

INTERNATIONAL

MAY/JUNE 2011

Fire Fighter

The Fight Moves to New York City



IAFF Warns Mayor Bloomberg on Closure Plan — Page 23

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MAY/JUNE 2011

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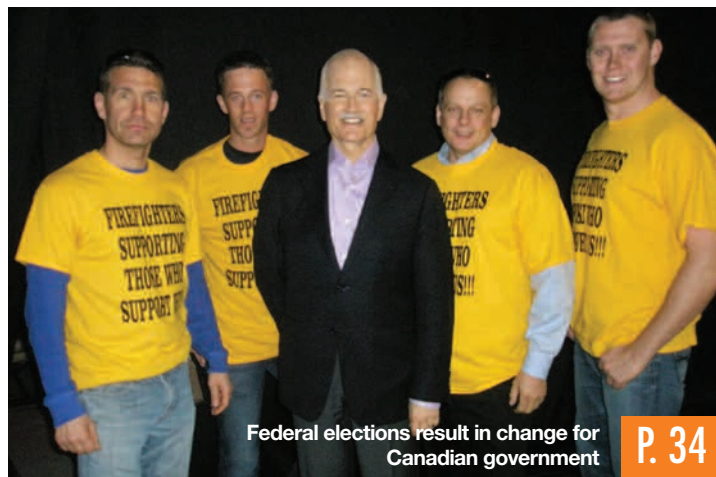
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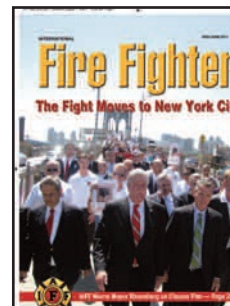
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On The Cover

New York City fire fighters march across the Brooklyn Bridge for a rally against fire company closures proposed by Mayor Michael Bloomberg.

Turning the Tide

Many of you have been engaged in the political and legislative battles of your lives this year across the United States.

For more than four months, the IAFF has helped our affiliates wage a war in response to the onslaught launched by the extremists who want to blame you for the stock market crash and revenue crunch that has hit jurisdictions across the country. And they want to eliminate your rights on the job, your right to free speech and right to due process in the name of “fixing the crisis” while they extend tax cuts to their corporate executive friends.

Together, we have used every means possible to fight back, and today I can proudly report that, while some attacks continue to be launched our way, our efforts together are paying off.

In Wisconsin, a circuit court judge on May 26 struck down the law to take away collective bargaining rights from many public workers in that state. That victory in the courts may be temporary because the legal fight is far from over, but it is incredibly significant because the fight in Wisconsin was our first major battle. Wisconsin fire fighters and paramedics are also assisting efforts to recall six Republican state senators who helped Governor Scott Walker strip away the collective bargaining rights of most public workers. They are doing this even though the governor preserved their collective bargaining rights by carving them out of his bill.

In Alabama, a federal judge on May 20 granted the IAFF’s request for a preliminary injunction restraining the cities of Mobile and Jacksonville from continuing to apply a law recently enacted in that state that violated our members’ Constitutional rights once again.

The state statute made it illegal to arrange for public employee payroll deductions for union dues unless the labor organization does not use the dues for broadly considered “political activity,” including mere references to candidates for state and local offices.

We initially filed this suit under the IAFF Guardian Policy on behalf of Cullman Local 2644 and Decatur Local 1437. But after the IAFF sought a preliminary injunction, the cities of Cullman and Decatur agreed to maintain dues deductions and those two cities were voluntarily dismissed from the court action. We know our opponents are trying to silence the voices of our members in Alabama’s political arena, and the federal judge’s preliminary injunction is a meaningful step in this legal fight.

On Memorial Day the Associated Fire Fighters of Illinois (AFFI) celebrated a huge victory when the speaker of the Illinois House announced that he would pull the plug on legislation forcing most government workers to pay significantly more for their pensions, following a major grassroots effort by our members to derail the bill. Fire fighters weren’t included in the measure, but an attack on their

pensions wouldn’t have been far behind if the bill had passed. Anti-worker lawmakers didn’t stop there. They also tried to take away the collective bargaining rights of supervisory employees and eliminate the ability of fire fighters to negotiate over staffing, but the AFFI defeated both measures. And while lawmakers did make modest workers’ comp reforms, our state association defeated attempts to remove fire fighter occupational disease presumption language from the state workers comp statute.

In Oklahoma, an effort to weaken collective bargaining failed. The Professional Fire Fighters of Oklahoma and our affiliates there worked tirelessly to defeat SB 826, which was an attack on the binding arbitration of fire fighters.

In Michigan, voters on May 3 rejected ballot initiatives in Jackson and Harper Woods that would have allowed those cities to consolidate the jobs of fire fighters and law enforcement by shifting to public safety officers.

In Florida, the Florida Professional Firefighters foiled multiple anti-worker measures, defeating dues deduction, watering down Governor Rick Scott’s pension reform and protecting defined benefit pensions.

In Tennessee, our members faced a wave of bills that threatened their political activity. Tennessee lawmakers tried to limit payroll deduction and bar unions from contributing to political campaigns. Our sisters and brothers succeeded this year, but the threat is certain to return.

We have proven that together we can fight and win. Together we can influence the outcome of these debates in state capitals.

But we aren’t done yet. More fights are coming.

One of our most important battles is the ongoing fight in Ohio. We have a major fight ahead there to repeal SB 5, the law supported by anti-worker Governor John Kasich, who wants to strip collective bargaining rights from all public workers in the state.

Our members are participating in a statewide effort to gather signatures so SB 5 can be placed on the ballot and repealed in November.

This is a major undertaking. More than 230,000 valid signatures must be collected by June 30 for the referendum to get on the ballot. But our sisters and brothers are mobilizing in Ohio like never before because SB 5 is a dangerous bill that eliminates the right of fire fighters to negotiate health and safety standards.

In Michigan, our members remain on high alert as Governor Rick Snyder seems bound and determined to saddle his cities with emergency financial managers, who have unilateral authority to abrogate contracts as they assume full control over cities.

In New York state and New York City, our members are keeping a watchful eye on their elected officials. In the New York General Assembly, lawmakers are threatening to further weaken pensions. In New York City, Mayor Michael Bloomberg has proposed

closing 20 fire companies. I was proud to rally with the members of Local 94 and Local 854 on June 3 to let the mayor know we will not let him further jeopardize the safety of our members or the lives of citizens in New York City.

In New Hampshire, our members are working to defeat SB 3 and HB 2 to protect the retirement security and health care of fire fighters and other public workers.

In Nebraska, our sisters and brothers worked until the very last hour of their state’s legislative session to preserve collective bargaining. The momentum of their opponents was fueled by their anti-union governor, but our members worked with their allies to broker a compromise that -- while not perfect -- everyone agreed they could live with. But they know their opponents won’t stand on the sidelines during the next legislative session and that more fights are on the horizon.

We must also be wary of potential threats to our sisters and brothers in Canada, where the Conservative Party solidified its grip on power in the May 2 federal elections. While the New Democratic Party, labor’s traditional ally, surpassed expectations by winning 102 seats, the Conservative Party captured a majority government by winning 167 of 308 seats in the House of Commons. This is in addition to an ongoing shift to the right in many provinces and increasing anti-union rhetoric from provincial conservative leaders.

We are also fighting back in Washington, DC. On April 26, we announced a freeze on contributions from FIREPAC to federal candidates and federal parties, party committees and the super PACs that support them. Our enemies are trying to destroy us with their waves of anti-union legislation in the statehouses, but too few of our friends are standing up and fighting for us. So with the full support of our union’s Executive Board, we turned off the spigot.

We will focus our efforts in the states, where many of you are fighting for your lives.

I know we will be able to claim even more legislative victories in the coming months as we remain focused on the fights in your state capitals.

Our work is paying off, but it is not over. Let’s keep fighting.



Harold A. Schaitberger



INTERNATIONAL

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We Must Protect This House, and You Must Protect Yours

The political weather has been pretty rough lately. In fact, it looks like we are in the middle of one of the most difficult and threatening climates for the future of our profession than at any time during my 43 years in the calling. All Americans are facing tough economic times, reorganizing their finances and perhaps rethinking long-term plans.

Fire fighters are no different, and the IAFF is in the same boat as well. That is why I feel such a sense of duty and honor to be the IAFF General Secretary-Treasurer at this time in our proud history. It is a scary time, with our opponents seemingly coming at us from all sides, trying to get at our pensions, curtail our bargaining power and whittle away all that we as individuals and a union have worked so hard to create.

They will fail in the end because we are smarter, stronger and we will stay together long after the public tires of our opponents' "bright ideas" and cynical agenda.

The key for us is to stay focused on the mission in front of us. As I enter the second year of my tour as IAFF General Secretary-Treasurer, I am forging ahead with my mission to retool our operation by finding efficiencies, making improvements and using new technology to make sure we are operating in the right mode.

Some of these changes have already taken place and some are continuing efforts. Most recently, we have taken steps to provide our Executive Board minutes electronically. Saving time, money and trees, this is most certainly a win-win-win.

In addition, you will see major changes to the General Secretary-Treasurer's section of the IAFF web site (www.iaff.org/union/gst.html). The overarching theme here is that we are doing double duty to make sure that our per capita is being used as effectively and efficiently as possible.

While we tidy things up at headquarters, I hope and expect that you are doing the same at your local. I know it's hard to pay the bills and clean house when folks are throwing the kitchen sink at you, but we

win if we stay together and organized.

With that in mind, your local should have received an important memo from me regarding the IAFF blanket bond renewal. This is extremely important information about how to protect the collective resources of your brothers and sisters.

The IAFF Master Bonding Plan provides protection of funds of local unions and state and provincial associations. The plan has been adopted for another three-year term ending on April 1, 2014. Under this plan, each officer and member is bonded (insured) in the base amount of \$5,000 — an amount paid for by the IAFF. This provides a minimum of coverage for the recovery of lost funds or other property, including misuse of credit cards through the failure of employees or officers to act responsibly.

The key thing here is that this is a minimum, and if you think about it, may not be enough to cover a financially devastating loss. The IAFF strongly recommends that affiliates purchase bonding to the tune of 10 percent of total assets. Any amount above the \$5,000 the IAFF already provides must be paid for by the local.

This may seem like a lot of money, but the size of any added premium your affiliate would pay pales in comparison to the trouble that can befall any small organization where people handle substantial sums of money.

To give you a sense for how much bonding for 10 percent of assets might cost, here is a sample formula: if you're local maintains liquid assets of about \$30,000 and has dues, rental and other income totaling \$70,000 that adds up to \$100,000 in total assets. Good bonding protection for that \$100,000 would be 10 percent, or \$10,000.

To have those assets bonded at 10 percent by our insurance company, Schoenfeld Insurance Associates, Inc., would cost \$24 per month for a three-year premium.

That is really not a lot — less than the cost of a daily cup of coffee — especially

given that this bonding adds an important layer of protection to your local's hard-earned assets. Some recommend bonding at a much higher percentage; the more bonding purchased the more assets are protected. That's a decision your local secretary-treasurer should make very carefully.

Filing a claim on money lost from the treasury is no walk in the park. You will not get a check in the mail immediately after calling to report lost funds. Insurance companies that pay out to cover losses reserve the right to take all legal and necessary steps to find the money and anybody involved in its journey.

Careful steps must be taken in order to see a claim to a satisfying conclusion. For example, a police report may be requested if funds are believed to have been stolen. The insurance company expects the local to actively participate in any investigation of the funds and may also ask you to participate in prosecution. This is just a piece of it. Be smart and make sure to document everything.

For more information about the bonding process, e-mail Schoenfeld at IAFFbond@schoenfeldins.com.

Insurance and bonding may not make for the most exciting reading, but trust me, there is nothing better than knowing that your fire fighters are protected. This level of security will no doubt make it a lot easier for you and other local leaders to focus on other pressing matters.



Thomas H. Miller

Thomas H. Miller



Fighting Back

Dear President Schaitberger:

On behalf of my district and home state, I send all of you sincere congratulations and thanks for the Special Edition of the *International Fire Fighter*. With the exception of editions related to September 11, 2001, I believe that this is the most significant issue in my 43 years of membership. It should be read cover-to-cover by every member.

IAFF efforts such as these, and the resource materials made available, encourage and embolden our members and leaders. We are taking the Chamber [of Commerce] in Florida head-on, and standing up to a mean-spirited, extremist governor and legislative leadership.

We are still winning elections and arbitrations, and aggressively pursuing litigation on several fronts. Due to IAFF efforts, our adversaries are becoming increasingly aware that they are in a fight with folks who don't run away.

Respectfully and Fraternally,
Larry Osborne
 IAFF 12th District
 Vice President

Demand Platform Changes

Dear President Schaitberger:

I just finished watching your remarks on television with Chuck Todd [Chief White House Correspondent for NBC News and co-host of "The Daily Rundown"] and I want you to know that as a frontline fire fighter here in California I completely agree with and support your comments.

You are most correct in that

the actions of the Republican Party — a party I have been a registered member of for 30 years — has done nothing but enrage hard-working men and women in public service. I don't buy into any of these carve outs. We must stand together, for to be carved out today is to delay the inevitable next year or the year after. Divide and conquer...well you know what, I don't buy it.

As a registered Republican, I am ashamed of my party's behavior and attempt to take away my hard-fought rights! I've stood and faced the devil fire nearly every summer here in the West, and undoubtedly protected homes of those who now have turned their back on me and my family.

As I approach the end of my career, I take great offense to what I am seeing: the repeated message that I am what is wrong with this country. I am made to feel more evil than the Taliban we fight every day. I say nonsense! It is time to fight back!

The easy thing would be to relinquish my party affiliation and switch sides. NO! I say we muster every IAFF member to register as a Republican if they aren't already and demand the platform changes from within. Fire fighters by nature are mostly conservative in their values and politics; we are a voice to be heard by those who represent us. I'll be damned if any of my local Republican representatives are going to get a pass. They will start hearing from us "Republicans" soon here on the local level.

The IAFF is strong and we can make a difference working together.

I just wanted to let you know that I really appreciated

seeing "our man" out front and pushing back.

Fraternally,

Barry Rudolph
 Columbia, California
 CDF Firefighters Local 2881

Keep Up the Battle

Dear President Schaitberger:

I cannot stress how important it is that the IAFF join the labor fight taking place. What needs to be stressed is that as government employees, we are still working for our citizens. We are standing up to big business and the rich who desire to become richer by stopping any fair employee practices.

The battles taking place are not about budgets, they are about a power grab, returning to the days prior to the Fair Labor Standards Act (FLSA). Big business is on the hunt for ways to make more money for the top, not for their employees. Big business has outsourced as many union jobs as they can. Now they are attacking the government unions because they cannot outsource these vital positions.

Does anyone believe that big business would have any form of benefits without the unions? Unions fought for these benefits. When it became the norm, other businesses had to match in order to hire the best employees.

For years we have watched as good jobs have been outsourced to dictatorship-controlled slave markets. Has this benefited America? No, it benefits the rich, the people at the top. Now they are attacking the unions because their desire is to return to a time when a

business told you how long you would work and how much you would get paid. Forget retirements, health care or days of vacation. We are headed back to the company store, only it is called Wal-Mart.

Fight Mr. Schaitberger. Make this an issue of rich man verses the working class, because this is exactly what it is all about. We are the government workers standing up for our fellow citizens' rights to fair labor practices. This isn't about calling in sick; this is about risking one's job to fight for a better way of life for all.

Sincerely,
Scott H. Dobbins
 President
 Marietta, GA Local 1460

Don't Give In

Dear President Schaitberger:

Thank you! As a retired fire fighter from Livermore/Pleasanton, CA Local 1974, I am feeling unsure in these times. I have been retired for four years and am concerned about the solvency of our pension system.

I hear that public employees are the cause of our problems, but when private companies were doing well, our pay was viewed as a pittance. Now that things are bad for them, they want what we have worked and bargained so many years for.

We are servants and they have been blood suckers. We deserve what we have. Please make sure we are protected. If my retirement is taken or reduced, it will affect my entire family's lives.

Sincerely,
Tim Simpkins
 Retired

Thanks for SAFER

Dear President Schaitberger:
On behalf of all the members of Yonkers, NY Local 628, I would like to express our sincerest gratitude for your support of the Yonkers Fire Department's Staffing for Adequate Fire and Emergency Response (SAFER) grant application.

As you know, on January 28, 2011, the Yonkers Fire Department was awarded a SAFER grant in the amount of \$4.8 million over two years. These funds will allow the fire department to rehire the remaining 16 fire fighters who were laid off in July 2010. I am pleased to inform you that all 16 laid-off fire fighters have been re-hired by the City and have returned to work.

Thank you for your leadership on all fire fighter issues, but most importantly for your unrelenting work in expanding the SAFER program and for ensuring that Congress and the president provide sufficient funding to the program so that the City of Yonkers and many other deserving fire departments can receive an award and get fire fighters back to work.

Thank you also to the team at the IAFF, without whose help Yonkers Local 628 could not have secured the vital funding that our department will receive through the SAFER grant program.

In closing, I would like you to know that the Yonkers fire fighters have always appreciated your past support of Local 628, and we are especially grateful for your important support of the SAFER program and our successful SAFER grant application.

Fraternalty yours,
Barry B. McGoey
President, Local 628

Helping the Sick

Dear President Schaitberger:
The Uniformed Fire Officers Association (UFOA) of New York Local 854 represents more than 2,500 lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals and medical officers in the New York City Fire Department.

Every one of them joins the UFOA Executive Board in thanks and praise for your devotion to the sick and dying first responders in the World Trade Center catastrophe. It was a long struggle to win approval of what came to be known as the Zadroga bill, but you persevered, and you worked tirelessly to resolve doubts and questions about the bill. And at the end, all that effort produced a victory that had often looked like another disappointment, another defeat.

We have a motto at the UFOA that was especially adopted for elected officials who strongly support our most critical issue — Fire Officers Remember in September and November.

Respectfully,
Captain Alexander Hagan
President, UFOA Local 854
Deputy Chief Richard Alles
National Legislative Director

Global Support

Dear President Schaitberger:
I would like to thank you for your letter of support to all of our members. I would also like to thank our brothers and sisters from your membership who came to our assistance after the devastating earthquake in Christchurch.

As you know, a USAR team from Los Angeles attended to give huge support to our members both from the USAR teams and Christchurch fire fighters. The commitment, expertise and straight-up friendliness of your members

were very much appreciated by all of us here in Christchurch.

As a fire fighter in Christchurch and a resident, I can report that our City and brigade is slowly returning to some resemblance of normality. Our central City and many of our suburbs will never be the same and our communities are still hurting. However, the support given by our overseas brothers and sisters has helped enormously.

The commitment of your members is as excellent demonstration of the unity and camaraderie that has been promoted by the formation of the Global Alliance.

Interestingly, and as an aside, it is worthwhile to note that the countries of all of the founding Unions of the Global Alliance — the IAFF, United Firefighters Union of Australia (UFU) and the Fire Brigades Union of the United Kingdom (FBU) — sent USAR teams to assist us.

Once again, my grateful thanks.

Kind regards,
Steve Warner
National President
New Zealand Professional
Firefighters Union

HazMat Skills

Dear President Schaitberger:
On April 14, 2011, St. Louis County, Missouri, was presented with the challenge of handling a serious hazardous materials incident. While we never look forward to dealing with any HazMat event, the situation presented proved to be beneficial for our staff in many ways.

We were very lucky to have your IAFF instructors — Frank Berjog and Tony Franz — as their expertise and advanced training in hazardous materials aided us in the handling of a dangerous situation. The way in which these men assisted in

Have a great picture to share?

Send your photos to pr@iaff.org for the "Picture of the Day" on Facebook. The IAFF is also looking for firehouse recipes.

