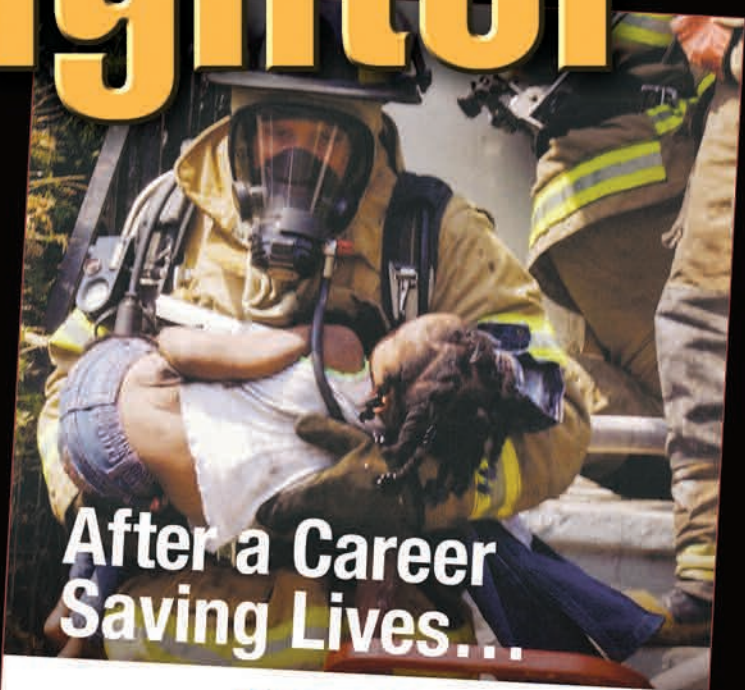


Fire Fighter

IAFF FIGHTS BACK!

The IAFF is fighting back against attacks on our members with an aggressive campaign that includes print, broadcast and social media to deliver the message that fire fighters are not to blame for the nation's fiscal distress.



After a Career Saving Lives...

THE WALL STREET JOURNAL

On Behalf of Wall Street,
States Go After Public Pensions



Governors
Are Singing
the Wrong Tune



Support Your Fire Fighters

Politicians Want to Take Our Life Savings

Fire fighters and paramedics are dedicated to protecting the lives of our neighbors. Whether it's a natural disaster, terrorist attack or another tragedy, we answer the call.

But we are under assault by politicians who are using us as scapegoats - blaming us for the Great Recession caused by Wall Street.

The attack on our pensions would devastate our retirement security. We understand that many Americans are hurting because of the Recession, but we will not apologize for putting our lives on the line, the dangerous work we do, or the pensions we've earned.

We're Fighting Back, and Asking for Your Support

When politicians attack fire fighters and paramedics, something is wrong.

We're citizens, just like you - Americans who work to better our lives and provide for our families. We've chosen a career in public safety to make our communities and our nation better, safer.

If politicians and Wall Street bankers succeed in their attack on us, then all Americans who work for a living will lose.

**STOP POLITICIANS FROM SCAPEGOATING
PEOPLE WHO SERVE YOUR COMMUNITY**

PUBLISHED IN



THE HUFFINGTON POST

THE INTERNET NEWSPAPER NEWS BLOGS VIDEO COMMUNITY

Deceitful Politicians Fan Flames,
Rely on Smoke and Mirrors

A message by the fire fighters and paramedics of the International Association of Fire Fighters



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JANUARY/FEBRUARY 2011

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On The Cover

Attacks against fire fighters pay, pensions, jobs and worker rights are coming from all sides. The IAFF is fighting back to protect its members.

Fighting Fires, Fighting Lies

The attacks on fire fighters and paramedics everywhere have never been more fierce or more sustained.

There is no doubt about it, we are at war with multiple battle lines.

Make sure to read our story in this issue of *International Fire Fighter* on the widespread threats that you are facing throughout North America. It outlines in no uncertain terms that our enemies are using many different tactics to chip away at what we've built. It also emphasizes that the attacks are real and they are pervasive.

I am not being an alarmist. I am not making this up. Our enemies want our union dead. They want organized labor dead.

Public officials on both sides of the aisle aren't just coming after our pensions. They are trying to weaken collective bargaining laws. They want to roll back presumption laws. They want to make dues check-off illegal, they want to under staff our rigs, and close our companies or brown them out. And they will stop at nothing to accomplish their goals because we represent the last bastion of fully unionized workers across our two great countries.

The future of labor could likely be decided over the next two years as we wage the fight of our lives.

We know we are right. We know we haven't done anything wrong. But we are being demonized in the court of public opinion.

It has become a badge of honor for governors and other public officials to blame fire fighters for the fiscal problems confronting our two countries. It's wrong. It's opportunistic. It's a lie.

Now there are people like Newt Gingrich who are trying to convince lawmakers in Washington, DC, that states should be able to declare bankruptcy so they can walk away from their moral and legal obligations to our members.

Mr. Gingrich and other current and former members of Congress are entitled to a very generous pension plan and free health care for the rest of their lives, but he's not suggesting that politicians should make sacrifices. He's suggesting that the retirement security of fire fighters and paramedics be sacrificed.

This is what we're up against — hypocrites and opportunists.

Politicians are demonizing us because it's easier than taking responsibility for the fiscal problems they created and Wall Street created.

The discussion surrounding public employee pensions is riddled with mistruths and generalizations, and it's time to inject some truth into the dialogue about fire fighters.

So we are fighting back.

It starts with putting a personal and professional face back on our membership — those of you who work so hard in your communities. Our enemies are attempting to dehumanize us, calling us faceless bureaucrats. They are portraying us as hooligans who

are making off with taxpayers' money, creating debt and deficits and crippling federal, state, provincial and local budgets.

As former Secretary of Labor Robert Reich wrote recently in his thoughtful op-ed, public servants have become convenient scapegoats, so we need to remind people and public officials who you are — critical emergency service providers, coaches, boy scout and girl scout troop leaders and philanthropists who raise money every year for the Muscular Dystrophy Association and so many other good causes.

So we are pushing back to give you back your identity that you've earned over your careers and give you a voice. You don't deserve the abuse and the lies. You represent the best of what this union is and the best of what government has to offer, and we will make sure everyone knows that.

We have developed a broad, multimedia public relations campaign to do just that. Our first salvo was launched February 9, when we ran a full-page ad in *USA Today*.

We ran that ad to send a very clear message to the public and the pundits that public officials are doing fire fighters and paramedics a disservice by trying to pin the blame for the recession on workers. Wall Street's recklessness caused our nation's financial collapse. Public employee pensions didn't cause the problem. Taking aim at workers with laws like Gingrich's hair-brained bankruptcy scheme will destroy the retirement security of millions of Americans, but it won't contribute to our nation's recovery.

Several years ago we launched a media campaign asking "Which Side Are You On?" It challenged politicians either to stand with fire fighters or have the courage to publicly attack us. Today, regrettably, we are facing that battle again.

Today I need to know which side you are on. The battles before us are real and threaten your lives and livelihoods.

No member has the luxury of sitting back and letting someone else carry the fight. The days of enjoying the benefits won by the hard work of your local and state leadership are over. We are fighting to survive.

Will you become involved? Will you sacrifice your off-duty hours to battle our enemies? Will you stand with your local, state and provincial leadership to say "NO" to politicians who are trying to scapegoat you for doing your job?

Ask yourself which side you are on. Ask yourself how far you are willing to go to fight for your job, your benefits and your future.



Harold A. Schaitberger

"The future of labor could likely be decided over the next two years as we wage the fight of our lives."



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If You Think 2010 Was a Big Year...

Has it been a year already? The days also fall quickly from the calendar when you and all of those around you are working hard to serve 298,000 fire fighters in the way that they deserve.

Meetings, decisions, details, mini crises averted, solutions discovered, a flight to catch, and another, and another. It is time to reflect a bit, and then lay down bold plans for this most important year for the IAFF. On January 20, 2010, I took the reins of the General Secretary-Treasurer's Office after the retirement of Vincent J. Bollon. Taking over for Vinnie was a true honor, one that left me humbled and with a solemn sense of duty for all of my brothers and sisters in the fire service. It was also like stepping onto an up elevator moving at triple speed.

I had to suit up, get busy and learn quickly. Looking back over the previous year, I am proud of what we have been able to accomplish for our members. I realize that though it may feel like the calendar is flipping fast, there is quite a bit of good work we can pack into a year.

Much of what we do here is to find ways to be more efficient. You may not notice all of this but efficiency at the top makes the whole organization run better.

One of the biggest things we were able to accomplish in 2010 — and by “we” I mean all IAFF members — was at the IAFF Convention in San Diego when we voted to increase our per capita. Trust me, I know the last thing anybody wants to do right now is open up the wallet. But that per capita vote was both brave and wise. We are already putting some of it to use in the epic fight to preserve our pensions from an all-out, coast-to-coast attack. Thanks to you, we are well armed and able to fight back.

The only thing that seems to be moving faster than the calendar these days is the pace of technology. The General Secretary-Treasurer's Office has spent a lot of time in the last year taking a deep look at all that we do and looking for ways to use technology to make things run better. From that assessment, we decided the time had come to change our insurance broker and to expand our

relationships with the IAFF Financial Corporation. Working through a new insurance broker we have been able to negotiate better pricing.

We also took a close look at our needs for pension plan advice, management and reporting. We decided to move our pension management to IceMiller — and no, we didn't do that just because the company had “Miller” in its name! IceMiller allows us to bring all of our pension services under one umbrella, eliminate redundancies and phase out unnecessary services.

We have also begun the process of providing our per capita statements to locals electronically. Those of you who count on seeing a hard copy will still get one. You can also receive that statement electronically. In the coming year we will also be working on the General Secretary-Treasurer's portion of the IAFF Web Site (www.iaff.org/union/gst.html). Soon this will become a go-to site for secretary treasurers at all levels of our organization in need of information, best practices and the like. Sometimes technology feels like an annoying, nerdy friend who often frustrates. But technology is our friend and we need it more than ever to continually improve on what we do.

I want to thank all of you for your hard work in the past year. I especially want to thank those of you who I have been fortunate to meet face to face and learn from as well. When we stop learning it stops being fun. I have learned so much in the past year and I look forward to continuing this journey into 2011.

This is a big year for us. Some out there hope to take down Labor in 2011, member by member, benefit by benefit. Thanks to all of our hard work in 2010 we are ready for them. And by the end of 2011 our opponents won't know what hit them.

Thomas H. Miller



Thomas H. Miller

Tracking Your SAFER Grant

Dear President Schaitberger: After reading “SAFER Success Story” in the last issue of the *International Fire Fighter*, I’m sure lots of IAFF locals thought, “Hey, what happened to our grant application?” Information on the award and

selection process would have been excellent to include in the magazine.

Roy Hollenbacher
1st District Vice President
Ohio Association of
Professional Fire Fighters

Dear Roy, Thank you for your question. We are often asked what happens once a grant is submitted. The SAFER grants are administered each year by the Department of Homeland Security’s Federal Emergency Management Agency (FEMA). SAFER applications undergo two rounds of review. The first is a computer-scored review that determines whether the application meets the funding criteria outlined in the grant guidance document.

Applications that score high enough in the first round are then reviewed by a panel of experts made up of representatives of the various national fire service organizations, of which the IAFF is one.

Applications that score well enough in panel review to be funded are given a technical review by FEMA staff who check to determine, among other things, whether the costs are reasonable for the project being proposed.

Applications are then ranked in order according to their scores. FEMA will continue to award grants until the funds allocated by Congress for the program run out. The grants are awarded in rounds that can spread over many months. It is not uncommon to submit an application without any follow-up from FEMA for an extended period of time.

Priority for SAFER funding for career fire fighters is layoffs first, followed by positions lost to attrition and finally expansion of fire department staffing to meet NFPA 1710.

The general rule is that if you don’t hear anything, you are still in the running until you get either a turnaround notice or a grant award. So no news can be good news.

For a list of awards to date, visit www.firegrantsupport.com.

Sincerely,
Jennifer Stewart
Development Director

we were able to secure funding through Governor Deval Patrick to return some of my members and others in the Commonwealth to work under stimulus money for one year.

That money was due to expire in November of 2010.

With help from the International, we applied for and were successful in being awarded the highest Staffing for Adequate Fire and Emergency Response (SAFER) grant in the nation — nearly \$11,000,000 to fund not only the laid-off fire fighter positions, but also the additional positions lost through attrition to restore our staffing levels to the 2006 complement and return us to adequate staffing levels.

Fall River has had a rash of recent fires — approximately seven working fires in two weeks — that have occurred for several reasons. At a fire in the south end of the City, my members were able to rescue an 80-year-old woman from the fire and remove her to safety.

The reason for this letter is to let you know some of the details of the rescue, as it truly is a success story on more than one level. The heavy rescue — which had previously been shut down — was responsible for the rescue. This unit was staffed with an acting officer and two fire fighters. The acting officer and the driver were previously laid-off fire fighters and the third fire fighter had just graduated from the fire academy — it was his first day on the job.

This apparatus and these individuals would not have been working or been able to succeed had it not been for the SAFER grant that we were awarded.

I have already spoken with both District Vice President Mullane and President McCarthy with regard to this incident, and wanted to make sure that you are aware of it as well. Again, all too often we are in positions which people

deem thankless jobs. We are never recognized when things go well and chastised when they don’t. This is just one incident which I feel at a minimum required me to contact you and thank you personally for all of your efforts in helping to secure this funding.

On my behalf and my membership, please extend our gratitude to your excellent staff at the International for all of their hard work on the SAFER program and the impact it has on our entire membership and my community.

This is just one incident, and I’m sure there are others of a similar nature but felt that I would be remiss if I did not notify you of the impact and success.

Thank you once again for your leadership and dedication. I wish you and yours a happy, healthy, and prosperous New Year.

Sincerely,
Michael J. Coogan
President, IAFF Local 1314

Editor’s Note: See the story, “SAFER Grant Saves More Than Jobs in Fall River,” on page 8 of this issue.

Leadership Training Is the Future

Dear President Schaitberger: I cannot thank you and the rest of the wonderful staff enough for providing such excellent training! I just attended my third Affiliate Leadership Training Summit (ALTS) and I’m still completely hooked!

I am an up-and-coming leader from a small local. I have been preaching the value of ALTS since the last one in Phoenix and we finally had a good turn out from other locals in the area, too.

You should be commended for providing this training to the entire leadership. Our future lies in the education of our membership, and

Saving Jobs Saves Lives

Dear President Schaitberger: I am writing to thank you for all of your hard work and dedication on behalf of not only my membership, but the entire International. It’s not often enough that we hear that, and I wanted to personally extend my gratitude and share a wonderful story.

As you know my local, Fall River, MA Local 1314, suffered massive layoffs — almost 25

percent of our membership — which decimated the department and jeopardized the safety of my members and the citizens of Fall River. During the layoff period we had engines, ladders and our only heavy rescue shut down.

Through the hard work of many people, including Professional Fire Fighters of Massachusetts President Bob McCarthy, IAFF 3rd District Vice President Mike Mullane, yourself and countless others,

especially the smaller locals.

The New Leadership Seminar is fabulous. For those who do not have the benefit of a mentor in our various roles in the union, there is nothing to compare with the great information from the panel of experienced officers. I also really liked the keynote speaker for giving new leaders who don't understand the

Labor Movement's history and current challenges some context for the training.

I really love ALTS and I want to see it continue to grow and improve! Lord knows, we need all the help we can get down here!

Jamie Edmonds
Secretary, San Diego County Council of Firefighters



Corrections

■ In the story, "Mid-Term Elections a Mixed Bag," in the November-December issue, Gary Farley was listed as an IAFF member candidate for public office on page 16. While Mr. Farley did win his election to County Commission, he was incorrectly identified as a member of Murfreesboro, TN Local 3035. Mr. Farley was promoted in the department and is no longer a member of the local.

