of the primary concerns of the
 2 International Association of Fire Fighters is
 3 protecting its members from the dangers that
 4 fire
 5 fighters face everyday; and
 6 WHEREAS, nearly every major improvement
 7 in
 8 fire fighting safety over the last century has been
 9 driven by our great union; and
 10 WHEREAS, the most important piece of
 11 equipment protecting fire fighters is the Self
 12 Contained Breathing Apparatus (SCBA); and
 13 WHEREAS, the SCBA's currently used by fire
 14 fighters are cumbersome, heavy, and causes
 15 tremendous physical stress; and
 16 WHEREAS, the IAFF has spent a great deal of
 17 time and effort to spur the redesign of the
 18 SCBA into
 19 a light weight, ergonomic, and low profile
 20 design that
 21 utilizes pressure vessel technology; and
 22 WHEREAS, the utilization of the new "Flat
 23 Pack" SCBAs will improve fire fighter safety
 24 and
 25 allow us to perform our duties at a much
 26 higher level;
 27 therefore be it
 28 RESOLVED, That the IAFF pursue federal
 29 funding to help fire departments purchase the
 30 most significant improvement to fire fighter
 31 safety in
 32 decades and could greatly improve the
 33 performance
 34 of fire fighters; and be it further
 35 RESOLVED, That the IAFF attempt to secure
 36 a
 37 funding mechanism that is separate from the
 38 FIRE
 39 Act or provides additional funding to that Act.

Submitted by: Local 858, Denver, CO
 Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:





Sandusky Says No to ICMA

“We see this as a great victory for public safety. As fire fighters, we take our responsibility to serve and protect our community and its citizens seriously. We were not confident that ICMA would produce recommendations that would be consistent with that mission.” —Local 327 President Glenn Szatala

A consulting arm of the International City County Management Association (ICMA), now infamous for conducting analyses in support of reductions in fire department staffing and the public safety officer department model, has attempted to push its way into Sandusky, Ohio. But Sandusky Local 327 fire fighters were ready, armed with the right strategy to prevent the study.

“Our Sandusky brothers and sisters are to be commended for being proactive and keeping ICMA out of their city,” says IAFF General President Harold Schaitberger. “ICMA’s recommendations have proven to be anti-labor and unsafe.”

“We see this as a great victory for public safety,” says Local 327 President Glenn Szatala. “As fire fighters, we take our responsibility to serve and protect our community and its citizens seriously. We were not confident that ICMA would produce recommendations consistent with that mission.”

City Council member Kim Nuesse proposed bringing in ICMA to analyze the efficiency of Sandusky’s safety services — largely because of a similar study done in the neighboring community of Huron in 2008.

The City of Huron reported that after implementing ICMA’s recommendations, it saved \$300,000. “What was interesting

was that no city that we found in our research was able to produce hard budget-saving numbers within two years, yet Huron did,” says Szatala.

To combat the proposal to bring in ICMA, Szatala relied on information provided through the IAFF and the Ohio Association of Professional Fire Fighters (OAPFF), including an updated Geographic Information Systems (GIS) study and skills and know-how learned from the “Surviving the Economic Crisis” workshop at the Affiliate Leadership Training Summit (ALTS) and at the IAFF Political Training Academy.

“We made sure our presentation was strictly fact-based,” says Szatala. “We wanted to show that ICMA was not the way to go and that if the City was looking to evaluate the public safety system, there were better ways to do that.”

In September 2009, Local 327 received its completed GIS, which showed that the Sandusky Fire Department was already understaffed, responding with three fire fighters per apparatus instead of four. In addition, some ladder trucks and ambulances were not staffed at all times. The GIS recommended bringing minimum staffing to four fire fighters per apparatus and keeping all apparatus staffed at all times.

In November 2009, City Commissioner Nuesse made a motion during a City

Commission meeting to consider contracting an efficiency study with ICMA, stating that she was following her campaign promise to turn the City’s economy around.

In February 2010, the City Commission moved forward with an initial consultation with ICMA. By mid-March, Nuesse was ready to bring the motion to the floor to approve a contract with ICMA.

Meanwhile, Local 327, which has had a long-standing relationship with City Commissioner Julie Farrar, showed her the Lake Havasu article from the September-October 2009 edition of the *International Fire Fighter*, the GIS and other documents. “Our presentation of the facts was more than enough to earn her support,” says Szatala.

In fact, Commissioner Farrar led the fight against ICMA. Her leadership proved very effective. In May, the City Commission voted 5-1 against contracting with ICMA.

But even with the ICMA successfully thwarted, Local 327 continues to work to maintain a high level of support from political leaders and the community through political action and positive relationships with the local media.

“With this down economy, we must do everything we can to protect the resources we have,” says Szatala. ■

IAFF



Fire Fighters Make the Best POLITICIANS

“Without State Representative Kerry Burt, our push to implement “choice of doctor” into our workers’ compensation system would never have made it out of committee,” says Iowa Professional Fire Fighters (IPFF) President Rick Scofield.

London, ON Local 142 President Jim Holmes says, “Without member of Parliament Glen Pearson, IAFF HazMat training may not have otherwise been available to us.”

The IAFF has a long-held political principle to support friends and defeat enemies, regardless of party affiliation, but Burt and Pearson are more than just politicians sympathetic to fire fighter issues. Both are IAFF members. Burt is a member of Waterloo, IA Local 66 and Pearson is a member of London Local 142.

“In these uncertain economic times, we need to have people in political office who will work to protect fire fighters and other public safety resources,” says IAFF General President Harold Schaitberger. “There’s no better way than electing our own.”

While fire fighter-friendly candidates are invaluable, electing a fire fighter is better. “It is important to elect labor candidates, not just friendly candidates,” says Nashville, TN Local 140 President Gary Moore, who is also a state representative. “The friends will certainly stick with you on noncontroversial issues, but may not stand with you on the harder issues. You can count on a fire fighter to be on the side of labor, no matter how tough the politics become.”

Moore, a former Tennessee Professional Fire Fighters Association president, has been in the State House since he was first elected in 2004. “Without a doubt, I would not have been elected without the support

of FIREPAC and assistance from various IAFF locals,” he says. “I was the underdog, but because my fellow fire fighters knocked on doors and supported my campaign, I was elected with 56 percent of the vote.”

In Tennessee, Moore is joined in the State House by fellow Local 140 member Mike Turner, Columbia Local 4381 President Ty Cobb and Memphis Local 1784 member Larry Miller. Additionally, two representatives — Barbara Cooper and Curry Todd — are family members of Memphis Local 1784 fire fighters.

Some Tennessee fire fighters hold local positions and are hoping to do more for their fellow fire fighters. “Our member, Michael Wissman, was recently elected to his local school board, and we are all confident this is just his first step in a long, productive political career,” says Memphis Local 1784 President Larry Anthony.

In New Hampshire, 14 IAFF members and family members currently hold elected positions. All but one are state legislative



Nashville, TN Local 140 President and State Representative Gary Moore (right) speaks with Tennessee Governor Phil Bredesen.



London, ON Local 142 fire fighters support MP Glen Pearson (second from right).

seats and, of those, six serve on prominent committees.

State Senator Betsi DeVries, a retired member of Manchester Local 856, is chair of the Senate Public and Municipal Affairs Committee and Vice Chair of the Commerce, Labor and Consumer Protection Committee. Additionally, she sits on the Executive Departments and Administration Committee.

State Representative Jeff Goley, a member of Manchester Local 856, is chair of the House Labor, Industrial and Rehabilitative Services Committee, and State Representative Pat Garrity, also a member of Manchester Local 856, is chair of the House State Federal and Veterans Committee. State Representative Mike O’Brien, a member of Nashua Local 789, is vice chair of the House Transportation Committee. State Representative Jon DeJoie, a member of Concord Local 1045, is



Kent, WA Local 1747 member Geoff Simpson (center) won his State House seat in 2000.

vice Chair of the House Finance Division III Committee. And State Representative Dan Sullivan, another member of Manchester Local 856, is a prominent member of the House Executive Departments and Administration Committee.

“In New Hampshire, encouraging our members to run for office is a conscious effort,” says Professional Fire Fighters of New Hampshire President Dave Lang. “As we work to increase the number of members elected to political positions, we know our chances of having our voice heard also increases.”

On the next election ballot, 27 New Hampshire fire fighters will be running for office. Eleven of those are incumbents. One member — Representative Goley — is running for the state senate. If voted in, Goley would be one of two New Hampshire members serving in the senate.

The other is Senator DeVries. “She is a source of great pride for us,” says Lang. “Not only was she our first female fire fighter, but she was also our first fire fighter senator. Over the years, Senator DeVries has done a lot not only for us, but for the state.”

In Nevada, the Professional Fire Fighters of Nevada (PFFN) encourages its members to run for office, but in some



Cedar Falls, IA Local 1366 member and State Senator Jeff Danielson.



Waterloo, IA Local 66 member and State Representative Kerry Burt.

promises to be even more helpful since he is projected to become the next Speaker of

areas of the state the political climate is difficult. “In many of our municipalities, the local government requires fire fighters to take leave without pay for the duration of their term in elected office, so that deters some of our members from running, unless they are planning to retire,” says PFFN President Rusty McAllister. “We are fortunate enough to have people like North Las Vegas Local 1607 member John Ocegura in the State Assembly and a few on fire district boards.” Assemblyman Ocegura has proved to be a great asset to Nevada fire fighters since he was first elected in 2000, and

the Nevada Assembly.

Ocegura worked hard to gain fire fighter presumptive benefits for hepatitis and certain cancers. He has also been a great champion of pension issues.

It’s good to have fire fighters in elected office to advocate for legislation important to fire fighters, as well as fight for our members when others threaten to take away existing benefits. “In our next legislative session, we are expecting proposed changes to our retirement benefits and collective bargaining rights that, if passed, will hurt us,” says McAllister. “Having Ocegura in office will be crucial to stop this legislation from getting anywhere.”

Montana State Council of Professional Fire Fighters (MSCPFF) already knows the advantage of having a fire fighter in the highest position in the state house. Eight years ago, Harve Local 601 member Bob Bergren was elected to the State House of Representatives and was appointed as Montana Speaker of the House in 2009.

“For us, we could only get so far as lobbyists,” says MSCPFF President Tod Miller. “Having Bergren in office opened doors for us that may have otherwise been shut.” Another advantage, Miller adds, is

Continued on Page 38

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that as Speaker of the House, Bergren has had the ability to appoint public safety-friendly politicians to committees and sometimes steer proposed legislation to friendly committees.

Unfortunately, Bergren has just finished his eighth and final year in office. He is now running for State Senate and Harve Local 601 member Jack Trethewey is running for Bergren's house seat.

Three IAFF members are elected to state-level positions in Washington state and another 33 are elected to local-level positions. Washington State Council of Fire Fighters President Kelly Fox says that elected fire fighters are built-in advocates.

"Without fire fighters in office, important issues such as presumptive legislation and pension-related issues would have hit some pretty tough roadblocks," he explains. "Fire fighters are the best at educating other political leaders and the public about fire fighter issues and the risks we face every day on the job."

IAFF 7th District Vice President Ricky Walsh says having fire fighters on both sides of the political aisle helps clear



Bob Bergren, a retired member of Harve, MT Local 601, is the first IAFF member to hold the position of Speaker.



North Las Vegas, NV Local 1607 member John Ocegüera was re-elected to the Nevada state legislature as an assemblyman for District 16, a position he has held since 2000.

Ocegüera

political roadblocks. "Retired King County Paramedics Local 2595 member Bill Hinkle, a conservative who won a state house seat, is a big friend to public safety and that's the important part," says Walsh.

Holmes agrees having friends in all political parties is important. "Even though

MP Pearson is a member of the Liberal Party — which is not in power right now — he is very well-respected, and the other MPs listen to him."

Holmes adds, "Without the majority, the party in power still needs the support of other party members in order to gain enough votes to pass key initiatives."

In Iowa, Scofield says state Senator Jeff Danielson, who is a member of Cedar Falls Local 1366, is able to influence both political parties. "I can't say enough about him," says Scofield. "He asks us at the beginning of every legislative session what our issues are. Then he becomes one of our leading advocates on those issues. We can depend on him for just about anything."

Danielson is also Senate Pro Tem.

The IAFF has more than 325 members or family members currently elected to public office. The International supports member campaigns by contributing FIREPAC dollars to reduce campaign costs, train candidates and campaign managers through the IAFF Political Training Academy, provide resources and assist in any other areas of need.

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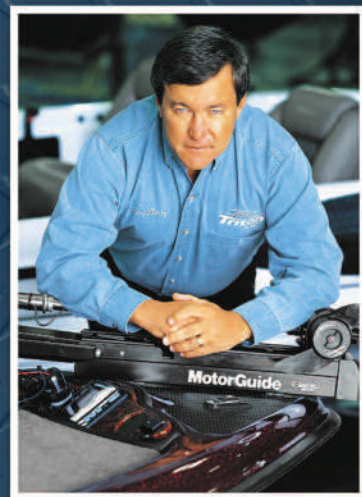
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Oklahoma City Fire Fighters Rescue Dozens From Raging Floodwaters

Meteorologists are calling the Oklahoma City rainfall in June a 500-year flood. Still, the City's fire fighters were ready for it.

At about 3:00 a.m. on June 14, the rain began to fall — very hard. In just a few short hours, nearly 10 inches fell in the Oklahoma City area, turning streets into raging rivers, entire neighborhoods into lakes and countless first floors into brown pools.

By 5:00 a.m. the calls for rescue started rolling in.

Fire fighters in Oklahoma City were put to the test as dispatchers sent engines, ladders, boats and everything available in response to an estimated 200 calls for help. As the rain fell and the hours ticked by, broadcast news reports captured on video numerous dramatic rescues by Oklahoma City fire fighters.

By afternoon, fire fighters had completed 60 swift water rescues. Only one death was reported — a cab driver pinned against a bridge 80 miles south of Oklahoma City as he tried to push his car to safety.

Early morning commuters were stuck in cars as raging water crested windshields. Pedestrians by the dozens were swept up in the torrent of water, some scabbling into tree branches and waiting for help, others climbing into attics and out onto rooftops to wait for help.

"What impressed me that day was that while the news footage showed many dramatic rescues, the fire fighters took it all in stride," says 11th District Vice President Sandy McGhee. "They relied on their skills and training to perform when people needed them most. They were just doing what they considered to be their jobs."

Oklahoma City Fire Battalion Chief Brian Stanaland and member of Local 157 says

"Our fire fighters responded to hundreds of rescue calls throughout the incident and performed with the kind of skill and professionalism that the citizens here in Oklahoma City have come to expect even in extreme circumstances."

— Local 157 President Phil Sipe

the calls came in so quickly that the response — swift as it was — threatened to become disjointed and chaotic.