Correction

In the November-December issue, in the chart of IAFF Member Candidates for Public Office on page 16, Bill Oldham, Memphis Local 1784, was not included in the listing. Brother Oldham was elected sheriff of Shelby County, Tennessee.

managing the incident proved to us once again just how beneficial it is for our fire fighters to train with instructors as qualified and knowledgeable as yours.

It is easy to compliment their classroom skills and controlled-situation training, but live events, such as the one we faced, truly prove how valuable it is for our fire fighters to learn from and train alongside these IAFF instructors. I am sure the skill set they bring and pass on to our fire fighters will allow us to accomplish high-hazard incidents in the days and years to come.

We appreciate their time and effort, and as always we thank you for providing these invaluable resources to us.

Sincerely,
K.J. Spurlock
Battalion Chief Training
Officer
Professional Fire Fighters
of Eastern Missouri Local 2665

Los Alamos Collective Bargaining Rights Protected

The Court of Appeals of the State of New Mexico has upheld a previous district court ruling, protecting the collective bargaining rights of Los Alamos, NM Local 3279 members.

"Once again, the collective bargaining rights of our members have been upheld," says New Mexico Professional Fire Fighters President Emily Kane. "This is a great victory for all New Mexico workers."

The County of Los Alamos has a contract with Los Alamos National Laboratory which is required to have a certain number of paramedics on site. The County offered its fire fighters an opportunity to train for those positions. In 2007, Local 3279 members John Paul Martinez and Michael Dickman agreed to participate.

Without discussion with Local 3279, the County required Martinez and Dickman to sign contracts.

The contracts provided that the County would allow training participants to continue their employed paid status and would receive a per diem for lodging, meals and travel. In return the participants were expected to remain fire fighter/paramedics with the County for at least two years after completion of the training program. A breach of contract would be subject to disciplinary action up

to and including termination.

Both Martinez and Dickman left the Los Alamos Fire Department in less than two years. At which time, the County claimed they had violated the contract and were subject to disciplinary action.

"Our position was that the contracts were not valid because they were not negotiated through the union," says Local 3279 President Flavio Martinez. Under the state's Public Employee Bargaining Act (PEBA) and the County Labor Management Relations Ordinance, employers must bargain in good faith on all wages, hours and other terms and conditions of employment.

Local 3279 filed a grievance alleging that the County was in violation of PEBA and the County ordinance that require bargaining when it comes to conditions of employment.

The case went to district court where the court determined that paramedic training contracts are subject to mandatory bargaining and that the County cannot unilaterally enter into such contracts without including the union in its negotiations.

Los Alamos County appealed the ruling to the Court of Appeals. After listening to testimony, the court upheld the district court's ruling. ■

we think fire fighter Nicholas Sposato, who has positioned himself as the average 'Joe candidate,' offers the best alternative."

Sposato's quest for City Council did not begin in this race; he started his campaign four years ago when he challenged longtime Alderman and political powerbroker William J.P. Banks. While he lost that race, Sposato anticipated that Banks, who had the backing of then-Mayor Richard Daley, would likely retire or step down before the 2011 elections. To prepare for the 2011 race, he attended the IAFF's Political Training Academy in 2010. True to Sposato's prediction, Banks stepped down last year and his former driver, John Rice, was appointed to the seat, setting up the showdown for this year's election.

Sposato had the strong backing of Chicago Local 2, as well as support from IAFF FIREPAC. "I truly believe that I could not have been elected if it hadn't been for the support of the fire fighters," says Sposato. "The knowledge I gained at the IAFF Political Training Academy, the campaign support and the financial assistance — all of it played a key part in my victory. I am very thankful for all of it."

Sposato's immediate plans are to follow up on his campaign promises to have an open door policy for the citizens of the 36th Ward, to maintain the high level of fire and EMS protection and to increase the number of police officers.

"Thankfully, fire staffing is currently where it should be in my ward, but I'll be watching to make sure it stays that way," says Sposato. ■

Local 2 Fire Fighter Elected to Chicago City Council

Nicholas Sposato, an 18-year member of IAFF Local 2, won a seat on Chicago's City Council April 5 with a convincing victory over incumbent John Rice, who was appointed to the seat last year and had the backing of Chicago's newly elected mayor Rahm Emanuel. All told, one-third of Chicago's 50 Council members were new when sworn in on May 16.

"I commend Nick on his victory and the work that Local 2 did to get him elected," says IAFF General President Harold Schaitberger. "It's never easy when you take on a political machine, but Nick and the local showed that anything is possible when you put mind, muscle and money behind a candidate."

This campaign victory makes Sposato the first Local 2 member elected to the Chicago City Council. "This is truly a historic moment for our local," says Local 2 President Tom

Ryan. "Nick has worked tirelessly on behalf of the union from day one. Now with him in public office, I know he'll not only make a big difference for the fire fighters, but also for the citizens of the 36th Ward."

In the run-off, once a bastion of the City's famed Democratic machine, Sposato tallied 5,629 votes to Rice's 4,378, a 56.3 percent to 43.7 percent margin. In the February six-way primary, he finished second to Rice, but without more than 50 percent of the vote for Rice, a run-off was required. The four other candidates in the primary all endorsed Sposato in the run-off. From the February primary to the run-off, he got 2,256 more votes, while Rice garnered 2,378 less votes, which — with a lower turnout — proved to be the margin for victory.

In the February primary, both of Chicago's newspapers endorsed Sposato. The *Chicago Tribune* stated, "Our choice is fire fighter Nicholas Sposato, who gets credit for his neighborhood activism." The *Chicago Sun Times* noted, "For those anxious for a change,



Nicholas Sposato

Seattle City Council Passes Resolution to Support Public Employees

As attacks against public employees and unions continue to make news across the country, one major U.S. city is supporting fire fighters and other union workers. The Seattle City Council unanimously passed Resolution 31271 to honor and support public employees, declaring March 8, 2011, as "Public Employee Appreciation Day" in the City.

"Both labor and management have worked hard to develop and maintain a good working relationship, especially over the last 10 years," says Seattle Local 27 President Kenny Stuart. "The Seattle fire fighters applaud the City for taking such a proactive approach to dealing with the current climate."

Stuart adds, "Our City is faced with its fair share of budget issues. But rather than blame us, they thanked us for our service and our dedication to making a stronger Seattle."

Working with the City to weather the economic storm, Local 27 agreed to give up automatic cost-of-living increases. Other

“Both labor and management have worked hard to develop and maintain a good working relationship, especially over the last 10 years.”

Seattle Local 27 President Kenny Stuart

unions and employees have made similar concessions to preserve jobs.

The City Council recognized those efforts and gave public employees the deserved recognition for their work and commitment.

The resolution specifically states the Seattle City Council’s support for the rights of public employees to organize and bargain collectively, as well as the Council’s opposition to any attempt to restrict or

eliminate collective bargaining in the state of Washington. ■

IAFF Locals Re-affiliate With OAPFF

In a historic turn of events, four IAFF affiliates in the Cleveland Metro area have re-affiliated with the Ohio Association of Professional Fire Fighters (OAPFF). Cleveland Heights Local 402 started the ball rolling with a vote in March to reunify. Mentor Local 1845 and Euclid Local 337 soon followed.

Cleveland Local 93 members voted to return to the OAPFF on April 14. Hailing the decisions as “great news,” OAPFF President Mark Sanders says, “This will bring our IAFF affiliates back home.”

The timing is not coincidental, as the OAPFF has been working for a few years with the leadership of these locals. At the 2010 OAPFF Conference, a Re-Affiliation Committee was

established to launch a concerted effort to reach out to all Ohio IAFF affiliates.

“With all of the challenges we face with the current governor and his regime, now more than ever it is important to show our solidarity,” says Sanders. “Our brothers and sisters in northeastern Ohio have shown that we will continue to stand together to defeat attacks against our careers and families.”

This is a courageous stand by the members of these locals who have chosen to reunite with the OAPFF. “For years, the separation of these locals has stood out as a exception to the solidarity of professional fire fighters in Ohio,” notes OAPFF Secretary Treasurer Mark Horton — himself a fire fighter from northeast Ohio who recently retired from Elyria Local 474. “Today we, as an organization, stand stronger than ever before having resolved our differences, committed to protecting our proud profession.”

The OAPFF is looking forward to working with Cleveland Local 93 President Tom Lally, Euclid Local 337 President Tim O’Neill, Cleveland Heights Local 402 President John Thomas and Mentor Local 1845 President Dave Zalba and their Executive Boards. ■

Springfield Local 152 Endorsed Candidates Elected

All four Springfield, Missouri, City Council candidates endorsed by Springfield Local 152 fire fighters won their seats in this year’s election. Doug Burlison, Cindy Rushefsky and Jerry Compton are incumbents. Tom Bieker is the only newcomer.

“We are all living in a tough, economic climate,” says Local 152 President Shawn Martin. “But despite community groups pushing to reduce our benefits to address some budget concerns, Burlison, Rushefsky and Compton stood by us. Bieker has also promised to stand by us.”

In 2009, the three incumbents supported the local’s .75 cent sales tax initiative. Once passed, the money went to the underfunded Springfield Police and Fire Pension. After the tax money began coming in, the pension showed almost immediate signs of improvement.

Still, some community groups emerged, pushing the City Council to implement harsh reductions to fire fighter and police benefits to offset the pension underfunding and other budget issues. Even under pressure, Burlison, Rushefsky and Compton did not budge, saying that fire fighter benefits were off limits.

To support the City Council candidate campaigns, Local 152 fire fighters created “Fire fighters for” signs for all four candidates, went door-to-door, sent mailers and asked other labor unions to provide their support. ■

Houston Fire Fighters Host Fire Fighter Camp for Girls

Since the numbers of women in the fire service continue to be slow to rise, some Houston, TX Local 341 female fire fighters — who are part of a group called the Houston Fire Department Sirens — hosted their second successful Camp Houston Fire, a camp for junior and senior high school girls.

“Sixty percent of our fire department’s women will be eligible for retirement in the next five years,” says Local 341 fire fighter Kim Phillips, a camp organizer. “We wanted to be more proactive in recruiting women.”

Phillips and other members of the Houston Fire Department Sirens promoted the camp through area school guidance counselors. To qualify for the camp, each girl had to maintain a certain grade point average, pass a physical and write an essay. Approximately 20 girls became campers this year.

“The camp is set up very much like a Fire Ops 101 — we didn’t make it easy,” says Phillips. “We wanted to challenge the girls, but still show them that they would be able to make it as fire fighters.”

Camp Houston Fire is a weekend-long camp where campers get a taste of what it is like to be a fire fighter. Girls are divided into teams and are coached on how to properly use fire service gear before completing a series of evolutions, including confined space drills, search and rescue, live burns and forcible entry.

Among the campers who participated last year, five are pursuing a career in the fire service. “That’s a 25 percent success rate,” says Phillips. “We hope that we can continue



Camp Houston Fire encourages high school juniors and seniors to join the ranks of female fire fighters.

to inspire other young ladies to choose fire fighting as a career. I think the more visible women fire fighters become, the easier it will be to recruit others.”

According to the International Association of Women in Fire and Emergency Services, about 5 percent of fire fighters are women. ■

Mission Fire Fighters Bring Seven-Year Veteran Back to Work

Accused of violating City policies, Mission, TX Local 3609 member Alex Gonzalez was unfairly suspended indefinitely nearly a year ago. Both an arbitrator and the District Court of Hildago County, Texas, ruled that the disciplinary action against Gonzalez was, in fact, too harsh and ordered that he be reinstated as a fire fighter. But, the City refuses and threatens to take the case to the State Supreme Court.

Gonzalez was recommended for disciplinary action after he violated City policies by allowing an unauthorized person to visit the fire station and use his swipe card to enter restricted areas of the station. There was a third allegation against Gonzalez, but an arbitrator later determined it to be false because the witness lacked credibility.

Still, the City moved to suspend Gonzalez indefinitely for the violations. This extreme disciplinary action coincided with Gonzalez's heavy involvement with a campaign to add Texas State Statute 174 to the City's charter. If the campaign had succeeded, it would have allowed fire fighters to collectively bargain for safer working conditions, benefits and wages.

"Until this, Gonzalez had a clean record with the fire department," says Local 3609 President Mike Silva. "It was obvious to us that the discipline's severity was in retaliation for his work on our campaign to implement Statute 174, an action many City leaders are against. To settle the matter, we supported Gonzalez's decision to go to arbitration with the City."

During arbitration, Gonzalez admitted to allowing an unauthorized civilian into the firehouse and letting that same person use his swipe card to view restricted areas. However, he felt that "indefinite suspension" was an inappropriate level of discipline and that a lesser punishment was

warranted.

The arbitrator agreed with Gonzalez, reducing his term of suspension to 10 days. Since he had already been suspended for more than 10 days, it was further ruled that Gonzalez should return to work and the City should pay back pay, less the period of suspension.

The City filed an appeal to the District Court of Hildago County, claiming that the arbitrator's ruling was outside or exceeded his jurisdiction. Therefore, the City requested that the court overturn the arbitrator's ruling.

The District Court denied the City's request for appeal. The judge said that the arbitrator did indeed act within his jurisdiction and that his decision to allow Gonzalez to return to work after a 10-day suspension should be upheld.

Still not satisfied, the City has appealed to the Court of Appeals and has threatened to take the case all the way to the State Supreme Court, if necessary. ■

Recovering Fire Fighters Heal

IAFF General President Harold Schaitberger visited IAFF members from Asbury Park, NJ Local 384 and Washington, DC Local 36 during their recovery from injuries sustained responding to recent fires.

Asbury Park Local 384 fire fighter Jason Fazio was severely injured in an apartment fire with career-ending third degree burns and fractured bones. Schaitberger visited Fazio at St. Barnabas Burn Center in Livingston, New Jersey. "He is lucky to be alive," says Schaitberger. "It is important for our members to know that, through the IAFF, they have an extended fire fighter family," says Schaitberger.

IAFF members can send donations to assist with financial relief to: APFF Jason Fazio Fund, 800 Main Street, Asbury Park, NJ 07712.

Along with IAFF General Secretary-Treasurer Thomas H. Miller, Schaitberger also visited Washington, DC Local 36 members Charles "Chuckie" Ryan and Ramon Hounshell who were among four Local 36 members injured in a house fire. All were treated at the Burn Center at Washington Hospital Center.

Washington, DC Firefighters Burn Foundation President Jason Woods says the Foundation provided support for the families, including meals, hotel



IAFF General President Schaitberger and General Secretary-Treasurer Thomas Miller visited Washington, DC Local 36 members Charles Ryan (left) and Ramon Hounshell following their injuries suffered fighting a house fire.



When Asbury Park, NJ Local 384 fire fighter Jason Fazio was severely injured in an apartment fire, General President Harold Schaitberger visited him at St. Barnabas Burn Center in Livingston, New Jersey. The incident left him with career-ending third degree burns and fractured bones.

rooms and anything else to help them during the recovery period.

Fire fighters Theodore Douglas, Warren "Mike" Deavers, Robert Alvarado, Ramon Hounshell and Charles Ryan were injured when the roof of the house collapsed. Douglas was treated and released the same day. Deavers' injuries were serious enough to warrant a two-day hospital stay. Alvarado was also released and is recovering well and Hounshell was sent home after two skin-graph surgeries.

With burns to 35 percent of his body, Ryan has had three surgeries and more are expected.

All are expected to recover and return to work. ■

Canadian IAFF Locals Take It to the Top for Muscular Dystrophy

What started as a unique fundraising idea by the members of Edmonton, AB Local 209 in 2005 has spread to 10 affiliates across western Canada and raised hundreds of thousands of dollars for Muscular Dystrophy Canada (MDC).

IAFF locals raised funds with “rooftop campouts” held during the winter and featuring fire fighters camped out on the rooftops of city firehalls for three- or four-day periods. Media attention spurred community donations, and money was also collected at roadside tolls adjacent to campout locations. In some cases, fire fighters collected donations by lowering a boot to ground level by rope.

The campouts, which also raise awareness about neuromuscular disorders, often feature visits from politicians and other public figures. This year, 10 IAFF locals in Alberta and Manitoba held campouts for MDC.

Edmonton Local 209 Vice President Paul McGonigal, who helped pioneer the campout concept as a MDC fundraiser, says he’s thrilled that other locals have picked up the idea to raise funds for the IAFF’s signature charity and welcomes other locals to join the cause. A late donation put Edmonton over its \$60,000 fundraising total this year, and McGonigal calculates that the local has raised nearly \$310,000 for MDC through its campouts since 2005. In addition, Local 209 has used the campouts to advance its relationships with local politicians.

“When you’ve got your mayor up there on the roof and some of your city councillors, it’s a win-win for your local and for Muscular Dystrophy,” says McGonigal.

Strathcona County, AB Local 2461 has raised \$21,000 with its campout. Three fire fighters and a dispatcher camped out for 72 hours February 22-25, with two other teams participating for part of the time. Local 2461 reports “complete buy-in” by members, the fire chief, local businesses, the media and the community.

Meals were sponsored by local restaurants. Guests to the rooftop included the mayor, city councillors, provincial legislators and federal members of Parliament. Five local families that have a family member living with a neuromuscular disorder visited the Strathcona County rooftop campout, helping fire fighters forge new relationships with those in the community who benefit from MDC and its services.

“Strathcona County fire fighters have been supporting Muscular Dystrophy since 1982, and will continue to fight the fight until a



Clockwise, from top: Brandon, MB Local 803 members braved frigid temperatures and raised \$9,422 for Muscular Dystrophy Canada with their Rooftop Campout. In Winnipeg, Manitoba Premier Greg Selinger visited Local 867 member Chad Swayze and other participants during their campout. Bottom, an MDC client says thanks and above, Spruce Grove, AB Local 3021 members raised \$16,000.

cure is found,” says Local 2461 member Mike Nicholson.

Other Alberta locals holding campouts included Leduc Local 4739, which also held a “Fire on the Roof” Gala in conjunction with its event and exceeded its fundraising target of \$25,000, and St. Albert Local 2130, which auctioned a dinner served by fire fighters in conjunction with its campout and raised close to \$10,000.

In Winnipeg MB, four members of Local 867 were hoisted to the roof of Station 4 by aerial ladder and spent four days braving bitter cold temperatures. The goal of the four members — Chad Swayze, Robert Campbell, TJ Belluk and Joel Savard — was to raise \$30,000 for MDC.

Winnipeg Local 867 President Alex Forrest says the four members “suffered through snow, wind and minus 40 degree temperatures.”

For their first-ever rooftop campout for MDC, the members of Brandon, MB Local 803 set a fundraising goal of \$5,000, and surprised even themselves by almost doubling that with donations totaling \$9,422. Brandon fire fighters Mike Lang,

Shawn Rooks, Trevor Bell and Sheldon

Reynolds braved temperatures as low as -36°C during their campout, and wind chills as low as -49°C.

Local 803 President Wade Ritchie reports excellent support from the City and from corporate sponsors, adding, “The foursome could not have reached their goal without the help from their brothers and sisters of Local 803.”

The members of Spruce Grove, AB Local 3021 braved frigid temperatures for a great cause when they camped out on the rooftop of the Spruce Grove Firehall.

The spirits of all involved in the frosty fundraiser were warmed by a song and video created by local 3021 member Bryce McNalley. The local raised \$16,000.

Medicine Hat, AB Local 263 Fort McMurray AB Local 2494 and Grande Prairie AB Local 2770 also participated. Numerous other Canadian IAFF locals raise funds for MDC through boot drives and other fundraising initiatives throughout the year. ■



Fire Fighters for a Day

Memphis Draws Politicians and Media for Fire Ops Event

Memphis, TN Local 1784 hosted a successful Fire Ops 101 at its fire training center. All participating decision-makers and media representatives left with a greater appreciation for fire and emergency services and what it takes to be a fire fighter.