Fernando Herrera, a member of Houston, TX Local 341, who lost his bid for a seat in the

Texas State House of Representatives, should have been included in the list of IAFF member candidates for public office.

■ The list of new locals on page 24 of the November-December issue is a duplicate of the list that was published in the September-October edition. All new locals that joined the IAFF in August, September, October, November and December are published in this issue on page 33.

Got a Great Picture to Share?

Send your photos to pr@iaff.org for the new Picture of the Day feature on the IAFF Frontline Blog. The IAFF is also asking members to send in their firehouse recipes for inclusion on the Frontline Blog and Facebook page.

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All Signs Point to SAFER in Tulsa

The City of Tulsa, Oklahoma, is among several cities to receive a Staffing for Adequate Fire and Emergency Response (SAFER) grant. Both Representative John Sullivan (R-OK) and Senator Jim Inhofe (R-OK) have notified Tulsa Mayor Dewey Bartlett that Tulsa will be officially awarded a \$4.2 million federal grant to enable the City to hire 46 new fire fighters.

Since the City of Tulsa fell on hard times, Tulsa Local 176 has been working hard to ensure that as many fire fighter layoffs as possible are prevented.

“Because of attrition, we are down about 50 fire fighters right now,” says Local 176 President Dennis Moseby. Tulsa fire fighters have been accommodating the short-staffing through overtime and occasional brownouts.

“Because of attrition, we are down about 50 fire fighters right now. This SAFER award could not have come at a better time.”

— Dennis Moseby, President
Tulsa, OK Local 176

Moseby adds, “This SAFER award could not have come at a better time.”

The subject of layoffs first came up in July 2009 when the City announced it needed to give 21 fire fighters pink slips to balance the budget. Understanding that the City was in true financial distress, Local 176 agreed to give up 3 percent in pension pick-up, annual satisfactory performance increases, clothing allowances and physical fitness pay.

The City came back four months later, saying it would need to lay off 140 fire

fighters. Local 176 took several steps to stop the layoffs, including packing a key budget meeting with 200 off-duty fire fighters and family members and working to elect more fire fighter-friendly City Council members.

In January 2010, Local 176 members took an additional step of giving up another 5.2 percent of their benefits.

By September 2010, with a more fire fighter-friendly City Council, councilors worked with Local 176 to apply for the \$4,238,856 SAFER grant.

“They were able to put a solid grant application together with a lot of assistance from the IAFF,” says Moseby.

Since then, the City of Tulsa has been on the financial rebound and returned both the 3 percent and the 5.2 percent concessions back to Local 176.

The SAFER grant was expected to be formally announced in early- to mid-February. ■

SAFER Grant Saves More Than Jobs in Fall River

Three Fall River, MA Local 1314 fire fighters — back on the frontlines, thanks to a \$10.8 million federal grant — rescued three people from a multi-family unit structure fire in the early hours of December 21.

The fire fighters responded to the call at 1:57 a.m. Within minutes, the three fire fighters — acting lieutenant Matthew

Camara, fire fighter Mark Madeiros and fire fighter Glenn Eddington Jr. — headed into the building in search of victims.

As recently as October, both Camara and Madeiros were out of work due to budget cuts. The Rescue One apparatus also had been put out of service pending new funding. Eddington was on his first shift as a fire fighter.

The Staffing for Adequate Fire and Emergency Response (SAFER) grant put all three men back on the rig.

The fire had started from a lit cigarette in

a second floor apartment. Two people in that apartment fled, leaving the front door open, pulling flames and billowing smoke into the hallway and up to the third floor.

Using an imaging camera, the rescue team raced to the third floor apartment where they found an 80-year-old woman unconscious. They brought her outside to safety while the rest of the fire fighting team attacked the fire with hoses.

“This fire rescue serves as a stark reminder of the importance of the SAFER grant program in helping to keep not just Fall River, but similar communities across the country, fully staffed,” says Michael Coogan, president of Fall River Local 1314. “Thanks to the SAFER grant, these fire fighters were on the job and lives were saved.” ■

“This fire rescue serves as a stark reminder of the importance of the SAFER grant program in helping to keep not just Fall River, but similar communities across the country, fully staffed. Thanks to the SAFER grant, these fire fighters were on the job and lives were saved.”

— Michael Coogan, President
Fall River Local 1314



From left: Fall River Local 1314 members Mark Madeiros, Matt Camara and Glen Eddington are back to work, thanks to funding through the SAFER grant program.

IAFF Comes Together for British Columbia Member Following Tragedy

Out of the tragic death of a British Columbia fire fighter is a touching reminder that the bonds shared by IAFF members and their families extend beyond borders and can thrive in the most difficult of circumstances.

Langley City Local 3253 member Ron Dunkley, a former president of the local, died in a Seattle hospital on January 4, two months after he was struck by a train and severely injured. Dunkley, an avid sports fan, was in Seattle for an NFL game with some fellow fire fighters when the accident happened.

What followed were two difficult months for Dunkley, his family and the IAFF family. He endured 42 surgeries to fix his broken body before infections claimed his life, in spite of a massive outpouring of support and assistance from IAFF members from British Columbia and Washington state, from his family and many friends and from the public as well.

IAFF members on both sides of the border provided countless examples of assistance and limitless gestures of support for Dunkley and his family, and to Local 3253, from the time of the accident right through to the difficult days following his death.

President of Langley City Local 3253 Scott Kennedy says Dunkley was “very much a people person” who will be sorely missed.

At first Dunkley was not expected to survive the first hour, then the first week. But as Christmas approached, there was hope that he might recover. Sadly, news came early in the New Year that would not survive. When the news came, many Local 3253 members “made a beeline for Seattle” to be with Dunkley and his family during his last days.

“The news at the end was devastating,” Kennedy says. “There was one miracle after another, but ultimately, the last miracle didn’t happen. But there were so many along the way.”

Following his death, Marysville, WA Local 3219 members stepped forward and brought the remains to the U.S.-Canadian border in an ambulance. They were met by a large procession of fire and other emergency vehicles, including British Columbia Ambulance and the Royal Canadian Mounted Police. About 150 fire personnel in dress uniform and turnout gear lined the route. Surrey, BC Local 1271 provided ladder trucks draped with the Canadian flag during the repatriation.

Kennedy says he is extremely grateful to all those who assisted in the wake of the tragedy, including Seattle Local 27, Marysville WA Local 3219, Surrey, BC Local 1271, Delta BC



Ron Dunkley

Local 1763, Langley Township Local 4550, IAFF 7th District Vice President Ricky Walsh and 6th District Vice President Lorne West.

On January 2, just before Dunkley died, members of Langley Township Local 4550 were out in the community raising funds for Dunkley’s medical bills by chipping Christmas

trees in exchange for donations.

Dunkley was visited constantly while in hospital by fire fighters from across British Columbia and responded to the faces of many family, fire fighters and friends despite his severe injuries and limited level of consciousness.

A professional fire fighter for 10 years, Dunkley was extremely proud of his profession and his union. A natural leader, he stepped forward to take the local presidency early in his career despite being the youngest member of the department.

Having those two months with him after the accident were “a miracle,” Dunkley’s mother Sandy told those attending a celebration of life held January 11 in Langley City that drew an estimated 2,000 people.

Members of neighbouring Langley Township Local 4550 staffed the Langley City firehall during the celebration of life so that all 21 members of Local 3253 could attend.

Donations in Dunkley’s name are being accepted by the British Columbia Children’s Hospital Burn Unit and by the Red Cross. ■

Cincinnati Fire Fighters Give Up Grant to Prevent Layoffs

For many financially-strapped municipalities needing to hire additional fire fighters or to maintain existing fire personnel, the Staffing for Adequate Fire and Emergency Response (SAFER) program has been a saving grace. And for others, even a SAFER grant can’t spare IAFF locals like Cincinnati from the threat of layoffs.

“We did all the right things,” says Cincinnati Local 48 President Marc Monahan. “We applied for the SAFER grant. We applied for a special waiver to further alleviate the financial burden on the City. Still, the City wanted 147 of our fire fighters, and we’re already trying to operate with 40 vacant positions.”

He adds, “We knew we had to engage in the political process right away and gain public support. And that’s what we did.”

When the City of Cincinnati applied for the SAFER grant in 2009, City officials agreed to it with some apprehension because of the City’s extreme financial distress. In order to accept a SAFER grant, the City would need a waiver from the Federal Emergency Management Agency (FEMA). To qualify, the economic hardship must affect the entire public safety sector in their jurisdiction, not just the fire department.

When Cincinnati was awarded a \$6.9 million grant and waiver, the City still said it needed more money from the fire fighters.

When Local 48 met with the City at the bargaining table, the City said it needed

\$5 million in concessions from the fire fighters. When the fire fighters did the math, they realized that the City was actually asking for \$35 million.

This brought negotiations to an impasse. A fact finder was brought in, and recommended minor changes to the contract and a two-year wage freeze. Local 48 voted 95 percent in favor of the revised contract. After ratification, City officials announced plans to lay off 147 fire fighters, about 20 percent of Local 48’s membership. “We had already been forced to begin browning out companies in 2009,” says Monahan. “This 20 percent personnel cut would have meant the permanent closures of 11 companies and continued brownouts.”

Other City labor unions were under threat of heavy layoffs, including police officers and sanitation workers. Local 48 and the unions for both police and sanitation agreed to stand together. When it came time for City Council to hold a hearing on the subject of layoffs, more than 200 families showed up to make their opposition to the layoffs known.

While Local 48 was unable to prevent the SAFER grant from being turned down, Cincinnati fire fighters were able to stop layoffs. Layoffs for police and sanitation workers were also avoided.

Still, the City faces a \$54.7 million deficit in its general fund. Therefore, rumors are still circulating that future layoffs are still possible. ■

IAFF Locals Respond to Missouri Tornadoes

IAFF locals throughout the St. Louis, Missouri, area responded to the aftermath of 18 tornadoes (confirmed by the National Weather Service) over the New Year's weekend. The storm system claimed the lives of four Missourians and damaged 280 homes and structures.

Three of the 18 tornadoes were F-3 tornadoes. One of those hit Sunset Hills, where about 100 homes were damaged and 20 families were displaced. Members of the Professional Fire Fighters of Eastern Missouri Local 2665 (Crestwood Fire Department) and Mehlville, MO Local 1889 responded.

"The majority of the calls that our members responded to were natural gas leaks," reports Local 1889 President Nick Fahs. "But, they also visited effected neighborhoods searching for any trapped victims. It appears that everyone was able to walk away from their homes."

Eastern Missouri Local 2665 is made up of several fire departments and districts. Also, heavily involved with tornado response were Valley Park Fire District, Kirkwood Fire Department and the Fenton Fire District.

A strong tornado made a destructive path along Route 30 in Fenton, damaging several homes and two churches and even flipped a car.

"Our tornado warning system went off, so we knew it was coming," says Fenton Fire District Shop Steward Doug Ruse. "Trees were down and debris was everywhere, making it difficult to get to some of our calls. But we were able to make it to the most heavily damaged areas and made sure citizens were okay and utilities were shut off."



Mehlville, MO Local 1889 fire fighters on the scene of a tornado ravaged neighborhood, offering citizens assistance.

California Fire Foundation Thanks Pro-Golfer for Generous Donation

The California Fire Foundation, a statewide charitable organization associated with the California Professional Firefighters (CPF), had an opportunity to thank professional golfer Fred Couples during the 2010 Champion's Cup at the Harding Park Golf Course in San Francisco the California Fire Foundation held a press conference to deliver its public thank you to Couples.

Addressing Couples, California Fire Foundation Secretary-Treasurer Lew Stone said, "This donation makes you a founding member of our Endowment. Your support will go to providing scholarships to children of fire fighters in California. Thank you for going beyond yourself and giving to this cause. It means the world to us."

The California Fire Foundation created the California Firefighters Endowment in 2009 when it saw the need to provide funding beyond the \$2,000 scholarships it currently gives to children

of fire fighters killed in the line-of-duty.

Couples responded by saying that he felt compelled to make the donation after watching fire fighters fight the fire storms that broke out near his Santa Barbara home for three years in a row. He commented that before that experience, he knew what fire fighters did, but was impressed by the extent of it after that and wanted to do whatever he could to give back. ■



California Professional Firefighters (CPF) Secretary-Treasurer Lew Stone, California Foundation Director Vanessa Errecarte and members of the California Professional Firefighters as they thanked Fred Couples for his generosity.

Fenton fire fighters did make one rescue after a woman's car was turned over by the twister. Fire fighters were first on the scene to pull her out of her vehicle.

Three of the four tornado-related deaths happened in Rolla. "The fatalities happened outside of our normal response

area, but we were on hand for search and rescue efforts," says Rolla Local 3905 President Steve Huffman.

Huffman adds, "For a storm system like this to come through in December was definitely unusual for us. It usually happens in the spring and we rarely have one touch down."

In St. Louis County, about 30 homes were damaged. "We saw a lot of roofs taken off and walls blown down," says former St. Louis County Local 73 President and current fire department Public Information Officer Dan Sutter. "We had an F-1, so we didn't have as much damage as others. Still, we were quick to establish a command post, check buildings and offer assistance to neighboring departments."

In response to the widespread damage, Missouri Governor Jay Nixon enacted a state of emergency, which allows state agencies to coordinate directly with local jurisdictions to provide emergency services. ■

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IAFF Front Line Offers Expert Legal Assistance

Heather Baity lost her husband in the tragic line-of-duty deaths that occurred in the Sofa Super Store fire in Charleston, South Carolina, in June 2007. Her two young children, Noah (4) and Mariah (9), lost their father.

But because she reached out to the IAFF, Heather was able to recover substantial court settlements under the IAFF Front Line Policy, a program that provides assistance and legal representation through the IAFF General Counsel's office.

Brad Baity, an officer of Charleston Local 61, was one of many Charleston fire fighters who responded to the fire. There was an initial report of an employee trapped in the building, and Brad and other fire fighters entered the showroom to attempt a rescue and attack the fire from within.

The fire progressed rapidly through the void spaces above the ceilings, and the thick black smoke and toxic gases caused by burning furniture and other fuels made it virtually impossible to see. Brad became separated from his fellow fire fighters, and when the metal roofs and walls collapsed, he died at the scene.

Though Heather Baity was reluctant to talk with lawyers after her husband's death, she reached out to the leadership of Local 61 to discuss the matter. That difficult but wise decision helped put into motion the IAFF Front Line Policy, which offers legal assistance to members and their families in the event of a line-of-duty injury or death.

IAFF General Counsel Tom Woodley met with the then local president and Heather Baity to review the facts and legal options.

After Baity elected to take advantage of the International's Front Line program, a lawsuit was filed on behalf of Heather Baity and her two young children. The named defendants include the Sofa Super Store, Inc., the Goldstein Family Limited Partnership (owners of the store), furniture manufacturers, the contractors responsible for constructing additions and modifications to the store, and the corporations responsible for the design, installation, inspection and maintenance of the fire doors at the facility.

While the suit threatened to be a long, drawn-out affair, significant settlements were achieved early in mediation with a number of the furniture manufacturers

“When the IAFF says that it is always with you on the frontlines, that ‘always’ includes legal issues that may arise from an injury or death in the line of duty. Not only is the IAFF ready, willing and able to assist in these matters, but legal decisions made in Front Line injury or death cases may well set precedents that protect fire fighters in the future.”

—General President Schaitberger

and contractors. To date, Heather and her family have recovered more than \$1 million in settlement funds, and the remaining court action is moving forward against the store, the owners of the facility and other defendants who bear the bulk of the responsibility for the fire and its tragic consequences.