But Oklahoma City fire fighters were prepared both in training and with equipment to respond with swiftness and clarity of purpose.

Phil Sipe, president of Local 157, says, "Our fire fighters responded to hundreds of rescue calls throughout the incident and performed with the kind of skill and professionalism that the citizens here in Oklahoma City have come to expect even in extreme circumstances."

Local 157 member Mark Edwards works Oklahoma City's Water Rescue Unit with several other fire fighters on a dive team, where most of their calls involve recovery and not rescue. The morning of June 14 was different. Edwards and his fellow fire fighters rescued 16 citizens to dry land and safety, soaking wet and dirty, but with no major injuries.

In one dramatic incident, captured on video by helicopter television crews, Edwards

and two other fire fighters — Patrick Chancellor and Joshua Percy — rescued a 17-year-old girl who had been stranded in a tree that was partially submerged under more than 8 feet of raging water.

Raquel Dawson had been walking to work through the pouring rain when she stopped to help a woman trying to get away from her car that was partially submerged in water. That was when the swift water pulled her away. Moments later, Dawson found herself stranded, grabbing at branches to keep from floating away.

An airboat with two fire fighters attempted to rescue Dawson, but the fast-moving water quickly overwhelmed the boat and it sunk fully submerged under water. Dawson now had company in her tree — two fire fighters and the airboat driver.

Local 157 member Joe Smith was one of the fire fighters in the airboat when it sank. "This is the first time I've encountered anything close to this. It didn't feel very good. I like to be in control of the action," he says.

"We were just elated to be able to rescue people," says Edwards. "You're talking about a group of guys that are used to pulling bodies out of the water. This was a real shot in the arm for us."

Just as the calls ebbed and the rigs began pulling back into the stations, one of Oklahoma City's tallest buildings caught fire. Around 5:30 p.m. fire fighters responded to a large fire on two floors of a 36-story downtown building.

That fire was unrelated to the torrential rains and was just one of several fires called in that day, all while fire fighters were also responding to flood rescue calls. ■

Local President Gets Job Back In Guardian Policy Case

I AFF member Steve Napolitano was eager to assume his role as president of the newly organized Eppley, NE Local 4573, representing his members serving the Omaha Airport Authority.

But not long after assuming his leadership position, Napolitano was fired, and the facts surrounding his termination smacked of retaliation for his union leadership activities.

The Omaha Airport Authority asserted that Napolitano was discharged for falsified training records, and because he was “not forthcoming” during investigative interviews related to the training records. However, in addition to the timing of Napolitano’s termination — shortly after he organized the local and actively represented the members — there was other evidence of anti-union hostility by Omaha Airport Authority officials.

For example, management removed IAFF stickers from the fire fighters’ gear and ordered the union not to use fire station bulletin boards for union communications.

“This looked like a clear case of anti-union discrimination, and it was important for us to provide representation to get this affiliate leader his job back.”

—General President Schaitberger

After reviewing the circumstances surrounding the firing of Napolitano, the IAFF directed IAFF General Counsel Tom Woodley to handle the matter under the IAFF Guardian Policy.

“This looked like a clear case of anti-union discrimination, and it was important for us to provide representation to get this affiliate leader his job back,” says Schaitberger.

A federal court action was filed claiming that the Omaha Airport Authority fired Steve Napolitano in violation of his First Amendment right of free association to form and lead a labor organization. After the discovery of documents



and the taking of depositions under oath, the case was scheduled for trial.

In a lengthy mediation meeting, the court action was settled on favorable terms for Napolitano and the union. Most importantly, the settlement required that Local 4573 President Napolitano be reinstated to his former captain’s job with the Omaha Airport Authority with no break in service for pension, vacation and other benefits.

In addition, Napolitano received compensatory damages for lost wages, plus the recovery of sick and vacation leave that was forfeited when he was fired. Also, the disciplinary action was erased from his personnel file. The court settlement included a strong clause indicating that the Omaha Airport Authority will not engage in future retaliation.

Lastly, the settlement provided for the recovery of almost all attorneys’ fees and out-of-pocket expenses incurred by the IAFF in support of the Local 4573 president.

Napolitano has expressed his gratitude to the IAFF, 2nd District Vice President Mark Woolbright and the Nebraska Professional Fire Fighters Association for the assistance and representation he received and the positive outcome of the case.

“This serves as an example of one of the goals we envisioned under the Guardian Policy in righting a wrong and obtaining a just result on behalf of members who are subject to retaliation because they play a leadership role for our affiliates,” notes Schaitberger. ■

PENSIONS IN PERIL

“There is a war being waged in this country to destroy our public pensions, to make our members scapegoats for the failures of the free market. Tight-fisted employers have launched salvo after salvo against our retirement systems. And we are seeing more and more stories in papers parroting the talking points of our opponents. We cannot let these attacks go unanswered. We must fight back now to protect our retirements and the rights of future fire fighters.” — **General President Harold Schaitberger**

Say something often enough — regardless of the truth — and it just may settle in as conventional wisdom in the minds of the public.

To test this theory, try Googling the phrase, “a new privileged class.” You might expect to find story after story about a new gilded age of out-of-control Wall Street financiers or tales of the super-wealthy shielding themselves from a restless nation behind gated communities.

But no. Instead, topping the list of stories — and continuing for pages dating back for months — will be scathing reports about public employees and their “lavish” pensions.

State and local lawmakers, faced with large budget deficits, are dramatically escalating their efforts to roll back pension benefits for public workers. To achieve their goals they have created a new demon to blame for the nation’s economic woes: you, the public employee.

These elected officials hope the

public will come to agree with them — that public workers do not deserve their pensions, that governments cannot afford to pay their share into these systems and that the time has come for public sector defined benefit retirement plans to be replaced by defined contribution plans.

ATTACKING PUBLIC WORKERS

California Governor Arnold Schwarzenegger, New Jersey Governor Chris Christie and other top legislators have made sport out of painting public workers as undeserving recipients of lavish retirement benefits at a time when most Americans are afraid to look at their latest 401(k) statements.

And it’s Republican and Democratic candidates like New York Attorney General Andrew Cuomo — who is running in a competitive race for governor — that have made state pension reform part of the campaign platform. Even Cuomo’s running mate for

Lieutenant Governor, Bob Duffy, currently the mayor of Rochester who also collects a \$70,000 pension from his career as a police officer, now has come out in favor of paring back public pensions.

The timing could not be worse for these assaults, coming as they have at the bleeding edge of the worst economic cycle since the Great Depression. The Wall Street meltdown of 2008 has created a domino effect of sagging corporate earnings, crumpled personal savings, massive layoffs and a toppled housing market.

Despite modest signs of life and recovery in some segments of the economy, city and state budgets are feeling the bite of falling tax revenue. Many of their pension systems — the strong returns taken for granted in the go-go 1990s — have lost significant value during the recession and now stand woefully underfunded.

Most of the states that face these massive shortfalls instituted funding holidays in recent years, neglecting

to pay the government's recommended share into the pension system on the false expectation that the market would continue to rise and cover the difference.

According to a report by the Pew Center on the States, at the end of fiscal year 2008, there was a \$1 trillion gap between the \$2.35 trillion states and municipalities had set aside for their employees' retirement benefits and the expected \$3.35 trillion cost of those benefits.

Long-time advocates for rolling back public pensions have warned that the systems will run out of money without concessions from public employees, and major media outlets, including the *New York Times* and the *Los Angeles Times* have latched onto that narrative.

Now in the midst of an awful economic cycle, fire fighters, police officers, civic workers and teachers are getting tarred as a new "privileged class," one that has managed to hold onto promised retirement income while millions of Americans are out of work with little or no retirement savings to speak of.

FIGHTING BACK

In the past year, our affiliates from coast to coast have faced down this onslaught and worked tirelessly to defend the hard-earned pension benefits their members have paid into throughout their careers. Our state affiliates are working on several fronts — at the ballot box, in court and, perhaps more importantly, in the court of public opinion — seeking to remind citizens that fire fighters are by no means privileged, but are hard-working men and women who risk their lives every day to protect the public.

The IAFF is set to engage this fight on a national level.

"There is a war being waged in this country to destroy our public pensions, to make our members scapegoats for the failures of the free market," says IAFF General President Harold Schaitberger. "Tight-fisted employers have launched salvo after salvo against our retirement systems. And we are seeing more and more stories in papers parroting the talking points of our opponents. We cannot let these attacks go unanswered.

We must fight back now to protect our retirements and the rights of future fire fighters, and we *will* fight back."

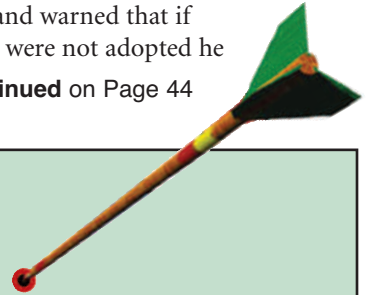
In California, Governor Schwarzenegger, in a last-ditch effort to dent the state's massive budget deficit, has sought and won pension concessions from nearly half a dozen unions.

"What we are seeing is an overwhelming push for unilateral changes to the pension system outside of the collective bargaining process," says President of the California

Professional Firefighters (CPF) Lou Paulsen. "Our message to government is this: If you want to make changes to the pension system, you need to do that at the bargaining table. Our folks gave up pay raises over the years to preserve those retirement benefits."

Earlier this year, Schwarzenegger proposed what Paulsen called "draconian" cuts to fire fighter pensions and warned that if those cuts were not adopted he

Continued on Page 44



DON'T BELIEVE THE HYPE

Public officials intent on replacing traditional defined benefit plans with defined contribution plans are making unsubstantiated claims. Here are the facts:



Myth: Taxpayers will benefit from a radical reform of public pensions.
Fact: Switching from defined benefits to defined contributions will leave public workers with lower, unstable retirement income and diminish a government's ability to attract and retain the type of workers needed for high-risk professions.



Myth: Taxpayers will save money from dismantling public pensions.
Fact: Reforming a tried-and-true pension system is a risky gamble. The traditional pension system is the most cost-effective way to ensure taxpayers continue to receive vital services.



Myth: Defined benefit pension systems need radical reform.
Fact: As with any program, funding issues can arise. It is more efficient and smart to fix these issues than create a whole new system. Some states are experiencing funding shortfalls because they failed to make contributions to the fund. State and local governments should not be surprised if they need to make catch-up payments.



Myth: Funding shortfalls exist because pension plans are too generous.
Fact: The average public sector employee retirement pension is only about \$21,800 per year. For this, taxpayers contribute just 25 cents for every dollar paid out in benefits.



Myth: The economy will benefit from a new system of private accounts.
Fact: States that have experimented with defined contribution plans as a primary retirement benefit have found that traditional pensions are a better option.



Myth: Private accounts will generate increased retirement income.
Fact: States that experimented with private accounts saw lower investment returns – nearly a 50 percent reduction – than traditional pensions.

Source: *The National Conference on Public Employee Retirement Systems*

Continued from Page 43

would not sign the state's budget.

Paulsen says CPF stuck to its guns and was able to negotiate more modest changes that were far less painful than those that the governor has wanted.

"We work hard, we pay our pensions," he says. "We expect security and we will fight everywhere to make sure that we preserve that security we have earned. We make a sacred trust with our employers to lay our lives on the line and in return we expect a stable retirement."

Public pension foes in other states, including Indiana, Vermont, New Hampshire, Iowa, Minnesota, Colorado and New Jersey are pushing hard for rollbacks from unions in the form of increased worker contributions, later retirement ages and tiered benefit structures where future fire fighters get fewer benefits.

Some states are seeking to completely do away with traditional pensions and replace them

with defined contribution plans.

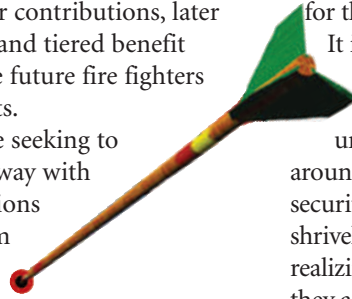
IAFF affiliates are fighting what feels like an unending and uphill battle. The problem has worsened as anti-labor lawmakers have found an easy scapegoat for the struggling economy.

It is a really good time to go after public pensions because there is a lot of envy out there. The unemployment rate is hovering around 10 percent. There is no job security. Most have watched their 401(k)s shrivel. These are people who are realizing that they may have to work until they are 70 or older and are not happy to see people able to retire well before them.

In New Jersey, Chris Christie ran for governor with a vow to get tough on the state's public employee unions. Immediately upon taking office, he proposed 33 pieces of legislation all designed to weaken and eventually break the unions. And his aggressive rhetoric seems to have won favor with the public for now.

"[Governor] Christie has villainized public workers. He is trying to break up every union in the state of New Jersey. If it was up to him, New Jersey would be a right-to-work state."

—Dominick Marino, President, Professional Fire Fighters of New Jersey



WANT HEAVY DUTY?



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Indianapolis, IN

Oklahoma City, OK

“The governor has a lot of play with the media right now,” says President of the Professional Firefighters Association of New Jersey (PFANJ) Dominick Marino. “Christie has villainized public workers. He is trying to break up every union in the state of New Jersey. If it was up to him, New Jersey would be a right-to-work state.”

CONTROLLING THE STORY

IAFF affiliates are fighting not just against tight-fisted public employers but also a torrent of misinformation pushed through to the media.

One of the biggest bits of misinformation is that public employees are now earning more than private sector workers, and that pensions are excessive and undeserved.

The season has been ripe for dramatic poster-child stories of public sector employees “gaming” the system to collect lavish benefits. While there may be examples of public workers double-

dipping or padding their final-year salary with overtime, these instances are by no means the norm.

The truth is, state and local workers earn less on average than their private sector counterparts, according to a joint study by the Center for State and Local Government Excellence and the National Institute on Retirement Security.

That study found that public workers earn 11 percent to 12 percent less than workers in private companies. Health and retirement benefits comprise 32.7 percent of total public sector compensation, compared to 29.2 percent for private sectors workers. Even accounting for benefits, the study found public sector compensation less than private sector compensation.

Regardless of who earns more, public or private sector workers, the handful of troubled public pensions would be in a lot better financial shape if employers had maintained their commitment to pay their share.

“The issue here is the state is just not funding the pension,” says Marino. “Governor Christie is simply skipping a \$3 billion bill due to the pension system this year, and that is how he is trying to balance the budget.” He adds that no one in the state legislature has stepped up on behalf of the fire fighters. “Year after year they push off the payments and the bill due just keeps getting higher and higher.”

The PFANJ has filed a lawsuit against the state for skipping its payments, part of a costly six-year legal battle with the state.

Additionally, a key fact that has not yet been absorbed by lawmakers and the media covering the pension fight is that most fire fighters do not collect Social Security. When the Social Security Act was enacted in the 1930s, it expressly excluded public workers. While Congress has amended the law over the

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THEN GET HEAVY DUTY.