"We received a lot of great feedback," says Local 1784 President Larry Anthony. "Many commented on how they had a better understanding about why we need the resources we need."

He adds, "I really think they came to understand that every person on the fire ground has a function. If one gets taken away, then the rest have to pick up the slack. That creates longer response times and a long list of safety concerns."

In attendance were several area decision-makers, including: Tennessee State Senator Brian Kelsey; Tennessee State Representative Karen Camper; City of Memphis Council Member Jim Strickland; and Chair of the Shelby County Republican Party Lang Wiseman. Tennessee Professional Fire Fighters Association Lobbyist Kathleen Murphy also participated.

In addition, the event received exceptional news

coverage. Participating and attending were: Fox 13 Memphis Anchor Greg Coy; WREG Channel 3 Anchor George Brown; Memphis Flyer reporter Lindsay Jones; and ABC 24 Reporter Shervia Dancy.

Each participant completed four scenarios, including treating a patient in full cardiac arrest, putting out a car fire, extinguishing a live burn and extricating a car accident victim from a vehicle. ■



Fire Ops participants were not cut any slack as they performed typical fire fighter duties.



Participants' fear of heights were tested as they climbed a ladder truck during one Fire Ops scenario.



California decision-makers learn first-hand the dangers of fire fighting.

Contra Costa Local 1230 Hosts Fire Ops

As Contra Costa, CA Local 1230 faces resource reductions, fire fighters hosted a Fire Ops 101 to educate decision-makers on the potential safety risks if cuts are made.

Local 1230 represents six fire districts and a fire department: Contra Costa County Fire Protection District; East Contra Costa Fire District; Moraga-Orinda Fire District; El Cerrito Fire District; Kensington Fire District; Rodeo Hercules Fire District; and the Pinole Fire Department.

Each of the districts and the fire department sent representatives to participate, including: City of San Pablo Mayor Genoveva Galloway; East Contra Costa Fire District Board members Chris Bechnel and Kevin Romick; City of Pinole Mayor Debbie Long; Moraga-Orinda Fire District board members Dick Olsen, John Wyro and Bob Jungbluth; El Cerrito City Council members Bill Jones and Rebecca Benassini; Kensington Fire District board member Nina Ramsey; and Contra Costa County Board Supervisor Karen Mitchoff. One news reporter, John Sasaki, also took part.

Local 1230 members served as guides through each evolution — search and rescue, live burn, auto extrication, EMS scenario and fire prevention.

Several participants called the event an eye-opening experience. Fire District Board member Jungbluth said, "You can watch all kinds of movies that Hollywood produces, but you will never understand what's going on until you go in there." ■

Prince George's County Local 1619 Hopes Fire Ops Leads to New Resources

Prince George's County, MD Local 1619 invited elected officials, community leaders and the media to be fire fighters for the day at the University of Maryland Fire and Rescue Institute in College Park, Maryland. Some VIPs attending the Fire Ops included Maryland Lieutenant Governor Anthony Brown, Prince George's County Executive Rushern Baker and Prince George's County Council members Mary Lehman, Eric Olson, Andrea Harrison, Karen Toles and Mel Franklin.

"We are pleased that so many of our community leaders were able to get a taste of what it is like to be in our boots every day," says Local 1619 President Andrew Pantelis. "Their participation in these intense drills demonstrates their commitment to making Prince George's County a safer place for their constituents and our members."

Some of the scenarios included extinguishing a vehicle fire, observing an indoor live burn and navigating through a dark, confined space training maze.

Additionally, Local 1619 members demonstrated cardiac arrest response and fire response scenarios for participants to observe.

Local 1619 members hope that the community leaders left with a better understanding about why staffing needs to improve. The Prince George's County Fire/EMS Department currently has 765 fire fighters, but needs 1,200 to safely provide service to the County and its citizens.



Community leaders, elected officials and the media suited up with protective gear before experiencing a live burn.



In addition to hands-on scenarios, participants also learned from watching cardiac arrest demonstrations and listening to safety instruction.



The proposed fiscal year 2012 budget includes \$535 million in funding for public safety — including \$115 million for the Fire/EMS Department — a 1.5 percent

funding increase from the previous year. The proposed budget also would increase fire/EMS staffing to 778, as well as pay for 22 new pieces of equipment and ambulances. ■



IAFF Members on the Frontlines



Lincoln, NE Local 644 member Jon Reed (left) is serving at COP Herrera in Afghanistan. Jon is very much in the "thick of things" in terms of the fight there. In fact, a suicide bomber recently attacked the camp.



First Lieutenant Phillip M. Broderick, 2nd Platoon, Bravo Company 1-168, 34th Infantry Division of the Iowa National Guard (34th Infantry Division, The Red Bull Division) is also a member of Des Moines, IA Local 4. All members of his platoon were given Local 4 T-shirts to use during down time at their forward post in Afghanistan.



IAFF Fights Back

Fighting Back State Attacks

Across the United States, governors and state lawmakers have set their sights on destroying fire fighters and other union workers.

"Elected leaders are using the economy as an excuse to go after our members, other workers and other unions and attack from every conceivable angle," says IAFF General President Harold Schaitberger.

But the IAFF is fighting back, landing punches in states where collective bargaining rights, dues deduction, pensions and other benefits and worker rights are threatened.

The following is an update on some of the battles raging across the country.

Florida

Florida Governor Rick Scott sailed into office in January with an ultra-conservative wind at his back as he set an ambitious agenda for balancing the state budget and providing business tax breaks while eroding union political activity and ending state employee pensions.

A few months ago, it appeared quite possible that even Scott — a failed chief executive of Columbia/HCA — would succeed in his bid to serve the demands of his Tea Party backers. But this spring, the wind at Scott's back shifted into a major headwind created by angry and motivated public employees, spearheaded by the leadership of the Florida Professional Firefighters (FPF).

FPF President Gary Rainey, IAFF 12th District Field Service Representative Walt Dix, FPF Secretary-Treasurer Gilbert Marsh and retired fire fighter and government relations specialist Jim Tolley worked tirelessly throughout the entire legislative session in Tallahassee to put considerable pressure on state lawmakers. In addition, the FPF ran two television ads across the state in March and April that the IAFF produced. In the end, the FPF won enough sturdy conservatives to stand with the fire fighters

and oppose Scott's anti-labor legislation.

Two potentially devastating bills were being considered by a Florida state legislature dominated by Republicans. The Florida Chamber of Commerce also waged a nasty campaign against public employees.

SB 830 was originally drafted to prohibit payroll deductions for any union dues and to

"Elected leaders are using the economy as an excuse to go after our members, other workers and other unions and attack from every conceivable angle."

— IAFF General President
Harold Schaitberger

prohibit dues from being used for political activity unless the union has annual written authorization from members. The bill was amended to remove the provision that prohibited payroll deductions for union dues. But that change was not enough to win firm support in the state Senate to get the bill to the governor's desk.

The governor's anti-labor agenda began to stall after a statewide poll commissioned by the FPF revealed that most Floridians believe fire fighters and other public employees should have the right to deduct dues from their paychecks. Two-thirds of Floridians believe fire fighters deserve collective bargaining rights, according to the poll.

Scott's right-wing mandate met reality in newsprint. The deathblow to SB 830 was delivered in the final days of the legislature by FPF leaders and scores of politically active fire fighters, who roamed the statehouse making sure lawmakers knew that the FPF, the IAFF and all fire fighters are to be respected.

Even last-minute arm twisting by Scott and Florida Lieutenant Governor Jennifer Carroll failed to sway the pro-fire fighter voting bloc, and SB 830 never made it to a floor vote.

In addition, Scott was forced to dramatically scale back his ambition to end pensions for the state's public employees and put them into defined contribution 401k-style plans. Political momentum aside, it was always a difficult sell for Scott since Florida's pension is widely considered one of the best funded in the nation even after the Great Recession.

Scott and the Florida Chamber sought to foment pension envy in the state by pointing out that public employees do not have to contribute to their pensions, conveniently neglecting to mention that pensions are deferred compensation. In the end the legislature approved a bill that would have the state's 650,000 public employees begin contributing 3 percent of their pay toward the pension starting July 1. In addition employees will have to work longer to receive their pensions.

The pension legislation can be viewed as a bitter pill, but one that is much easier to swallow than having fire fighters and other public employees lose their pensions to 401k-style plans. In fact, the FPF expects to revisit the pension issue and aggressively lobby to have it killed or amended in future legislative sessions.

"The House and Senate leadership and the Florida Chamber of Commerce launched an unprecedented attack on Florida's fire fighters during the 2011 Legislative session," says Rainey. "The FPF, with the help of the IAFF and the Florida AFL-CIO and Fraternal Order of Police, was able to defeat the paycheck deception bill. The decertification proposals and any significant changes to the local pension plans were also defeated."

Rainey adds that lawmakers did agree to study presumptions during next year's legislative session, a clear sign to fire fighters about what the next battle will be.



Oklahoma

Over the course of this entire legislative session, the Professional Fire Fighters of Oklahoma (PFFO) found their collective bargaining rights under attack in both the State House and Senate. Thanks to lobbying, grassroots efforts and well-timed advertisements, Oklahoma's fire fighters succeeded in defeating HB 1210, HB 1576, HB 1577 and SB 826.

HB 1210 and SB 826 both would have put unfair restrictions on how arbitrators are selected and on how comparisons for wages, insurance, retirement and other benefits are used during arbitration.

HB 1576 would have repealed the 1994 amendment granting binding arbitration to fire fighters and police. HB 1577 would have put restrictions on who sits on the Public Employees Relations Board, the body that settles labor disputes.

"There was clearly a conscious effort on the part of certain state legislators to restrict or eliminate collective bargaining rights in Oklahoma," says IAFF 11th District Vice President Sandy McGhee. "But, PFFO President Rick Beams, PFFO lobbyist Chalk Norton (a retired member of Shawnee Local 206) and Oklahoma's fire fighters worked tirelessly to implement the strategies necessary to defeat all four pieces of anti-labor legislation."

Both Beams and Norton were constant fixtures in the state capitol making their case with friendly and non-friendly legislators.

"It is imperative for our fire fighters' well-being and safety that they continue to have a voice at the bargaining table," says Beams. "We knew that defeating four bills was going to be a challenge, but, for the sake of our members, we rose to that challenge. Now, collective bargaining is safe from attack for another year."

Meanwhile, Oklahoma's fire fighters worked hard at their own grassroots efforts, lobbying and rallying family and friends to call and email their legislators, making their opposition to these bills clear.

As a result, none of the three house bills passed out of the House to the Senate.

However, the fight against SB 826 proved more difficult to defeat as it passed the Senate and moved onto the House for consideration.

In response, the PFFO launched television ads asking voters to tell Oklahoma politicians to oppose SB 826 and support Oklahoma's fire fighters.

Additionally, as the House vote on SB 826 neared, the PFFO worked to mobilize as many people as possible to completely fill the House Gallery, Outer Chamber and the Rotunda wearing union shirts and hats, and rallied families and friends to call and email House representatives.

The legislation lost traction, making it impossible for the state House's largest supporter of the bill — Representative Scott Martin (R-Norman) — to gather enough votes to pass SB 826. Martin moved not to put the bill up for a vote, effectively eliminating any threats to collective bargaining this legislative session.

"Our membership gained a lot of experience this legislative session that will prove invaluable the next time we go to battle," says Beams.

Michigan

When it rains, it pours in Michigan. Attacks on labor and the working class are coming from all sides, and tactics include combining fire and police into single Public Safety Officer (PSO) departments, passing anti-labor legislation and privatizing ambulance services.

In fact, municipalities seem all too eager to jeopardize public safety by doing what City leaders believe will save money. "They want to give fire fighters and paramedics guns and police officers hoses, combining their distinctly different duties into one job," says Michigan Professional Fire Fighters Union (MPFFU) President Mark Docherty. "We have had to keep our eyes and ears open at all times. The threats are so many and all could have potentially devastating effects. There is no time to relax. We have to always be ready for a fight."

The most immediate threats to combine

police and fire in Harper Woods and Jackson were defeated by ballot initiative in May. The MPFFU campaign to convince voters to vote no on PSOs included television ads in the weeks before the election. In Harper Woods, voters said no to PSOs 58 percent to 42 percent. In Jackson, PSOs were defeated 64 percent to 36 percent.

In Harper Woods, the fight against the PSO model in not new. The City of Harper Woods has proposed to combine police and fire for years, but efforts have failed because of specific language in the City's charter that requires it to maintain both a police department and a fire department, and cannot be combined.

City leaders argued consolidation would be a quick fix that is more efficient and lowers costs and, therefore, an improvement in the overall delivery of public safety.

Regardless of the charter language and the valid arguments against consolidation, the



City pushed forward with a ballot initiative to change the charter language allowing for PSOs.

In addition to the television ad, Harper Woods fire fighters spoke with every voter — including absentees — at least once and went door-to-door.

“What I believe won this ballot initiative is that we are better communicators than the City Council,” says Local 1188 President David Micallef. “The Council has become infamous for not keeping the citizens in the loop. All we did was get our message out.”

In Jackson, the push to implement a PSO system was led by City Manager Warren Renando who maintains that such a system will help save the City money.

Jackson Local 1306 President Todd Weaver — whose local only has 25 members — executed a massive campaign in the two weeks before the election, including informational Town Hall meetings, radio ads, went door-to-door canvassing and offering yard signs.

“The response was terrific,” says Weaver. “We handed out 9,000 flyers, and about 1,000 of those who accepted flyers agreed to put up our yard signs.”

In Michigan, PSOs are not only a threat on

the ballot, but are also an issue in communities where keeping separate police and fire departments is not protected by City charter language. Michigan locals battling PSO threats include Bay City Local 116, Monroe Local 326, Benton Harbor Local 685, Holland Local 759 and Traverse City Local 646. In those municipalities, another television ad ran asking citizens to oppose PSOs.

In Benton Harbor, an Emergency Financial Manager has been called in by the state to “fix” the City’s financial woes.

Unfortunately, because of the manager’s new-found ability to do just about anything he wants he is threatening to void Benton Harbor Local 685’s contract if fire fighters do not agree to a PSO.

“This is not an acceptable solution,” says MPFFU President Docherty. “Combining police and fire does not increase or improve public safety. In fact, it does the opposite.”

In Monroe, Holland and Traverse City, City administrations can implement PSOs by City Council vote. Council members are exploring the option, however, no official votes or decisions have been made.

Michigan fire fighters are also combating

several proposed pieces of anti-labor legislation, including bills threatening fire fighter binding arbitration, health care, the ability to automatically deduct union dues from paychecks, unnecessary restrictions on when union business can occur, taxes on fire fighter pensions and other bills are in various stages of play.

And, in some cities, IAFF locals are fighting proposals to transfer EMS operations to private ambulance companies.

Ohio

If Ohio fire fighters have their way, legislation like Senate Bill 5 (SB 5) will begin and end before it causes any more turmoil to public employees in other states.

Union-busting Governor John Kasich experienced the ire of fire fighters everywhere when he signed SB 5, the legislation that severely limits or prohibits collective bargaining.

Under the proposal, management can refuse to negotiate workplace issues, including safety, deployment and operations. The bill also lists subject areas that cannot be negotiated under any circumstances, including health care benefit costs and the

Alabama: IAFF Prevails in Fighting Back Court Case

As part of the IAFF’s Fighting Back campaign efforts, on May 20, 2011, a federal Judge in Alabama granted the IAFF’s request for a preliminary injunction restraining the cities of Mobile and Jacksonville from continuing to apply an anti-union state law — Act No. 2010-761 — recently enacted in Alabama.

This state statute made it illegal to arrange for public employee payroll deductions for union dues unless the labor organization does not use the dues for broadly considered “political activity,” including mere references to candidates for state and local offices.

Under this state law, if a union wishes to continue (or establish) payroll deductions for its dues, it must submit a written certification regarding full compliance with the law (that is, no portion of the dues are used for any political activities), and then it must itemize and disclose all of its financial expenditures each year.

Similar bills have been introduced in Tennessee, Oklahoma, Mississippi and a number of other states, and a ballot initiative has been filed in California.

IAFF General Counsel Tom Woodley initially filed this suit under the IAFF

Guardian Policy on behalf of Cullman Local 2644 and Decatur Local 1437 asserting claims that their cities should be enjoined from enforcing Act No. 2010-761 and from stopping their fire fighters’ payroll deductions.

After the IAFF sought a preliminary injunction, the City of Cullman reversed course and restored its fire fighters’ payroll deductions for union dues. The City of Decatur also agreed to maintain its program of dues deductions. As a result, having achieved the desired goal, those two cities were voluntarily dismissed from the court action.

However, the cities of Mobile and Jacksonville were adamant about following this state law and terminated the dues deductions for members of Mobile Local 1349 and Jacksonville Local 3948. As a result, those cities were added as defendants and a preliminary injunction was requested against those two municipalities (as well as the state’s Attorney General and others).

Consistent with a previously filed, parallel suit instituted by the Alabama Education Association, the Court granted the request and issued the preliminary injunction on the basis that this state law is vague and overly broad in violation of

constitutional protections regarding due process and free speech. Consequently, Mobile and Jacksonville have restored the dues payroll deductions for the IAFF members employed in those cities.

Other public employers in Alabama are expected to come into compliance with the Court’s decision, or will be added as defendants in the suit, enjoined and be responsible for the union’s attorneys’ fees and litigation costs.

“This is a significant win for the IAFF and our affiliates as part of our efforts to fight back against anti-union forces which are trying to break public employee unions by — among other things — depriving them of financial resources and the right to engage in legitimate political activities,” says IAFF General President Harold Schaitberger. “Those who oppose our union and its members know that we will fight on every front.”

IAFF 14th District Vice President Danny Todd adds, “Our affiliates in Alabama have the IAFF to provide them with the support that they need, and this favorable court ruling will help us in defeating similar proposed laws in other states where anti-union groups are on the attack.” ■

number of workers required to be on duty or employed in any department of a public employer.

The controversial bill is the biggest issue to hit Ohio labor unions in 28 years, and has unified fire fighters and other public employees who are doing everything to stop it from becoming permanent law.

The OAPFF has teamed up with the Ohio State AFL-CIO and the Ohio Fraternal Order of Police, among others, in a campaign with the coalition, We Are Ohio, to explain to voters why SB 5 is bad for the state.

"Right now you can't go to a grocery store without a union member asking you to sign a petition," says Sanders.

Fire fighters are working to collect signatures to put SB 5 on the November 2011 ballot for repeal in a state-wide referendum vote. More than 230,000 valid signatures must be collected by June 30 for the referendum to make the ballot. The OAPFF has more than 2,000 petition booklets being circulated by OAPFF members.

Fire fighters and other public employees have received support from local businesses, and restaurants, taverns and pubs in Ohio have hosted events where the public can sign petitions. In addition, other establishments have made petitions available for the public signatures.

Several OAPFF affiliates held drive-thru signings so voters can sign petitions without leaving the comfort of their vehicle.

Nearly 100 fire fighters have also donated time to help validate signatures at the We Are Ohio campaign headquarters. In the words of OAPFF Secretary-Treasurer Mark Horton, "Our guys are stepping up to get the job done. We have and will continue to lead this effort to repeal SB 5."

Fire fighters also have support from Ohio lawmakers including state Senator Bill Seitz (R-Green Township) who also signed a petition. Seitz spoke against SB 5 at the IAFF Legislative Conference in March in Washington, DC.



Mifflin Township, OH Local 2818 members Anthony Torres and Chip Kinder helped collect "repeal SB 5" signatures in Gahanna, Ohio.

Detroit Fire Fighters Fighting Budget Cuts

Detroit, MI Local 344 is working feverishly to convince its City Council to restore massive public safety cuts.