Would Heather have reached the same outcome if she had retained the services of just any personal injury lawyer? Perhaps not.

You've seen the ads you see on television: “If you have been injured on the job through no fault of your own give us a call! You may be entitled to a lucrative settlement!” Or: “If you suffer from any one of these symptoms after taking this medication — rapid eye blinking, jerky arm movements, shaking hands, dementia, anxiety, acne or aching bones, call this law firm now!”

Some call law firms that pay for those ads ambulance chasers. And if you or any of your brothers and sisters on the frontlines has been injured in the line of duty, you may have encountered one of these firms. Such law firms may know a little bit about squeezing settlements out of corporations. But they probably know next to nothing about fire operations and safety.

The IAFF is no ambulance chaser, and it would never push members or their

families toward any one legal remedy. But through its Front Line policy, the IAFF can offer immediate and expert legal assistance following a line-of-duty injury or death.

“When the IAFF says that it is always with you on the frontlines, that ‘always’ includes legal issues that may arise from an injury or death in the line of duty,” says IAFF General President Harold Schaitberger. “Not only is the IAFF ready, willing and able to assist in these matters, but legal decisions made in Front Line injury or death cases may well set precedents that protect fire fighters in the future.”

The IAFF Front Line Policy makes available legal representation through the IAFF's General Counsel's office for cases in which it is determined that the IAFF and its members have a significant interest arising from the death or serious injury of an IAFF member as a result of defective products or the negligence of a third party.

The Front Line policy also provides financial assistance from the IAFF to cover initial out-of-pocket costs related to cases handled under the policy.

For a number of reasons, IAFF members or their families confronting an injury or death-related legal matter should consider contacting the IAFF. The first and smartest reason is that initial consultation is free. In the immediate aftermath of a major fire service-related accident, there will no doubt be a swirl of anxiety, confusion and tension. No matter what final decisions are made regarding legal representation, a no-cost initial consultation with IAFF attorneys who are very familiar with fire operations and state tort law will likely help clarify a legal strategy.

Secondly, the IAFF's experience regarding fire operations, equipment and gear, as well as on-duty injuries and deaths, provides a level of expertise that is unmatched. Using that expertise has proved invaluable.

Third, the IAFF General Counsel's office charges significantly reduced rates for tort cases that it takes on, typically constituting a smaller percentage of final awards than outside legal representation.

A handful of critical factors will determine loss or victory in a tort case: the quality of representation, the judge and the quality of expert witnesses



The IAFF Front Line Policy helped Heather Bairy win a substantial court settlement from defendants named in a lawsuit filed after the Super Sofa Store fire in Charleston, South Carolina killed nine fire fighters in 2007. Her husband, Brad, a member of Charleston, SC Local 61, was among the nine who perished.

brought into the courtroom. IAFF Assistant to General President for Occupational Health, Safety and Medicine Rich Duffy states, “The IAFF is second-to-none in terms of expertise on all issues relating to fire service health and safety, with a large internal staff dedicated to fire fighter health, safety and medical research, as well as knowledge of and access to numerous professional experts.”

Another important reason to consult the IAFF on tort cases for union members is

the potential that a member’s case will help to set important precedent that could protect the lives of other brothers and sisters in the fire service. After all, manufacturers — and others whose products, property or practices could impact fire fighters’ lives — will think twice about putting an unsafe product on the market, or leaving property in an unsafe condition if they are aware of even the potential of a costly lawsuit against them.

In another ongoing Front Line case, the IAFF legal team is representing Regina Galloway in her suit against E-One, Inc. and Hall-Mark Apparatus of Texas in conjunction with the tragic death of her son.

Cory Galloway, 23, was a member of Kilgore, TX Local 2996 and a career fire fighter with the City of Kilgore Fire Department when he was one of two killed during a training exercise on January 25, 2009. Galloway was in the aerial platform of a new truck which was extended to the roof of the tallest building in Kilgore when the platform became stuck on a concrete parapet wall on the roof of the building. As Galloway’s fellow fire fighters used the truck’s controls to try

to free the platform, the parapet wall gave way and the platform sprang back from the top of the building whipping violently back and forth, tossing Galloway out of the riser and down 80 feet to his death.

The suit claims that the truck manufactured by E-One, and sold by distributor Hall-Mark to the City of Kilgore Fire Department, failed to include safety harnesses or comply with standards set by the National Fire Protection Association. The suit will demonstrate that the platform was improperly designed to prevent against the situation that claimed the lives of two fire fighters, and that the fire fighters were not adequately trained to use the truck by E-One or Hall-Mark.

Additional Front Line court actions have also been filed on behalf of two IAFF members who were injured while in the platform during the incident, and another member who provided immediate assistance to Cory and others hurt at the scene.

In sum, IAFF members and their families should rely on the International’s Front Line Policy if they are faced with a tragedy involving the serious injury or death of a member as a consequence of defective products or the negligence of a third party. ■

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Fire Fighter Chefs



Picture if you will, clocking in for an evening shift as a not-so-subtle aroma wafts about the firehouse. Smells a little like Dijon mustard and herb-filled roasted pork loin, paired nicely with roasted sweet potato puree, dirty rice and chorizo and apples stuffing.

Or, imagine being passed a heaping bowl of Pasta Il Pompiere (Italian for fire fighter), a simple assembly of penne pasta, garlic sautéed in olive oil, fresh tomatoes, arugula, diced mozzarella and parmesan cheese.

Firehouse cuisine has undergone a bit of a seismic shift in recent years. Dog-eared old cookbooks and rusted and encrusted pots have been tossed aside as a more health-conscious and ethnically diverse generation of fire fighters has moved into the fire service.

From coast-to-coast, fire fighter cooks are channeling their inner Bobby Flay and embracing their hidden Rachel Ray to make the most of their turn with the firehouse spatula. And quite a few, like Eddie Sell, a member of Long Beach, CA Local 372, and Joseph Bonanno Jr., a retired member of Uniformed Firefighters Association (UFA) of New York Local 94, are reaching for the stars hoping to become the next television chef sensation.

Both Sell and Bonanno are close to becoming on-air chefs, presenting an opportunity not just to open the public's eyes to the evolving firehouse kitchen, but also to present a positive image of fire fighters and the fire service.

These two may be among the most likely fire fighters to cross into celebrity chef stardom, but they are by no means alone.

Every firehouse has a fire fighter with some kitchen skills, and quite a few have won local accolades.

Thomas Cavallo of Yonkers, NY Local 628 was featured last fall in a *New York Daily News* Five Alarm Cook Off competition among New York area fire fighters. The 28-year-old fire fighter, who actually attended culinary school, won the day with a dish of Boursin Tilapia and Shrimp.

Dave Wrast of Vancouver, WA Local 45 found himself on the set of "LIVE with



Joseph Bonanno, retired from the FDNY and UFA Local 94, is hoping to be a television chef.

Regis and Kelly" in May as part of the show's "Coast to Coast Firehouse Cookoff." His signature recipe that got him on the show was a Thai beef salad.

Ross Signorino, a fire fighter from Mishawaka, IN Local 360 also made it to the Regis and Kelly competition with his signature Rossome Ribs.

Representing Fire Fighters

Sell, a fire captain with Local 372, also runs a catering business called Firehouse Chefs (www.firehousechefs.com). Most of his catering jobs are for events in and around the fire service. Sell catered for a Fire Ops 101 event during the IAFF 2010 Convention in San Diego, sponsored by San Diego Local 145.

Sell's catering business includes several firehouse chefs hailing from IAFF affiliates across the West Coast. He is on a unique hearts-and-minds mission to use his stellar culinary skills to help people get a little closer and become more familiar with what fire fighters are all about.

"One of my goals is to make people aware that the faces have changed in today's fire service," says Sell. "America is much more diverse today, and that is reflected not just in the firehouses but in the food that is prepared in firehouse kitchens."

Sell has been working with television production company KPI based in New York, to produce a Firehouse Chefs cooking show. As the host, Sell would travel around the country visiting fire kitchens and highlighting the culinary efforts of other firehouse chefs. He is particularly interested in exploring different ethnic cultures within the fire service and the food that comes with that.

When we caught up with Eddie Sell in the fall, he was just walking out of a meeting with the company that is going to build the Firehouse Chefs "food rescue vehicle," an ambulance converted into a catering truck. It will be unveiled at the Firehouse World Expo in San Diego in February.

The truck will serve double duty in his catering business and in the Firehouse Chefs show.

"The appeal of my show, I hope, is that it is not going to be just another stand-and-stir cooking show," says Sell. "I want to bring to the fore that there are many people besides myself who are great firehouse chefs."

Despite his sideline business as a firehouse chef, first and foremost, Sell says he is a fire captain. He schedules his catering events around his fire service schedule, and he caters primarily to fire service-related events.



Eddie Sell, a member of Long Beach, CA Local 372, has a catering business called Firehouse Chefs.

graduate of New York University, where he studied fitness and nutrition. He has combined his decades of fire fighting, culinary expertise and knowledge of nutrition to become a cookbook author, consultant and frequent co-guest chef on live television talk shows (www.chefbonanno.com).

Bonanno has made the circuit of top morning and daytime shows, including "The Today Show," "Good Morning America," "Martha Stewart" and "Live with Regis," promoting his two cookbooks: *The Healthy Firehouse Cookbook* and *The Firehouse Grilling Cookbook*. He also has served as celebrity spokesperson for several products including Butterball Turkey and Sorrento Cheese.

On the morning of September 11, 2011, Bonanno was serving Pasta Il Pompiere to some of the members of Ladder 3 for a Ronzoni Firefighter Cook Off live television appearance on WB 11. The recipe was later named to honor 12 fire fighters from Ladder 3 who were lost in the World Trade Center collapse that day.

More Than Salads

As a celebrity firehouse chef, Bonanno continues to make public appearances and consult with fire departments about healthy nutrition. He saw an opportunity

Continued on Page 18

"I really see my project helping to boost the image of fire fighters," says Sell. "This is a way to see fire fighters for who they are day to day. The show is a great way to erase misconceptions about fire fighters. Yes, we do take time to shop and cook, but the other part of this is balancing our time for mandatory training, public education, school fire alarm demonstrations and our primary function of responding to emergencies."

The Next Level

For Sell — and for Joseph Bonanno — the key to launching their culinary endeavors to the next level will be getting a television network to agree to pick up a show for a full season. Bonanno, working every bit as hard as Sell, though at it for a bit longer, is still waiting for a network to agree to let him do a show.

Bonanno, who retired from the fire service in early 2001, is a graduate of the Culinary Institute of Long Island and a



Eddie Sell and his crew of firehouse chefs cater major fire service events with multicultural menus.

Pasta Il Pompiere

(Italian for Firefighter!)

Serves 4-6

From Joseph Bonanno Jr.

(www.chefbonanno.com)

"This recipe was served the morning of September 11, 2001 by Joseph Bonanno, to the members of Ladder 3 for a Ronzoni Firefighter Cook Off live TV appearance on WB 11. Twelve firefighters of Ladder 3 were lost in the World Trade Center disaster. This recipe is named in honor of them, may God rest their brave souls."

Ingredients:

- 1/2 Cup Extra Virgin Olive Oil
- 6 cloves garlic, peeled and sliced thin
- 6-8 ripe plum tomatoes, chopped
- 1/2 teaspoon salt
- 1 bunch fresh Arugula
- 1/2 pound fresh Mozzarella, cut into dice sized cubes
- 1 pound Penne pasta
- Parmesan cheese to taste
- Dried red pepper flakes

Directions:

Heat oil to medium. Add garlic and saute' until just before golden, do not burn. Pour into large bowl. In another bowl, toss tomatoes with salt.

Cut Arugula into strips and toss most with tomatoes, saving some to top dish before serving. Mix together with oil, garlic, greens and tomatoes.

Cook pasta according to directions.

Drain pasta and immediately, while pasta is hot, mix all ingredients with hot pasta.

Toss well to melt cheese, sprinkle top with remaining arugula and red pepper flakes.



“One of my goals is to make people aware that the faces have changed in today’s fire service. America is much more diverse today, and that is reflected not just in the firehouses but in the food that is prepared in firehouse kitchens.”

—Eddie Sell, Long Beach, CA
Local 372

Continued from Page 17

to use his culinary skills to help improve the fire fighter diet.

“So many firehouses serve big meals,” says Bonanno. “Fire fighters tend to want to eat heartily because their shifts are long and taxing. But I wanted to demonstrate that you can fill up and become satisfied with healthy foods.”

Bonanno’s recipes are designed to provide all of the energy a fire fighter needs for several hours of arduous labor. They tend toward the traditional but with some of the fatty and cholesterol boosting ingredients taken out. For instance, when he produces a big batch of mashed potatoes he substitutes chicken stock for butter.

He says fire fighter attitudes toward food are changing as a new generation grows into the fire service. “Everybody wanted to eat healthy but nobody wanted only a salad,” says Bonanno. “Now more fire fighters are eating more fruits and vegetables and it is a trend that is feeding on itself. More fire fighters see each other eating healthy so more are embracing the idea.” ■



Dijon Mustard and Fresh Herb Roasted Pork Loin

From Firehouse Chefs
(www.firehousechefs.com)

“A tangy and delicious pork recipe that is light, healthy and a great addition to your favorite meat recipes. This pork loin pairs well with roasted sweet potato purée, dirty rice, and chorizo & apple stuffing. Also great with your favorite grilled, sautéed or roasted seasonal veggies.”

Marinade Ingredients:

- ❑ 3 tablespoons Dijon mustard
- ❑ 3 tablespoons honey
- ❑ 1 tablespoon fresh mint, washed & finely chopped
- ❑ 1 tablespoon fresh basil, washed & finely chopped
- ❑ 1 1/2 teaspoons fresh rosemary, washed & finely chopped
- ❑ 4 garlic cloves, minced
- ❑ 1/4 cup white wine (whatever variety you prefer)
- ❑ 1 teaspoon Spanish paprika
- ❑ Kosher salt & freshly cracked black pepper, to taste
- ❑ 2 tablespoons olive oil
- ❑ 2 lb pork loin roast

Optional: Quick Mustard / Apple Pan Sauce:

- ❑ 2 tablespoons olive oil
- ❑ 1/2 onion, diced
- ❑ 1 apple (your favorite), diced
- ❑ 2 garlic cloves, minced
- ❑ Reserved cooked pork marinade*
- ❑ 1 cup white wine (again, your preference)
- ❑ 1 cup chicken broth
- ❑ Kosher salt & freshly cracked black pepper, to taste
- ❑ 1/4 cup cream

Directions:

In a large bowl or Ziploc bag, combine all of the marinade ingredients, making sure that the pork loin is coated well with the marinade.

Place it in the refrigerator for an hour (and up to 8 hours).

Remove the pork and allow it to rest for 15 minutes so that it will be nearer to room temperature when you put it in the oven.

Preheat oven to 350°. Meanwhile, in a large skillet add the olive oil and heat to med-high heat. Once the pan is hot, sear the pork loin for about a minute per side, or until a brown crust starts to form on the outside of the pork — this effectively locks in the juices and ensures that it will be juicy & tender when done roasting.

Place the seared pork in a roasting pan & roast in the oven for 40-45 minutes, or until an inserted meat thermometer reads 155-160° internal temperature. (Leftover marinade can be saved to make a pan sauce that can be poured over the pork.*)

Remove the pork loin from the oven and allow it to rest 5-10 minutes before slicing - this allows the meat juices to soak into the meat & not get lost on the carving board.