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years to include more public employees, most fire fighters remain outside of the system. So, fire fighters must depend on state and local pension systems for their retirement benefits.

KICKING THE BALL DOWNFIELD

Fire fighters in New Hampshire are facing a similar fight. The New Hampshire legislature chose a statewide funding method that allowed for a pension holiday for all cities and states between 1993 and 2003.

“They literally pushed the pension costs to the next generation of taxpayers,” says President of the Professional Fire Fighters of New Hampshire (PFFNH) Dave Lang. “Well, here we are. That next generation has arrived. Couple that with a downturn in the investment and that equates to increased employer contributions at a tough economic time.”

New Hampshire fire fighters have taken an aggressive and proactive approach to defending its members’ pensions.

In a first step, the PFFNH created the New Hampshire Retirement Security Coalition comprised of all stakeholders in the pension issue and has been holding regular meetings to plan a defense of the pensions.

The PFFNH has also filed a class action lawsuit against a series of pension changes the state legislature made two years ago and has stepped up its efforts to influence the media narrative regarding pensions.

DEATHBLOW TO PENSIONS

Regardless of the state of the economy or of the pension system, some public employers would like to do away with pensions in the same way that large private sector employers have killed off their pension programs.

The goal is to gradually shift workers

from defined benefit plans, where employers own the risk, to defined contribution plans, where workers must manage their own retirement investments and win or lose depending on the market.

Shifting to defined contribution plans might appear great for employers who no longer have to concern themselves with the retirement security of their workers, and certainly would be lucrative for Wall Street investment houses, which profit greatly from countless hidden fees in 401(k) plans.

But public workers would stand to lose considerable equity if local governments ditched pensions in favor of defined contribution plans.

According to the Employee Benefit Research Institute more than one-third of baby boomers will be unable to maintain pre-retirement income at retirement age. That’s because most of them have relied on the false promise of 401(k)s. Even before the stock market



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crash of 2008, 401(k) plans were woefully underfunded, and by now many of those funds fall well short of what would be needed for modest retirement stability.

Several states have already tried and failed at their efforts to shift their public employees into defined contribution plans, according to the National Conference on Public Employee Retirement Systems.

West Virginia, for example, shifted from a traditional defined benefit pension plan to a defined contribution plan, or private accounts, and then moved back after realizing the system would not provide sufficient retirement income. Similarly, Florida, Nebraska and North Dakota all determined that defined contribution plans were not successful.

NEW ACCOUNTING

Beyond economic stress and political disputes over pensions, fire fighter retirement funding faces another

The truth is, state and local workers earn less on average than their private sector counterparts, according to a joint study by the Center for State and Local Government Excellence and the National Institute on Retirement Security.

possible long-term threat from changes to pension accounting standards have been proposed and will be released in the next few months. These changes will alter the way local and state governments account and report liabilities for pension plans.

Pension accounting and financial reporting standards are prepared and released by the Governmental Accounting Standards Board (GASB) — much like fire service standards are prepared and released by National Fire Protection Association (NFPA). These standards, though voluntary, are recognized by governments, the accounting industry, and the capital markets as the official

source of generally accepted accounting principles (GAAP) for state and local governments. Compliance with GASB's standards is enforced through the laws of some individual states and through the audit process.

Though any final rule regarding pension accounting would not take effect until at least 2013, the IAFF is concerned that such changes would likely compel governments to make cuts in pensions that hurt fire fighter retirements.

The IAFF has monitored these proposed changes and will submit comments during the public comment period, which ends September 17, 2010. ■



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Canadian Public Safety Minister Attends Manitoba Convention

The Manitoba Professional Fire Fighters Association (MPFFA) welcomed a high-profile guest at its Annual Convention May 18-21. Vic Toews, Canada's Public Safety Minister addressed the delegates during the Convention banquet.

Toews thanked fire fighters for the important role they play in Canadian society and praised the IAFF Canada Haz-Mat and CBRN Training Initiative, which the Canadian government is funding to the tune of \$2.5 million over five years. Discussions about the need for a national Public Safety Officer Compensation (PSOC) benefit also took place with Toews



Vic Toews, Canada's Public Safety Minister, addressed delegates.

Conservatives have yet to agree to implement the PSOC benefit, it was good to have another opportunity to talk to the minister about it," says MPFFA President Dave Naaykens, adding the MPFFA was delighted that the minister accepted its invitation to attend.

during the evening. Later during the Convention, held at Whiteshell Provincial Park in Pinawa, Toews joined fire fighters on a pontoon boat tour where several informal discussions about elections and politics in general took place. "While the

"We did talk to him about the PSOC benefit," Naaykens says. "He didn't give any commitment, but he understands our endeavour to get it."

Toews, a Conservative MP who represents the Winnipeg-area riding of Provencher, was first elected to the House of Commons in 2000. He was appointed public safety minister in January and previously served as justice minister and president of the Treasury Board. Before Toews was elected to the House of Commons, he served as a provincial legislator and cabinet minister in Manitoba.

The MPFFA Convention was hosted by Local F-160, whose members provide fire protection at the Whiteshell Laboratories nuclear research facility in Pinawa. Gerald Hawranik, member of the Manitoba Legislative Assembly for the area, also attended. ■

MDA Summer Camp: Good for Kids and Fire Fighters, Too

As the school year draws to a close, Morgan Fritz, the 11-year-old daughter of Missouri fire fighter Ron Fritz, can't wait for MDA summer camp to begin.

"I like seeing all my friends," says the former MDA National Goodwill Ambassador from St. Peters, Missouri. "I love to swim with them. Camp's nice because no one ever stares at you."

Morgan, who has spinal muscular atrophy type 2, has used a power wheelchair since she was four. This will be her fifth year attending camp. Besides visiting with friends — many of whom also use wheelchairs — Morgan especially looks forward to horseback riding, powerchair soccer and VIP Day, when fire fighters, including her dad, spend the day with the campers.

"With lights flashing and sirens blaring, we show up with about 30 or 40 trucks and have a parade all around the camp," says Ron Fritz, a member of the Professional Fire Fighters of Eastern Missouri Local 2665. The kids take rides on the trucks, then play a scavenger hunt game where they ask the fire fighters questions and get their signatures.

Next, campers do an "egg drop," which starts with kids packing raw eggs in cushioned boxes and attaching homemade parachutes, then watching as a fire fighter climbs to the top of a fully extended ladder and drops the boxes about 100 feet. Those whose eggs land without breaking are winners. The fire fighters also drop paint-filled eggs on poster board to make "splatter art."

"The kids love it," says Ron Bristow, another Local 2665 fire fighter who, along with his son, Doug, helps as an MDA

camp counselor every year. He also works tirelessly recruiting other fire fighters to conduct Fill-the-Boot drives and serve as camp counselors.

Fire fighters get almost as much out of camp as the kids do, according to Bristow, because they can see the good that comes from their Fill-the-Boot campaigns. "Most of the guys out there collecting rarely get to meet and talk to the kids. At camp, they can see that even with all the problems these kids face, they're happy. So camp's good for the kids and good for the guys," says Bristow.

Since 1954, the IAFF has been one of MDA's biggest supporters, raising in excess of \$400 million to send kids to camp, fund clinics and conduct research into more than 40 neuromuscular diseases, and help support the many other services MDA offers.

With the IAFF's help, MDA sends approximately 4,000 children ages six to 17 to summer camp each year, at no cost to their parents. Counselors, who must be at least 16 years old (18 in some states),



Kids afflicted by neuromuscular disease enjoy MDA summer camps, made possible by IAFF members' Fill-the Boot efforts.



The IAFF has raised more than \$400 million to help send kids to camp, fund other programs and conduct research.

undergo thorough background checks and special training in caring for children with disabilities. Camps also have a full-time volunteer medical staff.

This summer, Morgan's MDA camp has enough female counselors for the preferred one-to-one ratio of campers to counselors, but MDA staff are still searching for more male counselors.

Ron Bristow is determined that no camper will be turned away due to lack of counselors. He vows that if enough male counselors can't be found, "we'll do double duty."

Morgan Fritz's love of swimming is getting a special boost this summer. Over the past year, representatives from Lowe's home improvement stores refurbished the Olympic-sized pool, repaired the boardwalk, built an accessible trail down to the lake and made other improvements to the facilities at Babler State Park.

"I can't wait to swim every day," Morgan says. For more information about MDA summer camp and how to participate, visit www.mda.org/clinics/camp or contact your MDA local office at (800) 572-1717. ■

Your IAFF Financial Corporation

On the approach of the 50th IAFF Convention, it is important for all IAFF members to understand the history of the IAFF Financial Corporation (IAFF-FC). This is your Corporation and one of the innovative and creative ideas that have made your International a strong and viable organization in the United States and Canada.

More than eight years ago, the IAFF developed this for-profit Corporation that has one shareholder...the IAFF.

The IAFF-FC has two overall goals. First, to provide financial services to IAFF members that are designed to either make them money or save them money. Second is to generate royalties from those programs through trademarks and provide an additional revenue stream back to the IAFF.

No per capita was needed to start the IAFF-FC; a line of credit was used to capitalize the business. In the first year of operation the line of credit debt rose to



\$900,000. In the second year of operation, the IAFF-FC made a profit and began to pay down its line of credit debt.

Four years later, the line of credit debt was retired in full and the IAFF-FC began returning revenue back to the IAFF. Over the past three years, the IAFF-FC has given the IAFF \$484,000, \$515,000 and \$535,000, respectively, for each fiscal year.

These amounts represent the majority of the after-tax profits of the IAFF-FC with the remainder going to build a six-month operating reserve fund — a prudent business practice. To the extent that members use the IAFF-FC programs, this after-tax profit and revenue back to the IAFF will continue to increase each year.

As IAFF members, you are inundated with companies wanting to provide you with financial services. The concept of the IAFF-FC is to build and develop programs with financially strong companies that value having professional union fire fighters as customers and that are willing to stand by their products. The collective business of the IAFF membership provides a powerful

The IAFF-FC has two overall goals. First, to provide financial services to IAFF members that are designed to either make them money or save them money. Second is to generate royalties from those programs through trademarks and provide an additional revenue stream back to the IAFF.

incentive to companies to provide excellent service to our members.

The IAFF-FC has built a variety of programs, including the FrontLine Deferred Compensation program, the auto and home insurance program, the home mortgage and refinance program and a variety of group and individual insurance options.

At least one IAFF-FC program will work for you as an IAFF member.

Visit the IAFF-FC web site at

www.IAFF-FC.com for more information. ■

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SUPPORTING SERVICE MEMBERS AND THEIR EMPLOYERS



We all serve. Whether serving our communities or our country, members of the Guard and Reserve depend on their military units, families, and employers for support. ESGR is a Department of Defense agency established in 1972 whose mission is to develop and promote employer support for Guard and Reserve service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws, and resolving conflict between employers and service members.

FEMA Awards \$11 Million More in SAFER Grants

The Department of Homeland Security's (DHS) Federal Emergency Management Agency (FEMA) has awarded another round of Staffing for Adequate Fire and Emergency Response (SAFER) grants, this time totaling \$10,923,018 to help bring fire fighters back to work.

These grants come at a critical time for IAFF affiliates as they struggle to prevent layoffs and maintain staffing levels in the face of tight budgets.

"Because of these grants, thousands of fire fighters will be able to stay on the job with the resources they need to make sure that communities are safe," says IAFF General President Harold Schaitberger. "State and local lawmakers should embrace this program with both arms for the safety, security and the

economic stability that it offers to the communities they have been elected to serve."

U.S. fire departments have now received approximately \$162 million in SAFER grants in Fiscal Year 2009, putting more than 1,700 fire fighters back to work.

Prince George's County, MD Local 1619 received the largest share of the awards in this round — \$3,458,681.

The Prince George's County Fire Department has been woefully understaffed for years, says Local 1619 President Andrew Pantelis. There are currently 767 career fire fighters on the job, leaving it short by about 100 positions.

"Unfortunately, we routinely can only send out two fire fighters on engines," Patellis says. The SAFER award, pending approval from county lawmakers, will allow the fire department to hire 24 new fire fighters to begin training at the start of 2011.

The Canton Fire Department and Canton, OH Local 249 received a \$3,440,136 SAFER grant. "These grants will allow us to begin to return to safe staffing levels. We are very thankful for all who helped us win this funding," says Local 249 President Rosario Carcione.

Other IAFF locals to benefit from SAFER grants this round include: Alameda Fire Department and Alameda Local 689 (\$1,763,753) and Hemet Fire Department and Hemet, CA Local 2342 (\$2,260,448).

Administered by FEMA, \$210 million is available in Fiscal Year 2009, and another \$420 million has been appropriated for Fiscal Year 2010 under the new guidelines negotiated by the IAFF that allow SAFER funds to be used to rehire fire fighters laid off as a result of the economic crisis. The grants available in Fiscal Year 2010 will restore another 3,400 jobs.

Once a round of awards is determined, city officials must accept the grant. FEMA must then give Congress three days' notice before the official public announcement is made. A full list of SAFER grants awarded is available at www.firegrantsupport.com.

For additional information or assistance, contact Jennifer Stewart at (202) 824-8631 or jstewart@iaff.org. ■

House Passes Collective Bargaining Rights

The U.S. House of Representatives has approved a bill to give collective bargaining rights to fire fighters and other public safety officers.

The Public Safety Employer-Employee Cooperation Act assures that fire fighters in every state will have the right to talk to their employer about how to improve public safety and do their jobs more safely. The initiative was included in a supplemental appropriation bill adopted by a vote of 239-182.

"Seventy-five years after passage of the National Labor Relations Act, fire fighters are a step closer to having the same rights that workers in the private sector have had since 1935," says IAFF General President Harold Schaitberger.

The Public Safety Employer-Employee Cooperation Act will ensure that every state allows discussions between first responders and the agencies that employ them, and will promote productive partnerships between labor and management.

Collective bargaining is especially important in light of the fiscal crisis facing many localities. Over the past two years, fire fighters have offered millions of dollars in concessions previously agreed to in order to prevent cuts that undermine public safety.

Next, the Senate is scheduled to take up the measure. ■

Virginia IAFF Leader D. Duane Dixon Passes

The IAFF has lost one of its most dedicated leaders, former Virginia Professional Fire Fighters (VPPF) Secretary-Treasurer and Roanoke Local 1132 President Emeritus D. Duane



Duane Dixon

Dixon. Duane passed away July 10, 2010, after a courageous battle with cancer.

"Not only was Duane a great leader, but he was a great friend," says IAFF General President Harold Schaitberger. "I was lucky enough to have him as secretary-treasurer when I was president of the VPPF. He became indispensable as an advisor and friend. The IAFF will miss him and so will I."

"Indeed, Duane left all of us too soon," says VPPF President Mike Mohler. "But we will never forget that it's because of his dedication and his professionalism that Virginia is now a better, safer place to be a fire fighter."