"We are working hard to tell people that all we want is to have the equipment and resources to do our jobs and keep Detroit safe," says Detroit Local 344 President Dan McNamara.

Detroit has six to 10 companies browned out each day to cut costs, but the Detroit City Council still slashed \$4.1 million in fire department funding from Mayor Dave Bing's budget proposal. The City's new fiscal year begins July 1.

The City Council's appetite for massive budget cuts stems from concern that anti-union Governor Rick Snyder will appoint an emergency financial manager. The mayor says the state might appoint an emergency financial manager to take over in Detroit if budget cuts aren't approved. The City Council responded with even deeper cuts.

"I think the governor is using the economy as an excuse to break the contracts of public employee unions," McNamara says.

The pressure to keep an emergency financial manager out of Detroit has led

the City to propose that it forgo its pension contribution this year and ask public employees to pay 20 percent of their health care costs, along with other significant contractual economic changes.

The City has already decided to push new hires into defined contribution plans.

The budget negotiations are occurring at the same time that the mayor installed a new fire commissioner. Fire Commissioner Donald Austin was appointed May 23.

"We have tried to convince the City Council that the commissioner needs time to come up with his own assessment and his own plan and they shouldn't tie his hands with their budget," says McNamara.

Local 344 is funding a public relations campaign to ask for support and buying ads on multiple radio stations in Detroit to reach commuters.

"This is an important fight and we decided that we need to be proactive," McNamara says.

The local is also engaged in a lobbying effort.

"We're talking to voters. We're talking to lawmakers. We're doing everything we can to get the word out about what we do," McNamara says. ■

Meanwhile, Kasich and GOP legislative leaders are leading a new campaign — Building a Better Ohio — to uphold SB 5.

As the referendum moves forward, fire fighters will concentrate on a voter's awareness campaign about SB 5 and its adverse effects on public safety.

Sanders says, "Our goal is to let the public know collective bargaining works in Ohio. It is the only vehicle that assures fire departments are adequately trained, staffed, equipped and properly deployed in order to protect our communities. With no state mandated fire fighter safety standards, our local agreements are a system that allows for that in Ohio, and our goal is to maintain it."

Keep up to date with the challenges facing Ohio fire fighters on Twitter (twitter.com/ohio_pro_ffs) and Facebook (facebook.com/OAPFF).

New Hampshire

It is always nice to have a labor-friendly governor in the statehouse to stand up to a tidal wave of vicious anti-worker legislation. But nice is proving to be not enough in the state of New Hampshire where Republicans enjoy overwhelming majorities in both the House and the Senate.

These are not just any Republicans; they are not just out to destroy unions — they want to literally neuter the state government and give more power to the already powerful.

Despite heroic efforts from New Hampshire Governor John Lynch, the right-wing controlled legislature has already passed a raft of veto-proof legislation redesigning the relationship between public employees and their employers.

Legislation either already passed or clearly on its way to becoming law includes:

The repeal of an evergreen clause that keeps contracts in effect even after they expire. Now expired contracts are frozen under the new law.

The legislature changed rules regarding the numbers of union members required for collective bargaining from five to 10 members.

The legislature is expected to do away with card check and force union elections.

As of May 12, the House and Senate were hammering out differences on legislation that would end collective bargaining.

Governor Lynch wielded his veto pen to block Right-to-Work legislation. It had passed by a veto-proof majority in the



The Professional Fire Fighters of New Hampshire is taking aim at state Senator Jeb Bradley and House Speaker Bill O'Brien for trying to pass legislation that hurts the middle class.

Senate but a less-than-veto-proof margin in the House. The House is expected to revote on the measure.

Anti-worker lawmakers in New Hampshire, hoping for a grand slam of anti-labor laws, also are taking aim a public employee pensions, hoping to reduce benefits for fire fighters with fewer than 10 years of service, remove funding for COLAs for retirees, freeze medical subsidy payments to help retirees pay for health care and jack up fire fighter pension contributions from

they go to work to be the best they can be for the people of New Hampshire and when they are off the clock they are working extra hard to protect their families and their futures.

Wisconsin

The dust isn't going to settle any time soon on the bitter partisan fight over Wisconsin's collective bargaining law. In a recent development, Dane County Circuit Judge Maryann Sumi ruled that the state legislature did, in fact, break the state's open meetings law when it passed the legislation while Senate Democrats were out of the state. Judge Sumi had previously implemented a temporary restraining order to prevent the law from going into effect. Meanwhile the battle over the law has also sparked recall elections for nine Wisconsin state senators — six Republicans and three Democrats.

The Government Accountability Board, which administers and enforces Wisconsin law pertaining to campaign finance, elections, ethics and lobbying, plans to hold elections on July 12.

The only legislators eligible for recall at this time are the state senators in the middle of their four-year term. No member

Democratic senator recalls include Dave Hanson (Green Bay), Jim Holperin (Eagle River) and Bob Wirsch (Kenosha). However, some of the signatures gathered for the Democratic senators are being questioned. Among other things, there is some concern over how the petitions were worded. In some cases, the wording might have lead Wisconsin citizens to believe they were signing in support, rather than signing to oppose the incumbent Democratic senator.

Meanwhile the Professional Fire Fighters of Wisconsin (PFFW) is working with a coalition of other unions to elect labor-friendly candidates.

"Because so many attacks have been aimed at fire fighters and other public employees, we want to ensure that any candidate we endorse will work with us, not against us," says PFFW President Mahlon Mitchell.

Still, the fight against anti-labor incumbents will be a united effort among labor groups. PFFW Executive Board member and Janesville Local 580 President Matthew Simpson is one of the union leaders representing the fire fighters in the labor coalition.

"As this fight to protect the working class progresses, it is crucial that we all work together," says Simpson. "With our numbers, we are better positioned to properly influence the recall elections and combat any anti-labor legislation that should arise."

In fact, some Wisconsin legislators are trying to sneak language into the state's budget that allows municipalities to combine fire and police departments. "Public safety officer departments are currently not permissible by state law, and the PFFW is lobbying to make sure it stays that way.

In LaCrosse, the local administration is already trying to get around the law by having police respond to all EMS calls. In addition to trying to create a public safety officer system through the back door, the mayor wants to reduce fire department minimum staffing and refuse to pay overtime.

Outside the state, Wisconsin Governor Scott Walker continues to pass his anti-labor policies off as progressive. But while testifying before the U.S. House Oversight Committee about tough budgetary choices states are facing, it was clear that the Committee did not agree with Walker's strategies.

Wisconsin's labor unions are not the only ones to see the governor's strategies for what they are — an attack on the middle class. Ranking member Representative Elijah Cummings (D-MD) told Walker, "It is shameful to play politics with American workers and their families."



9.3 percent to 11.3 percent.

Further, the legislature is working to restack the New Hampshire Retirement System Board of Trustees with more legislative and employer board members, effectively diluting the clout of employees.

"This is the most aggressive attack on public sector workers I have seen in my adult life," says President of the Professional Fire Fighters of New Hampshire Dave Lang. "As a 32-year veteran fire fighter I never imagined that a group of legislators calling themselves Republicans would be so aggressive, mean spirited and caustic."

He adds, "This last election will go down in history as the biggest political HazMat incident in the history of New Hampshire."

Despite the uphill fight in the legislature, New Hampshire fire fighters continue to serve and protect with honor. Every day

of the State Assembly nor the governor or other constitutional officers is eligible to be recalled until one year from their last election.

"Wisconsin's fire fighters have been in this fight from the beginning, and we will not leave this fight until all the wrongs have been made right," says IAFF 5th District Vice President Joe Conway. "We will be doing our part to make sure we have legislative leaders who will work with us, not against us."

Recall petitions were filed and accepted by the Government Accountability Board for Republican Senators Dan Kapanke (La Crosse), Randy Hooper (Fond du Lac), Luther Olson (Ripon), Sheila Harsdorf (River Falls), Alberta Darling (River Hills) and Robert Cowles (De Pere).

Tennessee

A series of bills threatening the political speech and activity of Tennessee fire fighters dominated debate in the state House of Representatives this legislative session.

The Tennessee Professional Fire Fighters Association (TPFFA) has worked hard to keep the bills at bay, but TPFFA President Eddie Mitchell says the fight is not over.

Since becoming a local officer in the early 1990s, Mitchell says he has never seen such an intense anti-labor atmosphere in the state capital.

"We've always had to fight anti-labor bills that came through but we've had enough friends in the House to stop the bad stuff," says Mitchell. "This year, it's completely different. We can't stop anything without Republican support."

The bills debated centered on limiting payroll deduction and barring unions from contributing to political campaigns. The proposed legislation would prohibit public employees from deducting dues from their paychecks if they remained politically active.

Senate Bill 136 was withdrawn because of a high fiscal note requiring the Tennessee state comptroller's office to audit at least 10 percent of certifications filed with the government. That bill was substituted with SB 0784 which removed some of the audit requirements. No action has been taken on SB 0784. Mitchell says fire fighters will likely have to battle lawmakers over the bill when the legislative session starts up again in January 2012.

A bill that would have made it a Class C misdemeanor to contribute any union

funds to a political candidate didn't make it out of committee because Republican lawmakers didn't have enough votes to win passage. And Senate Bill 401 — which would require unions to set up separate voluntary accounts to collect PAC funds — is still sitting on the table for next year.

These bills are only the tip of the iceberg as the fight over collective bargaining rights for public unions rages on in Tennessee. House lawmakers passed a bill that prohibits any business or organization in Tennessee from executing an agreement with a union or employee organization of any kind that includes a maintenance of membership clause prohibiting employees from withdrawing from a union or employee organization prior to the agreement's expiration. The bill included an amendment to exclude public employers

IAFF Membership Rises, Bucks National Trend

Every reporter writing about the labor movement in the past 20 years has invariably seasoned their coverage with a version of the phrases "the declining labor movement" or "sagging union membership."

The truth is indeed the truth, and it hurts to hear. But this particular truth is not true for the IAFF, which now boasts thousands more dues-paying members than it did just three years ago.

In April of 2011, the total two-nation membership of the IAFF stood at 292,864, 1.5 percent more than in 2008 when there were 288,333 members. That's 4,531 more career fire fighters on the job, protecting their neighbors and providing for their families.

This number — 4,531 — is pretty impressive when you consider the steady beating that the entire U.S. labor movement has taken since the 1970s, and the damage wrought in 2008 and 2009 by the deepest recession this nation has seen since the Great Depression.

"Fire fighters don't lay down easy," says IAFF General President Harold Schaitberger. "While our members stand on the frontlines protecting our homeland, IAFF leaders from the local level on up have fought tooth and nail to protect our own and keep them in their turnouts. I know that many of our affiliates have suffered devastating cutbacks and layoffs. But it is important to note that we are growing stronger each year, and that we will never stop fighting on behalf of our members."

The growth in IAFF membership stands in stark contrast to the trend within other

labor unions. Since 2008, the American Federation of State, County and Municipal Employees (AFSCME) lost almost 100,000 members, the United Autoworkers lost about 90,000, the United Brotherhood of Carpenters lost about 80,000 and the International Association of Machinists and Aerospace Workers lost more than 50,000.

From 2010 to 2011 alone, total U.S. union membership has declined by 612,000.

It's not too hard to identify the reasons why the American labor movement has been losing membership, now representing 11.9 percent of the U.S. employed population — compared to 20.1 percent in 1983. Steady advances in technology and automation have reduced the number of workers needed to produce material goods. Globalization and trade agreements have allowed major employers to employ workers in nations like China and Malaysia where wages are scant and workers rights are nearly non-existent.

And to some degree, the labor movement has been a victim of its own success. Many of labor's hardest-fought battles have been won and codified into law. The nation's multitudes of non-union members enjoy the fruits of labor's hard-won victories, from working hours and benefits to safer workplaces. Too many do not feel the need to band together to collectively bargain for better terms. Too few — in this age of economic anxiety — feel bold enough to band together to form unions.

But fire fighter jobs, rights and benefits seem to have been always under siege.

And in the past two years, IAFF members have had to link arms at all levels to prevent anti-labor activist groups from devaluing the fire fighter profession.

On the local level, affiliate presidents and their leadership teams from coast to coast have toiled double duty to lobby local lawmakers to their cause, while at the same time keeping the public safe. They deserve much of the credit for IAFF member numbers holding steady.

On the International level, the IAFF has helped locals with public messaging, critical data and, when needed, legal assistance. General President Schaitberger has made a driving cause in recent years of fighting hard for federal funding for the Staffing for Adequate Fire and Emergency Response (SAFER) grant program. Schaitberger and the IAFF legislative team worked the halls of Congress and the U.S. Department of Homeland Security to make sure that SAFER was fully funded and designed to bring laid-off fire fighters back to work and collecting paychecks.

Because of those efforts, the SAFER grant program put 2,600 fire fighters and paramedics back to work in 2010 and another 3,000 are expected to return to work by the end of 2011.

This positive trend on total IAFF membership numbers may seem like a distant and vague statistic for fire fighters in towns like Flint, Michigan, and Camden, New Jersey, where fire departments remain dangerously understaffed. But the IAFF will continue its dogged efforts to keep fire fighters on the job where they belong. ■



and is awaiting Governor Bill Haslam's signature.

In addition, fire fighters have been singled out in a bill that makes it illegal for employers and unions to harass, coerce or intimidate persons in the workplace. It is already law in Tennessee.

Mitchell and IAFF 14th District Vice President Danny Todd both describe the bill as "highly offensive."

Representative Gary Moore, president of Nashville, TN Local 140, chastised lawmakers for pushing the bill.

Mitchell says he hopes Tennessee voters and fire fighters are paying attention to what's happening in the legislature. "I hope that this will light a fire under our members and make them realize elections are important and they need to get involved. This legislation will affect a lot of people for a long time."

Todd says Tennessee fire fighters have done a good job playing defense and not allowing lawmakers to score any points during this legislative session, but is concerned over how fire fighters will achieve longer term goals, such as winning collective bargaining rights when public employee unions are being targeted. "Tennessee fire fighters have been working to achieve collective bargaining rights since the 1960s," he says.

As spring storms and floods ravaged cities and towns in his District, Todd notes that it's ironic that fire fighters are praised for the work they do to protect their communities all while their rights are being eroded.

"It seems like an oxymoron to me that the same people praising us have a hand in our pocket trying to strip us of our rights, pay and benefits," Todd says. "It's sad overall."

Massachusetts

It may seem odd and unlikely that Massachusetts is being called the next Wisconsin with a major state battle over collective bargaining. But a year ago it would have seemed downright silly to think that the streets of Madison would soon be packed with union members frantically fighting to defend their rights.

In late April, the Democratic-controlled House in Massachusetts passed a bill limiting collective bargaining rights on health care for municipal employees, including fire fighters. This legislative action is happening in a state thoroughly dominated by Democrats. Supporters say the measure will save cash-strapped Massachusetts cities \$100 million next year.

This bill passed in the House by 111 to 42 with 81 Democrats voting in favor. All eyes then turned to the Senate as it began work on its version.

Behind the scenes, the Professional Fire Fighters of Massachusetts (PFFM) worked

with the Senate to shape a bill that would preserve collective bargaining rights for health care and protect the most vulnerable plan members, such as retirees on a fixed income and the chronically ill.

On May 28, the Senate reached a compromise that PFFM President Ed Kelly says he approves. Originally, the House version would have eliminated collective bargaining for municipal workers over health benefits. In order to get labor's support, the House offered two concessions.

The first would give public employees 30 days to discuss changes to their health care plan with local officials, instead of allowing officials to act without any input from union members. But local officials would still, at the end of that period, be able to impose their changes unilaterally.

The second concession would give union members 20 percent of the savings from any health care changes for one year, if the unions objected to changes imposed by local officials. The original bill gave the unions 10 percent of the savings for one year.

Prior to the House vote, unions lobbied to derail the Speaker's plan in favor of a labor-backed proposal that would preserve collective bargaining and let an arbitrator decide changes to employee health care plans in cases where local officials and unions are deadlocked after 45 days.

In the Senate version of the budget, the compromise that was reached closely mirrors what labor tried to achieve in the House. Under the proposal, municipalities and unions would negotiate the quality of the plan and the premium split through traditional collective bargaining.

The copays and deductibles would be negotiated for a period of 30 days to reach a predetermined benchmark. Also, 33 percent of the savings from the decrease in premium costs — resulting from the increase in copays and deductibles — would be put towards mitigating out-of-pocket expenses for the highest coverage users, such as the chronically ill and retirees on fixed incomes.

If an agreement cannot be reached within those 30 days, the issue would go to a three-member arbitration panel.

As of June 6, the House and Senate were meeting in conference over the bill with the end of the legislative session looming on July 31. Though stunned and disappointed by the House vote, Kelly is hopeful the final bill will preserve collective bargaining and protect those who depend on quality health care.

If not, he hopes that Governor Deval Patrick keeps his word when he said this spring: "I'm not going to sign a Wisconsin-type bill in the end. We're going to have a meaningful role for labor, and we're going to deliver on the savings for municipalities." ■

State Pensions Bounce Back as Lawmakers Press Ahead With 'Reform'

Imagine an emergency room crowded with doctors frantically arguing about how to save a patient believed to be on his last breaths. One doctor says, "We need to cut him open and conduct major surgery." Another says, "He just needs some medication and rest. Leave him alone." Another doctor mutters, "I never liked that guy. Let's kill him."

They argue and argue and look at the clock. Then they look down at the gurney where the patient ... wait, where's the patient?! ... and realize the patient has gotten up in search of the hospital vending machines.

This little story is very similar to what has been happening to the state employee pension system in New Hampshire and many other states where defined benefit plans are deemed doomed and in need of dramatic reform.

Revealing the actors in this play, the doctors are the state lawmakers who have been haggling all spring over competing pension reform proposals. Though the proposals differed on several points, both Senate and House versions would increase the cost of pensions for fire fighters, police and state and municipal workers.

The patient is the New Hampshire Retirement System (NHRS), which — like most state and municipal pension systems — took a severe body blow in late 2008 during the worst of the recession.

Lawmakers are convinced that the NHRS needs a major operation to keep it from bankrupting the state and burdening taxpayers. The diagnosis of the problem comes in part from a widely distributed study released in February by the Pew Center on the States that determined a number of states, including New Hampshire, had state pensions that were woefully underfunded.

The timing of the study provided ample ammo for conservative lawmakers in more than 20 states to draft pension reform legislation and begin swiftly bulldozing it through legislatures grappling with major fiscal challenges. New Hampshire lawmakers are mulling changes that would retain a defined benefit system but raise revenue over time by increasing retirement ages and years of service.

Lawmakers in other states, including Alabama, Florida and Illinois, have attempted to completely eliminate state employee pension plans. Florida Governor Rick Scott had floated a plan to push state workers toward defined contribution plans, and then backed down to finally reach agreement with the legislature on a plan to compel employees to begin contributing 3

percent of their paychecks to pensions. Historically, state employees have not contributed to pensions.

A funny thing has happened on the way to the legislative operating table. Many state pensions are no longer as underfunded as they were in 2008 and 2009 when the Pew study took their pulse. They are returning to health even as these lawmakers in so many states seek to legislate changes that will only weaken pensions.

The National Conference on Public Employee Retirement Systems (NCPERS) has completed a public fund study covering 216 public retirement funds with more than 7.5 million members and assets exceeding \$900 billion.

"Public pension plans are experiencing a robust recovery from the Great Recession that adversely impacted all institutional investors. They report earning above-average returns. And they are more than adequately funded to meet their obligations."

—Hank Kim, National Conference on Public Employee Retirement Systems

The results produced an average one-year return of 13.5 percent in 2009. Despite criticisms that an 8 percent investment return assumption is too high, these plan investments returned an average of 8.2 percent during the last 20 years, and 30-year returns are even higher, approaching 9 percent.