Quick Mustard / Apple Pan Sauce:

Pour 2 tablespoons of olive oil into a skillet (optionally, you can use the roasting pan you just used; this would allow the roasted-on ingredients to contribute even more flavor to your sauce (see Deglazing, below)). Turn heat to medium; when hot, add 1/2 diced onion, 1 diced apple, and 2 minced garlic cloves. Sauté for 3-5 min or until onion & apple become tender.

Deglaze** the skillet with the reserved cooked marinade, 1 cup of white wine, 1 cup of chicken broth, and salt & freshly cracked black pepper, to taste. Allow the sauce to reduce for about 5 minutes. Add cream and stir well; taste and check your seasoning.

Spoon atop the pork loin and enjoy!

**Deglazing is where you add liquids to a pot or skillet you’ve already used in order to remove from the surface any cooked-on deliciousness that you want incorporated into whatever it is that you’re making - in this case, the sauce will be tastier if you take the time to access & mix in the flavors of the apple, onion & garlic (or that much more tasty should you reuse the pan that was used to roast the pork).

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Boosting ISO Ratings Can Protect Staffing

Would City Council members rethink its plans to cut fire department staffing if they discovered their actions would raise fire insurance costs for their constituents?

This answer in Fort Worth — and in many other cities with forward-thinking IAFF affiliate leaders — is yes.

Last fall, the Fort Worth City Council backed off its plans to cut fire fighters and close companies after Fort Worth, TX Local 440 President Jim Tate presented the City Council with a report detailing how such a move would damage the City's Insurance Service Operation (ISO) rating and cost residents collectively much more than the City would save.

ISO measures a fire department's ability to successfully respond to a fire on a sliding scale of one to 10, and those ratings or classifications are used by insurance providers to determine the amount of fire insurance coverage local residents must pay. A Class One rating means the department is as good as it can be, while a Class 10 rating indicates that fire coverage is ineffective and that residents will be compelled to pay high fire insurance premiums.

The ISO analysis measures a number of factors from amount and quality of equipment to adequate staffing and training.

The Fort Worth Fire Department for several years had an ISO rating or classification of three, which is fairly good but with room for improvement. If it could get to a Class Two rating, Fort Worth property owners would stand to save 8 percent on their fire coverage.

Sounds pretty straight forward, but Local 440's

savvy move took time, hard work and the help of an outside consultant — Mike Pietsch, P.E. Consulting Services, Inc. — with expertise in improving fire department ISO ratings to help the department identify ways to improve its ability to respond to fires. The final report identified numerous ways for the department to improve, such as retrofitting pumpers to add the ability to use compressed foam to fire suppression.

Another key improvement was to return the department to full staffing. In a bid to save money, the City of Fort Worth had cut responding crew sizes to three persons. The ISO analysis was instrumental in convincing the City Council to return to four-person crews. Four-person crews are known to respond more effectively to fires and that added response capability saves property owners money in fire insurance coverage.

Local 440 paid about \$3,500 for the consulting work. "We took the report and provided it to the city manager, the fire chief and the entire City Council, and then we had the consultant come in and address the City Council," says Tate. "We did not have to say anything more really. It was clearly understood that a move forward with staffing cuts while allowing increases in fire



The Fort Worth, TX Local 440 Executive Board, including President Jim Tate (center) at the local's union hall. The Local demonstrated that improving the fire department's ISO Rating would prevent staffing cuts.

insurance rates could become a campaign issue down the road.”

Consultants like Pietsch can be found all over North America, including in Wasilla, Alaska.

Wasilla fire officials contacted the consulting firm ISO Slayer.

To save City funds, the City of Wasilla had cut staff at the fire department and had begun sending just three fire fighters at a time to structure fires. The cuts threatened to push Wasilla's ISO rating from a four all the way down to a 10.

ISO Slayer's David Doudy produced a report that showed returning staffing back to four-person crews would get Wasilla back to a four rating and save residents a bundle on fire insurance coverage.

“There are some things you just can't cut no matter how broke you are, and fire protection and police protection are just two of these,” says Doudy. “Both of these should be funded no matter the cost.”

Before considering hiring a consultant, IAFF affiliates are urged to visit the ISO web site (www.iso.com) for a wealth of information about the ISO assessment process. Much of the information a

consultant can gather may well be available by the ISO and provided before, during and after an assessment.

“The ISO offers training all over the country,” says Robert Cobb, ISO National Director of Community Hazard Mitigation. “When we are preparing to assess a department, we will send a field representative and try to get all entities involved in fire protection in the same room to explain the process.”

The IAFF and other stakeholders have been engaged in discussions with the ISO about revisions and additions to the current fire service measures used in the rating system.

“We look forward to the revision of the ISO metrics as they will make the rating system a much more accurate measure of a fire department's true capability and availability to respond to fire events,” says Lori Moore-Merrill, IAFF Assistant to the General President.

Cobb says the ISO is reviewing recommendations about updating its rating system and says that any adjustments made to the system could be announced sometime this year. ■

“We took the report and provided it to the city manager, the fire chief and the entire City Council, and then we had the consultant come in and address the City Council. We did not have to say anything more really. It was clearly understood that a move forward with staffing cuts while allowing increases in fire insurance rates could become a campaign issue down the road.”

—Jim Tate, President
Fort Worth, TX Local 440

Sounding the Alarm!

IAFF Fights Back Against Attacks on Fire Fighters



Do you remember where you were when the attacks against fire fighters began?

Most likely you do not. Unlike seminal events like Pearl Harbor or September 11, the assault on unionized fire fighters is happening like a slowly building storm. In community after community, the attack on our members has been mounting steadily since the start of the recession in 2008-2009. And by all accounts the struggle will get more difficult in the coming year as public officials at all levels of government face massive fiscal shortfalls, and then look for easy scapegoats.

“What you are seeing is a politically orchestrated effort to demonize public servants in an effort to promote pension reform,” says Robert Bruno, Professor of School of Labor and Employment Relations and Director of the Labor Education Program at the University of Illinois.

And it’s unclear when — or if — it will end unless we fight back. These attacks — on fire fighters, their pay, pensions, jobs, right to bargain collectively — and their public image — are actually a full-throttle assault on this nation’s entire middle class. If we lose, the nation will be less safe and working conditions will decline for most Americans.

Fire fighters from New York to San Francisco and just about every municipality in between are engaged in this war, whether they want to be or not.

Unionized workers have always had to fight for every right, every pay increase and benefit they and their brothers and sisters now enjoy. Legions of IAFF leaders have battled at negotiating tables, city council meetings, state houses and picket lines to preserve the safety and the integrity of the fire service.

But what’s happening now is different. IAFF members face an onslaught of blame

from policymakers at all levels of government under the encouragement of a tenacious bloc of anti-labor interest groups.

“This effort is coming from two political parties that are simply bankrupt when it comes to political courage,” says Bruno.

“Both Republicans and Democrats are

“Anti labor forces will be coming at us from all sides this year, and there is no doubt in my mind that we are entering one of the most challenging times for the labor movement, and fire fighters in particular. Our foes and too many of our friends have forgotten what it means to be a first responder. We must get to work protecting all that we have won for our brothers and sisters over the years.”

—General President Harold Schaitberger

looking for easy answers to the nation’s problems. They’re not actually trying to solve those problems, only make political gains by attacking the most visible elements of our society.” And that visible element is US.

The attacks against fire fighters are coming in both deed and rhetoric. Anti-union policymakers at all levels of government are doing their level best to

chip away at fire fighters’ compensation and reduce their ranks. Too often those attacks are laced with crass rhetoric suggesting fire fighters do not deserve adequate compensation, a safe retirement or job security.

Such sentiments sting when one considers how hard fire fighters work to keep the citizenry safe. Overpaid? Undeserving? Really? Beyond the day-to-day grind, one need not look too far back into history for examples of how fire fighters have responded to a nation in distress.

Like January 8, when fire fighters and paramedics from several departments raced to the scene of the bloody shooting in Tucson to administer life-saving emergency care to the wounded. Or December 22, 2010, in Chicago, when an ice-laden warehouse roof collapsed during a fire on nearly two dozen fire fighters, killing two and injuring 17. Though that warehouse was not in commercial use those fire fighters had heard homeless people might be inside.

Fire fighters are always there when they are needed. The fact, though it should not have to be mentioned, seems forgotten from the smallest city halls to Capitol Hill.

In Washington, anti-labor lawmakers stood fast against IAFF efforts to win collective bargaining rights for all fire fighters. The Zadroga bill providing benefits to Ground Zero workers — which should have been a no-brainer — was finally enacted in the final ticking hours of the 111th Congress after the heroic lobbying effort of our New York affiliates, legislative leaders and the IAFF.

A non-stop media blitz by satirist Jon Stewart also put pressure on Congress to pass the bill.

If you think 2010 was a tough year for

federal legislation, make no mistake, the incoming class of this 112th Congress just underway is crowded with lawmakers eager to go after public workers and weaken unions.

“Anti labor forces will be coming at us from all sides this year, and there is no doubt in my mind that we are entering one of the most challenging times for the labor movement, and fire fighters in particular,” says IAFF General President Harold Schaitberger. “Our foes and too many of our friends have forgotten what it means to be a first responder. We must get to work protecting all that we have won for our brothers and sisters over the years.”

Bleak Forecast

Much of what unions have gained in hard-fought battles over the last 40 years is now under attack, including mandatory Social Security, health care, staffing, collective bargaining, pensions and wages, and other benefits.

It goes without saying that pushing any labor-friendly legislation onto the president’s desk will be challenging, but not impossible. The IAFF will need to mount a strong defense in the coming months to fend off anti-labor forces’ efforts to damage our union’s influence in the public workplace.

While conditions look bleak in Washington, they are downright grim at the state level where a new crop of governors is determined to bring budgets into balance on the backs of public sector workers by freezing wages, laying off workers, reducing or eliminating their bargaining rights and cutting pensions and health benefits. In addition, at least 16 states are mulling payroll protection bills that would prohibit unions from using payroll deductions to fund political activity. Several other governors, with Ohio Governor John Kasich leading the way, are considering Right to Work legislation to prevent workers from being required to pay union dues.

As states and municipalities continue to struggle with budget shortfalls, some policymakers — egged on by former House Speaker Newt Gingrich, who is eyeing a presidential run in 2012 — are exploring the possibility of putting forth federal legislation that would make it easier for states to file bankruptcy. The thinking behind this concept is that filing for bankruptcy would offer states an opportunity to tear up their contracts with

unions and get out from under pension obligations.

Legal experts have said such a move would be unconstitutional because states are sovereign entities. But that is not

“When you attack the labor movement, you are really attacking America’s entire working class. You are making it harder for all workers, not just union members, to benefit from the gains of the labor movement. That is why the Democrats have become less responsive to labor and the GOP has become downright hostile to labor.”

—Robert Bruno, Professor of School of Labor and Employment Relations and Director of the Labor Education Program at the University of Illinois.

stopping anti-union forces from forging ahead and exploring legal avenues to help states avoid meeting their obligations on pensions, compensation and staffing.

Pension Battlefront

The greatest challenge for our members right now is protecting and preserving their pension benefits. Anti-labor groups have always wanted to destroy government worker defined benefit pension programs. In part, they oppose pensions on philosophical grounds believing that government should not be involved in helping workers save for retirement. But they also see government employee pensions as a wasted opportunity for private sector investment firms, which hope to profit mightily by replacing defined benefit pension plans with defined contribution plans. It would become the next cash cow for Wall Street.

The financial crisis, which has drained local government coffers of tax revenue, was parallel to the collapse of the financial markets, which in turn also delivered a crushing blow to pension balance sheets, creating short-term unfunded liabilities. This has opened up an opportunity for pension opponents to launch attack after attack on our pension systems, arguing that taxpayers can no longer afford to cover the cost of public worker pensions.

Finding places in America where fire fighters’ pensions are under assault is quite simple. Put a map of the United States on a wall and grab a few darts. Now close your eyes and throw them at the map. Most

likely those darts landed in a state and near a municipality where top lawmakers are considering proposals to reform fire fighters’ pensions by raising costs on workers, raising the retirement age, or even

replacing current plans with defined contribution plans.

The strategic playbook behind these assaults, which includes conveniently ignoring the chronic underfunding of pensions while simultaneously demonizing public employees, has been designed in conservative think tanks like the American Legislative Exchange Council and the National League of Cities. Those playbooks have been distributed, and governors from coast to coast have begun the process of pecking away at government-sponsored pensions.

These pension rollback efforts are being spearheaded by conservatives and Democratic lawmakers alike who are seeking political fortune in going after public employee pensions.

- In New Jersey, the state legislature has signed on to Republican Governor Chris Christie’s pension reform mantra, proposing a measure that would force government workers to pay more for their pensions. Though they are insisting that the state — which has skipped payments into the fund for most of the past decade — commit to start paying into pensions.

- Democrat Andrew Cuomo made attacking unions a cornerstone of his successful bid to become governor of New York. Now that he is seated, Cuomo has signaled he plans to eliminate 15,000 jobs from the state workforce and reform pensions in a bid to close an \$8 billion deficit, while the state fire and police plan is 90 percent funded.

Continued on Page 22

Continued from Page 21

● In Massachusetts, Democratic Governor Deval Patrick proposed increasing the state's retirement age for 90 percent of state workers to 60 from 55, and requiring public employees to work until they are 67 to receive full pension benefits. Fire fighters would not become eligible for full pensions until age 57.

● Rick Scott, the new republican governor of Florida, has put his state on notice that he intends to lead an effort to work with cities there to reform pensions, calling the whole system a "ticking time bomb." He is wrong, whether he knows it or not. Florida's pension system is 88 percent funded, which pension industry experts say is well within an acceptable and sound range.

One critical fact that anti-pension lawmakers seek to gloss over is that most state pensions are in fairly good shape, despite the crushing financial crisis — the worst since the Great Depression. The states facing the most pension trouble are ones where governors neglected to fully pay the state's obligated portion into the system. New Jersey, for example, has not made its required contribution to its pension system in 15 years. Christie himself refused to pay \$3.1 billion it owes to the system in 2010.

Fair Weather Friends

One of the more surprising elements of this rising tide of attacks on the public sector is that lawmakers who were once allies are increasingly seeking political value in opposing our unions.

"This anti-tax era has turned Democrats into political cowards," says Bruno.

One of the more startling examples of this alarming trend occurred last fall in Pennsylvania where outgoing Governor Ed Rendell, a Democrat and former chair of the Democratic National Committee, blocked an overwhelmingly popular state bill that would have provided cancer-presumption benefits for fire fighters. The measure passed the Pennsylvania House by a vote of 195 to 1 and sailed through the Senate with just four nay votes before Rendell vetoed the bill.

The move left Pennsylvania Professional Fire Fighters Association President Art Martynuska enraged. In a letter to Pennsylvania fire fighters he said: "The last time we checked, we found that we still live in a democracy and when you have more than 90 percent of the states' elected representatives voting in bi-partisan favor of a bill that will give some comfort to terminally ill fire fighters and some

"The IAFF recognizes that the challenges we face are serious. The International will be taking a serious, proactive approach to ensure the members of this great union are protected during this malicious time. While we will continue to use strategies that have proven successful in the past, the IAFF recognizes that the 'same ole,' same ole' is not going to work this time. That's why the IAFF is heavily engaged in devising new, more aggressive methods designed to help all of you keep the staffing levels, working conditions and benefits that you have worked so hard to get."

—General President Harold Schaitberger

financial assistance to fire fighters widows and children, it's more than cold hearted, it's criminal."

Andrew Cuomo in New York has signaled that he, too, is willing to go up against unions over jobs and benefits in order to erase budget shortfalls.