Duane became a Roanoke, Virginia, fire fighter and member of Roanoke Local 1132 in 1963. Not long afterwards, he began serving on his local's executive board as secretary-treasurer, then as president.

As president of Local 1132, he worked hard to improve pension benefits, wages, health care benefits and working conditions. He also earned respect representing many fire fighters in grievance hearings and had a reputation for winning.

After Duane retired from the fire department in 1988, Local 1132 bestowed him with Emeritus status.

"Duane was a leader that we all admired," says Local 1132 President Rodney Jordan. "No matter what we needed, he was always there."

In 1972, Duane was elected VPPF Secretary-Treasurer, a position he held until he retired in 2002. He holds the record of longest-serving IAFF officer in Virginia.

At the state-level, Duane helped grow the membership of the VPPF by more than 5,000 members. Additionally, he lobbied for fire fighter presumptive legislation and other legislation important to fire fighters.

His legacy will also be marked by his commitment to education. In fact, Duane held multiple college degrees. In 2002, the VPPF honored him by starting the D. Duane Dixon Scholarship Fund, which benefits spouses and children of fire fighters who want to further their education at accredited institutions of higher learning. Three scholarships are given each year.

Duane was well known to have near-perfect attendance to IAFF conferences, including the IAFF Convention and Legislative Conference. He often served as the delegate for Local 1132 and served on the IAFF Credentials Committee from 1982 until the most recent Convention in 2008.

Additionally, Duane is a founding member of the Federation of State and Provincial Professional Fire Fighters and, for several years, served as its secretary-treasurer. He also held positions on the Roanoke Pension Board, the Roanoke Credit Union and the Fireman's Protective Association.

Duane is survived by his sister, Delores Dixon, wife Sue, sons Matt Dixon and Brian Gearty, and daughters Debbie McMullolland and Amy Lowman and five grandchildren. ■

Seven NLC Graduates Make Good Use of Union Skills

Keith Wright studied how to reduce death rates during live fire training exercises. Daniel Shea focused on promoting residential fire sprinklers. Anthony Mussorfiti wrote a dissertation on the importance of SCBA in reducing fire fighter fatalities.

Wright, Shea and Mussorfiti were among seven IAFF members to graduate this year from the National Labor College (NLC) in Silver Spring, Maryland. Each of the seven — all in the middle of their fire fighter careers — are taking all that they learned and putting it to good use back in their locals.

The seven graduates represent the largest class of IAFF members to graduate from the NLC in a single year. They were among 90 adults from 31 states and one Canadian province to receive degrees at a graduation ceremony June 26.

“As future members of America’s workforce, you may question the current condition and immediate future of the domestic and global economy,” said Representative Donna Edwards (D-MD) in her remarks as keynote speaker at the graduation. “But I believe fully that the degrees you receive here today are answers to those questions. Yes, we must take further action to improve our economy and make sure the United States can adequately compete in the 21st century, but that action comes with the understanding that you all will be the driving force behind economic renewal.”

AFL-CIO President and NLC Board of Trustees Chair Rich Trumka also spoke during the ceremony. “Today, the labor movement confronts challenges everywhere we turn,” he told NLC graduates. “That’s why it’s important that we have graduates who understand the world that we live in and how to effectively respond to these challenges. The AFL-CIO is very proud of you and all that you have accomplished — balancing work, your union roles, family responsibilities, and the time that you dedicated to your education.”

Tony Mussorfiti, a member of the Uniformed Fire Officers Association of New York Local 854, received his NLC bachelor’s degree in Labor Safety and Health. “The NLC program is designed for adult learners,” says Mussorfiti. “It was not easy, but was manageable with the support of the professors, staff and our families. The NLC understands the reality that those attending have full-time commitments at home and work, and supported me throughout the entire process.”

Mussorfiti focused his senior research project on studying how to decrease fire



Daniel Shea (left) and Tony Mussorfiti were among seven IAFF members to graduate this year from the National Labor College.

fighter fatalities through the use of SCBA. He says, “I have already had the opportunity to take the tools and experiences I received at the NLC to develop programs for the Fire Department of New York and the IAFF to help protect emergency responders.”

Keith Wright, a retired active member of Anne Arundel County, MD Local 1563, double-majored in Labor, Safety and Health and Labor Education. “This is a very cost-effective way to get a quality education in labor,” he says. “It is perfect for someone who doesn’t have the time to spend two nights a week in class and it is a great opportunity to spend time with other people from organized labor.”

Deborah Crisher, an A-shift safety officer and member of Virginia Beach, VA Local 2924, received her degree in Health and Safety.

Rick Burt received his degree in Leadership and Administration and will use the degree to pursue a fire chief’s position. An online degree was the perfect choice for Burt, a captain/shift commander for 33 years serving the town of Billerica, Massachusetts, with 76 full time members, five fire stations and a population of 40,000.

Timothy Dupin, a fire fighter with Kansas City, MO Local 42, earned a bachelor

degree in Union Leadership. Dupin, who also attended the Harvard Trade Union program, hopes to use his new education to continue to help his local and the IAFF.

Dennis Eulberg, a member of North Metro, CO Local 2203, received his NLC degree in Labor Studies. “The courses, networking and shift-friendly approach to higher education is something that more members should look at for their degree programs,” he says.

The NLC is the nation’s only accredited higher education institution devoted exclusively to educating union leaders, members and activists. Found by the AFL-CIO in 1969 as the George Meany Center for Labor Studies, it became a degree-granting college in 1997.

For more information about the NLC, its programs, admissions and graduation requirements, visit <http://www.nlc.edu/>.

The IAFF offers three scholarships annually for members pursuing studies at the NLC. The scholarship covers the cost of tuition for one semester (up to nine credits), room and board and provides \$1,000 for travel and incidental expenses.

For more information about the NLC IAFF scholarship, visit www.iaff.org/et/scholarships/NLC_scholarship.htm ■

Union Plus Scholarships Awarded to IAFF Families

One IAFF member and two children of IAFF members have been awarded Union Plus Scholarships. Tuscon, AZ Local 479 member Brian Delfs, Bridget Anderson (daughter of Port Huron, MI Local 354 fire fighter Kevin Anderson) and Robert Irving Jr. (son of Beaumont, TX Local 399 fire fighter Robert Irving) rose above some tough competition to receive the scholarships.

More than 5,000 applications were submitted from students representing all 50 states, Puerto Rico and Canada. Scholarships are awarded based on academic ability, social awareness, financial need and appreciation of labor.

“The IAFF congratulates all of this year’s scholarship recipients,” says IAFF General President Harold Schaitberger. “I know

they will do well as they pursue their academic goals.”

All three awardees are serving or are planning to serve their community in some way. Anderson plans to pursue a career in political advocacy. Delfs has been an IAFF member and officer for more than two decades and hopes to continue supporting the labor movement by running for political office. Irving says community service has been instilled in him by three generations of union members in his family. He is pursuing a mechanical engineering degree.

Union Plus was created by the AFL-CIO to offer consumer benefits to union members and their families. For more information, visit www.unionplus.org/college-education-financing. ■

On the Training Frontline

It began with a simple letter of request from IAFF 2nd District Vice President Mark Woolbright for the IAFF's federally-funded hazardous materials/weapons of mass destruction training. Members of the Professional Fire Fighters of Eastern Missouri Local 2665 were soon participating in the two-week program held onsite at the local's union hall and delivered by six IAFF instructors.

"Nothing is more important than the health and safety of our members," says Woolbright. "By bringing one of the IAFF's cutting-edge programs to our own facilities, we help make our members safer." He adds, "The IAFF HazMat/WMD curricula gives members knowledge and skills they can use on every alarm."

Cutting-Edge Training

Recently we had the pleasure of hosting an 80-hour Hazardous Materials Technician Course funded through a federal grant obtained by the IAFF.

It has been a longstanding goal and objective of mine to get quality advanced training programs such as the IAFF HazMat Technician Course integrated into the training curriculum of the fire fighters in Missouri.

This course demonstrates the IAFF's dedication to providing cutting-edge training to fire fighters throughout North America so that they may safely respond to and mitigate these special operations incidents.

I had the pleasure of attending the final day of training. It was amazing to see that all of the course participants were fully engaged and still excited about the course after a full two weeks of rigorous training. Every student that I spoke with had only extremely positive comments about the instructors and curriculum. It

The fire fighter-driven and delivered training received high marks and accolades from class participants. Local 2665 Secretary-Treasurer John Schneider says, "We greatly appreciate the training. It was an eye-opening experience for our members and really helped rejuvenate our HazMat program." In addition, fire chiefs who visited the class indicated they planned to take steps to capture the excitement and get other students involved in the program.

The Missouri Emergency Response Commission (MERC) also visited during the training and is now partnering with the IAFF 2nd District to deliver 39 *Chemical Process Industries (CPI)* classes across the state. The eight-hour CPI is the IAFF's newest curriculum designed to reduce first responder injuries and fatalities at chemical plant incidents. It also serves as a refresher

is a testament to the quality of instructors and course material delivery of the IAFF's program that make the IAFF an international leader in the educational arena.

Without the IAFF's assistance, increasing the educational knowledge and safety of our members would not be possible.

We look forward to our continued and increased partnership in the future.

Fraternally,

Tim Dorsey
Training Officer
West County EMS and Fire
Protection District

Member
IAFF Local 2665
Professional Firefighters of
Eastern Missouri

Secretary/Treasurer
St. Louis County
Hazardous
Materials Response Team

and has become one of the most widely-requested IAFF courses.

CPI training has also been delivered in Cedar Rapids, Iowa, and the IAFF's *Confined Space Rescue* and *Frontline Safety* programs are scheduled for delivery in Des Moines, Iowa. Additionally, *Frontline Safety* training is scheduled for Lincoln, Nebraska, and Topeka, Kansas. This two-day program provides students the opportunity to examine their own values and those of their work team and organization when it comes to safety. The goal is to help decrease the number of injuries and deaths in the fire service by helping students become safety leaders and advocates for safe behavior.

Requests for IAFF training from affiliate presidents are greatly increasing as the word spreads, and those requests will be approved as federal funding from the IAFF's granting agencies is available.

Mark Fuller, a member of the IAFF HazMat/WMD instructor team who is coordinating the 2nd District training, says, "When the IAFF approached me about coordinating the training, I jumped at the chance to help raise awareness of this program. As a master instructor for the IAFF, I've had the privilege of seeing firsthand how important this training is in improving the health and safety of our members."

The IAFF has established numerous cooperative agreements with federal granting agencies to develop curricula and directly train emergency personnel. The IAFF is currently delivering 12 programs, as well as a train-the-trainer format for most curricula. All curricula are developed and delivered by a cadre of more than 100 IAFF master

Checklist for Requesting IAFF Training:

- Write a letter of request
- Briefly describe your jurisdiction's training needs
- Provide an approximate number of students and preferred timeframe for training
- Have the IAFF local president and fire chief sign letter
- Mail, fax or email your letter to:

Harold A. Schaitberger
General President
International Association of Fire Fighters
1750 New York Ave., NW
Washington, DC 20006
(202) 737-8484
FAX (202) 637-0839
email: hazmat@iaff.org



Missouri fire fighters go through IAFF hazardous materials training.

instructors with an average of 23 years experience as emergency responders and extensive hazmat experience.

All curricula meet or exceed applicable regulations and standards set by the Occupational Safety and Health Administration (OSHA) and the National Fire Protection Association (NFPA).

Courses include HazMat/WMD training, confined space training, health and safety training, refresher training and specialized training. The IAFF provides the instructors and materials for all training programs.

The IAFF is educating its emergency responders to safeguard their health and safety, reduce occupational deaths and injuries and better ensure the safety of their communities. Other affiliates can do the same for their members and communities...it all begins with a simple letter of request.

The IAFF will send a letter upon approval of the request and contact you to schedule the training.

For more information, contact the IAFF Hazardous Materials and Weapons of Mass Destruction Training Department at (202) 737-8484. ■

EMS Continuing Education Available From Kaplan

As the IAFF's preferred educational provider for EMS continuing education, Kaplan University offers a full roster of certificate programs and other CECBEMS-approved continuing education courses for fire fighters and EMS professionals.

For example, a **Medic Monthly** course provides cutting-edge online EMS education that is CECBEMS approved, and a new **Hazardous Materials** course provides in-depth coverage of the properties and effects of hazardous materials and weapons of mass destruction.

Continuing education offerings also include courses in Automated External Defibrillation (AED) use; Assessment and Treatment of Trauma (ATT); Pediatric Education for Prehospital Professionals (PEPP); and Advanced Cardiac Life Support (ACLS) training necessary for recertification. Additional fire courses are available that can be



used as refresher education or as a supplement to any classroom-based program.

A partnership between the IAFF and Kaplan University offers convenient, cost-effective online courses designed to provide fire and EMS professionals with the continuing education required for state licensure renewal. More than a dozen programs are available in the fire and emergency services area.

For more information about these online programs, scholarships, experiential credit, or to enroll, call (877) 836-5857 or visit www.kaplanfireandems.com/IAFF. ■

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WFI Resource Helps Develop Or Enhance Wellness-Fitness Programs

In 1996, the IAFF and the International Association of Fire Chiefs (IAFC) created the Fire Service Joint Labor/Management Wellness-Fitness Initiative (WFI) to improve fire fighter health and fitness. In the years since its inception, the WFI has been successful in improving the health and safety of fire fighters and paramedics across North America.



The 3rd edition of the WFI was officially released in August 2008. This latest revision includes additional information to assist affiliates in implementing the WFI. For example, a cost justification chapter reviews the economic impact of the WFI on the 10 charter departments by calculating occupational claims and costs. This information helps reinforce the need to invest in the nation's fire fighters.

A new implementation chapter offers a step-by-step approach to full implementation of the WFI. Any fire department can use this information to evaluate a current wellness-fitness program or design and implement a new program that meets the criteria identified in the WFI. While various elements and methods of a wellness-fitness program may vary from department to department, the program development process is similar.

This chapter includes sample strategies and worksheets to assist with



implementation of the WFI. In addition, the WFI Fitness Protocols have been updated and now features a video demonstration of each protocol, including proper methods and equipment for determining body composition, aerobic capacity, muscular strength, muscular endurance and flexibility. The Gerkin and FDNY protocols have been replaced by the new WFI Stepmill and WFI Treadmill protocols.

A number of fire departments throughout the United States and Canada have developed wellness-fitness programs based on the WFI. To help affiliates that are in the process of developing and managing wellness-fitness programs, the IAFF has created an online resource of information that capitalizes on the experience of other successful programs.