"Public pension plans are experiencing a robust recovery from the Great Recession that adversely impacted all institutional investors," said Hank Kim of NCPERS during a May 5 hearing before the House Committee of Ways and Means Subcommittee on Oversight. "They report earning above-average returns. And they are more than adequately funded to meet their obligations."

Kim says recent studies on public pension funds paint an unrealistically bleak picture because they rely in the main on 2009 data — data from a low point in the Great Recession. The NCPERS survey relies on up-to-date data and demonstrates convincingly that a lot has changed for the

better over the past 18 months.

The New Hampshire Retirement System is a prime example of a pension patient who is recovering nicely and in no need of major intervention.

NHRS has recovered much of the losses that it suffered as a result of the recession. According to NHRS, after experiencing major investment losses in 2008 and 2009, returns bounced back in fiscal 2010 when the pension system realized a 12.9 percent return. For the first three quarters of fiscal 2011, the NHRS has realized a 21.8 percent return.

By another measure, the NHRS posted a net asset gain in fiscal year 2010 of \$568.3 million. That follows a net investment loss of \$995.2 million in 2009. While no figures are yet available for 2011, the NCPERS study suggest that the New Hampshire pension system will again post gains this year.

The patient is not only up and walking around, NHRS appears to be once again running with the bulls. This is great news for the 50,500 New Hampshire state employers who are active participants in the retirement system.

That is, it's great news if only Senate and House lawmakers would put down the scalpels and give the patient a little breathing room. NHRS is doing exactly what healthy pension systems are supposed to do: build up enough funds in the up years to be able to withstand a major economic blow like the last recession.

The way the NHRS works now under current law, fire fighters and police are able to retire after 20 years of service at the age of 45; other employees like teachers can retire at 60 with no minimum service requirement. Both House and Senate versions, no doubt responding to the national pension envy vibe would boost the first responder retirement age to 50 with a service requirement of 25 years. The House version would raise the retirement age of other workers to 65.

President of the Professional Fire Fighters of New Hampshire David Lang says he and other unions have pointed out to anti-labor lawmakers that the NHRS is bouncing back. But that message falls on deaf ears because for many pension foes the issue is not that they are concerned about the health of the system, it is simply that they don't like pensions.

"If we keep arguing with them about the solvency of the NHRS, we will lose," says Lang. "The fact is, this is a system that the legislature helped to create and for them to go back on their word is unacceptable. This is deferred compensation that is owed to us."

New Hampshire is not the only state in the nation where anti-labor lawmakers are using stale data to bolster their case for shredding public pensions. Arizona is one of 19 other states to see their pensions recover.

“Despite the politicians’ sound bites, the manufactured ‘think tank’ studies and the ensuing headlines, Arizona’s Public Safety Personnel Retirement System (PSPRS) has never been at a financial precipice, or on the verge of bankruptcy,” President of the Professional Fire Fighters of Arizona Tim Hill recently wrote in an Arizona Republic opinion piece.

Just like the stock market, most 401k-style plans and most home values, the PSPR experienced a steep drop during the worst recession since World War II. During the past fiscal year, the fund has surged 13.6 percent as the stock market has rebounded. The PSPR has regained more than \$900 million in the past 12 months.

The story is the same for 19 other states where 2010 returns jumped anywhere from 10.8 percent for the Nevada Public Employee Retirement System to 18.7

percent for the South Dakota Retirement System.

Unfortunately for Arizona, those facts were lost, never discovered or perhaps hidden — by pension reformists lawmakers who were successful in getting Governor Jan Brewer to sign into a law a bill that increases public employee pension costs. Arizona became the 11th state to enact pension reform in the past year.

In political battles vocal governors like New Jersey’s Chris Christie are by no means letting facts get in the way of a compelling media narrative. Christie, who with New Jersey State Senate President Steve Sweeney, is gunning for pension reform this year and continues to spout the story that New Jersey’s pension is headed for bankruptcy.

Christie conveniently neglects to mention — and reporters too often fail to highlight — that Christie and other governors have deliberately avoided making the state’s required annual contribution to the system. In those rare moments when he is asked about those billions of dollars that he and past governors like Christine Todd

Whitman never got around to contributing, Christie deflects and says something along the lines of “Let’s not revisit the past. Let’s move on and focus on the issues in front of us.”

The fact is that Governor Christie and other anti-worker lawmakers intent on gutting pensions are poised to lose their strongest sound bite in their quest to kill pensions and throw the retirement income of fire fighters and other state employees into defined contribution plans.

Like the stock market, the trough for most state pensions was reached in 2009. Since then, like the stock market, most state pensions have been growing, and if the trend holds, many lawmakers pushing for pension reform in 2012 won’t be able to argue that their state pensions are dangerously underfunded.

Some say that the facts won’t matter for those intent on killing pensions. Still, even the most ardent anti-labor lawmakers will have to answer to the electorate eventually. The question they should ask will be, “Why would you want to destroy public employee pensions when they work so well.” ■

IAFF Cuts Off Contributions to Federal Candidates, Federal Parties, Committees, Super PACs

In a bold move that is part of the IAFF’s Fighting Back campaign to help members wage political and legislative battles in state houses across the country, the International has shut off FIREPAC contributions to federal candidates and federal parties, party committees and the super PACs that support them.

“Over the past decade, the symbolism of our profession and the image of our fire fighters and paramedics decked out in this union’s trademark gold and black have become one of the most sought after endorsements in politics at every level,” says IAFF General President Harold Schaitberger. “But the attacks launched at our members since the November 2010 elections have changed the landscape.” Anti-union and anti-worker politicians are coming after fire fighters, paramedics and all public workers with a vengeance across the United States, attempting to take away collective bargaining, eliminate pensions and retirement security, end the long-held right of dues deductions from paychecks and drive down wages and benefits with Right-to-Work laws.

Over the past two years, politicians from both parties have failed to address fire fighter issues in Washington. Now, anti-labor members of Congress and their allies are championing measures

that would undermine pension security, tax employer-sponsored health benefits, force newly hired fire fighters into Social Security and attack federal fire fighters.

With the full support of the IAFF Executive Board, contributions to federal candidates and federal parties, party committees and the super PACs that are created to support them have been suspended.

In the last election cycle, FIREPAC was in the top 1.1 percent of the more than 7,100 federally registered PACs in terms of

dollars raised and was the 10th largest PAC in candidate contributions. The IAFF spent close to \$15 million in the last election cycle on behalf of federal candidates and both political parties, helping to elect those who support fire fighters and paramedics and defeat those who don’t.

President Schaitberger also appeared on the Ed Show, FOX News and the Rachel Maddow Show. In addition, the news appeared in the Associated Press, *USA Today*, *Politico* and the *Wall Street Journal*. ■

The New York Times ^(R)

“We’re tired that our friends have not been willing to stand up and fight back on our behalf with the same ferocity, the same commitment that our enemies have in trying to destroy our members’ rights. Quite frankly, our enemies are trying to kill us as a labor movement and union trying to represent workers and help the middle class.”

— Harold A. Schaitberger

New York City Fire Fighters Protest Bloomberg Public Safety Cuts

Thousands of New York City fire fighters held a massive rally June 3 to demand that Mayor Michael Bloomberg halt his plan to shutter 20 fire companies.

"I am sick and tired of a mayor named Bloomberg who offers condolences and praise for fire fighters when the cameras are rolling, and then turns around and shuts down fire companies jeopardizing the safety of millions of hard-working New Yorkers," IAFF General President Harold Schaitberger told the crowd gathered near City Hall in Manhattan.

More than 800 fire fighters marched across the Brooklyn Bridge and then joined a crowd estimated at 10,000 people for a massive demonstration against the planned closures. Members of the City Council, police officers, City workers and concerned citizens joined the rally.

"When fire fighters get the call, every minute counts whether we are responding to a spreading fire or a man suffering from cardiac arrest," said President of the Uniformed Firefighters Association Local 94 Steve Cassidy. "The lives of New Yorkers from the Bronx to Brooklyn will be in jeopardy because of Bloomberg's ill-conceived cuts."

The timing could not be worse for closing fire companies since New York remains a top target for terrorism and New Yorkers continue to struggle amid one of the worst economic cycles since the Great Depression. "Public safety should be one thing New York residents can count on," Uniformed Fire Officers Association Local 854 President Al Hagan said.

"It is civic insanity to shrink the fire department with the terrorist threat such a major concern," Hagan said. "The mayor himself concedes that New York City is the principal target, so why would he then turn around and shutter companies?"

Bloomberg says that closing the 20 fire companies will save the City \$55 million, a fraction of the mayor's proposed \$69 billion budget for Fiscal 2012.

Leading fire officials, City Council members and New York state lawmakers each took turns at the rally microphone condemning the planned closures and warning that shuttering these 20 fire companies will jeopardize the lives of citizens by increasing response times.

The cuts would impact all five of New York's boroughs: Eight in Brooklyn, three in the Bronx, three in Manhattan, four in Queens and two on Staten Island.

"How can this mayor — who flies



Top: Thousands of New Yorkers protest Mayor Bloomberg's plan to close 20 fire companies. **Middle:** Uniformed Firefighters Association Local 94 President Steve Cassidy warned that the cuts put all New Yorkers in jeopardy. Uniformed Fire Officers Association Local 854 President Al Hagan reminded Bloomberg that New York is a top terror target. **Lower left:** General President Harold Schaitberger told the crowd he's ready for a good fight.

around on private jets and has more money than any of us can imagine — even begin to understand what he is doing? He can't. Mayor Bloomberg is out of touch. It's that simple," Schaitberger said.

New York fire fighters have held numerous rallies in recent weeks. The June 3 rally was the largest so far, and Schaitberger let New York's bravest and

their elected leaders know that the IAFF was ready for a fight to keep all 20 companies open.

"We like a good fight, especially when it comes to fighting against cynical, political decisions," Schaitberger said. ■

Know Your **ENEMY**

The IAFF has repeatedly warned IAFF members to be skeptical of data compiled by International City-County Management Association (ICMA) consultant Leonard Matarese that encourage the merger of fire and police services. Matarese is a former police officer and serves as the Director of Research and Public Safety Programs at ICMA.

IAFF affiliates across the country have experienced the anti-fire and anti-union approach to Matarese's presentations.

"We had the misfortune of having Matarese as our town manager in the late 1980s," says Daniel Leighton, a retired member of Narragansett, RI Local 1589. "He tried the divide-and-conquer strategy to promote his public safety officer (PSO) vision while playing financial games before he was fired. Good luck to my brothers and sisters dealing with this individual."

Matarese uses skewed data to persuade city councils to make changes to fire departments. Some IAFF affiliates have been successful in fighting against Matarese's recommendations. Before your municipality hires a consultant to study the fire department's operations, affiliates should beware of those who claim to know more about fire department administration and operations than do career fighters.

Saginaw, MI Local 102 is pushing back on Matarese's report to merge fire and police services. Matarese told Saginaw city leaders that the current system for police and fire services "aren't sustainable." He maintains that combining the two departments would increase efficiency in fire response

services and that the cross-training will help communities cut costs. Tom Raines, president of Saginaw Local 102, calls the consultant's report a bunch of garbage.

The IAFF has been a strong voice against the ICMA Consulting Group conclusions, and will continue to be an advocate for fire fighters and paramedics, ensuring that those on the frontlines have the resources needed to efficiently, effectively and safely perform their job.

"The stuff he is spewing is not only anti-union, but anti-fire," he says.

While there is a small contingent of truly independent, unbiased consultants, all too often the process and subsequent report are biased due to the relationship between the jurisdiction and the consultant — or due to the predisposition of the consultant.

IAFF affiliates should also be wary of the

ICMA Consulting Group and Matarese because they have been used by other municipalities — with similar results.

"We got the same canned report that ICMA sells everyone," says Jeremy Connell of Benton Harbor, MI Local 685. "The only thing they did was scratch off another municipality's name and put Benton Harbor on it." While Connell doesn't know the total cost of the report, he saw at least one payment of \$38,000 to ICMA.

Often, it is simply a matter of following the money. For example, a consultant may be paid to provide a report to the local government to provide political cover for making cuts to fire department staffing and resources. If the recommendations are not in line with the administration's view, it will be less likely to refer a consultant to others. Defying the keeper of the purse is not a sustainable business model for a consultant who relies on continued contracts to maintain a business.

Hiring Consultants

The consultant hiring process is initiated in a number of ways: Request for Information (RFI), Request for Proposal (RFP) or sole source contract.

The RFI and RFP are similar documents that are designed to provide information about what types of analyses need to be performed and what they have done for similar jurisdictions.

In an RFI, IAFF affiliates may be asked to provide input, but the RFP offers little opportunity to participate in the process. The IAFF can provide sample RFI and RFP templates that affiliates can use to help ensure an unbiased report using industry standards.

Sole source contracts are intended to be used in cases when only a single business entity can provide a product or service, but is rarely appropriate for awarding fire service consultant contracts.

IAFF affiliates should be aware that a sole source contract can lead the way for a vindictive administration to hire a consultant to provide an outcome that meets the administration's agenda.

Sandusky, OH Local 327 recently lost a battle with a city administration that was hell bent on hiring ICMA as a sole source

Say No to PSOs

For years, municipalities in Michigan have been prey for local governments and politicians who want to move to the Public Safety Officer (PSO) model, but following the November 2010 elections, an anti-worker and anti-union state legislature proposed and passed a draconian bill that puts all IAFF locals in the state vulnerable to PSO proposals.

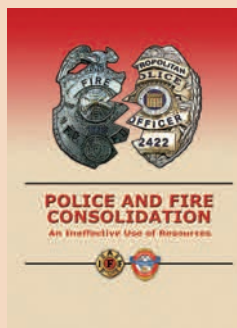
Facing threats for combining police and fire departments in several Michigan cities, the Michigan Professional Fire Fighters Union (MPFFU)

has fought against ballot measures in Harper Woods and Jackson that would have combined police and fire.

The MPFFU produced a short video asking voters to "Vote No on PSOs." Both measures were defeated at the ballot box. In other communities — Benton Harbor, Monroe, Holland and Traverse

City — where City Councils are considering a vote on PSOs — the MPFFU produced a video warning citizens of the dangers of PSOs.

The IAFF can assist affiliates facing threats of PSOs. For more information contact the IAFF Department of Labor Issues at (202) 824-1546. ■



provider. In this case, the administration wanted staffing and apparatus reductions implemented, and knew that ICMA would recommend reductions in staffing, apparatus, pay and benefits, as well as the consolidation of police and fire departments.

Consultants will also often maintain that, in spite of cuts, there would be minimal or no reductions in the level or service of protection for the community. But IAFF affiliates that have dealt with these consultants know the truth. Trying to provide the same level of services with fewer resources jeopardizes the safety of the fire fighters and the public.

Two years ago, fire fighters and community leaders in Arizona rejected one of ICMA's studies regarding changes to personnel shifts because of flawed data. The data in the report were not even from the city for which it was issued.

Matarese likes officials to believe that he knows more about a fire department than fire fighters. But the fact is, his frame of reference with regards to fire department operations is simply missing.

IAFF members and their chiefs know more about their services than any outside consultant. Affiliates should keep their

communities informed about the quality of services that fire fighters and paramedics provide. Be pro-active against these types of negative attacks from paid consultants who have never worked in the fire service.

Some consultants, including Matarese, will argue against NFPA industry standards — standards written and implemented based on stakeholder expertise and consensus. In fact, NFPA 1710 is further supported in the Residential Fireground Field Experiments conducted by the National Institute of Standards and Technology (NIST).

Matarese has this to say about NFPA standards: "There are literally thousands of fire departments, both career and volunteer, operating effectively outside of the nationally recognized minimum staffing standard. The standards produced and recommended by the NFPA, while important to the profession in providing safe, effective and efficient operating environments, are not enforceable by law."

ICMA Consulting and Matarese have also consistently recommended the PSO model as a more efficient use of personnel resources based on cherry-picked data that never give a complete picture of workload and duties done on a daily basis.

In addition to ICMA, the IAFF has also rebutted studies conducted by TriData, Matrix and PAR Group — though none of these groups is as blatant about altering the entire scope and purpose of a fire department like ICMA.

ICMA recently joined forces with Tri Data to bid on a contract in Palo Alto, California. In fact, the consultant of record — Emergency Services Consulting International (ESCI) — was fired because the City did not like its preliminary report, calling it biased toward the fire department because ESCI has professional fire service personnel on staff.

Matarese has said repeatedly that municipalities have to redefine the nation's century-old model for police and fire forces, and that powerful police and fire unions would prove the biggest opposition to any proposed changes.

Indeed, the IAFF has been a strong voice against the ICMA Consulting Group conclusions, and will continue to be an advocate for fire fighters and paramedics, ensuring that those on the frontlines have the resources needed to efficiently, effectively and safely perform their job. ■

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Guardian Policy Brings Justice to Local Leaders

IAFF and Local Leaders Prevail Against City of Plantation

After long, hard-fought battles before the Public Employee Relations Commission (PERC) and federal courts in Florida, five union organizers from Plantation, FL Local 4430 who were subjected to anti-union retaliation finally have vindication.

Thanks to the IAFF Guardian Policy, these Local 4430 members received \$1.2 million in lost wages and benefits, additional compensatory damages, plus the full reimbursement of attorneys' fees and expenses.

"The International will stand by our local leaders who are out in front organizing and supporting our affiliates," says IAFF General President Harold Schaitberger. "No matter how long it takes, we will obtain justice against employers who retaliate against them."

IAFF 12th District Vice President Larry Osborne notes, "The City of Plantation has been one of the worst, anti-union employers in Florida. Now, because of this Guardian case, it this City was held accountable as a serial violator of federal and state laws."

This case was filed by IAFF General Counsel Tom Woodley in early 2005 in federal court on behalf of Local 4430 President Jeff Poole, Secretary Jude Diaz and several other members claiming retaliation and discrimination in violation of their First Amendment rights of free association and free speech.

Shortly after, Local 4430 organizers filed a representation petition with the state PERC, the City and three Chiefs launched a campaign against the union — targeting the leaders with threats, suspensions, firings, and even pursuit of bogus criminal charges against Poole (which were quickly thrown out as groundless).

At the same time, the City was also violating the Fair Labor Standards Act (FLSA) by denying Local 4430 members the overtime pay due them under that federal wage and hour law. In a separate FLSA suit, and after a favorable court ruling on liability, the City eventually agreed to settle those claims in November 2006 for \$100,000 in illegally withheld



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

"The International will stand by our local leaders who are out in front organizing and supporting our affiliates. No matter how long it takes, we will obtain justice against employers who retaliate against them."

—IAFF General President
Harold Schaitberger

overtime pay and liquidated damages. The loss of that federal suit, however, did not stop the City from continuing to engage in unlawful behavior.

Jude Diaz, one of the local leaders who remained employed in the City's Rescue Division, faced continuous harassment at work. In the fall of 2007, he underwent surgery and took sick leave to recover. His later request for light duty was denied twice, as was his request for leave without pay. In the past, requests for leave without pay had been routinely approved — at least prior to the formation of the union.

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

After the filing of unfair labor practice charges with PERC, the hearing officer issued a decision, concluding that the assistant chief and fire chief had not provided credible testimony justifying the discharge of Diaz. Instead, the hearing officer found that Diaz was fired because

of his union leadership role. He ordered the City to reinstate Diaz to his former job, pay him all his lost wages and benefits and cease and desist from firing employees for supporting the union.

On appeal by the City, the state PERC upheld all of the hearing officer's findings and the award of full relief. In addition, because the PERC determined that the City "knew or should have known that its conduct was unlawful," the PERC took the unusual step of awarding attorneys' fees and costs against the City. The PERC also ordered the City to refrain from dismissing employees for engaging in union activities, and to stop otherwise interfering with or coercing its employees in the exercise of their rights.