Striking at the Heart of Unions

While pension protection will be a top priority for the IAFF, members also face another battlefield on collective bargaining. Like the pension attacks, efforts to roll back and deny fire fighters collective bargaining rights are taking place at all levels of government: federal, state and local. In some cases, it is a result of political posturing. And in others, it's attempts at union-busting under the guise of saving a few dollars in a strained economy.

In December, the U.S. Senate voted 55-43 to bring up the IAFF's collective bargaining act for consideration, and was five votes short of the 60 needed to overcome a filibuster waged by anti-labor senators.

A united GOP Senate Conference voted en bloc to oppose a cloture motion on the bargaining bill until an extension of the Bush-era tax cuts was approved. Three Democratic quislings — Senators Michael Bennet (CO), Mark Warner (VA) and Kay Hagen (NC) joined with Senate Republicans in shunning workplace rights for fire fighters.

On the state level, some newly elected fiscally conservative governors are using the still-weak economy as an excuse to attack collective bargaining. These governors contend that it is necessary to abolish or weaken collective bargaining to help balance their budgets.

Tying our Hands

Similarly, new Ohio Governor John Kasich has made dismantling the state's collective bargaining law a top priority for his administration. But his focus is more specific. Kasich says Ohio's binding arbitration laws award unions too generously, causing cities to go bankrupt.

"I don't think he understands the process," says Ohio Association of Professional Fire Fighters President Mark Sanders. "An arbitrator is required to consider whether or not the jurisdiction has the ability to pay for any award. In fact, I think it is fair to say that arbitrators have been very conscious of the fact that times are tough and have made their awards accordingly."

Other potential threats to collective bargaining in Ohio include proposals to eliminate pensions as a subject for negotiations or even replacing collective bargaining with meet and confer.

"Governor Kasich and his supporters fail to understand that collective bargaining benefits both sides," Sanders says. "They ignore the fact that many Ohio unions have been sympathetic during recent tough times and agreed to furloughs and pay freezes."

Collective bargaining, in fact, is saving government money in Ohio and in other places. In Maine, Lewiston Local 1773 waived its right to a 2.6 percent cost of living increase. Stockton, CA Local 456 offered \$5.7 million in concessions after the Stockton City Council declared a fiscal emergency to deal with a \$23 million deficit. Fairborn, OH Local 1235 was among Fairborn's other labor unions that agreed not to take any raises in their contracts. That move alone enabled the City to bring back four public service employees. Those are just a few examples; there are many others.

Hitting Us in the Paycheck

Another way state governments are trying to weaken unions is to partner with the National Right to Work Legal Foundation to promote laws prohibiting unions from assessing a fee to people who do not want to join the union.

These laws — already in place in 22 states — make it difficult for unions to function because the non-union member can enjoy all union negotiated benefits without contributing dues.

Lawmakers in Indiana made it the first order of business, but the state's governor quickly put an end to further discussion of the right-to-work legislation, saying "now is not the time." But, such legislation could still be on the table in Maine, Missouri and seven other states.

Some Missouri lawmakers say they support a right-to-work law because they believe it will attract business to the state. However, it has been speculated that pro-labor Governor Jay Nixon would likely veto such a bill.

"This isn't the first time that we have had to fight against anti-labor initiatives," says Missouri State Council of Fire Fighters (MSCFF) President Tony Kelley. "Pensions have been under attack over the last several years. Last year, legislation to enact defined contribution plans was proposed, but it failed.

Kelley adds, "The success or failure of these efforts to thwart the labor movement depends on how all of labor reacts."

The stakes could not be higher, not just for fire fighters but for the entire American workforce.

"When you attack the labor movement, you are really attacking America's entire working class," says Bruno of the University of Illinois. "You are making it harder for all workers, not just union members, to benefit from the gains of the labor movement. That is why the Democrats have become less responsive to labor and the GOP has become downright hostile to labor."

Time to Fight Back

"The IAFF recognizes that the challenges we face are serious," says President Schaitberger. "The International will be taking a serious, proactive approach to ensure the members of this great union are protected during this malicious time."

These efforts include a full-page ad in USA Today (see page 24).

He adds, "While we will continue to use strategies that have proven successful in the past, the IAFF recognizes that the 'same ole,'

same ole' is not going to work this time. That's why the IAFF is heavily engaged in devising new, more aggressive methods designed to help all of you keep the staffing levels, working conditions and benefits that you have worked so hard to get."

The IAFF will be unveiling a full-throttled campaign at the district, state and local levels to beat back these concerted attacks on IAFF members, with President Schaitberger visible at the state and local level and on the frontlines to defend IAFF members. "We are developing a major push-back effort to respond to the attacks by politicians and in the media," says Schaitberger. "This will be an aggressive campaign to fight back."

The IAFF has already established a new pension department (see story on page 34), and coupled with a multipronged public relations/media campaign, will burnish the image of fire fighters that too many politicians have sought to tarnish.

"We must remind wayward politicians that fire fighters are not the enemy; we are always there to protect the public, in both

good times and bad," Schaitberger says.

Meanwhile, state leaders are rallying the troops and getting ready to deploy. In traditionally anti-union states like South Carolina — where new Governor Nikki Haley is publically assembling a team to squash unions — boosting member numbers will be a top priority.

"There is definitely strength in numbers in the Palmetto state," says South Carolina Professional Fire Fighters Association President Mike Parrotta. "The more we organize, the more labor supporters we have. We have to ban together and look after ourselves."

In non-collective bargaining states, political prowess may be the most effective way to protect fire fighter resources.

"When it comes to fighting the good fight to keep our jobs, benefits, pensions and wages, we have to put our political positions on social issues and the like aside," says Professional Fire Fighters Union of Indiana President Tom Hanify. "We have to work with those who will work with us." ■

Battles From State to State

Governors and state legislatures across the country are taking aim at our members in an effort to blame them for the massive budget shortfalls at all levels of government and to vilify fire fighters and turn public sentiment against them.

It's open season on fire fighters, and the attacks are coming from all sides on pay, pensions, collective bargaining and other worker rights and benefits.

Many states have passed and introduced or plan to introduce legislation to strip fire fighters of these hard-earned benefits and protections.

Right to Work

Right to Work legislation isn't what it seems. The more appropriate term should be the "Right-to-Work-for-Less" bill, because these bills are designed to weaken and eliminate collective bargaining.

Currently, Right to Work laws exist in approximately 20 states, but now legislation has been filed or is about to be filed in several states, including Alaska, Hawaii, Indiana, Maine, Michigan, Minnesota, Missouri, New Hampshire, Pennsylvania, Washington and West Virginia. In addition, bills are expected in Montana, Ohio and Wisconsin.

Paycheck Deception

Paycheck deception legislation prohibits public employee payroll deductions for union dues unless the union does not use the dues for any political activity. Alabama just has passed a paycheck deception law, and legislation has also been introduced in Arizona, Kansas, Mississippi and Missouri. Ballot language in favor of paycheck deception has been filed in California. In addition, paycheck deception bills are expected in 17 states (Arizona, Arkansas, Florida, Georgia, Indiana, Kansas, Michigan, Minnesota, Missouri, Mississippi, New Hampshire, New Mexico, South Carolina, Tennessee, Texas and Wisconsin).

Collective Bargaining

Fire fighters' rights to negotiate with their employer regarding working conditions, wages and benefits are under threat, with bills attacking collective bargaining rights being introduced in Colorado, Michigan, Nebraska and Oklahoma. Legislation outlawing public sector collective bargaining is also being considered in South Dakota. ■

This ad was published in the February 9 issue of USA Today.



After a Career Saving Lives...

Politicians Want to Take Our Life Savings

Fire fighters and paramedics are dedicated to protecting the lives of our neighbors. Whether it's a natural disaster, terrorist attack or another tragedy, we answer the call.

But we are under assault by politicians who are using us as scapegoats – blaming us for the Great Recession caused by Wall Street.

The attack on our pensions would devastate our retirement security. We understand that many Americans are hurting because of the Recession, but we will not apologize for putting our lives on the line, the dangerous work we do, or the pensions we've earned.

We're Fighting Back, and Asking for Your Support

When politicians attack fire fighters and paramedics, something is wrong.

We're citizens, just like you – Americans who work to better our lives and provide for our families. We've chosen a career in public safety to make our communities and our nation better, safer.

If politicians and Wall Street bankers succeed in their attack on us, then all Americans who work for a living will lose.

STOP POLITICIANS FROM SCAPEGOATING PEOPLE WHO SERVE YOUR COMMUNITY

A message by the fire fighters and paramedics of the International Association of Fire Fighters



The Chairman's Council Is FIREPAC's Newest Donor Level

The IAFF has unveiled its newest FIREPAC donor club level — the Chairman's Council — for members who contribute \$750 or more per calendar year.



“We created the Chairman's Council to acknowledge those members who have continuously given above \$750 a year, but were only recognized for being members of the Leadership Trust donor level,” says IAFF General President Harold Schaitberger. Members who contribute at the Chairman's Council level will receive a new custom-designed FIREPAC pin, along with a gold-and-black FIREPAC wind shirt. IAFF members who want to join the Chairman's Council and who participate in the FIREPAC Check-Off program through their local must notify the local in writing to increase the level of giving.

IAFF members who want to join the Chairman's Council and who contribute to FIREPAC via the recurring online deduction

program should contact the IAFF Political Action Department at (202) 824-1582 to change donor levels. ■

FIREPAC Tops \$5 Million Mark

For the first time in its 32-year history, FIREPAC has topped the \$5 million mark in fundraising during an election cycle (2009-2010). As of December 31, FIREPAC has raised a total of \$5,104,327 for the 2010 election cycle. The \$5 million total exceeds last cycle's total of \$4.6 million by 8.5 percent.

Despite tough economic times, IAFF members around the country have stepped up to help make a difference. “This is not the time to step back,” says Schaitberger. “We are experiencing attacks on our pensions, pay and other benefits and our members understand the importance of our political program and the work that FIREPAC does.”

FIREPAC's continued growth can be directly attributed to the FIREPAC Check-Off program. Today, 233 IAFF affiliates in the United States participate in FIREPAC via a Check-Off program. In 2010 alone, 21 IAFF locals started a Check-Off program.

“I am proud of our members for their continued support, and I am proud of the work our IAFF staff has done to assist our membership in these trying times,” says Schaitberger.

To start a Check-Off program for your local, visit the FIREPAC section of the IAFF web site or contact the IAFF Political Action Department at (202) 824-1582. ■

HERE'S MY FIREPAC CONTRIBUTION

\$750 \$500 \$200 \$100 \$50 \$25 Other \$ _____.

Enclosed is my check payable to FIREPAC.

Charge my: VISA Mastercard

Card Number _____

Exp. Date _____ Signature _____

Name: _____

Membership No. _____

Local No. _____

Address: _____

City, State, Zip: _____

Phone No. (H) _____ (C) _____

*Email: _____

*Required in order to Process your FIREPAC contribution and track donor pins shipping

U.S. Members Only: FIREPAC can only accept personal checks, money orders or personal credit cards. Federal election laws prohibit FIREPAC from accepting business or union dues (treasury) account checks. Contributions to FIREPAC do not qualify as charitable contributions for federal income tax purposes.

Make Checks/Money Orders Payable to: FIREPAC

U.S. Members mail to:
IAFF FIREPAC
1750 New York Avenue, NW
Washington, DC 20006

Canadian Members mail to:
FIREPAC Canada
350 Sparks Street, Suite 403
Ottawa, ON K1R 758



Chairman's Council



Leadership Trust



Founder's Circle



President's Club



Capitol Club



FIREPAC Supporter

Chairman's Council members

Please select the size of the wind shirt you would like.

Small Medium Large X Large

2X Large 3X Large 4X Large

PAPER2011

Alberta Locals Active in Municipal Elections

With a round of municipal elections on tap for late 2010, a number of IAFF locals in Alberta turned to political action to gain traction on key issues. And after the votes were counted on October 18, fire fighters were counting new levels of support at city halls around the province.

Calgary Local 255, a local that has put an increasing emphasis on political action in recent years in the face of staffing issues and ongoing labour relations problems, made effective use of a survey in order to make fire protection a hot issue during the City's election campaign.

The local began planning for the 2010 City elections three years ago, and sought professional assistance from a Calgary public relations firm, which helped the local develop a communication strategy. It included a survey of Local 255 members and the public's views on fire protection.

The survey cleverly exploited the city's traditional rivalry with Edmonton. Survey respondents were advised that Edmonton residents enjoyed a higher level of fire protection because of a better staffing model. Not surprisingly, a majority of citizens indicated they agreed fire fighter staffing had fallen behind growth in Calgary and that they deserved higher response standards.

The survey results were packaged with a media release that successfully made fire protection a hot issue during the election campaign, and which forced mayoral and council candidates to express their positions on the issue.

The local didn't endorse a specific mayoral candidate, but assisted with three of the candidates' campaigns. The winning candidate, Naheed Nenshi, had responded

positively to the local's position on fire protection during the campaign, and Local 255 is now positioned to bring the issue forward before the new council.

Already, Local 255 has succeeded in getting council to unanimously approve a motion calling for a review of service delivery resource requirements.

Calgary Local 255 President Mark Faires says the survey and the overall political action campaign were successes because they not only educated the public about fire fighter staffing and made it an election issue, but because the local educated its own members at the same time. Another key ingredient of Calgary's success was money. The local has a \$2.50 biweekly per-member deduction for political action, which generates \$75,000 annually.

"Obviously when conducting political action business, you have to know what you want. Our number-one goal is to correct our substandard staffing and deployment model. We, like most, believed that our best hope of achieving that is through political action and public education," Faires says.

Edmonton Local 209, which has made breakthroughs on staffing and other key issues since it began being politically active at the local level 10 years ago, set a new benchmark for success in its City's recent elections.

The local took the strategy of actively endorsing a mayoral candidate and a council candidate in each of the City's 12 wards. Fire fighters used "Fire Fighter For" T-shirts in the IAFF's trademark gold and black



Edmonton, AB Local 209 members were a visible presence at a mayoral forum and throughout the municipal election campaign. The local's mayoral candidate and 10 of their 12 council picks were elected.

colours, customizing them with each candidate's name. Fire fighters working on candidates' campaigns wore the shirts at all times.

The election results were spectacular for Edmonton fire fighters, with their mayoral candidate and 10 of their 12 council candidates elected. One of the elected councillors backed by Edmonton fire fighters is the former head of a coalition of city employee unions.

Local 209 President Greg Holubowich says the shirts and the visibility they created were a key element of their success, as they showed voters that the candidate had fire fighters on their side.

"The power of those shirts was amazing," Holubowich says. "Each one of the politicians was thrilled that we were working with them, whether we were handing our leaflets or putting up signs." Fire fighters were a visible presence at a mayoral candidate forum held during the campaign, and responded to endorsed candidate's calls for assistance on the fly.

A thank you party the local threw for members who helped during the initiative and their spouses was attended by five of the elected councillors.

"This was a new benchmark for us," Holubowich says. "And our relationships with council just continue to grow."

Grande Prairie Local 2770 used the opportunity of the election campaign to introduce itself to candidates and learn about their backgrounds and goals while ensuring candidates were familiar with the union and its role.

"This seemed to work well as we have been able to maintain a very positive working relationship with council," says Local 2770 President Todd Russell.

Fort McMurray Local 2494 endorsed a mayor and six council candidates with a colourful newspaper advertisement that urged residents to vote for a "modern and progressive fire service." Incumbent mayor Melissa Blake and four of the local's six council picks were elected. ■



Fort McMurray, AB Local 2494 members pose with the candidates they endorsed in the city's recent municipal election. Their mayoral candidate and four of the six council candidates they backed were successful.

Manitoba Introduces Canada's First Breast Cancer Coverage

Legislation that creates Canada's first breast cancer coverage for professional fire fighters has been introduced in the Manitoba legislature.