This online resource currently features wellness-fitness programs for 21 affiliates, including the 10 initial departments on the

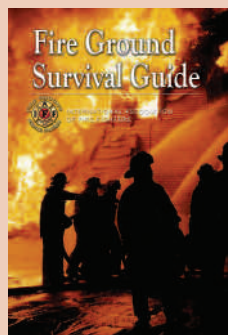
IAFF Releases Fire Ground Survival Train-the-Trainer

Despite advances in technology and equipment, fire fighters continue to lose their lives as a result of becoming lost or disoriented, trapped or entangled, or running out of air.

In an effort to prevent these tragedies and keep members safe, the IAFF has developed the Fire Ground Survival training program to ensure that training for Mayday prevention and Mayday operations are consistent among all fire fighters, company officers and chief officers.

The program is designed to train fire fighters to perform standard, potentially life-saving actions if they become lost, disoriented, injured, low on air or trapped, and to develop training exercises that are consistent throughout the fire service.

“Our guiding philosophy has been that the fire service has for decades trained for success — we teach how to put a fire out or mitigate other hazards,” says IAFF General President Harold Schaitberger. “What we don’t consistently do is train for when failure occurs. Without such training, fire fighters do not have the practiced skills when and if when they get into trouble.”



Funded by the IAFF and assisted by a grant from the U.S. Department of Homeland Security (DHS) through the Assistance to Firefighters (FIRE Act) grant program, this comprehensive Fire Ground Survival training initiative applies lessons learned from fire fighter fatality investigations conducted by the National Institute for Occupational Safety and Health (NIOSH) and developed with the assistance of subject matter experts from the IAFF, the IAFC and NIOSH.

The International has also involved more than 32 IAFF affiliates in the development and beta testing of the training program. Evaluations of the curriculum and training process were conducted in New York City; Los Angeles County; Austin, Texas; Tucson, Arizona; and Frederick County, Maryland.

“This initiative relies on the experiences that our members have faced on the fire ground so fire fighters in the same situation will be able to perform standard, potentially life-saving actions,” notes Schaitberger.

Through classroom and hands-on exercises, the Fire Ground Survival training program provides materials on: Preventing a Mayday; Being Ready for the Mayday; Fire Fighter Self-Survival Procedures; Fire Fighter Self-Survival Skills; Skills Necessary to Self Rescue; and Fire Fighter’s Expectations of Command.

“What we don’t consistently do is train for when failure occurs. Without such training, fire fighters do not have the practiced skills when and if when they get into trouble.”

—General President Schaitberger

The Fire Ground Survival training program was featured at the IAFF 2009 John P. Redmond Symposium and the 2010 Fire Department Instructors Conference (FDIC).

As part of the IAFF’s ongoing efforts to determine the best delivery method for the greatest access while maintaining the quality of instruction and providing the highest degree of safety, the International has completed its final test of the program in Prince George’s County, Maryland.

The program is now ready for field delivery in a Train-the-Trainer format. For information on how to bring this comprehensive program to your department, contact the IAFF Division of Occupational Health, Safety and Medicine at (202) 824-9304.

The IAFF is also evaluating various ways to provide the classroom portion as an online or distant learning option so members can progress through the curriculum at their own pace. ■

Fire Service Joint Labor/Management Wellness-Fitness Task Force. The IAFF continues to add resources submitted by additional departments. All IAFF affiliates and their fire departments are invited and encouraged to submit information on their programs for inclusion in this resource.

Other features of the online resource include program descriptions of fire fighter wellness-fitness programs for all sizes of career and combination departments across the United States. Copies of program management Standard Operating Procedures (SOPs), photographs of program-related equipment and set-ups, purchasing specifications for program-related equipment, information on grant-funded fire prevention and safety programs and proposals and contact information for wellness-fitness program managers can all be downloaded and edited.

The WFI Resource also provides links to fire fighter wellness-fitness related materials and streaming video of existing wellness-fitness related materials that have been developed by participating fire

departments and IAFF affiliates.

The IAFF encourages affiliates to use the WFI Resource to learn from successful programs to develop or enhance their own wellness-fitness program. ■

IAFF Updates Line-of-Duty Death Investigation Manual

Investigating a line-of-duty death or a serious injury is one of the most difficult and important tasks that the fire service can undertake. Every fire fighter death or serious injury — as well as close call or near-miss incidents — should be thoroughly investigated as part of the mission to improve the safety of the fire fighting profession.

In 1997, to assist in identifying the actions to take to prevent and reduce the risk of fire fighter injuries and deaths, the IAFF developed the **Fire Fighter Line-of-Duty Death and Injury Investigation Manual**. At the 2006 Convention in Toronto, Ontario, delegates adopted



Resolution 19 requiring the IAFF to request support from the International Association of Fire Chiefs (IAFC) to create a joint committee to develop a national policy on line-of-duty death incidents.

A complete revision of this manual has been reviewed by the IAFF Standing Committee on Occupational Safety and Health and the IAFC Health and Safety Committee and will be distributed at the 2010 IAFF Convention in San Diego. The Manual will also be available online.

Investigating these incidents will help prevent future deaths and injuries, both within the fire departments that experience the loss and throughout the fire service.

While each investigation is directed toward a particular incident and the fire department or agency directly involved in the incident, there is a professional responsibility that extends throughout the fire service to share the information and the lessons so others may learn from each unfortunate occurrence. ■

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or visit umuc.edu/fire



Join the IAFF Burn Foundation Fitness Team

The IAFF Burn Foundation has partnered with several run and walk events, including the Marine Corps Marathon (MCM), MCM 10K and Bank of America Chicago Marathon.

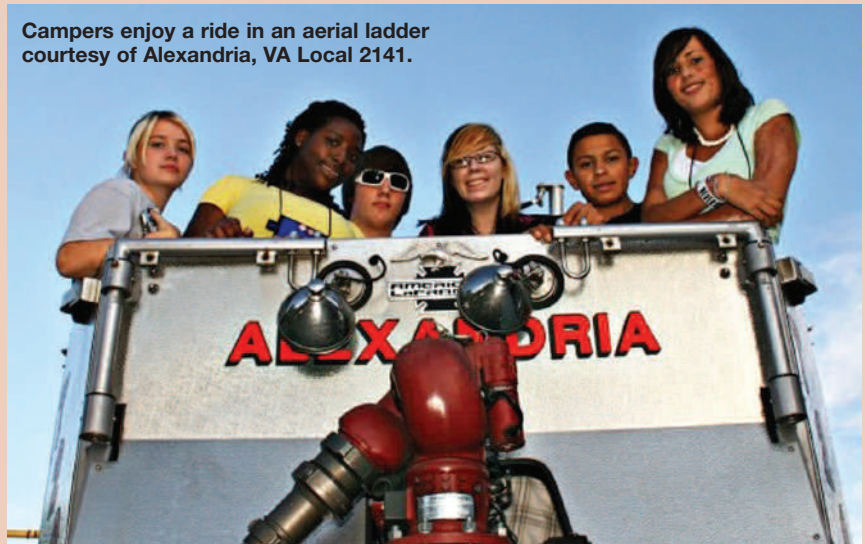
The Bank of America Chicago Marathon team is full, but a limited number of spots remain for the Marine Corps Marathon and MCM 10K teams.

All proceeds support burn awareness, research and treatment. Visit the “Marathon Runner” Facebook page for information on how to participate or support IAFF Burn Foundation Fitness Team members, including an “Ask the Coach” feature and pace team information.

To register, visit burn.iaff.org or email burnfoundation@iaff.org. ■



Campers enjoy a ride in an aerial ladder courtesy of Alexandria, VA Local 2141.



Life Changing Experiences Begin At Burn Camp

Each year, the IAFF Burn Foundation welcomes teenage burn survivors and fire fighter counselors from regional burn camps throughout North America to Washington, DC for its International Burn Camp. This widely recognized program is a once-in-a-lifetime opportunity and includes an all-expenses-paid week of sightseeing, visiting with national leaders and sharing of experiences with others who have successfully and courageously fought back from a burn injury. The 2010 Burn Camp is scheduled for September 25-October 1. For more information, visit burn.iaff.org or email burnfoundation@iaff.org. ■

New England Walk for Burn Awareness A Great Success

More than 300 people joined IAFF members and current and former patients of the Shriners Hospital for Children Boston for the first New England Walk for Burn Awareness.

The event, held along the Boston waterfront, was designed to increase awareness for and support those who have suffered burn injuries while benefiting Boston’s Shriners Hospitals for Children, the IAFF Burn Foundation and the Boston, MA Local 718 Burn Foundation.

IAFF 3rd District Vice President Michael Mullane and Boston Local 718 President Ed Kelly welcomed participants and thanked them for their support. Also present was 1st District IAFF Burn Foundation Coordinator Ronald Kressman.

The event kicked off with participants walking between two Boston ladder trucks with the Greater Boston Firefighters Pipes and Drums and Boston Firefighters Honor Guard. Throughout the walk, Massport’s Fire Boat 1 — the Howard Fitzpatrick — conducted a water show. Special guests included Brampton, ON Local 1068 fire

fighter and star forward for the Boston Blazers, “Dangerous” Dan Dawson.

“I am beyond pleased with how well the

event turned out,” says Phil Tammaro, a member of Billerica, MA Local 1495 and the 3rd District IAFF Burn Foundation



3rd District IAFF Burn Foundation District Coordinator Phil Tammaro is joined by fire fighters, Shriners staff and the clowns of Shriners at the New England Walk for Burn Awareness.

Brampton, ON Local 1068 fire fighter Dan Dawson and burn survivor Carrie Holmstrom share stories and enjoy the walk along the pier.



“After months of planning, it was so rewarding to see fire fighters, burn survivors and Shriners staff come together to enjoy a great day while bringing much-needed attention to our cause.

—Phil Tammaro, Billerica, MA
Local 1495 and 3rd District IAFF
Burn Foundation Coordinator.



From left: Dennis Costin, president of the Boston Local 718 Burn Foundation; Ed Kelly, president Boston Local 718 and Rich Paris, vice president of Boston Local 718, enjoy ice cream on a beautiful day for a walk in Castle Park.

Coordinator. “After months of planning, it was so rewarding to see fire fighters, burn survivors and Shriners staff come together to enjoy a great day while bringing much-

needed attention to our cause. I am honored to have been part of this event, and I look forward to doing it again next year.” ■

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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.



General President Schaitberger visited Fremont, NE Local 1015 members at the fire station during the Nebraska Professional Fire Fighters Association annual meeting. Pictured: Local 1015 Executive Board member Todd Coffey (second from left), Local 1015 Executive Board member Rob Taylor (right of Schaitberger), Local 1015 Secretary Treasurer Eric Peters (sixth from left) and IAFF 2nd District Vice President Mark Woolbright (far right). Back row: Local 1015 President Dave Wordekemper (second from left) and Vice President Dough Backens.

President Schaitberger and General Secretary-Treasurer Tom Miller traveled to Lawrence, Massachusetts, in June to join IAFF 3rd District Vice President Mike Mullane, Professional Fire Fighters of Massachusetts (PFFM) President Bob McCarthy, former PFFM Secretary-Treasurer and current state Senator Ken Donnelly (right of Mullane), current PFFM Secretary-Treasurer Brad Tenney (far right), Lawrence Local 146 President Pat Driscoll (left of Schaitberger), Local 146 Secretary Graeme Millar (left of Driscoll), Local 146 Vice President Kirk Scanlon (third from left), Local 146 Treasurer Deb Nickerson (far left in front) and Local 146 members at Engine 6 for a rally against the layoffs of 32 fire fighters.



President Schaitberger met with United Professional Fire Fighters Association (UPFFA) of Connecticut President Pete Carozza and members of Mashantucket Pequot, CT Local 4746 at their fire station. Pictured: Local 4746 President Douglas Foster (left of Schaitberger), Local 4746 Secretary Dan Post (far left in back), Local 4746 Vice President Derek Gaston (right of Carozza) and Local 4746 members. UPFFA of Connecticut and Local 4746 jointly hosted the New England Conference of Fire Fighters.



Approximately 1,300 IAFF members from across the entire 2nd District and beyond attended the special MDA Fire Fighter Appreciation Day at Busch Stadium in St. Louis, Missouri, home of the St. Louis Cardinals. President Schaitberger was there to throw out the first pitch in a game against the Oakland Athletics. MDA sponsored the event to thank fire fighters for filling the boot and serving as MDA camp counselors. Also in attendance were IAFF General Secretary-Treasurer Tom Miller, IAFF 2nd District Vice President Mark Woolbright and Associated Fire Fighters of Illinois President Pat Devaney, Iowa Professional Fire Fighters President Rick Scofield, Missouri State Council of Fire Fighters President Tony Kelley and Nebraska Professional Fire Fighters President Dave Engler.



Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0980 Bessemer—Jeff Lowe, Robin Parsons, Larry Shivers, L1349 Mobile—Walter Harrison, L3201 Pleasant Grove Fire Fighters Association—Cecil Hughes, L4035 Hoover—James Glass, L4101 Escambia County—Marvin Parham

ARIZONA L0493 Phoenix—Harold Cherry, John Dwyer, Gary Ford, Henry Guzman, Donald Harlacher, Michael Maciel, Mark Marini, Michael Martin, Steward McGee, Bruce Miel, Mark Molitor, Don Moore, L1505 Flagstaff—Mark Tracy, L2260 Mesa—Steve Blum, Robert Cline, A. Hal Key, Brady Leffler, Radona Orlando, L2974 Lake Havasu—Richard Goodwin, L3066 United Yavapai—Timothy McElwee, L4125 Green Valley—John Lane, L4295 Mohave Valley—Charles Hopkins

ARKANSAS L0034 Little Rock—Larry Bentley, William Davidson, Robert Walla, Tommie Wilson, L1373 Camden Professional Fire Fighters Association—Wayland Chambers, L3718 Jonesboro—Aaron Keller

BRITISH COLUMBIA L0018 Vancouver—Dennis Etheridge, Don Symington, Brian Turkington, Glenn Warkentin, Robert Widdess, L0323 Burnaby—Bill Morrison, L0730 Victoria—Randy Rae, L1271 Surrey—Leif Sogaard, Gerry Wilson, L1763 Delta Firefighters—Stephen Watts, Del Westfall, Thomas Whyte, L1782 Coquitlam—Ron Bourassa, L4264 Esquimalt—Randal Evans, L4550 Township of Langley Professional Fire Fighters Association—Rita Paine