A settlement of the PERC case was reached in March 2010 on terms very favorable to Jude Diaz. He was paid \$290,000 in compensatory damages, which included all lost wages and benefits, plus four years of front pay. For medical reasons, Diaz did not return to his former job with the City's fire department.

In addition, the settlement obligated the City of Plantation to pay for full health insurance coverage for Diaz for four years, through April 2014. The PERC settlement also provided for the full recovery of attorneys' fees and costs against the City.

"Even after all this, I am still glad we put forth an effort to organize," says Diaz. "I got involved because I felt it was the right thing to do. I still think that."

In the parallel federal court action, the City and the three chiefs named as defendants filed motions seeking to have the entire suit dismissed. In October 2010, the judge rejected those motions, and the members' claims involving the infringement of their First Amendment

freedoms were headed for trial. The three chiefs were upset over the judge's rulings, and they filed an appeal.

On November 15, 2010, a mediator appointed by the Court of Appeals conducted comprehensive settlement negotiations with the parties. Those negotiations resulted in a substantial settlement for these union leaders in the sum of \$850,000 in compensatory damages, which covered all their lost wages and

benefits, as well as additional monetary relief. In addition, the IAFF was reimbursed for all attorneys' fees and out-of-pocket costs incurred since 2005. This is in addition to the \$290,000 and litigation fees that Local Secretary Jude Diaz recovered in the earlier PERC settlement.

The two discharged leaders, Jeff Poole and Tom Neri, did not want reinstatement because they currently have other jobs. However, the Court-approved settlement

required the City to effectively expunge their City employment records by placing resignation letters in the personnel files of Poole and Neri in lieu of the terminations.

"This Guardian Policy effort proved to be a long, tough fight," says Schaitberger. "The successful outcome here should serve notice to employers who retaliate against our local leaders — we will stay the course and battle until justice is ultimately achieved." ■

Once Fired Local Leader Elected to City Council

Dean Bitner first made union news in 2001 when he was wrongfully fired for exercising his First Amendment rights. Today, he's making headlines as a newly elected member of the Lowell City Council.

As president of Springdale, AR Local 3007, Bitner made it his goal to provide better wages and benefits for his members. At the time, wages were so low that some fire fighters were on food stamps while others took jobs elsewhere just to make ends meet.

At a City Council meeting in March 2001, Bitner expressed his concerns about fire fighters' compensation, as well as safety issues. Shortly after appearing before the City Council, Bitner was passed over for a promotion to captain, despite the fact that he had the highest score, more seniority than the second-ranked candidate and more advanced training and more experience.

The fire chief made no effort to hide the fact that he was not promoted, in part, because of his speech to the City Council. The City soon decided to not only deny Bitner the promotion, but demoted him from engine driver to fire fighter, transferred him to another station, removed him from the pension board and fired him for raising his voice in the fire chief's office.

It was crystal clear that Bitner was being retaliated against for his union activities, and was provided assistance under the IAFF Guardian Policy and represented by IAFF General Counsel Woodley and McGuillivray.

"This is truly a compelling success story," says IAFF General President Harold Schaitberger. "Through our Guardian Policy and our ongoing political training for local officers, we

were able to achieve victories on two fronts.

"This certainly hasn't been an easy road, one that I could not have successfully traveled alone," says Bitner. "I couldn't have done it without the IAFF, IAFF 14th District Vice President Danny Todd, former Arkansas Professional Fire Fighters Association (APFFA) President Pete Reagan and the support of IAFF members."

After a Civil Service Commission hearing, Bitner was reinstated to his job, but the Commission imposed a 30-day suspension and written reprimand. Meanwhile, the case moved forward in court where a federal jury unanimously concluded that Bitner deserved justice. Further, the jury decided that Bitner's union leadership activities, his speech at the City Council meeting and his court action — all factored into the City's decision to harass, terminate and suspend him.

In awarding make-whole compensation, the jury found that the fire chief and mayor were each liable for \$120,000 in punitive damages. Dean Bitner was also awarded \$9,500 in full backpay for the time he was suspended and denied the captain's position. Finally, the jury granted Bitner \$100,000 in additional compensatory damages for the emotional harm and anguish he suffered as a result of the City's pattern of unlawful actions.

In implementing a subsequent court settlement, Bitner also obtained his promotion to captain, with full retroactive seniority. His personnel records were expunged of any reference to the adverse actions, and the City committed not to engage in any further retaliation in the future. The City was



Dean Bitner

also required to pay all the attorneys' fees and costs incurred by the International in the litigation.

But Bitner's story does not end here. The City's retaliatory actions and subsequent legal proceedings had taken a toll on his family and his brother and sister fire fighters, yet he was inspired to do more for the labor movement and his community. In 2009, he was elected vice president of the APFFA, and in 2010 ran for a seat on the Lowell City Council. The small suburb Springdale — where Bitner lives — was opposed to the fire fighters' efforts to organize a local.

"That is just one of many reasons that I wanted to run for City Council," says Bitner. "The only way to effect a positive change is to be a part of it."

Bitner ran against six-year incumbent Marti Lathem, using some of what he learned during the IAFF Political Training Academy during his campaign. In November, he won the election by a margin of 60/40.

Bitner wasted no time getting all City employees a long-deserved pay raise, forming a personnel committee to properly address conditions of employment for City employees and working to form the City's first paramedic engine company. ■

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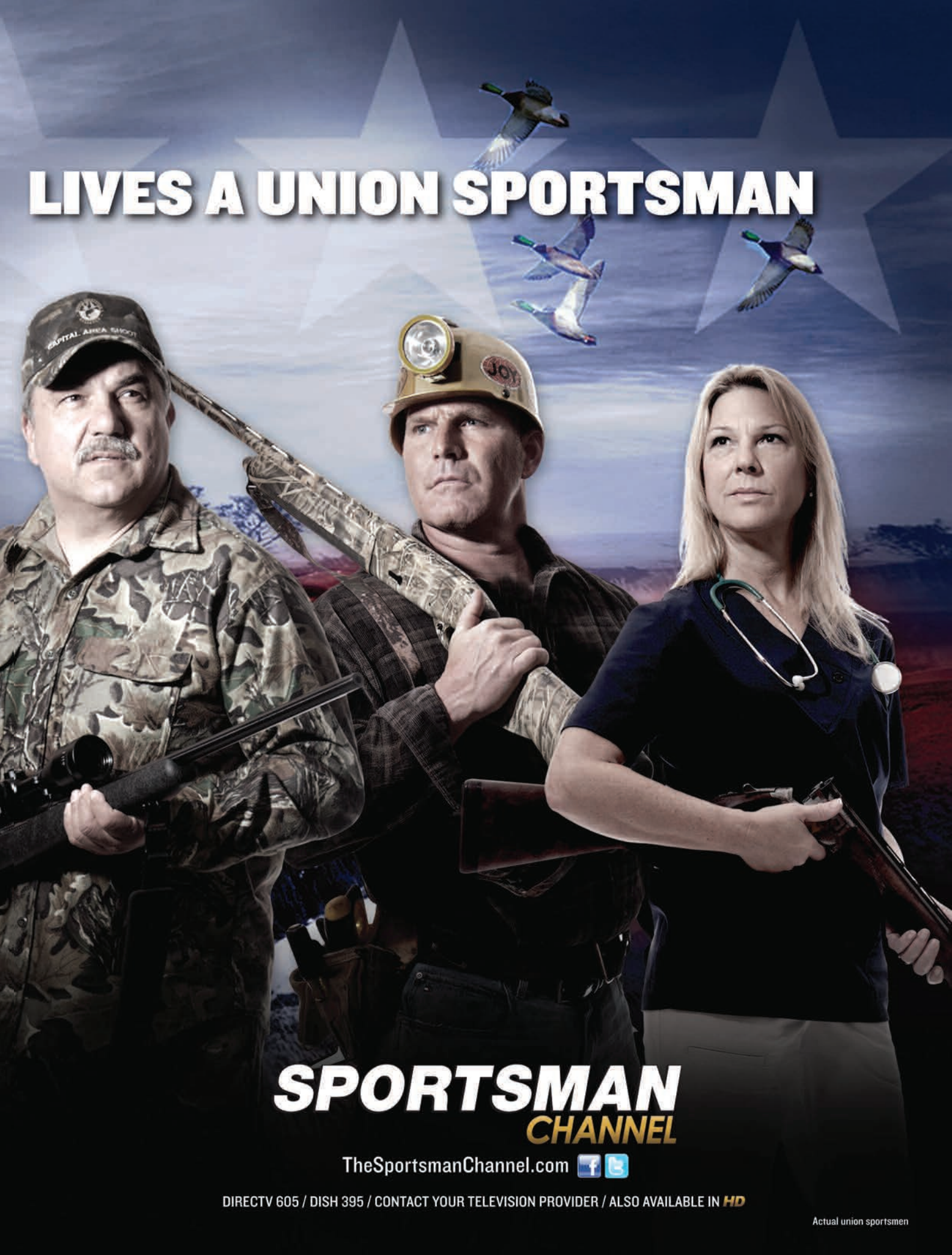
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Two Key Issues Advance in Ontario Legislature

The Ontario Professional Fire Fighters Association (OPFFA) is welcoming the introduction of a bill in the province's legislature that addresses two key issues.

Bill 181, introduced in the Ontario Legislature April 18 by Labour Minister Charles Sousa, will amend Ontario's *Fire Protection and Prevention Act* to support a mandatory retirement age for professional fire fighters regularly assigned to suppression, while also providing a less onerous route for fire fighters' duty of fair representation (DFR) complaints.

The bill passed its second reading May 11 with all-party support and is expected to pass final reading before the legislature breaks. In the meantime, the OPFFA is

The Ontario liberal government has enacted a number of advances for professional fire fighters since it was first elected in 2003.

urging its members to speak to their members of Provincial Parliament to ensure the bill has full support as it makes its way through the legislative process.

"These are two important issues for our association and our members, and we're grateful to the Ontario government for once again responding to our needs," says OPFFA President Fred LeBlanc. The legislation results from the OPFFA's legislative lobbying efforts

and its good working relationship with the current Ontario liberal government and Premier Dalton McGuinty.

The mandatory retirement age legislation, when enacted, won't force any immediate changes. It will specify that, notwithstanding the provisions in the Ontario Human Rights Code prohibiting age discrimination, the issue is a matter for fire fighter locals to negotiate with their employers, provided they negotiate an age of not less than 60.

More than 90 percent of OPFFA members currently work under a contract with mandatory retirement language. Those currently without contract language will have two years from the date the legislation is passed to negotiate language with their employer, otherwise age 60 will apply as the mandatory retirement age.

The legislation is consistent with a recent

Yukon Territory Passes First Presumptive Legislation

The Yukon Territory has become the latest jurisdiction in Canada to pass presumptive legislation. Bill 95 — Presumptive Legislation for Firefighters — amends the Yukon Workers Compensation Act to automatically cover 11 cancers and cardiac arrest.

The majority of the Yukon Territory's population resides in Whitehorse, the territory's only professional fire department. "Fire fighters are constantly exposed to cancer-causing agents," says Whitehorse, YT Local 2217 President Brian Fedoriak. "The unanimous passage of Bill 95 gives all 25 members of our local peace of mind to know that if one of us does contract cancer or suffers a heart attack on the job, we will not have the added stress of proving the illness was job-related."

IAFF Canadian Trustee and President of Winnipeg, MB Local 867 Alex Forrest, who has been instrumental in passing numerous pieces of presumptive legislation across Canada, worked with Whitehorse Local 2217 Presumptive Legislation Committee Chair Don McKnight to gather support for Bill 95.

"Presumptive legislation is important for all fire fighters," says Forrest.

When IAFF 6th District Vice President Lorne West and the members of Whitehorse Local 2217 asked me Forrest to assist, he was glad to do it.

Forrest presented supporting studies and data for the legislation to the Yukon leadership, including Premier Dennis Fentie, Ministers Glenn Heart and Archie Lang, Workers Compensation Health and Safety Board members Val Royle and Kurt Dieckmann.

Later this year, Local 2217 hopes to follow in Manitoba's footsteps and add four more cancers to its presumption law:

"We hope to use Manitoba as a template for all of Canada so that our fire fighters are protected in the case of 15 types of cancers."

—Winnipeg Local 867 President Alex Forrest

multiple myeloma, primary site prostate, skin and breast cancer. Manitoba was the first Canadian province to enact presumptive cancer legislation in 2002.

"We hope to use Manitoba as a template for all of Canada so that our fire fighters are protected in the case of 15 types of cancers," says Forrest.

Newfoundland remains the only Canadian territory or province without presumptive laws in place. ■



Members of Yukon Territory Local 2217 and the Yukon Fire Service stand with Val Royle, president/CEO of the Yukon Workers Compensation Health and Safety Board and Kurt Dieckmann, director of occupational health and safety, after the Yukon legislature passed Bill 95, which provides presumptive legislation for fire fighters covering 10 cancers and cardiac arrest within 24 hours of attending an emergency.

Ontario Human Rights Tribunal decision which upheld collective agreement language requiring fire fighters to retire at age 60. The tribunal looked at evidence of increased risk of heart disease among professional fire fighters after age 60 and concluded that mandatory retirement at 60 was a reasonable limitation.

Regarding duty of fair representation, the *Fire Protection and Prevention Act* (FPPA) currently prevents fire fighters' complaints from being heard by the Ontario Labour Relations Board (OLRB), which adjudicates such cases for other unionized workers.

As a result, fire fighters must pursue these cases through the civil court system, or in a more recent trend, rely on the human rights tribunals. Both of these venues lack expertise and experience in labour relations, and are expensive and cumbersome for all parties involved. Bill 181 will amend the existing legislation to allow the OLRB determination of fire fighters' DFR complaints.

"We look forward to the swift passage of this bill and the correction of these two outstanding issues," LeBlanc says. "Bill 181 is a welcome piece of legislation and more proof that our lobbying efforts pay off."

The Ontario liberal government has enacted a number of advances for professional fire fighters since it was first elected in 2003,

including presumptive cancer and heart legislation in 2007. A provincial election takes place in Ontario on October 6. ■

IAFF Supports Dedicated 700 MHz Radio Frequency in Canada

The IAFF has added its voice to the chorus of emergency responder organizations calling on the Canadian government to dedicate 20 MHz of bandwidth within the 700 MHz spectrum for Canada's public safety agencies.

In a letter to the Tri-Service Special Purpose Committee — which includes representation from Canada's fire, police and EMS chiefs — the IAFF offered its agreement on the issue, as well as any assistance required.

The 700MHz spectrum is expected to assist with the issue of interoperability of radio communication between multiple agencies responding to the same emergency.

The IAFF letter of support also cautions that dedicating bandwidth within the 700

MHz range in itself will not address all of the radio communication-related health and safety issues facing Canadian IAFF members, particularly the problem of in-building radio communication.

The IAFF letter of support raises this concern and makes the point that operability is more important than interoperability, and that the IAFF welcomes the opportunity to work with other public safety stakeholders on this issue.

Radio spectrum is a limited natural resource that is a valuable commodity. The availability of bandwidth within the 700MHz frequency in Canada and the United States stems from the pending cessation of analog television signals. The switch to digital television only will occur on August 30, 2011 in Canada.

The Canadian government will be auctioning bandwidth in the 700 MHz frequency in late 2012, and any decision on reserving a portion for public safety agencies must be made before that date.

The U.S. government is similarly working to allocate 20 MHz within the 700 MHz range for public safety use. The IAFF is working closely with the Obama administration and Congress to ensure public safety spectrum availability and fire fighter safety. ■



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IAFF Members Participate in Inaugural Canadian Political Training Academy

Twenty-five IAFF members from five provinces were selected to participate in the inaugural edition of the IAFF Canadian Political Training Academy.

Held in Ottawa May 29-June 1, the Canadian Political Training Academy is an innovative new program providing Canadian members with the opportunity to learn the nuts and bolts of how to effectively run an election campaign at every level of government.

"This new Canadian Political Training Academy is an important and critical step in building our Canadian political operation," says IAFF General President Schaitberger, who was in Ottawa for the inaugural event.

Thanks to the hard work of Assistant to the General President for Canadian Operations Scott Marks, the Political Training Academy was developed through FIREPAC Canada.



Nathan Rotman, Director of Organization for the New Democratic Party, delivers a session at the IAFF inaugural Canadian Political Training Academy May 30 in Ottawa.

The Canadian version of the program is based on the IAFF's highly successful U.S. Political Training Academy, which has trained more than 750 IAFF members in advanced political action over the past 15 years (see page 33).

This is the first program developed and catered to political campaigns in Canada, and features

field experts from across Canada on a number of topics, including targeting core campaign strategies, developing an effective campaign plan, recruiting volunteers, fundraising and budgeting, developing an effective message, media training, getting out the vote and complying with electoral finance laws.

All applicants for the IAFF Canadian Political Training Academy completed an online Political Training Academy application. Each applicant also submitted a letter of recommendation from his or her local president.

The IAFF and FIREPAC covers the cost of all lodging, food and training materials for attendees. Attendees are only responsible for the cost of their transportation to and from the Political Training Academy. ■

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PAPER2011

Presumptive Legislation Advances in Alberta, Saskatchewan

Lobbying by IAFF affiliates in Alberta and Saskatchewan has resulted in important advances to their presumptive cancer laws.

The Alberta government has added breast, skin and prostate cancer coverage, as well as coverage for multiple myeloma. The legislation marks the third update of Alberta's presumptive laws since the first presumptions were introduced in 2003, and brings the total number of cancers covered to 14. Alberta fire fighters are also covered for heart injuries that occur within 24 hours of a fire call.

Alberta Fire Fighters Association (AFFA) President Craig Macdonald noted that the Manitoba Professional Fire Fighters Association, which added the same four cancers in late 2010, got the ball rolling and Alberta quickly picked up the issue.

"Political action and political support really played a role in how quickly our Employment and Immigration Minister jumped on the issue," Macdonald says, adding that provincial legislative conferences held in 2009 and 2010 also helped raise awareness about the AFFA and issues including cancer presumptions.

In Saskatchewan, the provincial government passed legislation May 11 that adds esophageal cancer to the list of those covered, while also reducing the number of years worked in order to qualify for testicular cancer coverage from 15 years to 10 years.



Saskatchewan IAFF members broke from their annual Convention in Regina May 11 to attend the Saskatchewan legislature, where legislation was passed adding esophageal cancer to the list of those deemed occupational. The legislation also reduces the required employment period to qualify for testicular cancer coverage to 10 years. With the fire fighters is Saskatchewan Labour Minister Don Morgan.

The legislation was passed in the Saskatchewan legislature in Regina while the Saskatchewan Professional Fire Fighters Association (SPFFA) was holding its annual convention in the City. The business of the SPFFA Convention was set aside for a short time to allow about fire fighters to witness the bill being passed from the legislature's public gallery.

Meanwhile, IAFF leaders in Atlantic Canada are continuing the fight for presumptive legislation in Newfoundland and Labrador, the only province in which

there are IAFF affiliates without such coverage.

Atlantic Provinces Professional Fire Fighters Association President Doug LeBlanc, St. John's, NL Local 1075 President Dave Burry and Corner Brook NL Local 1222 President David Dunphy met in Corner Brook May 3 with provincial Labour Minister Darin King and Workplace Health, Safety and Compensation Commission CEO Leslie Galway to press the issue. ■

Preparing Members for Political Action

For the 15th consecutive year, the IAFF hosted its Political Training Academy February 27-March 5. Held in Baltimore, Maryland, the 2011 Political Training Academy drew members from 29 states and four provinces, and continued a legacy of high-level political training for IAFF activists, officials and candidates.