The legislation, introduced by the Manitoba government on December 7, will also add prostate cancer, skin cancer and multiple myeloma to the list of cancers presumed occupational among professional fire fighters in the province. When passed the legislation will increase the number of cancers deemed occupational among the province's professional fire fighters from 11 to 15.

"This legislation is certainly welcome as it significantly broadens the number of cancers deemed job-related in Manitoba, and adds a new and important layer of protection for our members and their families," says Manitoba Professional Fire Fighters Association President Dave Naaykens.

"The Manitoba government is responding fully to our concerns about the impacts of carcinogens on our women fire fighters, and all fire fighters affected by the four cancers named in this legislation."

Manitoba has approximately 50 female

"The Manitoba government is responding fully to our concerns about the impacts of carcinogens on our women fire fighters, and all fire fighters affected by the four cancers named in this legislation."

—Manitoba Professional Fire Fighters Association President Dave Naaykens

fire fighters among its 1,050 members.

The groundbreaking bill, introduced with MPFFA members — including several women and their children watching from the gallery of the Manitoba Legislature — received national media attention. It also followed on the heels of a resolution adopted by delegates at the IAFF 50th

Convention in August that urged affiliates to wear pink T-shirts on duty during the month of October to raise awareness about breast cancer and raise funds for women's cancer organizations.

Winnipeg, MB Local 867 participated in the campaign and produced a public service announcement titled "Real Fire Fighters Wear Pink."

Naaykens notes that the prostate cancer coverage, which will benefit male fire fighters, is also particularly welcome. The legislation proposes a minimum employment period of 12 years for breast cancer coverage and 15 years for prostate and skin cancer and multiple myeloma, and calls on the coverage to be retroactive to 1992.

In 2002, Manitoba became the first Canadian province to enact presumptive cancer legislation for professional fire fighters. The legislation was a direct result of political action by the Manitoba Professional Fire Fighters Association, and set a precedent that has since been followed by six other provinces. ■



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IAFF Leader Passes Away at 100

Former IAFF 14th District Vice President and Executive Assistant to the General President Raymond Perry, 100, passed away January 7. Perry was a dedicated fire fighter, spending 30 years with the Birmingham Fire Department in Alabama,



Raymond Perry

and union man, holding various union offices for 40 years.

“Even though Brother Perry has been retired from the IAFF for more than 30 years, his contributions will never be forgotten,” says IAFF General President Harold Schaitberger. “Our condolences go out to the Perry family.”

A few years after graduating high school, Perry began his career as a union man with the United Mine Workers. After he became a fire fighter and joined Birmingham Local 117, he held elective office within the local for 28 years, eight of those as president.

He was also one of the five founding members of the Professional Fire Fighters

Association of Alabama, serving as its president for three years. Perry is a former Vice President of the Birmingham Labor Council, and served as delegate to the Alabama Labor Council for many years.

Perry spent his time as an Alabama union officer helping new IAFF locals form, fighting for better working conditions and working to reduce the fire fighter workweek to safer, manageable hours.

In the late 1950s, Perry was elected IAFF 14th District Vice President, representing fire fighters in Alabama, Arkansas, Louisiana, Mississippi and Tennessee. He held that position for nine years. He also served as the chair of the IAFF Executive Board’s Committee on Education, and was a member of the Policy Committee, the Public Relations Committee and the Redmond Memorial Committee.

In 1967, Perry and his family relocated to the suburbs of Washington, DC, when Perry was appointed as the first IAFF General Field Service Representative. In this capacity, he provided direct assistance to IAFF locals under the direction of the General President.

The following year, he was designated as the first Executive Assistant to the General President under then-IAFF General President Howard McClennan. Behind the scenes, Perry worked hard to raise money for MDA, even earning the MDA Gold Service Medallion Award.

Perry retired from the IAFF in 1980 and moved back to Birmingham where he continued to be an active participant in his community.

He is survived by his son Ray Jr. and his wife Deborah and granddaughter Cami Lemley and her husband Ed. Perry was predeceased by his wife Helen and daughter Linda. ■

Chicago Local 2 Loses Two in the Line of Duty



Thousands gathered during the holidays to pay their last respects to fallen Chicago, IL Local 2 fire fighters Edward Stringer and Corey Ankum. The two paid the ultimate sacrifice fighting a fire in a vacant building.

The two fire fighters were conducting a search for homeless victims after the fire was put out when the roof and wall collapsed. Numerous Maydays were transmitted and fire fighters attempted to find the buried crews in the collapse area. They were unable to save Stringer and Ankum. Nineteen other fire fighters were injured in the incident.

Two separate services with full fire fighter honors were held. Fire fighters and apparatus — including Stringer’s Engine 63 and Ankum’s Truck 34 — lined the streets, escorting the fallen fire fighters to their final tributes.



Edward Stringer

professionalism. He was smart, efficient and eager.”

Of Ankum, Schaitberger said, “His brothers and sisters in Local 2 called him a natural leader. And his generosity knew no bounds.”

Local 2 President Tom Ryan says that while brothers Stringer and Ankum will forever be missed, he and his members appreciate and will always remember the outpouring of support they have received during this difficult time.

Ryan especially thanked his IAFF brothers and sisters. “We will never forget the fact that many of them took time out of their own busy holiday schedules to attend the services,” he



Corey Ankum

says. “For those who couldn’t make it, the thoughts and prayers expressed by way of cards and e-mails were greatly appreciated. We will keep moving forward, as we always do, and

make sure that the sacrifices made by our fallen are never forgotten and that their families are given the assistance they need to carry on.”

Stringer is survived by his mother Joyce Lopez; his siblings Michael Torres, Joseph Torres and Jeannette Stephanian; his children Edward Jr. and Jennifer Stringer; and his grandmother, Dominga Rodriguez.

Ankum is survived by his wife Dameka, son Torey, step daughters Baylee and Damia, sister Charmain Ankum and brother and fellow Local 2 fire fighter Gerald Glover. ■

From Coast to Coast to Coast, Fire Fighters Fill Big Boots for MDA

Want to be among the top fundraising IAFF local for the Muscular Dystrophy Association (MDA)? There’s no big secret to success, according to Carrie Dalton of MDA’s Houston regional office.

“It’s just 16 hours of our guys giving 110 percent, and kind-hearted citizens giving a buck where it can make a difference,” Dalton says of Houston, TX Local 341, the top IAFF fundraiser for MDA for nine of the past 11 years.

Fairfax County, VA Local 2068 and Houston Local 341 have vied for the top fundraising honor for several years now, and this year, Fairfax came out on top,



Fairfax County, VA Local 2068 and Houston TX Local 341 were the top fundraisers for MDA in 2010.

raising a total of \$561,487 for MDA in 2010. Houston Local raised \$489,981. CAL Fire Local 2881 came in a close third, with \$477,562.

“We do Fill-the-Boot over Labor Day weekend, but that’s not all we do,” says Joel Kobersteen, an engine driver with Local 2068 who serves as MDA fundraising coordinator for Fairfax Local 2068. The training academy collects and Local 2068 holds raffles, auctions and bake sales, among other activities.

Kobersteen says the rivalry with Houston is one of the main motivators for Fairfax Local 2068 members.

Continued on Page 30



IAFF Mourns Former Canadian Director Jack Jessop

The IAFF is mourning a leader who was the face of the IAFF’s Canadian Operations during a formative time in the International’s history.

Jack Jessop, a Toronto fire fighter who became the IAFF’s first Canadian Director, died January 8 of cancer. He was 89. A funeral service was held January 15 in Smiths Falls, Ontario, where Jessop lived following his retirement.

The IAFF Canadian Office opened in Ottawa on June 3, 1969, with Jessop as Canadian Director, a post he held until his retirement in 1990. During Jessop’s tenure, the Canadian Office flourished as a focal point for Canadian members’ legislative demands, and as a direct conduit between IAFF headquarters and its growing number of Canadian members.

IAFF General President Harold Schaitberger saluted Jessop, saying he will remember the passion and conviction with which he fought on behalf of his fellow fire fighters.

“Jack was the face of the IAFF in Canada during a difficult time for our

union. What he lacked in resources he more than made up with his determination to advance the working conditions of our Canadian members,” Schaitberger says.

“He was a smart man and a hell of a fighter, he was a role model for a generation of IAFF leaders in Canada and in the United States as well.”

Jessop joined the Toronto fire department when fire fighters worked six 24-hour shifts in a row. He was involved in a key arbitration that reduced the workweek to 42 hours and also ordered the City to hire 240 fire fighters. He also served as president of the former Toronto Local 113 before moving to Ottawa to open the IAFF Canadian Office.

Long before there was a Canadian Legislative Conference, Jessop was taking fire fighter issues straight to Parliament Hill and fighting hard to make things better for his fellow fire fighters. George Richardson’s 1974 book, *Symbol of Action*, which chronicles the IAFF’s history to that time, documents Jessop’s determined fight to increase federal



Jack Jessop (left) was a union leader and role model for other IAFF leaders in Canada and the United States.

pensions for professional fire fighters.

In his retirement, Jessop remained in regular contact with the IAFF Canadian Office and maintained an active interest in issues affecting professional fire fighters. He attended the 48th Convention in Toronto in 2006. ■

Continued from Page 29

“Some Local 2068 fire fighters have been to MDA summer camp, some have a personal attachment to the cause, and some just do it for the T-shirt or to beat the guys at the next station — but whatever it is, we get tremendous support all around,” says Kobersteen.

It’s a great source of pride for Kobersteen and other members of Local 2068 that their local is the nation’s highest fundraising local in the country.



Houston, TX Local 341 raised \$489,981 for MDA in 2010.

“Per capita, we are kicking some serious tail,” he says.

While the rivalry between Houston and Fairfax County has been heating up, another competitor is closing in fast — CAL Fire Local 2881 has raised its total from about \$140,000 two years ago to more than \$477,000 this year, and is now the number-one MDA fundraiser in the state of California.

“We’ve been able to increase our totals just by educating the staff about what a great cause this is, the fact that it’s MDA, and that this is something that affects our families and friends and all the citizens of California,” says Scott McLean, a CAL Fire captain who serves as MDA fundraising coordinator for Local 2881.

Local 2881 raises money through Fill the Boots, music festivals, pancake breakfasts, spaghetti dinners, rodeos and other events.

Looking at the diverse locations of the three top locals, it’s apparent that in every corner of America, IAFF members and the citizens they serve are a big-hearted bunch. ■

Union Sportsmen’s Alliance Unveils New Logo Symbolic of Conservation Mission

The Union Sportsmen’s Alliance (USA) begins the New Year with a new look and big plans for 2011 and beyond. Launched in July 2007 as a hunting and fishing club for union members, retirees and their families, the USA cast a new line in the spring of 2010 to become a stand-alone, non-profit organization. As part of this effort, the USA landed a brand new logo.

“The heart of the USA is the sportsman or sportswoman, not a specific species of game or fish,” says USA Executive Director and CEO Fred Myers. “So developing a logo that reflects the diverse interests of our members and their commitment to conservation was more challenging than we imagined, but we think patience paid off and union hunters and anglers will view the new USA logo with pride.”

The USA is a community of fire fighters, electrical workers, machinists, roofers,



WANT HEAVY DUTY?



painters, sheet metal workers, boilermakers, plumbers and members of many other unions. Their hunting and fishing pursuits are as varied as their trades, but according to surveys, a majority of USA members hunt whitetail and fish for freshwater species, particularly bass. A large percentage of USA members also hunt waterfowl. Therefore, whitetail, bass and duck icons were chosen to reflect the outdoor interests of USA members in the logo.

Like sportsmen and women across North America, access is an issue that hits close to home for most USA members. In fact, 89 percent of respondents in a 2010 USA member survey said they are “very concerned” with the loss of quality places to hunt and fish.

Protecting, improving and creating access and habitat are at the core of the USA and the goal of its new “Boots on the Ground” program, which uses the diverse skills of union members to tackle conservation projects in critical need of support and assistance. With that in mind, the USA chose for the logo a circular design and a color scheme reflective of the earth and the woods and water that union sportsmen strive to protect. ■

Don't Let Retirement Become An Emergency

If you are nearing retirement, stop procrastinating! Roll up your sleeves and start planning.

Retirement will be here before you know it. Unfortunately, you probably spent more time planning your last vacation than planning for retirement. Retirement is the longest vacation you will ever take. If you are nearing retirement, it is time to determine where you are, where you want to be and how to get there.

Do Your Homework

As a fire fighter, you likely have a pension, but will it be enough in retirement?

The first step is to calculate how much income you will need (and want) in retirement. This is no time to guess. Start by adding up all of your monthly expenses to determine what they will be when you hang up the bunker pants for good. Once you know what you will need, calculate your “wants” so you can enjoy retirement the way you want to.

Don't Underestimate Your Expenses

The most common mistake in retirement

planning is to fail to include all of your expenses, or to underestimate your expenses in retirement. You will eat more, drink more, take more medications and perhaps travel more in retirement. As an example, if a married couple spends \$5 per meal for 20 years — factoring in inflation — that's about \$294,000 just to eat in retirement!

Calculate Your Retirement Benefits

Where will your paycheck come from once you retire? Many fire fighters have a pension, a deferred compensation account, a health trust account and a retirement account. Determine how much you have in each, and then compare it to your expenses from above. Will you be able to generate enough income to cover the expenses?

Plan On Living a Long Time

How long will you live in retirement? You will likely live longer in retirement than you have been a fire fighter. Many IAFF members can't imagine living 40 years in retirement, but you should plan on it. While your pension lasts for the rest of your life, you will need your other accounts to supplement your income until

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Continued from Page 31
you are gone. Also, you want to make sure your spouse will have enough if you die first.

Remember to Consider Inflation

According to the U.S. Department of Labor, in the past six months, gasoline costs have increased 23 percent, meat prices have increased 6 percent, and alcohol is up 2 percent. Unless you are a non-driving, non-drinking vegetarian fire fighter, these costs are going to affect you. Unfortunately, you cannot predict the



costs of these items in the future, but you can plan for these costs to continue to increase over time.

Review Your Asset Allocation

As you get older, it's a good idea to review how you are invested. The investments you've had for years may need to change to meet your needs. In retirement, you probably should not take the same risks, but your income must keep up with inflation.

Don't Do What Your Buddy Does

Do you have an armchair quarterback or

a real one looking out for you? Just because someone in the firehouse says he is going to invest in something, doesn't mean it is right for you. The problem is that your expenses, financial, family, tax, real estate, debt and tax situations are unique to you. If you want to achieve your goals, make your own plan.

Prepare for the Worst

Less than 5 percent of fire fighters have a will, medical directives and a durable power of attorney. These are legal documents that protect you and your family from all of the ugly things that could happen to you when you run into a burning building to save a stranger's life. These documents can't be taken care of once you've been killed or incapacitated. Regardless of your age, get them done now.

Don't Forget Uncle Sam

Taxes are going to affect you in retirement. In fact, taxes represent the largest bill you will have. Consider which accounts to withdraw money from, how to minimize what you pay in taxes on those withdrawals, and be sure to avoid unnecessary penalties.

Minimize the Investment Fees

The financial industry is really good at hiding the fees and commissions that investors pay. In retirement, when you are most concerned about conserving money, these fees are a substantial drain on your accounts and mean less income for you. For example, for a \$250,000 account, you could save more than \$57,000 in fees over 10 years by investing in institutional funds vs. the exact same funds in a "C" share or wrap account. There is a less expensive way to purchase and own your current and future investments. Remember, the day you decide to retire is the day the vultures begin circling for the commissions and fees.

Get Advice, and Beware

It is never too early or too late to start planning, regardless of your age and time to retirement. Get advice from a Certified Financial Planner (CFP®), so you know your interests are first before any commissions or asset-based fees. At the very least, get a second opinion.