CALIFORNIA F0053 Edwards Air Force Base—Richard Peters, F0305 Camp Parks Professional Fire Fighters—Mark Brown, L0112 Los Angeles City—David Calhoun, James Clark, George Clock, Don Donester, Richard Estrada, Lawrence Fierro, Manuel Frausto, Johnny Garcia, Juan Gonzalez, Edward Gonzalez, John Griffin, David Hernandez, Lawrence Jarvis, Jobe Leon, Alan Masumoto, Kendall McCarthy, James O'Connell, Daniel Ramler, Cleveland Tipton, Truman Van Dyke, Alfredo Veliz, Larry Wilson, L0188 Richmond—Douglas Murrey, L0522 Sacramento—Patricia Chelseth, Jill Conner, Patrick Cook, Jeff Ferguson, Steven Horning, Mark Stewart, Thomas Williams, L0753 Fresno—John Augenstein, Kenneth Belmont, Gary Bolinger, Larry Prieto, Timothy Taylor, Victor Marquez, L1067 Riverside City—Patrick McGeehan, L1109 Santa Monica—Mike McKean, John Puklus, Gerald K. Renish, L1230 Contra Costa County—William Banovitz, David Carpenter, Gary Clausen, Dave Clement, Ronald Dalton, Anthony Garcia, David George, Kenneth Kehl, John Marshall, Alan Mathews, Mark McCullah, Daniel Steinhoff, Ronald Stevens, Steven Trotter, Henry Warren, Mark Watson, L1270 Salinas—Randall Evans, Steven Furtado, David Garibay, Ken Logdson, L1301 Kern County—Robert Baker, Richard Davis, Robert

Lechtreck, Donald Napier, Robert Trentham, L1364 Ventura County—Craig Morgan, L1775 Marin Professional Fire Fighters—Gary Alvey, Michael Ortelte, L1829 Paradise Fire Fighters—Thomas Kay, L1934 Redding—Rich Bates, Larry Wondercheck, L2020 Santa Maria City Fire Fighters—Ralph Castillo, Joseph Martinez, Frank Reyes, Ron Visconte, L2216 Compton—Joel Cincotta, Eli Curtis, Lionel Guerin, Dennis Logan, Lemuel Neal, Edward Rodriguez, Leo Taylor, L2400 San Mateo County—Armando Muela, L2744 National City—Isaac Hollis, L2787 Redondo Beach—Richard Martinez, L2881 CDF Fire Fighters—Jeffrey Cate, Deborah Daly, William Hoehman, Steven Huntington, Martha Johnson, Don Saether, L3440 Arcadia—William Britt, Gerald Martin, L3546 San Ramon Valley—Dale Bailey, Sylvia Sancen, L3631 Orange County Professional Fire Fighters Association—Jeffery Clark, Edward Miller, L3821 Montebello Fire Fighters Association—James Duncan, Joe Giron, L4545 Rescue Professional Fire Fighters—Gary Patten

COLORADO L0858 Denver—Randal Burke, John Cary, William Meier, Terry Neiman, Douglas Wilder, L0888 Greeley—Greg Woods, L1290 Aurora—Cynthia Andersen, William Brandt, Wayne Lashley

CONNECTICUT L0760 Hartford—Howard Alston, John Cirullo, Jose Schaffino, Ivan Villalobos, L0773 Bristol—Leo O'Donnell, L0944 Milford—Thomas Connors, Lawrence Lester, L1339 Waterbury—Henry Spellman, S0015 Connecticut Police and Fire Union—Scott Ardel, Christina Burkert, Kenneth Jones, Joseph Killen, Jose Mattias, James Stewart

DISTRICT OF COLUMBIA L0036 Washington—Wade Johnson

FLORIDA L0122 Jacksonville Association Of Fire Fighters—Daniel Foote, George Fox, John Jarrett, Murray Kramer, George Leath, Dennis Lee, Douglas Richmond, Ronald Taylor, Kevin Walton, L0587 Miami Association Of Fire Fighters—R. L. Evans, Joseph Fernandez, L0727 West Palm Beach Association Of Fire Fighters—Michael Williams, L1102 Hialeah Association Of Fire Fighters—Jeffrey Tucker, L1375 Hollywood Professional Fire Fighters Inc.—Thomas Dinges, L1424 Key West Fire Department—Terry Blanco, Kevin Cates, L1510 Fire Fighters Of Miami Beach—Charles Albury, Lorie Andolina, Frank Connolly, Dale Shomers, L2057 Orange County Professional Fire Fighters—Albert Brock, Gary Carter, Anne Keller, L2117 Reedy Creek Fire Fighters Association—Billy Dover, L2157 Gainesville Professional Fire Fighters—George Trotman, L2271 New Smyrna Beach Professional Fire Fighters Association—Glen Farmer, Brian Wiess, L2292 Professional Fire Fighters Of Pembroke Pines—Mark Hooper, Richard Nelson, L2294 Hillsborough County Fire

Fighters—William Bridges, Peter Byrne, Hayden Cameron, Jules Caprio, Anthony Escobio, Frank Fernandez, Eleanor Hall, Robert King, John Mitchell, William Porter, Ronald Rogers, Michael Stokes, L2297 North Naples Professional Fire Fighters—Bruce Alleman, Frank Cancellieri, Tim Higgins, L2446 Palm Bay Professional Fire Fighters—Benjamin Kiszkiel, Rob Plante, L2546 Suncoast Professional Fire Fighters & Paramedics—John Ambrozic, Thomas Braille, James Homick, Stephen Kalprzyk, Harry Mount, Skyler Phillips, Michael Rodrigue, Mattheu Scarbrough, Michael Schulze, Theodore Talcott, Thelma Vessel, L2913 Deltona Professional Fire Fighters—Jorge De Arrigoitia, Ronald DeGaetani, Ralph Feick, James Horton, L2928 Professional Fire Fighters & Paramedics Of Palm Beach County—David Buck, Michael Burroughs, Timothy Gardner, Carey Tiersch, Donald Welsh, Tim Werner, L2959 Professional Fire Fighters and Paramedics of Martin County—Ellis Padgett, L3118 Port Orange Professional Fire Fighters Association—Michael Amara, John Kondos, Gary Sedacca, L3182 Golden Gate Fire Fighters—Corey Nelson, L3210 Sebring Professional Fire Fighters Association—Charles Byrne, L3927 Casselberry Professional Fire Fighters—James Nolin, L4173 Lakeland—Brett Hagood, L4321 Broward County—Denise Brousseau, John Frailey, L4565 Madison Professional Fire Fighters—Archie Strickland, S0020 Florida State Fire Service Association—Arthur Baker

GEORGIA L1460 Marietta—Ben Johnson, L2563 Cobb Professional Fire Fighters—Rick Carroll, William Shelton

GUAM F0150 U.S. Naval Base Guam Federal Fire Fighters—Vicente Sablan

HAWAII F0263 Federal Fire Fighters Of Hawaii—Rodney Whittington, Robert Yockman, L1463 Hawaiian Islands—Keith Campbell, Brian Chang, Stacy Higa, George Ku, Roberto Medina, Theodore Van Gelder

IDAHO L0149 Boise—Dave Hamman, L1565 Idaho Falls—Monty Jacobson

ILLINOIS F0292 Rock Island Arsenal—Timothy Wolf, L0002 Chicago—Andrew Brozyna, Michael Flahive, Patrick Lindenmeyer, John McErlean, Jack Nakanishi, Martin Pufpaf, John Spiekerman, Thomas White, L0026 Rock Island—Donald Johnston, L0049 Bloomington—Ronald Brandel, Robert Fike, Michael Johnson, Mark Kratzner, Vicky Williams, Randy Woith, L0053 Belleville—Larry Bingheim, L0099 Aurora—Gary Avram, John Becker, Martin O'Brien, L0439 Elgin—Victoria Zierk, L1526 Franklin Park—Donald Johnston, L2392 Villa Park—Louis Vicelli, L2442 Normal—Edward Hershberger, Daniel Hite, L2625 Collinsville—Robin Thorpe, L2697 Park Ridge—Thomas Sutfin, L3005 Bolingbrook—Louis Hoffman, L3105 Arlington Heights—William Dressel, Wade Gritt, L3252 Litchfield—David Sumpter, L3277 Glenside—Richard Osborn, L3656 Homewood—Jody Applegate, L3926 Crystal Lake Professional Fire Fighters Association—James Kalisik, L3970 West Chicago Professional Fire Fighters—Dennis Keefe, L3982 Bartlett—Steven Bahr, Julie Clarke, L4186 Glenview—Walt Lovelady

INDIANA L0124 Fort Wayne—Timothy Johnson, Joe Justice, L0338 Elkhart—Alonzo Curry, Mike Doering, Aaron Krizmanich, Kirt Matthews, Robert Rider, Richard Snell, Max Yeakey, L0357

Evansville—David Hooker, Ronald Inkenbrandt, Dennis Isaac, Kim McWilliams, **L0416 Indianapolis**—Maynard Byrum, **L4416 Hamilton County Professional Fire Fighters Union**—Rick Taylor, **L4444 Carmel Professional Fire Fighters Union**—Gary Dufek, Charles Whitaker
IOWA L0007 Sioux City—Ricky Ohl, **L0011 Cedar Rapids**—William Hanlon, Rickie Scofield, **L0017 Davenport**—Anthony Ruckoldt, **L0353 Dubuque**—Garry Arensdorf, Frederick Walke
KANSAS L0135 Wichita—James Robillard, **L0179 Hutchinson**—Tony Asberry, Mark Cessna, Richard Unruh, **L0265 Coffeyville**—Michael Mansfield, **L0782 Salina**—Brian Darnell, **L0818 Emporia**—Steve Howe
KENTUCKY L0038 Covington—Steven Edmonds, **L0345 Louisville**—Oral Banta, Eugene Botner, Roger Burden, Dennis Coffman, Dwayne Gagel, Jeffrey Gamwell, Don Gorin, Dewain Haines, Robert Hinkle, Eric Hoffman, Kevin Kendrick, Thomas Koening, Patrick Kuster, Mickey Leister, Dirk McCoy, Charles Mucker, Joseph Nally, Michael Porter, Douglas Recktenwald, David Reid, Kendrick Scott, Ronald Smith, Jorge Soto-Perez, Thomas Spalding, Andre Stone, John Turner, Curtis Watson, James Yates, **L0706 Ashland**—John Picklesimer, **L0927 Bowling Green**—Chris Alderson, Jerry Bridgeman, Jerry Oliver, Thomas Williams, **L1570 Shively**—John Renn, **L2290 Henderson**—Greg Burris
LOUISIANA L0514 Shreveport—Vincent Henderson, George Matthews, Mitchel O'Neal, William Rushing, Frank Wright, **L0540 Alexandria**—Lloyd Feazell, **L0619 Lafayette**—Keith Hill, **L0629 Monroe**—Raymond Batley, Darrell Brinson, Debbie Carr, Benjamin Green, Henry Jackson, Joe Keene, Robert Kelley, Sandra Maxey, Steve Sawyer, **L1385 West Monroe**—Brian Rodgers, **L3797 Baker**—William Curtis, Joey Grace, **L4524 St. George Professional Fire Fighters Association**—James Wilson
MAINE L0772 Bangor—Kenneth Wicks, **L0797 Auburn**—Jayme French, **L2247 Old Orchard Beach**—Craig Collins
MANITOBA F0160 Pinawa—Jack Hildebrand, **L0803 The Brandon Professional Fire Fighter/Paramedics Association**—Murray Pierce, Wayne Yacyshen, **L0867 Winnipeg**—G. A. Appleyard, Omer Kitchen, John Moehring, Peter Schillberg
MARYLAND F0281 Professional Fire Fighters Of Fort Meade—D. Michael Doll, **L0734 Baltimore**—Treywayne Burnette, Edward Chester, Marvin Davis, Daniel Geraghty, Joseph Graham, Edison Grove, Michael Maybin, John Muhammad, Joseph Raspe, Robert Wilkins, Donald Winger, Arthur Woodford, Raymond Yeagy, **L1311 Baltimore County**—Thomas Amereihn, Jerry Bolling, Roland Bosley, Paul Burke, Bobby Chesney, Terry Elkins, Mark Garrett, Joseph Grusch, Donald Howard, G. William Isaac, Daniel Lemmon, Judy Myers, Anthony Myers, Robert Patterson, Samuel Pearce, Ellen Rivers, Robert Robey, Donald Schaal, Charles Snyder, Larry Trump, William Yingling, **L1563 Anne Arundel County**—Reginald Nutwell, Martin Pardoe, Christopher Tilley, **L1619 Prince George's County**—Sabrina Adams, Keith Anderson, Ronald Brown, Fred Campbell, Marie Heaton, James Loor, Roxanne Proctor-Small, Robert Rouse, Victor Stagnaro, Tyrone Wells, **L1664 Montgomery County**—Wayne Courtney, Mike Luke, Darlene

Machovec, Christopher Maple, Eugene Tyler
MASSACHUSETTS L0076 Somerville—Richard Dobson, William Fowler, Joseph Galvin, William Hurley, Stephen Keenan, Wayne Kennedy, Lawrence Sullivan, Martin Trahan, **L0144 Brockton**—Scott McDuffy, **L0718 Boston**—Paul Finn, Edmund Street, Edward Sullivan, **L0841 New Bedford**—William Theodore, Kenneth Veary, **L0863 Newton**—John Colella, John Kennedy, **L0902 Malden**—Brian McGonagle, **L0937 Chelsea**—Edward Bermudez, **L1009 Worcester**—Robert Reynolds, **L1370 Wilmington**—Richard Hughes, Christopher Neo, Robert Varey, **L1397 Falmouth**—Glenn Medeiros, William Peck, **L1652 Framingham**—Louis Callahan, David Carroll, Dean Hillman, **L1658 Andover**—Richard Hartman, **L1691 Methuen**—John Rogers, **L1717 Bourne**—Joseph Goulart, Peter Lindberg, **L1764 Amherst**—James Johnson, **L2038 Danvers**—Steven Cameron, **L2215 Gardner**—Robert Newton, **L2649 Somerset**—William Davis, **L3159 Halifax**—Henry Bosworth, **L3415 Plainville Permanent**—Bruce Barton
MICHIGAN L0102 Saginaw—Calvin McFarland, **L0344 Detroit**—Gary Clapp, Gary Collins, Timothy Gajewski, Terry Harriman, Kristen Nevin, David Stanton, Aaron Tennis, **L0352 Flint**—Edith McGee, Hector Munoz, **L0421 Lansing**—D. Todd Ness, **L0722 Sturgis Fire Fighters Association**—David Charles, **L0812 Ferndale**—James Aiello, Norman VanSparrentak, **L1279 Westland**—Charles Baber, Larry Carignan, Charles Cassady, Brian Craft, Ronald Francis, Gary Grabowski, Kenneth Leftwich, Scott Lucas, Mike Muscat, Colleen Pennington, George Peplinski, Bruce Tenniswood, Mark Wilhide, **L1511 Adrian**—Rex Lewis, **L1600 Meridian Professional Fire Fighters**—Tom Carrow, Greg Hammond, Dave Harper, **L1744 Saint Clair Shores**—James Haddad, **L1830 Ypsilanti Township**—Arnold Brodie, Ronald Eddington, Larry Gakle, Kurt Owings, Philip Stachlewitz, Keith Wright, **L1911 Garden City**—Michael Massey, Raymond Wlosinski, **L2659 Farmington Hills**—Michael Garr, **L2758 Wyoming**—James Hutchison
MINNESOTA L0520 Rochester—Kim Fanning, Mark Fitting, **L2078 Red Wing**—Bradford Kimball, **L4725 Brainerd Fire Fighters**—Keith Bachman
MISSOURI F0108 Fort Leonard Wood—Kenneth Gardner, **L0042 Kansas City**—Bilal Hazziez, Michael Hosler, Edward Howe, Ronald Scrivener, **L0073 Union of Prof. Fire Fighters Paramedics EMT's and Dispatchers of St. Louis**—Bryan Holland, James Long, **L2665 Professional Fire Fighters of Eastern Missouri**—Gary Leibach, Christina Scarpinato
MONTANA L0547 Kalispell—Kris Cox, **L3261 Great Falls Airport**—Joseph McKamey
NEBRASKA L0385 Omaha—Scott Clifton, Richard Hawley, Steven Johnson, Timothy Keefer, Denise Kyle, Robert Moran, Joseph Nekola, Jeffrey Prazan, Thomas Quinlan, William Roberts, Thomas Rodino, David Sorich, Charles Spencer, Michael Zahn, **L1015 Fremont**—Albert Nielsen, **L4573 Eppley Fire Fighters**—Ronald Benak
NEVADA L0731 Reno—Alan Carlson, James Colombini, Ronald Fye, Frank Gonzales, Geoffrey Hillier, Ron Jahn, Dale Kiriaze, Ronald Loudenburg, Hank Ni, Art Pridham, James Sommer, Jon Wagner, **L1265 Sparks**—Robert Zoanni, **L1285 Las Vegas**—Douglas Downs, **L1607 North Las Vegas**—Susan Kochevar, **L1883 Henderson**—Hans Albrecht,