The Political Training Academy trains IAFF members who are running or plan to run for elected office, teaches activists how to engage with campaigns in leadership roles and coaches local leaders on how to assess the strengths and weaknesses of campaigns approaching the union for support.

Two members of this year's Political Training Academy class are currently elected officials, five are declared candidates and several more are potential candidates for municipal, state or federal office. Nearly 750 IAFF members or family



members have graduated from the Political Training Academy, including more than 325 fire fighters who hold office in the United States and Canada.

The Political Training Academy features training on a variety of campaign topics, as well as a campaign simulation exercise. Workshops are offered on campaign planning, targeting, fundraising, messaging, and get-out-the-vote, as well as other topics. Instructors are high-level operatives and consultants from the campaign world, most with decades of campaign experience.

The 2011 Political Training Academy

campaign simulation focused on two separate state legislative campaigns, and members were assigned to one of four smaller teams. In addition, four campaign professionals served as advisors for each campaign team, providing a new level of hands-on, small group instruction.

IAFF members interested in participating in the 2012 Political Training Academy can apply online between Labor Day and early November of this year. For more information, visit www.iaff.org or contact the IAFF Political Action Department at (202) 824-1582. ■

IAFF to Work With Conservatives to Move Canadian Issues Forward

With the Canadian federal election over, the IAFF's attention returns immediately to working with the Conservative government and with opposition members alike in order to advance the issues on the Canadian legislative agenda.

With assistance from the IAFF, Canadian affiliates educated countless candidates about fire fighter issues during the campaign and endorsed candidates from all political parties. The IAFF is now preparing to capitalize on that hard work in order to ensure that fire fighter issues are front and centre in the first days of the new government, while laying a strong foundation for the 18th Canadian Legislative Conference in October.

After seven years of minority governments, Canadians on May 2 elected a majority Conservative government under Prime Minister Stephen Harper, with a strong New Democratic Party (NDP) opposition led by Jack Layton.

Though the Conservative Party didn't make any commitments to the IAFF during the election campaign, the IAFF's non-partisan approach to politics positions Canada's professional fire fighters to work with members of Parliament from all political parties in order to secure a Public Safety Officer Compensation (PSOC) benefit and advance other pressing legislative needs.

IAFF General President Harold Schaitberger, who was in Canada the morning after the election to speak to the Alberta Fire Fighters Association, commended Canadian affiliates for their hard work during the campaign while warning that there's more hard work ahead to move fire fighter issues forward during the 41st Parliament.

Schaitberger said Canadian IAFF members face two choices — to sit back and see what happens or to dive right in and press the Conservative government



Vancouver Fire Fighters Chris Coleman and Lee Lax, Federal NDP Leader Jack Layton, Local 18 President Gord Ditchburn and committee member Casey Hensrud. Days before the historic "Orange Crush" swept the Canadian political scene, Jack Layton rallied in Vancouver to thousands of supporters. Both Vancouver NDP candidates Local 18 endorsed were elected.

harder than ever on fire fighter issues. "And you know which option we'll choose," he said. "With our non-partisan approach our fortunes are not based on the fate of any single political party. We'll work with anyone who is prepared to move our issues forward, as we have done so successfully in the past."

Schaitberger reminded Canadian affiliates that it was the Conservatives who in 2008 agreed to fund the IAFF's Canadian Haz-Mat and CBRN Training Initiative in the amount of \$2.5 million over five years. In addition to the PSOC benefit, the IAFF is also asking the Canadian government for priority access to available vaccines and antivirals during an influenza pandemic, for amendments to the National Building Code of Canada to protect fire fighters and for a national office for fire service statistics.

The New Democratic Party's historic surge and its new role as the Official

Opposition after capturing 102 seats in the House of Commons bodes well for the IAFF, as the party, labour's traditional ally, is a longtime supporter of the IAFF and fire fighter issues.

The Conservatives clinched their majority by winning 167 of 308 House of Commons seats. The election of a majority government in Canada for the first time in seven years also means that uncertainty over election timing won't interfere with planning for the annual Canadian Legislative Conference, at least for the next four years. The conference normally takes place in April, but was postponed this year because of the election.

The 18th Canadian Legislative Conference is tentatively scheduled to take place in Ottawa the week of October 23, 2011. Details about registration will be provided to local affiliate leaders in advance of the conference.

IAFF FIREPAC Donor Names

Historically, the March-April issue of the *International Fire Fighter* has included the names of every IAFF member who contributed at least \$25 to FIREPAC in the previous calendar year. However, since this year's March-April issue was a Special Issue dedicated to the IAFF Fighting Back campaign, the decision was made to not print the list.

FIREPAC still wants to recognize those donors. You can view the list on the IAFF web site.

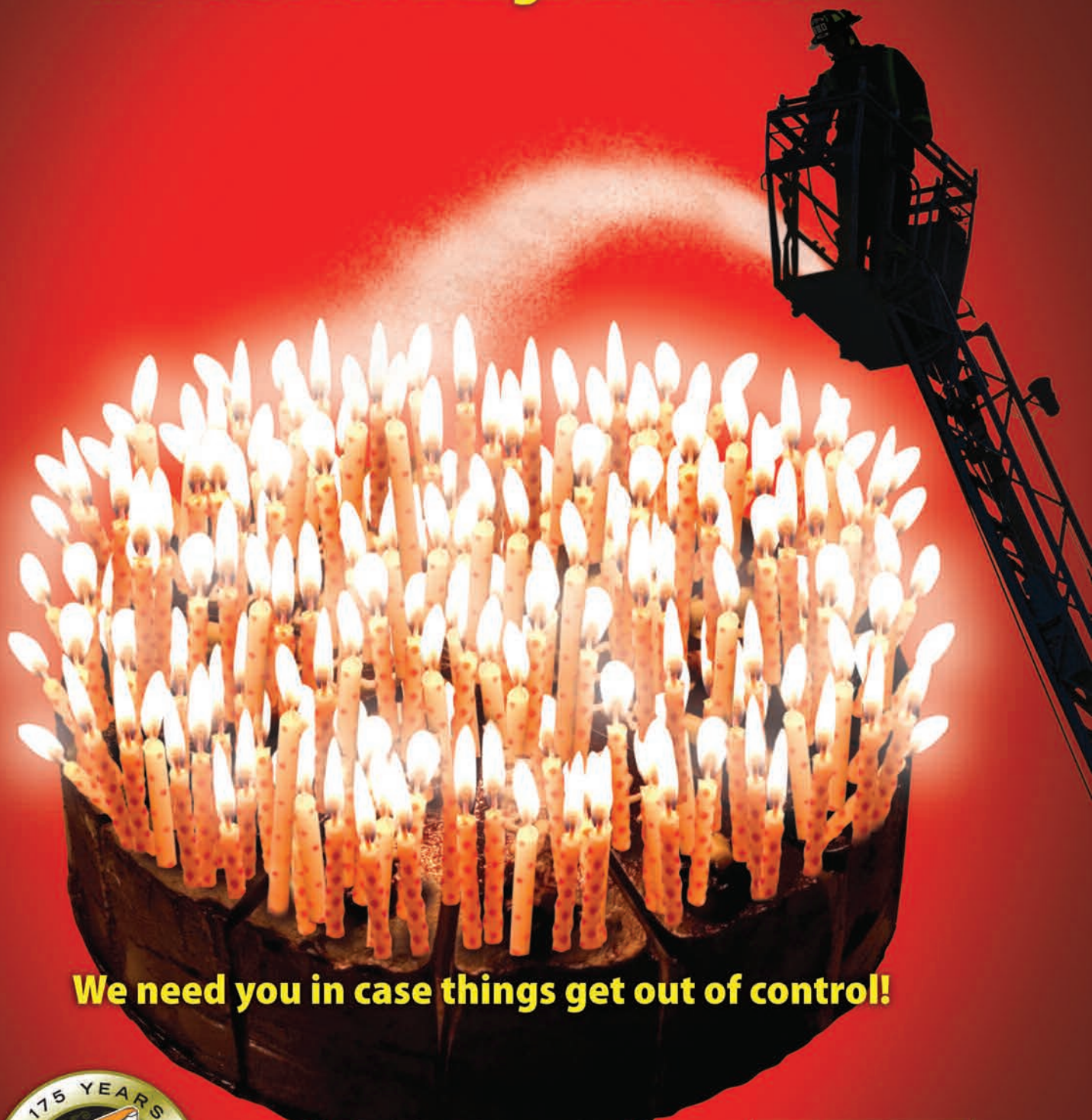
To view the U.S. list, go to www.iaff.org/Politics/FIREPAC/FIREPAC2010Contributors.pdf.

To view the Canadian list, go to www.iaff.org/Canada/Firepac/2010.pdf.



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Fire Fighters Join President Obama at Ground Zero Ceremony

IAFF General President Harold Schaitberger, Uniformed Firefighters Association of New York Local 94 President Steve Cassidy and Uniformed Fire Officers Association of New York Local 854 President Al Hagan joined President Obama at a wreath-laying ceremony at Ground Zero, where 343 members of the FDNY died in the line of duty, saving the lives of others on September 11, 2001.

“The solemn ceremony will hopefully provide some closure to a horrific event in our nation’s history,” Schaitberger says. “It allows us to honor those who defend our country and its people at home and abroad, including our fire fighters, paramedics and police who protect our citizens and our military, the intelligence officers and the Navy SEALs who accomplished the mission this nation began almost 10 years ago to avenge all those lost in the three attacks that fateful day.”

Cassidy and Hagan stood with Obama and Schaitberger to honor the fallen. Both lost friends and colleagues on 9/11.

“This ceremony serves as a reminder that America cannot forget that we must remain vigilant in our efforts to protect our country and our way of life,” says Schaitberger. “Defending our citizens at home and defending our country abroad requires resources. It is our duty to never allow policy makers to forget what it takes to protect a nation. Complacency is not an option.”

The IAFF also issued a statement following President Obama’s announcement that Osama bin Laden was killed thanking President Obama, the U.S. intelligence agencies and the U.S. military forces — including the Navy SEALs — who carried out the mission, for providing some peace to the families of those who died in the September 11, 2001 terrorist attacks. ■



Photo from the New York Times, May 6, 2011 edition.

PHOTO BY: OZIER MUHAMMAD/THE NEW YORK TIMES

New Scholarship for Canadian Executive Leadership Training

The IAFF is offering an exciting opportunity for Canadian affiliate leaders to gain advanced executive leadership training through a new scholarship program.

Two full scholarships are available for qualifying IAFF members to attend the joint Harvard Law School-University of Ottawa Executive Leadership Program.

Originally developed for the Canadian Police Association, this certificate program teaches advanced leadership skills in a number of key areas during three-day sessions taking place in Ottawa in November 2011 and May 2012.

Any Canadian IAFF member in good standing with an IAFF affiliate is eligible to apply for this scholarship. Applicants must be an active member of the IAFF affiliate and have demonstrated active participation as an officer or committee member, for example.

For more information about the

Harvard-University of Ottawa Executive Leadership Program and an IAFF Scholarship application form, visit www.iaff.org/canada.

It’s About the Patient

The Ontario Professional Fire Fighters Association (OPFFA) anticipates that the pending implementation of simultaneous notification of fire fighters to life-and-limb-threatening emergency medical calls will enable its members to better illustrate the positive impact they can have on patient outcomes in the province.

Simultaneous notification of fire and ambulance will allow public safety stakeholders to properly measure fire department response times and gauge the benefits of dispatching fire fighters to a wider range of medical calls, according to OPFFA President Fred LeBlanc.

The OPFFA’s efforts to improve patient outcomes by maintaining and building on current fire department response in the province has drawn attention from some sectors within the ambulance and paramedic community that view it as a threat.

“Our motto is that it’s about the patient; it’s that simple,” LeBlanc says.

While working to highlight the benefits of fire’s role in medical calls, the OPFFA has also been working hard to counter the misinformation being spread about how fire fighters can positively affect medical outcomes and what the goals of the OPFFA truly are.

Ontario’s professional fire fighters are first responders at emergency medical calls, often arriving before ambulances to provide basic life support before paramedics arrive. Fire fighters also play a valuable supporting role at medical emergencies.

Currently, the types of medical calls fire fighters respond to in a specific jurisdiction are spelled out in local-tiered response agreements. At a time when fire fighters have been advocating a greater role in EMS as a solution to ongoing ambulance resource issues in Ontario cities, other forces have been working to reduce the types of medical calls that fire fighters respond to.

The fact that fire departments are typically notified of medical calls several minutes later than ambulance services makes response times and the true potential benefits of fire department intervention more difficult to measure.

OPFFA Executive Vice President Mark McKinnon, who is overseeing this EMS initiative, also emphasizes that the issue is

Frontline Plan Now Available to Mattoon Members



Thanks to the hard work and dedication of Mattoon, IL Local 691 President Bart Owen and his Executive Board, the City of Mattoon, Illinois, has made the FrontLine Plan available to Local 691 members. Tom O'Connor, Nationwide Retirement Specialist, will provide ongoing service and education for members in the Mattoon plan. ■

about public safety, not about creating a turf war with anyone. "We are ensuring that the lines of communication are open with our members, with government and with other EMS stakeholders so that facts are what come out," he says. "And those facts support our position."

The OPFFA has met with Ontario Health Minister Deb Matthews, with key health

ministry staff and with staff from the Premier's office throughout its efforts to secure simultaneous notification. "Our work continues with our fire chiefs and municipal leaders to ensure they support and advocate the enhancement of our tiered-response agreements so the citizens receive the benefits of our response," McKinnon says.

The OPFFA has developed a strategic plan on the EMS issue, and with assistance from the IAFF, developed an information card summarizing its position on the issue. The card was mailed directly to all of OPFFA's 11,000 members.

"We believe simultaneous notification is an important step in advocating our role in EMS, and we're urging the province not to allow any delay in the pilot projects," McKinnon says. "This issue is all about public safety and improving patient outcomes, and levelling that playing field will allow us to show more clearly that fire fighters make a difference in not just life-threatening medical emergencies but in a wide range of medical calls." ■

2011 World Police & Fire Games in New York City

The 2011 World Police & Fire Games (WPPFG) will be held in New York City August 23-September 5. The WPPFG, held every two years, is the second-largest international multi-sport event in the world.

The 2011 WPPFG — the first held on the

Continued on Page 38

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Continued from Page 37

East Coast — coincides with the 10-year anniversary of September 11 and is an opportunity to say thank you to those around the world who supported New York City and to remember those who were lost.

The WPFPG is an Olympic-style competition comprised of 69 sports held over 11 days, including soccer, hockey, flag football and swimming, as well as less traditional events such as dragon boat racing and muster. Competitors must be career fire fighters or law enforcement officers. Athletes will compete in 50 sports venues throughout the New York City area.



Visit www.2011wpfg.org for a complete list of sports and for more information.

Registration for the 2011 WPFPG opened January 6. More than 15,000 competitors are expected to compete. Many sports have limits on the number of athletes allowed to register.

Any athlete or team that is planning to compete in the 2011 WPFPG is encouraged to register as soon as possible. To register, visit www.2011wpfg.org. Don't miss the excitement of competing with fire fighters and police officers from throughout the world!

There are also plenty of opportunities to help with the WPFPG. The WPFPG is recruiting 7,500 volunteers to assist with the Games and all IAFF members, active or retired, are urged to get involved. Email volunteer@2011wpfg.org or visit www.2011wpfg.org to "Join TEAM 2011." For additional information, call (718) 281-3335.

The Jacob Javits Convention Center is the headquarters for the WPFPG and is where 21 of the sporting events, the Athlete Accreditation Area, the Athlete's Village and the 2011 WPFPG Expo will be held.

Other venues for the WPFPG include Randall's Island (including the FDNY Fire Academy) and Icahn Stadium and Sportime Tennis Center. The Opening Ceremonies will take place at Prospect Park in Brooklyn. A Candlelight Vigil is planned at the Cathedral of Saint John the Divine at the conclusion of the Games.

The 2011 WPFPG are made possible by our Proud Partners, including Founding Partners Anheuser Busch and Scott Health & Safety. Other Partners include SnapSports, Con Edison, Empire Blue Cross & Blue Shield, Bronx Toys and the Municipal Credit Union, Haynes Boone (legal counsel to the Games) and Allison & Partners (public relations support for the Games). ■

IAFF Launches New Online Job Center

The IAFF's new online Job Center lists 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. ■

East Peoria Local 1498 Implements FrontLine 457 Plan



Until recently, only the ICMA-RC plan was available to members of East Peoria, IL Local 1498. But after many months of negotiations, the City of East Peoria added the FrontLine Plan as an alternative for

Local 1498 members to invest their supplemental retirement dollars. Tom O'Conner is the Nationwide Retirement Specialist who will provide education and service to members who join the plan. ■



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in January, February, March and April 2010.

Local 3026 McMinnville Fire Fighters Association President: Brad Weaver McMinnville, TN 19 Members	Local 4832 Bowie Professional Fire Fighters, TX President: Rayse Richardson 12 members Bowie, TX	Local 4837 Bensalem Township Career Fire Fighters Association Bensalem, PA President: Robert Sponheimer 7 members	Local 1249 Roswell Professional Fire Fighters Union Roswell, NM President: Eric Mann 39 members
Local 4838 Harrisburg International Airport Fire Department President: Douglas Snyder Harrisburg, PA 12 Members	Local 2693 Cookeville Fire Fighters Association Cookeville, TN President: Gil Miller 37 members	Local 4843 Middlebury Professional Fire Fighters Middlebury, IN President: Jeff Sager 9 members	Local 4822 Bridgeton Professional Fire Fighters Association Bridgeton, NJ President: Jeffery Belum 12 members
Local 4839 West End Professional Fire Fighters Association President: Perry D. Kurtz Phoenixville, PA 14 Members	Local 4572 Spring Lake Professional Fire Fighters Association Spring Lake, NC President: Robert A. Thomas 7 members	Local 4845 Windsor Severance Fire Fighters Windsor, CO President: Erik Morse 23 members	Local 4829 Okotoks Fire Fighters Okotoks, AB President: Garth Misura 14 members
Local 2312 Vernon Fireman's Association, CA President: Dean Richens 69 members Vernon, CA	Local 4835 Johnston Professional Fire Fighters Johnston, IA President: Craig VerHuel Jr 5 members	Local 672 Boise Fire Chief Officer's Boise, ID President: Tracy Raynor 7 members	Local 4844 Professional Chandler Fire Fighters Chandler, OK President: Bobby Buchanan 6 members
Local 4810 Pitt Meadows Fire Fighters, BC Canada President: Scott Kyle 3 members Pitt Meadows, BC		Local 4848 Travis County District 4 Fire Fighters Association Austin, TX President: Oel Leon 20 members	

Fire Fighters Help Citizens and Each Other After Tornadoes

The effects of the deadly tornado system that made its way from Mississippi to Pennsylvania this spring will be felt for some time to come. While some fire fighters were deployed to the worst hit areas to assist with relief efforts, others felt the storms' wrath on a personal level.

IAFF members from Arkansas, Alabama, Mississippi, Missouri and Tennessee received significant damage to their homes.

Four Urban Search and Rescue (USAR) teams — three from Louisiana and one from Mobile, Alabama — were deployed to Tuscaloosa, Alabama, where at least 41 people were killed when the EF-4 tornado with winds up to 190 miles per hour ravaged the City's most densely populated neighborhoods. The teams include members of New Orleans, LA Local 632 (Task Force 1), Baton Rouge, LA Local 557 (Task Force 2), Bossier City, LA Local 1051 (Task Force 3), Shreveport, LA Local 514 (Task Force 3) and Mobile, AL Local 1349.