To start planning, or for more information, visit www.investforless.com, or call (888)537-7250.

This article is courtesy of Kevin Knull, CFP®, CEO and Founder of InvestForLess. ■



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IAFF-FC Uses Value of InvestForLess® Financial Advisors to Help Miami Local

In October of 2010, the City of Miami breached its labor agreement with Miami, FL Local 587. With very little notice, fire fighters were expected to absorb pay cuts up to 40 percent. To help Local 587 assess this new financial reality, the IAFF Financial Corporation (IAFF-FC) tested a new pilot program, sending financial advisers to Miami.

These financial advisers — chosen by the IAFF-FC — represented InvestForLess to provide onsite financial triage to the 685 IAFF members who suddenly found themselves with substantially less income.

InvestForLess held more than a dozen seminars at the local's union hall and in firehouses across the City. During these sessions, InvestforLess provided practical advice and tools to assist in determining where each member stood financially. The planners at InvestForLess® adopted Miami's triage tag system to classify the varied financial situations each member faced, and conducted individual breakout sessions to identify solutions to help.

The most challenging but salvageable cases were taken first, with the initial goal of preventing any fire fighter from unnecessarily becoming a "Black Tag." By acting quickly, the planners from InvestForLess prevented these fire fighters from taking actions that could have led to bankruptcy and foreclosure, and pointed them in the right direction to get back on track.

InvestForLess® financial advisers answered the call to assist Local 587 members in remarkable fashion and proved their value. During this pilot program, the IAFF-FC confirmed that its business model is sound and provides IAFF members with an opportunity to access quality advice without excessive fees.

InvestForLess® advisers and planners do not sell financial products (no commissions

or wrap fees), so the advice they provide to members is unbiased.

IAFF members around the country are facing pressure on pensions, benefits and wages (see the story, "Sounding the Alarm," on page 20) as municipalities attempt to manage their own financial crises.

Now more than ever, it is important to start looking at your own finances. The IAFF and IAFF-FC will continue to assist, provide solutions, and help fight the battles that need to be fought, but every IAFF member should take action now to get their finances and retirement plan in order.

For more information, visit the Financial Advice and Investments section of the IAFF-FC web site at www.iaff-fc.com. ■

Join the IAFF's Social Networks

Get instant updates, the latest news and other information by joining the IAFF's social networks.

The IAFF Facebook fan page has nearly 4,000 members and is growing every day. Visit www.facebook.com/iaffonline.

You can also follow the IAFF on Twitter at www.twitter.com/iaffnewsdesk for up-to-minute news and information.

The IAFF Frontline Blog provides commentary and news on issues important to IAFF members and to the IAFF.

Watch IAFF TV featuring nearly 40 videos, including IAFF General President Harold Schaitberger's address at the Affiliate Leadership Training Summit in Phoenix.

For more information, email pr@iaff.org or visit www.iaff.org.



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in October, November and December 2010.

Local 1305 Prichard Fire Fighters Association Prichard, AL President: William Blake Sexton 17 members	Local 4814 Ankeny Career Fire Fighters Ankeny, IA President: Jesse Nielsen 10 members	Local 4821 Murray City Fire Fighters Murray, UT President: Richard Carver 25 members	Local 4831 Somers Professional Fire Fighters Somers, WI President: Aaron Strom 9 members
Local 3621 Richmond Professional Fire Fighters Association Richmond, KY President: John C. Ray 53 members	Local 4816 Lake Chelan Fire Fighters Chelan, WA President: Dale Rodman 7 members	Local 4823 Columbus Township Professional Fire Fighters Union Columbus, IN President: Brent Andrew Banister 6 members	Local 4833 South Elgin Professional Fire Fighters South Elgin, IL President: Richard Stumbaugh 27 members
Local 3967 Isle of Palms Professional Fire Fighters Association Isle of Palms, SC President: William J. Pesature 23 members	Local 4817 Northwest Homer Professional Fire Fighters Plainfield, IL President: Robert Krupa 7 members	Local 4827 Suttons Bay-Bingham Professional Fire Fighters Suttons Bay, MI President: Mark Bowen 6 members	Local 4834 Grambling Fire Fighters Association Grambling, LA President: Orlando Logan 7 members
Local 4327 Snowmass Fire Fighters Snowmass Village, CO President: Dave Kruse 11 members	Local 4819 Cochrane Fire Fighters Association Cochrane, AB President: Jared Wallace 60 members	Local 4828 Brookfield Professional Fire Fighters Brookfield, IL President: Bradley Pacyga 19 members	Local 4836 Santa Rosa County Professional Fire Fighters Santa Rosa County, FL President: Robbie Whitfield 10 members
Local 4808 Lexington County Fire And EMS Officers Association Lexington, SC President: Brad Amick 11 members	Local 4820 Pedernales Professional Fire Fighters Association Spicewood, TX President: Jason Atkin 14 members	Local 4830 Campbell County Professional Fire Fighters Campbell County, VA President: Jeremy Painkin 17 members	

IAFF Launches New Online Job Center

The IAFF has launched a new online Job Center listing employment opportunities with fire departments in the United States and Canada, as well as job openings at the IAFF, other labor unions and municipal, state or federal agencies.

The service is free for members and employers. To submit a position opening, email pr@iaff.org.

Visit the new Job Center at www.iaff.org/jobs.

IAFF Establishes Pension Resources Department

Across the nation, fire fighter pensions have become a target of public officials, the media and the public.

Recognizing the severity of these threats, at the IAFF 2010 Convention in August, delegates passed Resolution 24 to provide pension-specific resources to assist affiliates in combating attacks on pension plans. In conjunction with that Resolution, a Pension Resources Department has been established within the Technical Assistance and Information Resources Division within the IAFF.

The new department staff hit the ground running in an effort to assure resources are in place when IAFF affiliates need them. Several efforts are underway, including:

1. Establishing a Pension Plan Database - This work is already in progress, and when completed will allow benefit and costs comparison of pension plans.
2. Providing Customized Technical Assistance - to include plan funding analyses, overall plan evaluation, plan comparisons and preparation of exhibits for negotiations, arbitration or public officials. In addition, IAFF staff will assist with exhibits and talking points for local leaders to use with their membership.
3. Compiling a List of Pension Related Experts - to include actuaries, attorneys, consultants, public sector advocates and plan experts.
4. Education – The IAFF is creating a pension resources web site to help affiliates fight back. In addition, the IAFF has developed pension-specific

education modules online for IAFF leaders and plan trustees. These modules were piloted at the 2011 Affiliate Leadership Training Summit in Phoenix.

5. Communications and Media – The IAFF is developing a comprehensive public relations campaign with targeted messages to rebut elected officials, public comment and negative media coverage regarding fire fighter pensions. As part of this effort, the IAFF is preparing pension-specific messages for IAFF leadership — as well as customized materials for affiliates to use in fighting pension-related attacks.
6. Pension Resources Available as Requested - The IAFF Pension Handbook and Survey of Pensions publications are available on request.

For more information, contact Pension Department Director Ron Saathoff at rsaathoff@iaff.org.

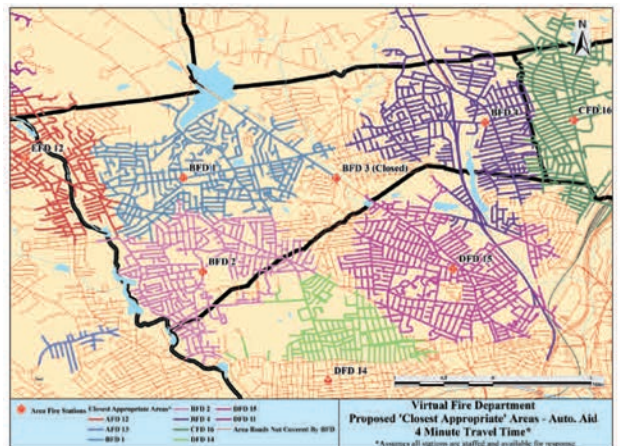
The IAFF Technical Assistance and Information Resources Division also assists affiliates with labor and collective bargaining issues, Fire and EMS operations and field services.

Labor Issues and Collective Bargaining

Through this Division, the IAFF conducts extensive research on issues affecting wages, benefits and working conditions. This research is used to develop resources for affiliates on staffing, collective bargaining

and grievance arbitration. The IAFF also maintains a contract and wage schedule library that is used to prepare wage and benefit exhibits to help affiliates in negotiations and arbitration.

In addition, the IAFF provides municipal financial analyses of affiliate jurisdictions to determine their true financial condition. This information is essential for affiliates facing staffing and budget cuts and is required in collective bargaining states to evaluate a jurisdiction's ability to pay.



The IAFF assists affiliates in preparing geographical information system analyses.

Fire and EMS Operations

The IAFF is fully resourced to assist affiliates with fire and EMS operational issues, such as privatization, EMS system design and EMS integration. The IAFF also conducts geographical information system (GIS) analyses of response time, geographic coverage, staffing and resource deployment, EMS integration costing, and fire/EMS system design. The IAFF can also provide information and resources related to specialty areas, such as Airport Response Fire Fighting (ARFF), emergency management and federal fire fighting regulations and standards.

The Fire-EMS Operations Department also manages the Web GIS application available to IAFF affiliates.

Field Service Operations

The IAFF coordinates field service operations, including training for District Field Service Representatives (DSFRs) and support for specific assignments. District Field Services Representatives, along with state and provincial affiliate representatives, deliver onsite services to affiliates, including collective bargaining assistance, first contract negotiations, mediation, paralegal support, expert testimony, organizing and grievance procedures. ■

Buy It Union

The IAFF has built a new “Get It Union” web site (www.getitunion.com) as a resource to help IAFF members find and buy union made products. The site uses what’s already on the Internet, including many resources from other unions, to provide links on the web to products made and services performed by union workers. The site also features links to

other sites built by like-minded Americans and Canadians for finding products made in the United States or Canada.

This web site is open to everyone because there are a lot of consumers out there who, like fire fighters, want to “Get It Union.”

The IAFF will continue to improve it, with your help — so please send your feedback and favorite links and lists to getitunion@iaff.org.



The Importance of the Rapid Intervention Team

This National Near-Miss Reporting System report illustrates the importance of the Rapid

Intervention Team (RIT) for fire fighter safety. A RIT should be in place on every fire scene and ready for action.

The job of the RIT on the fireground needs to be carefully thought out and planned in accordance with the incident.

Rapid Intervention Teams provide incident commanders with an “uncommitted reserve” to ensure fire fighters in trouble get an organized, focused reaction team. A RIT builds on the initial “2 out” to provide more hands to ensure the rapid response to a Mayday. A well-trained RIT armed with an effective rescue plan is a critical component to the overall risk assessment for any incident.

Failing to include a robust RIT on today’s fireground is like entering an IDLH without SCBA.

Fire fighters continue to risk their lives on the frontlines every day. Fire fighting is a high risk profession – fast paced with success and failure measured by fire fighters’ actions. The early occurrences of

flashover or collapse due to increased fire loads and lightweight construction are realities IAFF members deal with every day. Assembling a RIT as crews are engaging in the fire fight affords a higher level of safety and wellness for fire fighters.

“We responded to a two-story wood frame residence with heavy fire showing at the B/C corner...The initial attack line was advanced through the front door towards the B/C corner...A secondary back-up line was positioned by the front door by the Rapid Intervention Team (RIT)...The RIT was ordered by Command to advance their line to the 2nd floor...No additional RIT had

been established prior to the order...While the RIT was advancing their line to the top of the stairs, the building started to shake and a loud crash was heard...We immediately directed our line towards the fire and a Mayday was called... Command ordered all companies to evacuate the building...A second alarm assignment was requested and we were ordered to rehab...One fire fighter received second degree burns to the face.”

To read the entire report go to, www.firefighternearmiss.com, click on report number search, enter 10-273 and click on find report. ■

Discussion Questions:

- Does your department have a Rapid Intervention Team policy?
- Fire Fighters, are you familiar with all of the components and tools in your RIT Pack?
- Officers, is the implementation of a RIT part of your IAP early in the attack?

- Chiefs, do you mandate a rescue plan from your RIT?

Note: The questions posed by the reviewers are designed to generate discussion and thought in the name of promoting fire fighter safety. They are not intended to pass judgment on the actions and performance of individuals in the reports.

Enter your near-miss report at www.firefighternearmiss.com.



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IAFF and Pro-Calendar Launch iPhone Shift Calendar App

The IAFF and Pro-Calendar have partnered to develop and release the most advanced App for fire fighters for scheduling and tracking critical job-related information.

This shift calendar and organizer helps you manage your shift schedule, track sick, comp and vacation time, schedule trainings and take charge of all of your personal appointments, plus much more.

The IAFF Pro-Calendar App is also the only shift calendar App to include an exposure incident log for quickly recording vital information related to occupational exposures — a critical component when dealing with presumptive disease documentation.

Download the full version and try it for one month FREE. After a 30-day free trial, you can purchase a 12-month subscription for \$6.99. The App will also soon be available for Droid users.

Proceeds benefit the IAFF Burn Foundation, Disaster Relief Fund, Fallen



Fire Fighter Memorial, John P. Redmond Foundation and W.H. "Howie" McClennan Scholarship Fund.

The IAFF Pro-Calendar iPhone App will be the last calendar you ever need! ■

IAFF Health, Safety and EMS Conference Is August 14-18 in New York City

The IAFF and the John P. Redmond Foundation have been on the frontline of every major health and safety initiative in the fire service. The IAFF Redmond Symposium health and safety conference is designed to address solutions and tools to further protect IAFF members from new and reemerging hazards now and in the future.

The Dominick F. Barbera EMS Conference explores all aspects of fire-based emergency medical services. From the tenets of emergency response system design and operations, to medical direction and privatization, and from quality assessment and data collection to billing for transport, this Conference covers the most relevant topics affecting fire service-based EMS systems.

In 2011, the IAFF is combining the

John P. Redmond Symposium and Dominick F. Barbera EMS Conference into a single event.

Crossroads: Health, Safety and EMS, to be held August 14-18, 2011, in New York City, is an excellent educational forum for fire fighters, paramedics, medical directors, physicians, occupational safety, health and fitness experts and others. The detailed program includes two days of plenary sessions and two days of topic specific-workshops, briefings and roundtable discussions.

For more information or to register, visit www.iaff.org/Events/2011Redmond. ■



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IAFF Legislative Conference to Feature Symposium on Attacks on Public Employees

The IAFF will host a special symposium during this year's Alfred K.

Whitehead Legislative Conference to discuss how to combat anti-fire fighter attacks from governors and state legislators on public employees and their pensions.

The 2011 Legislative Conference is scheduled for March 13-17, 2011, in Washington, DC. Online registration is available at

www.iaff.org/Events/2011LegCon.

"While federal legislation will remain a primary focus of the Legislative Conference, none of us can afford to ignore the critical issues we see arising in state after state," says IAFF General President Harold A. Schaitberger. "Our members'

retirement security, health and safety are under assault, and the IAFF will offer whatever assistance we can to aid our brothers and sisters facing these attacks."

The symposium will be held on Monday, March 14 and will include a presentation about the IAFF's newly established Pension Department (see story on page 12) designed to help IAFF affiliates defeat attacks on defined benefit pension plans.

The Legislative Conference will also feature a lineup of keynote speeches and issue briefings.