L1908 Clark County—Jerry Rainwater, Jeffery Ruby, Dennis Snider, **L2441 Tahoe Douglas**—Glenn Sanders, Larry Schussel, Scott Stice
NEW BRUNSWICK L0771 Saint John—J. N. MacKenney, Allan McNulty, Douglas O'Toole, Danny Paul, Kevin Wilson, **L0999 Moncton**—George Butler, Tim Crossman, Brian Forsyth, Brian Hannon, Rheel LeBlanc, Paul MacQuarrie
NEW HAMPSHIRE L0789 Nashua—Robert Bianchi, Byron Breda, Joseph Mitchell, **L2892 Salem**—Alan Briand
NEW JERSEY F0169 Picatinny Arsenal—James Benton, Craig Flannigan, Robert Jenkins, William Nealis, David Stiles, **L0198 Atlantic City**—James Boyle, Walter Brangenberg, Andre Byrd, Arnold Chiola, Charles Kraly, Matthew Lawler, James Revelle, Gary Rzymyk, Robert Solari, David Welsh, **L0286 Perth Amboy**—James Rivers, Aaron Zolnowski, **L0305 Irvington Professional Fire Fighters Union**—James Suter, **L1064 Jersey City Fire Officers**—Joseph Berberick, William Jimenez, Wayne O'Connor, **L1066 Jersey City**—Keith Arroyo, Kevin Baran, Thomas Brown, Daniel Chevestick, Luis Colon, Vincent Curci, Victor Damato, Richard Feldhan, Robert Fox, Duane Gilmartin, Jerome Gouridine, Lawrence Haynes, Benjamin Hill, Albert Jablonski, Dennis Karczewski, Ronald Kowalski, Joseph Krajnik, George Lonny, Michael Manzo, Carlos Marin, Gary McCardle, Terrance McGee, John McLoughlin, Harold Motley, Michael Mozal, Kenneth Mullarney, Frank Negron, William Norton, Brian Onieal, Ali Overby, Michael Razzoli, Nicholas Restivo, Michael Rubino, Martin Schade, Robert Schau, Efen Serrano, Wayne Sommers, Thomas Sramowicz, Wayne Taylor, Benito Torres, Robert Verpent, Vincent Wolleon, **L1860 Newark Fire Officers**—Robert Banta, Edward Rydzewski, **L2364 Northfield**—Robert Swartz, **L2578 Camden Officers**—Darryl Lewison, Maurice Wilson, Larry Wilson, **L2657 Brigantine**—William Mayer
NEW MEXICO L0244 Albuquerque—Elfego Baca, Todd Bethke, Jeff Buntz, Andrew Garcia, Peter Hess, Paul Tapia
NEW YORK L0028 Schenectady—John Gage, Donald Macherone, **L0094 Uniformed Fire Fighters Assoc. Of New York**—James Ahrens, Frank Barton, Joseph Cicha, Anthony Cittadini, Robert Dellatto, Ross DiMiceli, James Donnelly, Garry Giannandrea, Daniel Gilmore, John Gorman, Robert Grimes, Kenneth Grobasky, Alexander Gryner, Steven Humenesky, Michael Kennedy, Mark Koetzner, Thomas Lapp, Richard Lengefeld, Keith Long, Shawn May, John McAuliff, Thomas Meyers, Robert Montgomery, John Murray, Kevin Nolan, Richard Oliveri, Richard Pearsall, Colin Phillips, Leonard Pitts, Mark Rowan, Christopher Santos, Paul Scalard, Ronald Schankin, Joseph Scollan, Daniel Shortell, Harry Stefandel, James Sullivan, William Tropea, Douglas Yenzer, **L0343 Saratoga Springs**—Jack Dejnozka, Mark Hammond, Frederick Whipple, **L0589 Newburgh**—Charles Clouser, **L0714 Niagara Falls**—David Hazelton, **L0898 Mamaroneck**—John Jirgal, John Maxwell, **L1071 Rochester**—Angelo Barbetta, Thomas Boyle, Michael Hutton, Samuel Insalco, Gregory Noto, Donald Spahn, Michael Wierzbicki, **L2421 Plattsburgh**—Stacy Greenhaw, **L2737 Cortland Professional Fire Fighters Association**—Michael Andersen, Edward Beebe, Wayne Friedman, **L2859 Geneva Fire Fighters**—Courtney Smith, **L4021**

Auburn Assistant Fire Chiefs—J. Martin Corcoran
NORTH CAROLINA L1915 **Burlington Fire Fighters Association**—Marshall Lynch, L3137 **Statesville**—John Mitchell, L4249 **Jacksonville**—Mike Koonce, Rick Morrow
NORTH DAKOTA L0642 **Fargo**—Dan Freeman, John LaValle, Larry Sisk
NOVA SCOTIA L0268 **Halifax**—Gerald Crooks
OHIO L0048 **Cincinnati**—Lopez Clifton, Patrick Nolte, Stephen Owens, Mark Rusin, Steven Siereveld, Emma Unzicker, Kim White, Paul Wietmarschen, L0067 **Columbus**—Russell Beckley, David Breckenridge, Michael Fiasconi, Charles Harvey, Mark Humphrey, Richard Legg, Thaddeus Leonard, Timothy Miller, Robert Moore, Cynthia Moree, David Ogg, L0093 **Cleveland**—Terrence Chambers, Timothy Harrington, Thomas Keco, Russell VanScyoc, L0204 **Warren**—Timothy Nussle, L0312 **Youngstown**—Robert Banks, Gary Chance, Sharyl Frasier, David Harris, James Hellman, Robert Hian, Jack Martin, William Pollock, R. Sanchez, L0322 **Tiffin**—Phillip Brodman, L0325 **Fostoria**—Robert Dotson, L0381 **Findlay**—Thomas Jorgensen, L0382 **Lakewood**—Terry Dubois, James Fox, Joseph Goss, John Remy, L0434 **Painesville**—Dave Shook, Kenneth Takacs, L1145 **Brooklyn**—Bruce Bundy, Frank Pucci, L1232 **Circleville**—Michael Grant, L1235 **Fairborn**—Dean Tarter, L1340 **Ravenna**—Duane Gourley, Dennis Rummel, L1521 **Upper Arlington**—Mitchell Ross, L1662 **Stow**—George Goodyear, Michael Murphy, L1723 **Norwich Township**—Stephen Russell, L1845 **Mentor**—Kevin Patton, L2236 **Madeira/ Indian Hill Professional Fire Fighters**—Barbara Zumwalde, L2938 **City Of Riverside Professional Fire Fighters**—Daniel Todd, L3025 **West Licking Professional Fire Fighters**—Ron Crawford, L3412 **Union Township(Clermont County)**—Jack Stevens, L3868 **Logan Professional Fire Fighters**—Charles Holbrook
OKLAHOMA L0157 **Oklahoma City**—Terry Myers, Nathan Nichols, Donald Payne, Nathan Shipman, Darlene White, William Williams, David Womack, L0176 **Tulsa**—Mylum Ache, Luther Barnett, Jeff Blackburn, Brent Douglass, Donald Gish, E. Arthur Hardie, James Harris, H. Michael Lewis, Terry Miller, Rick Phelps, Jon Piard, Gordon Shields, Gerald Snow, Ron Stephens, Brian Von Lanken, L1077 **Claremore**—Mark Dowler, Scott White, L2067 **Norman**—H. Dewayne Glover, Jimmy O'Neal, L2551 **Broken Arrow**—Greg Fugate, Jerome Karaske, Richard Morris, L4099 **Tahlequah**—Jerry Miller
ONTARIO L0162 **Ottawa**—Gary Attfield, Sandra Goulden, Bernard McMahon, Earl Robinson, Pierre Savary, L0169 **Peterborough**—Donald Brand, Bryon Fife, L0193 **Thunder Bay**—Mike Pooley, Tom Young, L0288 **Hamilton**—Susan Hardy, James Kenney, Donald Knap, David Pothier, Gary Speakman, James Steep, Len Wise, L0455 **Windsor Professional Fire Fighters**—Daniel Dwyer, Peter Hryniuk, John Quennell, L0467 **Guelph**—John Thatcher, L0485 **St. Catharines**—John Hardman, Jeff Lawryk, Robert McLaren, Larry Schwenker, L0492 **Sarnia**—Richard Fraser, L0528 **Niagara Falls**—Susan Arbour, Brian Biggins, Ivan Elliott, Greg Gardiner, Ken Moore, George Smajda, Ron Wreggitt, L0791 **Waterloo**—Wayne Hamel, L1068 **Brampton**—Bruce Murray, L1582 **Oakville**—Al

Werstuck, L1632 **Pickering**—Bruce Compton, L2036 **Whitby**—Brock Burley, L2307 **Port Colborne**—Sandy MacIntyre, L2727 **Markham**—Tom Hazlewood, L3888 **Toronto Professional Fire Fighters**—Timothy Archer, Mark Bardgett, John Barker, Paul Barron, Lloyd Bellaire, Donald Bowley, Serge Brochu, David Chatland, Gordon Clark, Michael Cross, Paul Cushing, Stephen Cyr, Michael Dailly, Kenneth Dann, Leslie Dickinson, Edward Donich, John Dove, Terry Evans, William Falcioni, Don Forsey, Timothy Geekie, Bruce Gray, David Henry, Wayne Holwell, Robert Homebrook, Donald Jenkinson, Wayne LaRochelle, James Lyons, Patrick MacFarlane, Winston Mapp, Scott Marks, James McGaughey, John McGivern, Thomas McIlmoyle, Robert McKenna, Wayne McLean, John Missons, Bruce Moonlight, Edward Pothof, Steven Pozza, Ralph Reed, Robert Robson, Glenn Rogers, D. Glen Ross, William Schouten, Robert Sells, Gary Shackleton, Robert Smith, Gary Stapleton, Dave Stevens, William Sullivan, Robert Taylor, Richard Turner, Bruce Welch
OREGON L0851 **Eugene**—Bill Bass, Roger Kiley, Steven Strain, L2240 **Corvallis**—Mark Foster
PENNSYLVANIA L0022 **Philadelphia**—Martin Griffin, Gerald Shaffer, Ronald Simms, John Tetlow, L0104 **Wilkes Barre**—Christopher Hughes, John Livingston, James McNulty, L0293 **Erie**—Robert Buseck, L0299 **Altoona**—William Grove, Randall Isenberg, L0302 **Allentown**—David Schmidt, Jeffrey Schwindenhammer, L0428 **Harrisburg**—Douglas Bair, L1038 **Allegheny County**—Greg Sample, L1803 **Reading**—Harold Adams, James Kellenberger, Kerry Mariano, Kenneth Moyer, Edward Zaorski
RHODE ISLAND L0732 **Woonsocket**—Kenneth Biron, L0799 **Providence**—Paul Colardo, Vernon Dunlap, L0850 **East Providence**—James Traficante, L1589 **Narragansett**—Mark Cole, L2748 **Warwick**—Kristine Squeo, L4114 **Cumberland Fire District**—Michael Feather
SASKATCHEWAN L0553 **Moose Jaw**—Douglas Auger, William Cameron
TENNESSEE L0140 **Nashville**—Terry Coleman, Jimmie Tucker, L0820 **Chattanooga**—Edgar Montgomery, L1784 **Memphis**—Morris Richardson, Willie Smith, Jeffrey Wilson, L4238 **Wilson County**—Carolyn Eakes, Bobby Kirby
TEXAS L0051 **El Paso**—Robert Binkley, Matt Widtfeldt, L0058 **Dallas**—Clifford Beamon, Joseph Betzel, Greer Burnett, Michael Dorety, Wylie Dykes, Donald Hartless, Richard Jolly, Chris McGowan, L0341 **Houston**—Pablo Aguirre, Kerry Ball, Charles Carter, Armando Chavez, Paul Crowson, Stanley Davis, Frank Ditta, Daniel Driggs, Kenneth Eisfeldt, Tracy Frye, Rene Garcia, Michael Hill, Donald Johnson, James Jones, Michael Mayfield, David Murphy, Leonard Narcisse, William Phillips, Michael Smith, William Sparks, Michael Walker, George Ward, Dennis Waters, L0399 **Beaumont**—Jerry Lyons, L0432 **Wichita Falls**—Roger Ritchie, L0440 **Fort Worth**—Robert Finley, Roy Kirk, Kenny Luse, Steven Wallace, L0542 **Amarillo**—Wayne Pitt, L0883 **Tyler**—Dan Bristow, L0886 **San Angelo**—Robert Goddard, L0972 **Lubbock**—Ricky Billings, Marlin Hamilton, Eddie Kirkpatrick, L0975 **Austin**—Jefferson Baker, Michael Bewley, Roland Bolden, Frank Charlton, William Chestnutt, Timothy Comer, Derrell Conner, Coney Coxwell, David Deveau, Douglas Durst, Robert Ebert,

Richard Esselstyn, James Felter, Crockett Foster, Frankie Fowler, Kenneth Fowler, Paul Freasier, Noe Galvan, Rhett Garry, David Garza, SLarry Gibbs, Luis Gutierrez, Thomas Harkness, Robert Hayden, Ray Haywood, Glen Hertenberger, James Hibbs, Phillip Jack, David Jezisek, Donald Johnson, Robert Kallus, Michael Littrell, Eric Mackey, Matthew McBrayer, William Meador, Richard Mendez, Michael Norris, Phillip Oliver, Donald Oswalt, Richard Partney, Moreland Payne, Peter Pesoli, Thomas Ray, Edwin Roberts, Alexander Rodriguez, Pat Sconci, Barry Stroud, Rene Vallejo, Manuel Vela, Daryl Wade, Mark Warren, Earl Watson, Russell Weber, Keith Weiss, Cynthia Wesson, Bob Wheelless, Nathan White, Carlton Whitehurst, L1259 **Texas City**—Bobby Hon, L1293 **Garland**—Art Harkins, L1518 **Mesquite**—Mike Ecklund, Mike Jordan, Jerry McDonald, Gary Ward, L1665 **Odessa**—Victor Garza, Victor Kirk, Jeff Moseler, L2073 **Irving**—Samuel Allen, Larry Cockerham, Larry Erwin, Ernest Gunstream, Daniel Smith, Melvin Tucker, Bobby Willingham, James Yankey, L2602 **McAllen**—Hecter Cantu, Ramon Martinez, L2690 **Nacogdoches**—Scott Langley, James Marshall, L2731 **Conroe**—Dennis DePaul, L3187 **Addison**—Will Moore, L3587 **Bedford**—Ernest Childers, L4234 **Rosenberg**—David Bialas, Jose Hernandez, Kevin Loesch, L4375 **Commerce Professional Fire Fighters**—Ronald Reed
UTAH I0057 **Thiokol Fire Department**—Lynn Goodsell, James Hess, Scott Jensen, Bruce Malmberg, Van Stirland
VIRGINIA F0273 **Fort Belvoir**—Ronald Martin, L0068 **Norfolk**—Martin Kresovich, Raymond Lee, Lonnie Steadman, L0539 **Portsmouth**—George Lindsay, Janet McDaniel, L0995 **Richmond**—A. L. Berry, Michael Crawley, R. L. Edwards, Thomas Emerson, Ronald Hagen, William McCarthy, Robert Parker, D. K. Polifka, L2068 **Fairfax County Professional Fire Fighters And Paramedics**—John Gleske, Ricky Hess, George Sisson, L2363 **Charlottesville**—David Allen, L2924 **Virginia Beach Professional Fire Fighters**—Jasper Ashby, Gary Sherman, William Smith, L3194 **Roanoke County P.F.F. And Paramedics**—Charles Beckner, L3306 James City County Professional Fire Fighters—Ray Pettengill, L3756 **Loudoun Career—Amiee Gottholm**
WASHINGTON L0029 **Spokane**—Rodney Holmes, Dale Hopkins, Kenneth Kirsch, Richard Kness, Thomas McMullen, Michael Moore, L0437 **Bremerton**—Ronald McKiernan, Stanley Plyler, L1296 **Kennewick**—Martin Koleber, L1604 **Bellevue**—Joseph Franco, L1747 **Kent**—James Waltrip, L2444 **Camas**—Bradley Allen, L2545 **Kirkland**—Greg Crum, Arthur Hill, L2819 **Kitsap County**—Jay Lovato, Robert Matheny, L3186 **King County Fire District 44**—Ken Ward, L3520 **East Pierce Professional Fire Fighters**—David Wakefield, L4034 **Bainbridge Island**—Dana Tenen, L4378 **Vancouver Fire Command Officers**—Terry Sott
WEST VIRGINIA L0317 **Charleston**—Chad Snodgrass, L0837 **South Charleston**—James Wood
WISCONSIN L0141 **Green Bay**—Mark Schroeder, L0215 **Milwaukee**—Robert DeLeon, Richard Sisson, Craig Weiss, L0311 **Madison**—Greg White, L0368 **Manitowoc**—Carl Kuehn, Alan Muchowski, L0407 **Waukesha**—Dean Wilde, L0483 **Sheboygan**—Michael Richter, L1923 **Wauwatosa**—Timothy Kelley
WYOMING L0276 **Sheridan**—Steve Sharp

NEVER FORGET

IN MEMORIAM

L0002	Thomas Bombenger	....Chicago	.....IL	L0718	Robert Clarke	.....Boston	.....MA
L0002	Martin Cibich	.....Chicago	.....IL	L0718	Joseph Gavin	.....Boston	.....MA
L0002	La Mar Duke	.....Chicago	.....IL	L0718	Charles Hanlon	.....Boston	.....MA
L0002	Norman Olsen	.....Chicago	.....IL	L0718	Quindino Landolphi	.....Boston	.....MA
L0002	Chester Rech	.....Chicago	.....IL	L0718	Paul Murray	.....Boston	.....MA
L0002	Milton Vallis	.....Chicago	.....IL	L0718	Philip Virgilio	.....Boston	.....MA
L0002	James Wilkinson	.....Chicago	.....IL	L0734	Paul Bindeman	.....Baltimore	.....MD
L0007	Gerald Hutmacher	.....Sioux City	.....IA	L0734	Edward Kestler	.....Baltimore	.....MD
L0022	George Adelman	.....Philadelphia	.....PA	L0734	Benjamin Koerber	.....Baltimore	.....MD
L0022	Stephen D'Angelo	.....Philadelphia	.....PA	L0734	William Martin	.....Baltimore	.....MD
L0022	Kenneth DeWoody	.....Philadelphia	.....PA	L0734	Francis McCubbin	.....Baltimore	.....MD
L0022	William Hopper	.....Philadelphia	.....PA	L0734	Melvin Montgomery	.....Baltimore	.....MD
L0022	Joseph Koller	.....Philadelphia	.....PA	L0734	Frank Schlosser	.....Baltimore	.....MD
L0022	Matthias Kritz	.....Philadelphia	.....PA	L0734	William Storck	.....Baltimore	.....MD
L0022	Vincent Macey	.....Philadelphia	.....PA	L0734	Clement Voith	.....Baltimore	.....MD
L0022	Lawrence McDonald	....Philadelphia	.....PA	L0734	William Welsh	.....Baltimore	.....MD
L0022	Fred Rommel	.....Philadelphia	.....PA	L0734	Bernard Younger	.....Baltimore	.....MD
L0022	Thomas Schrandt	.....Philadelphia	.....PA	L0786	Sean Gage	.....Stamford	.....CT
L0036	Taylor Anthony	.....Washington	.....DC	L0858	Glenn Land	.....Denver	.....CO
L0036	George Lockey	.....Washington	.....DC	L0916	Joseph Liucci	.....Eastchester	.....NY
L0048	Jared Howell	.....Cincinnati	.....OH	L0968	Charles Smith	.....Williamson	.....WV
L0049	Eugene Ploense	.....Bloomington	.....IL	L0995	Lee Todd	.....Richmond	.....VA
L0073	David Fossell	.....St. Louis	.....MO	L1230	Arthur Delgado	.....Contra Costa County	.....CA
L0099	Randall Kramp	.....Aurora	.....IL	L1230	William Thomas	.....Contra Costa County	.....CA
L0122	Max Leggett	.....Jacksonville	.....FL	L1311	William Taylor	.....Baltimore County	.....MD
L0122	Davis Love	.....Jacksonville	.....FL	L1452	Herbert Tucker	.....Holbrook	.....MA
L0122	Richard Morphew	.....Jacksonville	.....FL	L1463	Leslie Garcia	.....Hawaiian Islands	.....HI
L0122	Emanuel Porter	.....Jacksonville	.....FL	L1463	Walter Guerreiro	.....Hawaiian Islands	.....HI
L0140	Leslie Crockett	.....Nashville	.....TN	L1463	David Scheidt	.....Hawaiian Islands	.....HI
L0140	Thomas Hudgens	.....Nashville	.....TN	L1549	William Fay	.....Pompano Beach	.....FL
L0140	Bobby Lynch	.....Nashville	.....TN	L1619	William Dunn	.....Prince George's County	.....MD
L0140	Nathaniel Starnes	.....Nashville	.....TN	L1658	Michael Dalton	.....Andover	.....MA
L0157	Sammy Daugherty	.....Oklahoma City	.....OK	L1664	Charles Doyle	.....Montgomery County	.....MD
L0215	Ervin Pietrzak	.....Milwaukee	.....WI	L1777	Robert Fridrick	.....Greendale	.....WI
L0215	Earl Tappero	.....Milwaukee	.....WI	L1784	Ray Brasher	.....Memphis	.....TN
L0299	Donald Cruse	.....Altoona	.....PA	L1784	James Millwood	.....Memphis	.....TN
L0299	Joseph Ronan	.....Altoona	.....PA	L2068	Tae Pak	.....Fairfax County	.....VA
L0302	Robert Dressell	.....Allentown	.....PA	L2223	Timothy Karnisky	.....Brighton	.....NY
L0317	Jack Holmes	.....Charleston	.....WV	L2507	Ronald Thomas	.....Madison Township (Groveport)	OH
L0338	Eldy Horien	.....Elkhart	.....IN	L2546	Donald DeMott	.....Suncoast	.....FL
L0338	Harry Stock	.....Elkhart	.....IN	L2546	Walter Tarlowski	.....Suncoast	.....FL
L0416	James Eischen	.....Indianapolis	.....IN	L2665	Michael Hart	.....Eastern Missouri	.....MO
L0416	Michael Schenk	.....Indianapolis	.....IN	L2928	Richard Jones	.....Palm Beach County	.....FL
L0467	Richard Earl	.....Guelph	.....ON	L3187	Douglas Spray	.....Addison	.....TX
L0479	Robert LeBaron	.....Tucson	.....AZ	L3427	Arthur Dick	.....Skagit County	.....WA
L0542	Wayne Kennedy	.....Amarillo	.....TX	L3888	Andrew Radzevicius	.....Toronto	.....ON
L0587	Leslie Luma	.....Miami	.....FL	L3888	Craig Scott	.....Toronto	.....ON
L0619	Hebert Watson	.....Lafayette	.....LA	L4321	William Carr	.....Broward County	.....FL
L0627	Anthony Mosella	.....York	.....PA	L4424	Jeremy Bryson	.....El Medio	.....CA
L0632	James Noonan	.....New Orleans	.....LA	L4675	Mark Oliver	.....Amite	.....LA



LAST ALARM

DIED IN THE LINE OF DUTY

L937	JOHN J. DOHERTY	CHELSEA, MA	08.14.83
L1014	EDWARD J. SAVKO	LOS ANGELES CO., CA	03.07.95
L145	THOMAS C. MCGRATH	SAN DIEGO, CA	08.07.98
L145	TONY L. KILLIAN	SAN DIEGO, CA	09.20.99
L162	HERVÉ CYR	OTTAWA, ON	10.17.05
L742	PETER W. HANCHAR	EVANSTON, IL	01.06.06
L2024	JOHN D. WALLER	SOUTH KING CO., WA	10.31.06
L341	RICHARD F. SMITH	HOUSTON, TX	04.28.07
L1664	MARK E. HOPKO	MONTGOMERY CO., MD	05.04.07
L341	JOSE MENDOZA	HOUSTON, TX	10.16.07
L1014	WILLIAM D. JONES	LOS ANGELES, CO., CA	05.10.08
L341	MICHAEL MAYS	HOUSTON, TX	06.24.08
L341	RODNEY D. WATERS	HOUSTON, TX	01.31.09
L36	VICTOR S. ROLLINS	WASHINGTON, DC	02.26.09
L1628	WESLEY E. TREECE, SR.	SHAWNEE, OK	03.02.09
L341	KYLE Q. RANEY	HOUSTON, TX	04.16.09
L1014	PHILIP ARREGUÍN, JR.	LOS ANGELES CO., CA	07.01.09
L1014	WILLIAM R. CARR	LOS ANGELES CO., CA	09.02.09
L36	FREDERICK L. PERRY	WASHINGTON, DC	11.13.09
L1014	CARRIE A. HENGER-NEFF	LOS ANGELES CO., CA	03.05.10
L867	ALFRED J. PAPSON	WINNIPEG, MB	04.14.10
L1664	FRANCIS W. HOLLEM	MONTGOMERY CO., MD	04.17.10
L341	THOMAS G. COLLINS	HOUSTON, TX	04.24.10
L2139	WILLIAM LINGLEBACH	NORTH LAKE TAHOE, NV	04.26.10
L341	RANDY SURRETT	HOUSTON, TX	04.27.10
L854	ROBERT M. HESS	NEW YORK FIRE OFFICERS, NY	05.02.10
L2057	ROBERT V. GREENE	ORANGE CO., FL	05.11.10
L1782	ROBERT H. BERTRAND	COQUITLAM, BC	05.12.10
L255	C. RONALD LINDBERG	CALGARY, AB	05.18.10
L14	DAVID A. CURLIN	PINE BLUFF, AR	05.22.10
L341	DENNIS B. WATERS	HOUSTON, TX	05.25.10
L561	NATHAN C. GARNER	LAKE CHARLES, LA	05.26.10
L3719	FRANK O. REED	VISALIA, CA	05.26.10
L629	ANDY HAMPTON	MONROE, LA	06.01.10
L2707	SCOTT W. DAVIS	OSWEGO, NY	06.20.10
L4466	CARL F. PERSING	MANASSAS, VA	06.21.10
L2141	JOSEPH M. UNDERWOOD	ALEXANDRIA, VA	06.26.10
L653	FRANK W. FOUTS, V	KANKAKEE, IL	07.01.10

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

Fire Fighter



1750 New York Ave. N.W.
Washington DC 20006
www.iaff.org

Angels of Fire T-Shirt

White shirt with large IAFF "Brotherhood" design on front and smaller "Angels of Fire" design on upper back. Sizes: M-4XL
Item F1047 - \$23.00



Hot New T-shirt Designs!

IAFF Online Store



Ladies Floral T-Shirt

Scoop neck, full cut shirt is a blend of soft cotton and 6% spandex for a comfortable, flattering fit. Aqua shirt with floral design featuring the IAFF logo in a fun and colorful way. Ladies Sizes: S-3XL
Item F1049 - \$23.00



Little Squirt Infant T-Shirt

Soft cotton, lap-shoulder construction for easy over-the-head dressing. Heather gray shirt with colorful firefighter elephant design on front. Sizes: 6-12mos & 18-24mos.
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Distressed Insignia T-Shirt

Distressed shirt in military green with large IAFF design on front accented in silver ink. Sizes: M-2XL
Item F1050 - \$22.00



Red IAFF Decal

4" square decal with official IAFF logo in red, white and black on a clear background.
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Limited Edition pin, designed specifically for the 2010 IAFF convention in San Diego. Approx. 1" w/ military clutch back.
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EMS Sticker

Multicolor IAFF/EMS design on 3" round, removable sticker.
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