For more information, visit www.iaff.org/Events/2011LegCon or contact the IAFF Governmental Affairs Department at (202) 824-1581. ■



2011 IAFF Upcoming Events

Political Training Academy
February 27-March 4, 2011
Baltimore, MD

IAFF Alfred K. Whitehead Legislative Conference
March 13-17, 2011
Washington, DC

IAFF Canadian Legislative Conference
April 10-13, 2011
Ottawa, ON

Crossroads: Health, Safety and EMS Conference
August 14-18, 2011
New York, NY

IAFF Canadian Policy Conference
August 22-24, 2011
Markham, ON

IAFF Fallen Fire Fighter Memorial
September 17, 2011
Colorado Springs, Colorado

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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.



In Arizona for the Affiliate Leadership Training Summit, General President Harold Schaitberger took a detour to Tucson to visit Northwest Firefighters Local 3572 members at their Station 38. Some members of North Tucson Local 3832 (Golder Ranch) and the United Emergency Medical Professionals of Arizona Local I-60 (Southwest Ambulance) were also in attendance.



In Tucson, Schaitberger also thanked members for their life-saving efforts on January 8, when a lone gunman opened fire at Representative Gabrielle Giffords's public appearance outside a Safeway grocery store. All of the members pictured here were involved in the response to the shootings. Giffords and 19 other people were shot. Six died.

Northwest Firefighters Local 3572, North Tucson Local 3832 (Golder Ranch), Tucson Local 479 and United Emergency Medical Professionals of Arizona Local I-60 (Southwest Ambulance) responded to the incident. In less than five minutes, law enforcement signaled to fire fighters that it was safe to enter the scene where they promptly set up a treatment area and Local I-60 provided hospital transport for injured patients. Local members report that they were able to call on their training to ensure the best possible outcomes during this tragic incident. Since 9-11, mass casualty training has been mandatory for these responding locals.



Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0117 Birmingham—Hugh Alford, Richard Brasfield, Oliver Brooks, James Carroll, Glendon Colvin, Michael Daniel, James Fernambucq, Lynn Glover, Donald Graham, Richard Gregg, Jimmy Howell, Clyde Johnson, Michael Martin, Michael Martin, Joel Palmer, Johnny Puccio, Roy Shaddix, James Smith, George Weeks, L0980 Bessemer—Derek Payne, L1349 Mobile—Paul Connolly, L4035 Hoover—Kenneth Booth, Claude Nichols, L4309 Orange Beach—Daniel Capella

ALBERTA L0209 Edmonton Fire Fighters Union—Gary Burke, Lorne Green, Joseph Patricio, L0237 Lethbridge—Robert Embury, William Mellafont

ARIZONA L0493 Phoenix—Donna Pierce, Dana Von Kolen, Russell Walker, L4492 Professional Fire Fighters of Sierra Vista—Thomas Fair

ARKANSAS L0034 Little Rock—Dennis Free, L3007 Springdale—Dennis Biazio

BRITISH COLUMBIA L1271 Surrey—Charles Gardner, L1525 West Vancouver—Steve Gye, Martin LeDuc, Ross Penhall, Mike White, L1667 Port Alberni Professional Fire Fighters Association—Peter Vandermolten

CALIFORNIA F0053 Edwards Air Force Base—Efrain Gutierrez, L0112 Los Angeles City—Manuel Aguilar, Floyd Deslonde, Michael Griffin, Robert Smith, L0246 Bakersfield—Gary Bergman, Lance Bowman, Tim Capehart, Charles Carlsen, Jim Cross, Jerry Gambill, Dan Haining, Steven Hollon, Randy Kozy, Dan Kullrich, John Leon, Michael Mathis, Bryan McBride, Richard McCorkle, Greg Moore, Steven Myers, Steven Nichols, Stephen Phillips, Charles Poynor, Frank Ramos, Edward Rangel, Allen Roberts, Steve Silvius, Elijah Smith, Paul Smith, Derek Tisinger, Larry Toler, Edward Watts, Doug Webb, L0372 Long Beach—Robert Thurston, L0522 Sacramento—Leo Baustian, Steven Beck, Michael Bonham, Jay Bowdler, Lynne Burgan, Stephen Cantelme, James Doucette, Mark Gregory, Randy Johnson, Steven Kidwell, John Laubinger, Martin Monterrey, Robert Myers, Robert Santee, Martin Scott, David Sinclair, Michael Updegraff, Fred Wudell, L0525 Santa Barbara City—Steven Felix, Stanley Thompson, L0753 Fresno—Greg Jepsen, L0778 Burbank—James Finerty, Robert Lanning, L0798 San Francisco—Alexandra Alexander, James Barden, Rock Crawford, John Forbes, Peter Green, Thomas Leeper, L0809 Pasadena—Rudy Flores, L1067 Riverside City—William Aviles, William DelaHoya, L1165 Santa Clara County—William Sylvester, Monique Vandenberg, L1301 Kern County—Darrell Buck, Loren Lange, Richard Reeder, L1401 Santa Rosa—Brian Flohr, Dana Kelley, Mark Lundquist, Ronald McDonell, Mike Piloni, Mark Richardson, Joseph Swindt, L1430 Ontario—David Hopkins, R. N. Willemse, L1434 San Miguel—Larry Parker, L1592 Roseville

Fire Fighters—Ben Dominguez, Joshua Roten, L1684 Oxnard—Peter Chavez, Tiloi Tuitama, L1689 Fremont—Darrell Lorenzi, L1699 Milpitas—Gary Evans, L1775 Marin Professional Fire Fighters—William Cain, Albert Curtiss, Erik Sterne, L1927 Culver City—Richard Siler, L1934 Redding—David Krautkraemer, L1974 Livermore-Pleasanton—Stephen Shamblyn, Danielle Stefani, L2180 Chula Vista Fire Fighters—Gary Keller, L2197 San Gabriel City—Scott Harvey, Todd Smith, L2342 Hemet—Arthur Deyo, L2400 San Mateo County—Lawrence Batti, L2728 Lemon Grove—Michael Ott, L2881 CDF Fire Fighters—James Geib, Leisha Jackson, Susan Magdaleno, Roger Mattson, Daniel McKinley, Matthew McWilliams, Joseph Palmer, Michael Pezzoli, Curt Rose, Earl Russell, James Sasules, Carl Thomas, Ricky Ulvevadet, Del Monte Walters, L3124 Napa City—Charles Martignoni, L3354 Huntington Beach—Robert Swenson, L3371 Hermosa Beach—Kim Bridges, Lee Lickhalter, Brian Scott, L3546 San Ramon Valley—Jeffrey Lusareta, Anthony Simi, L3631 Orange County Professional Fire Fighters Association—Geoffrey Hull, Leroy Watt, L4603 El Cajon Fire Fighters—Frank Battaglia, Tony Cincotta, Warren Johnston, Lawrence McKim, Kari Moore, Ken Oeland, Steve Owen, David Richardson, Kevin Schwab, William Simmons, Rob Trout

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GEORGIA L4785 City of Douglas Professional Fire Fighters—Johnny Jowers

HAWAII L1463 Hawaiian Islands—Guy Fujio, Alan Kawahara, Paul Mallo, Harryson Nicholas, Solmon Ono

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White, L4747 Greenfield Fire Fighters—Charles Rutledge

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SOUTH CAROLINA L0061 Charleston Fire Fighters Association—John Butler, Brian Conley, Marvin Harrison, William Johnson, Darryl Mitchell, Marvin Richard, John Schaak, L4614 Myrtle Beach Professional Fire Officers Association—Bobbie Ballard, Richard Cote
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TEXAS F0089 San Antonio—Ralph Garza, F0294 White Sands Missile Range—Guillermo Rendon, I1117 Pantex—Rufino Ramirez, L0051 El Paso—Joel Ramos, Victor Verdugo, L0341 Houston—Albert Austin, Arthur Broussard, Gregory Budewig, John Crotchett, Gilbert Diaz, Thomas Dowdy, Shannon Everitt, Russell Harris, James Harrison, Robert McCrary, Jerrold Meyer,

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L2803 Chesterfield County Professional Fire Fighters Assn.—Calvin Hypes, Mark Lowe, Michael Pennino, L3306 James City County Professional Fire Fighters—Thomas Ezell, L4314 Caroline County—Christopher Rigsby
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F0033	Raleigh Burbank	San Diego	CA	L0288	Lawrence Power	Hamilton	ON
F0116	Sean Fleming	Vandenberg	CA	L0313	Joseph McCardle	Morgantown	WV
F0189	John Adric	N.A.S. New Orleans	LA	L0317	Robert Silman	Charleston	WV
L0002	John Butterly	Chicago	IL	L0522	Jeremy Spyrow	Sacramento	CA
L0002	John Rust	Chicago	IL	L0539	W. J. Vick	Portsmouth	VA
L0012	David Naumann	Wheeling	WV	L0539	Billy Williams	Portsmouth	VA
L0012	Kenneth Tillman	Wheeling	WV	L0556	Don Dixon	Hammond	IN
L0022	John Blackwell	Philadelphia	PA	L0556	Samuel Flitar	Hammond	IN
L0022	James Brady	Philadelphia	PA	L0556	Robert Ignas	Hammond	IN
L0022	John Connolly	Philadelphia	PA	L0556	Jerry Keilman	Hammond	IN
L0022	William Faults	Philadelphia	PA	L0556	Joseph Miecznikowski	Hammond	IN
L0022	George Gaughan	Philadelphia	PA	L0561	Nathan Thibodeaux	Lake Charles	LA
L0022	Robert Hauser	Philadelphia	PA	L0610	Steven Cook	Iowa City	IA
L0022	Raymond Hemmert	Philadelphia	PA	L0632	Kevin Abascal	New Orleans	LA
L0022	Lindbergh Hopson	Philadelphia	PA	L0632	Milton Saling	New Orleans	LA
L0022	Wallace Jaep	Philadelphia	PA	L0734	Worthington Childers	Baltimore	MD
L0022	Joseph Magee	Philadelphia	PA	L0734	Donald Mackey	Baltimore	MD
L0022	John Webb	Philadelphia	PA	L0734	Melvin Seward	Baltimore	MD
L0022	David Young	Philadelphia	PA	L0858	Douglas Wilder	Denver	CO
L0036	Edward Dougherty	Washington	DC	L0864	Joshua Baker	Renton	WA
L0036	John Marsden	Washington	DC	L1014	Dean Stewart	Los Angeles County	CA
L0036	John Schellenberg	Washington	DC	L1067	Nicolas Barrios	Riverside City	CA
L0042	Glen Durbin	Kansas City	MO	L1102	Joseph DesRochers	Hialeah	FL
L0042	Sam Pascuzzi	Kansas City	MO	L1197	Herbert Eayres	Edison Township	NJ
L0073	Robert Schmittling	St. Louis, Mo	MO	L1403	Dennis Cox	Metropolitan Dade County	FL
L0094	Rory Oflaherty	UFA New York	NY	L1463	Bernard Ho	Hawaiian Islands	HI
L0122	Clarence Baker	Jacksonville	FL	L1463	Lawrence Suganuma	Hawaiian Islands	HI
L0122	Edward Harden	Jacksonville	FL	L1526	James Donegan	Franklin Park	IL
L0122	W. F. Powell	Jacksonville	FL	L1526	Paul Schultz	Franklin Park	IL
L0124	Richard Hale	Fort Wayne	IN	L1563	Elizabeth Nahory	Anne Arundel County	MD
L0140	Erskine Duffey	Nashville	TN	L1664	Dome Poonjumnern	Montgomery County	MD
L0140	Henry Helmers	Nashville	TN	L1696	Bruce McGowan	Salt Lake County	UT
L0140	Thomas Mayberry	Nashville	TN	L1978	Peter Regan	Wayland	MA
L0157	Paul Allred	Oklahoma City	OK	L1984	Terrance Protzeller	Lynnwood	WA
L0157	Willard Jenkins	Oklahoma City	OK	L2157	Robert Gasche	Gainesville	FL
L0157	Edward Russell	Oklahoma City	OK	L2881	Danny Davis	CDF Fire Fighters	CA
L0215	Jerome Borowski	Milwaukee	WI	L2959	James Smith	Martin County	FL
L0215	Daniel Bruder	Milwaukee	WI	L3096	Johnny Bottoms	Davidson County	NC
L0215	James Kowalski	Milwaukee	WI	L3165	Pete Fiala	Tri-State	IL
L0215	Stanley Kowler	Milwaukee	WI	L4102	Charles Renninger	Alice	TX
L0215	Dennis Przybyla	Milwaukee	WI	L4310	Kevin Criss	Avon	OH
L0215	Ervin Winkel	Milwaukee	WI	L4321	James Holland	Broward County	FL
L0270	Danny Haddock	Florence	AL	L4321	Anthony Salerno	Broward County	FL
L0288	Vincent D'Onofrio	Hamilton	ON	L4346	Kenny Davis	Smyrna	TN
L0288	John Martin	Hamilton	ON	S0002	Thomas Joyce	Massachusetts Port Authority	MA

LAST ALARM

DIED IN THE LINE OF DUTY

L3757	THEODORE R. MATHEWS	CORONA, CA	12.02.82
L1298	VICTOR L. HUSBAND	POWELL RIVER, BC	06.07.90
L953	GEORGE MORE	KELOWNA, BC	04.20.97
L460	DENNIS MCFARLAND	BRANTFORD, ON	09.17.09
L140	NATHANIEL O. STARNES, SR.	NASHVILLE, TN	05.12.10
L786	DANIEL CHICHESTER	STAMFORD, CT	08.23.10
L1882	ROBERT G. TAHBONEMAH	LAWTON, OK	11.05.10
L793	CHANCE H. ZOBEL	COLUMBIA, SC	11.13.10
L140	HENRY J. HELMERS	NASHVILLE, TN	12.07.10
L68	WILLIAM A. BRADY, JR.	NORFOLK, VA	12.14.10
L1438	CHAD L. NULL	SULLIVAN, IN	12.16.10
L522	TERRANCE P. GEE	SACRAMENTO, CA	12.20.10
L2	EDWARD J. STRINGER, SR.	CHICAGO, IL	12.22.10
L2	COREY D. ANKUM	CHICAGO, IL	12.22.10
L2950	MATTHEW E. DURHAM	WOODINVILLE, WA	12.30.10
L689	SCOTT R. CARNEVALE	ALAMEDA, CA	01.03.11
L1652	MICHAEL G. URBAN	FRAMINGHAM, MA	01.07.11
L42	RICHARD E. PAUL	KANSAS CITY, MO	01.07.11

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



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2-Tone Calendar Watch

Brushed and high polished, two-tone brass case and adjustable stainless steel bracelet, faceted bezel, water resistant to 100 feet, 3 micron plating. IAFF logo on face plate with calendar feature.

Item F506C - \$131²⁵



Angel Wings T-Shirt

Women's full-cut v-neck t-shirt. Brown with off-white IAFF design on front and large angle wing design on back. Available in women's sizes S-2XL.

Item F1056 - \$23⁰⁰



Fire Pirates T-Shirt

Black cotton shirt with IAFF pirate design across chest and full back. Available in sizes M-4XL.

Item M1048 - \$23⁰⁰



Shamrock Shot Glass

Green 1 1/2 oz. shot glass with white imprint.

Item F724 - \$6⁰⁰

Aluminum Water Bottle

IAFF maltese and firefighter design printed on silver 24oz aluminum water bottle with twist-off plastic cap. Only aluminum water bottle made in the USA.

Item F752 - \$12⁰⁰



Small IAFF Lapel Pin

Gold-tone lapel pin with red and white enamel accents. Approx. 1/2" with military clutch back.

Item M1048 - \$10⁰⁰



White Color Block Polo

100% ring spun cotton, white color-block shirt with contrasting navy side panels.

Hem sleeve and pearl buttons. IAFF logo embroidered on left chest.

Available in sizes S-4XL.

2XL Add \$2, 3XL Add \$4, 4XL Add \$6

Item F1058 - \$45⁰⁰

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