In Joplin, Missouri, where a tornado killed 141 people and destroyed homes, fire stations, businesses, schools and a hospital, IAFF 2nd District Vice President Mark Woolbright and Missouri State Council of Fire Fighters (MSCFF) President Tony Kelley described the scene as total devastation.

Joplin Local 2618 President John Corey says he is working with MSCFF District Vice President Eric Latimer, Woolbright and Kelley to assess membership needs and provide updates.

Fire fighters with damage to their homes are receiving assistance from the IAFF's Disaster Relief Fund, as well as relief funds established by the Professional Fire Fighters Association of



Alabama and Birmingham, AL Local 117.

The MSCFF has also established a relief fund for displaced members. For more information, visit

www.msccffrelieffund.org/.

Meanwhile, a group of IAFF 2nd District fire fighters are assisting Local 2618 members who lost their homes.

Additionally, a deluge of fire fighter assistance has poured into Joplin. ■

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Join the IAFF's Social Networks

The IAFF is reaching out and communicating with members, elected leaders, the media and the public through social media. These interactive online communities are effective tools for spreading the message about the IAFF and the work fire fighters and paramedics do across North America.

With more than 15,000 fans, the IAFF Facebook fan page is generating positive feedback from IAFF members and fans. Overwhelmingly, IAFF Facebook fans enjoy posts about the attacks fire fighters and paramedics and other public workers are fighting on multiple fronts.

A story about a mayor's decision to take EMS duties from Endicott, NY Local 1280 fire fighters prompted many comments, including this one: "What is wrong with people? Is it going to take a politician or their family member dying as a result of these changes before people see? Oh no, wait, that will just be the department's fault for doing a bad job."

Articles on the New Jersey pension system caused many fans to weigh in. An article about state Senate President Stephen Sweeney's plan to overhaul public employee pensions and health benefits drew this response: "It should be noted that Senator Sweeney comes from organized labor and yet here he is working to strip another item from the bargaining table through legislation. The name 'sellout' comes to mind."

When a story about a fatal fire in Utica, New York, appeared on the IAFF Facebook page, it affected many who commented and illustrates how social media can share the "other side of the story," as reflected in this comment: "Thank you. Thank you. Thank you. Too often, this side of the story never gets told, as much as we try to make the public aware of the realities of our work. Thank you."

Similarly, when news broke that a California appeals court ruled that the public has a right to know the pension benefits paid to retired government employees, one fan had this say: "If someone has worked long enough to earn a pension, then haven't they done just that... *earned it*??? If you're the kind of person who is willing to work another job after working long enough to retire, I would call that hard-working...not double dipping."



In response to the story, "Independent Wisconsin lawmaker proposes bargaining restrictions for local police, firefighters," one Facebook fan wrote: "You go, WE go. This is a great lesson in standing together with all labor."

The IAFF Facebook fan page is also putting a face on fire fighters and paramedics and helping to remind others that these first responders are not the villains that anti-worker lawmakers want the public to believe. One fan had this to say about fire fighters and paramedics: "I love the men and women who serve in our fire departments. [Orlando fire fighters] have scarfed me up and seen me off to the ER more than once, and the Orange County station closest to Rio Grande and 33rd Street in Orlando got to my dad in three minutes some years ago, as he was having a heart attack, which is probably why he is still with us today...you folks are the greatest people in the world, and I can't say enough good about you. Words fail me. Thank you all so much."

Newer features on the IAFF Facebook page include the "photo of the day" (email photos to pr@iaff.org), weekly firehouse recipes and polls on issues and challenges facing IAFF members.

The IAFF's Twitter efforts have attracted more than 1,600 followers, and many IAFF affiliates are using Twitter to send the IAFF stories, ask questions about the Fighting Back campaign and request assistance on staffing and other issues.

The IAFF is also engaging the media on Twitter. For example, when the House Appropriations Subcommittee on Homeland Security proposed cutting the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grant programs, the IAFF alerted reporters at the *Washington Post*, *New York Times*, *Associated Press* and other journalists, who now follow the IAFF on Twitter and retweeted stories from the IAFF.

Below are some of the tweets the IAFF has received.

- @IAFFNewsDesk: You fire fighters get straight to the point...'I've got your back, you've got mine.' Without that you don't have much.
- @IAFFNewsDesk: So proud of #firefighters, again! You put DC Democrats on notice: Have our backs, like we've had yours. #wiunion #ohunion #u1
- Bravo to the IAFF for refocusing their resources to repeal #SB5 [#1u](http://bit.ly/jPtNeO) @IAFFNewsDesk #standupoh
- See @GovWalker FF, police, teachers R NOT the enemy! RT @IAFFNewsDesk: Fire Fighters Help Citizens,ea Other > Tornadoes <http://bit.ly/kC5cE3>
- @IAFFNewsDesk L255 expresses our sincere appreciation to GP Harold Schaitberger for addressing the AFFA 2011 Conference this week!

Become a fan — join the IAFF on Facebook and Twitter for instant updates, the latest news, reports, resources, upcoming events and other important information. Visit

www.facebook.com/iaffonline and hit the "Like" button and follow the IAFF on Twitter at www.twitter.com/iaffnewsdesk.

In addition, the IAFF Frontline Blog provides commentary, news and updates on issues important to IAFF members and to the IAFF, and allows you to provide your own opinion and feedback on a wide variety of issues. IAFF TV features numerous videos produced by or about the IAFF and its affiliates.

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

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Princeton Review Partners With IAFF to Offer Fire Science Degree

The IAFF has partnered with the Princeton Review, a leading provider of test preparation, educational support services and online career education services to provide an A.S. degree program in fire science exclusively to IAFF active members through Penn Foster College.

"This is an exciting opportunity for our members," says IAFF General President Harold Schaitberger. "This partnership reflects the IAFF's commitment to helping our members succeed — not only on the fire ground, but in meeting their professional goals as well."

The online program is expected to be available later this summer and is designed to meet the needs of working fire fighters seeking to advance their careers. Students who complete the 61-credit degree program are eligible to continue their education by transferring their Penn Foster credits towards the National Labor

"This is an exciting opportunity for our members. This partnership reflects the IAFF's commitment to helping our members succeed — not only on the fire ground, but in meeting their professional goals as well."

—General President Schaitberger

College's new Bachelor of Science Degree in Emergency Readiness and Response Management program, combining homeland security courses with labor studies.

Tuition is reasonably priced at \$65 per credit hour, and students may qualify to receive credit for previous college coursework that meets Penn Foster's standards. Penn Foster also offers payment plans at zero percent APR financing and affordable monthly payments. Families of IAFF members will also be eligible to pursue any of the Penn Foster College programs.

In addition, as part of the academic experience, Penn Foster College will provide students with pre-loaded mobile tablets ensuring ready access to educational materials needed to complete their program, as well as required books and learning materials.

For more information, contact the IAFF Department of Education at (202) 824-1533. ■

Partnership Education Program (PEP) Instructors Needed

The IAFF is currently seeking affiliate leaders with training and union officer experience to join the Partnership Education Program (PEP) instructor team. PEP instructors train affiliate leaders across the United States and Canada on a variety of topics — from union administration to political action.

The minimum requirements are:

- Three-plus years of experience serving in a leadership position within your local or state/provincial association.
- Experience training IAFF union members or fire fighters.
- Excellent verbal communication skills.

Other highly desired qualifications include:

- Five-plus years of experience in two or more of the following areas:
- Union administration
- Administration of collective bargaining agreements
- Political action and public relations
- Grievance handling or grievance arbitration
- Health and safety
- Working knowledge of applicable federal, state/provincial and local employment laws.

Candidates must submit the following to be considered:

- A completed PEP instructor application.
- A 10-20 minute videotape or DVD of yourself teaching a class.

- A written recommendation from your local president.

For more information, or to request an application, contact the IAFF Department of Education at krader@iaff.org. ■

Track Your Shifts and Your Life

Organize your professional and personal life with the new IAFF Pro-Calendar Smart Phone 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, trades, 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 a FREE 30-Day Trial Version today:

- IAFF Pro-Calendar Android App — <https://market.android.com/detail?id=procal.gammapoint.com>
- IAFF Pro-Calendar iPhone App — <http://itunes.apple.com/app/iaff-pro-calendar/id412401290?mt=8>

These mobile Apps are based on Pro-Calendar's popular 48-page pocket shift calendar/organizer, which retails for \$15.

Available at \$6.99 for a 12-month subscription, the IAFF Pro-Calendar App is a great value at more than 50 percent off the original Pro-Calendar pocket calendar/organizer. For less than half the price you get twice the value!

Proceeds benefit the IAFF Burn Foundation, Disaster Relief Fund, Fallen Fire Fighter Memorial, John P. Redmond Foundation and W.H. "Howie" McClennan Scholarship Fund. ■



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

In 2011, the IAFF is combining the John P. Redmond Symposium and Dominick F. Barbera EMS Conference into a single event to be held August 14-18, 2011, in New York City. This 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.

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.

The IAFF will hold a special 9/11 10-Year Anniversary Remembrance Ceremony on

Thursday, August 18, 2011, at the conclusion of the closing plenary session during the Redmond Symposium and EMS Conference. The Ceremony will include presentations commemorating the most tragic day in IAFF history. As part of the ceremony, attendees will receive a special memorial photo album and commemorative medallion honoring the IAFF members killed on that day.

In addition, the IAFF Foundation will hold an Inaugural Charity Gala, August 16 at the Hilton New York featuring actor/comedian Jay Mohr. The IAFF Foundation administers several charities that provide support to fire fighters and their families throughout North America who are in need of assistance following disasters or line-of-duty death. The IAFF Foundation promotes fire and burn prevention, advocates for fire fighter health and safety and promotes public education on how to prevent or recover from these traumatic events. These charitable entities include the IAFF

Burn Foundation, Disaster Relief Fund, Fallen Fire Fighter Memorial, McClennan Scholarship Fund and John P. Redmond Foundation. For more information, visit www.iaffcharitygala.com.

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



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Coffee for a Cause

The IAFF has partnered with City Brew Coffee Company to market and sell Firehouse Blend Coffee to support the IAFF Burn Foundation.

Roasted by City Brew Coffee Company in Billings, Montana, Firehouse Blend Coffee is available through the IAFF online store, the City Brew Coffee web site and in all City Brew stores and kiosks across the country. Proceeds from the sales of Firehouse Blend Coffee benefit the IAFF Burn Foundation.

In addition, the IAFF and City Brew have developed a unique fundraising initiative to help IAFF affiliates conduct fundraising programs through sales of Firehouse Blend Coffee products. City Brew will provide Firehouse Blend Coffee to IAFF affiliates at wholesale prices (\$6.87 per bag) for resale for \$9.99 at local fundraising events. IAFF affiliates make a profit of \$3.12 per bag and keep all proceeds to distribute to charitable causes in their own communities. Free shipping is available when ordering pallets (720 bags per pallet).

"This partnership provides a great opportunity to support our Burn Foundation and for our affiliates to raise funds to benefit worthy causes in their own cities and towns," says IAFF General

President Harold Schaitberger.

Cherie Swanson of City Brew, who has been part of the development of the program from the beginning, says, "We are developing a great partnership with the IAFF and its affiliates. We have been working internally for more than three years to bring this multifaceted program to the IAFF and its members. We are extremely excited about the future of our fundraising partnership and look forward to raising awareness and dollars for the IAFF Burn Foundation and IAFF affiliates."

Billings, MT Local 521 members served as testers to develop the coffee blend and worked with Kinetic Marketing to design the Firehouse Blend Coffee logo. Billings fire fighters have already conducted their own Firehouse Blend Coffee fundraisers to benefit local charities, as well

as the IAFF Burn Foundation.

Billings Local 521 President Dan Cotrell says, "Our partnership with City Brew Coffee has been a great public relations tool and financial asset for Local 521," he says. "Sales of Firehouse Blend Coffee have raised revenues for our charitable fund and increased public awareness of the IAFF Burn Foundation and our local's involvement in causes that help our community."

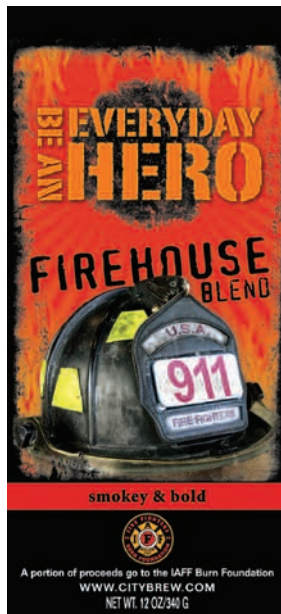
He adds, "And we get the added bonus of enjoying the best cup of coffee around."

The helmet shield featured on each bag of Firehouse Blend coffee can also be customized with an affiliate's local number in place of 911. Minimum purchases apply for customization.

For more information, or to purchase Firehouse Blend Coffee, visit

www.citybrew.com, or contact

Cherie Swanson at (406) 600-2677 or the IAFF Burn Foundation at (202) 824-8620. ■



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Essential Curriculum for Affiliate Leaders

A record 1,113 affiliate leaders attended the 2011 IAFF Affiliate Leadership Training Summit (ALTS) in Phoenix, Arizona, in January — all eager to learn more about how to fight back against the many attacks and challenges fire fighters and paramedics across the International face in these extraordinary economic and political times.

General President Harold Schaitberger spoke to attendees about the unprecedented assaults on public pensions, collective bargaining, health care, wages and other hard-earned benefits. In his address, he pledged to fight against the attacks that are threatening to devastate IAFF members' lives and livelihoods. Video of President Schaitberger's remarks is available on IAFF-TV at

www.youtube.com/user/IAFFTV.

This year's ALTS featured more than 95 workshops on topics addressing the state of public pensions and attacks on benefits, grievance handling, motivating rookies to union activism and social etiquette, among others. The IAFF will build on the success of the 2011 ALTS to improve and offer current topical workshops that help affiliate leaders be more effective in their union roles.



IAFF members are encouraged to visit the ALTS post-conference web site at www.iaff.org/et/alts/alts_2011/postconference for conference materials, resources and other valuable information from pre-conference events, workshops and information sessions.

In 2012, the Affiliate Leadership Training Summit will once again be paired with the Ernest A. "Buddy" Mass Human Relations Conference the week of January 22 in Lake Buena Vista, Florida. Affiliate leaders who register for both conferences are offered a reduced registration fee.

The 20th IAFF Human Relations Conference, scheduled for January 22-24, focuses on human relations issues, including cross-cultural and generational communications, mentoring programs and serving diverse communities.

ALTS is scheduled for January 25-26. Details and registration information is available at www.iaff.org/et. ■

Burn Foundations Across North America Support IAFF Burn Foundation

More than 75 IAFF members attended the American Burn Association (ABA) Annual Meeting in Chicago, Illinois, in March. During the week-long event, the IAFF Burn Foundation collected \$63,000 to support its many programs, including the International Burn Camp and burn research program.

Donations were received from the Dead Goat Burn Society (\$1,500); Firefighters Burn Treatment Society, Edmonton Chapter (\$1,500); British Columbia Professional Fire Fighters' Burn Fund (\$5,000); Portland Firefighters Children's Burn Foundation (\$5,000); Mississauga Firefighters Association (\$5,000); San Jose Firefighters Burn Foundation (\$5,000); Chicago Firefighters Union Burn Foundation (\$5,000); Firefighters Burn Fund Inc., Manitoba (\$5,000); Saskatchewan Professional Fire Fighters Association Burn Fund (\$5,000); Denver Fire Fighters Burn Foundation (\$10,000); and the Firefighters Burn Institute, Sacramento (\$15,000). ■

Opportunity of a Lifetime: the International Burn Camp

The IAFF Burn Foundation will hold its annual International Burn Camp September 24- October 1, 2011. More than 45 campers and counselors are expected to attend this eight-day, once-in-a-lifetime opportunity. For more information, call (202) 824- 8620 or email burncamp@iaff.org. ■



Campers at the 2010 International Children's Burn Camp visit the horse stables in Fort Myer, Virginia.

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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.



President Schaitberger, IAFF 3rd District Vice President Mike Mullane and Rhode Island State Association of Fire Fighters President Paul Reed (front row, second from left) visited Newport, RI Local 1080 President David Hanos (second from right of Schaitberger) and several members of Local 1080 at Newport Fire Department headquarters.



Woonsocket, RI Local 732 President Christopher Oakland and Local 732 members greeted General President Schaitberger, 3rd District Vice President Mullane and Rhode Island State Association of Fire Fighters President Paul Reed (right of Schaitberger) at Fire Station 2.



President Schaitberger's final stop in Rhode Island was to Johnston, where he, 3rd District Vice President Michael Mullane and Rhode Island State Association of Fire Fighters President Paul Reed visited Johnston Local 1950 President Keith Calci and his members at Station 3.



Washington, DC Local 36 President Ed Smith (second from right) escorted President Schaitberger and Secretary-Treasurer Thomas Miller to Engine 2 and Rescue 1 in Chinatown to meet the on-duty crews. The Chinatown station is also Smith's assigned firehouse.



President Schaitberger was in Albany, New York, May 17 for a rally organized by the New York State Professional Fire Fighters Association (NYSPPFA) and held in conjunction with the state affiliate's legislative conference. NYSPPFA Secretary-Treasurer Sam Fresina (right of Schaitberger) and Albany Local 2007 President Andy Hirsch (in yellow shirt) joined Schaitberger for a visit at the Arbor Hill fire station.



Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0980 Bessemer—Luna Evans, Thomas Moore, L1833 Huntsville—Billy Garner, Joe Gassen, Richard Ransom, L1412 Alabaster—Edward Watts, L4636 Fort Payne Fire Fighters Association—Bruce Wilson
ALBERTA L0209 Edmonton Fire Fighters Union—Craig Bistrutan, Gordon Bruynson, Howard Koch, Miles Melton, Bert Scott, Lorne Sherstobitoff, Marianne Skippings, Stan Symes, Brian Trudel, Ray Willis, L0237 Lethbridge—Jan Burns, M. D. Matson
ARIZONA L0479 Tucson—Roger Thompson, Daniel Uthe, L0493 Phoenix—Wendy Ballas, Kerry Davis, William Gallagher, Roy Gomez, Douglas MacBeth, Patrick McDonald, Robert Simpson, Don Stevens, L1505 Flagstaff—Gordon Wigman, L2260 Mesa—Tony Del Rio, Mark Freeman, Nick Fuduloff, Gary Gallagher, Chris Licence, David McCormick, Craig Patterson, Tim Rosales, Steve Schureman, Scott Slingluff, Richard Stifel, L2974 Lake Havasu—Thomas Delzio, L3504 United Pima Fire Fighters—Richard Peres, L3647 Colorado River Professional Fire Fighters—Robert Stanfield
ARKANSAS L0014 Pine Bluff Fire Fighters Association—Bart Moore, Greg Turchi, L0033 Fort Smith—Michael Brammer, L0034 Little Rock—Clarence Barr, David Eichler, Jacob Maxwell, Charles Roark, Russell Wilkerson, L2995 Harrison—Steve Wagoner, L3007 Springdale—Kyle Sprenger, L4496 Mountain Home Professional Fire Fighters Association—Danny Kerns
BRITISH COLUMBIA L0018 Vancouver—David Dyer, Paul Fello, Louis Peskett, Gary Sarai, R. Mark Stewart, Stephen Webb, L0256 New Westminster—Dan Coleman, L0913 Kamloops—Douglas Laursen, L1271 Surrey—Michael David, Kenneth Hutchison, Lowell Shaw, L1286 Richmond—James Buchanan, Gordie Falls, James Haddow, Deane Siagris, Glenn Tinkley, L1304 Kitimat—Darrell Green, L1343 Nelson—John Chambers, L1517 Vernon—James Bieber, L1525 West Vancouver—Ken Catlin, L1782 Coquitlam—Ray Boucher, Brian Cliff, Robert Gordon, Jory Robinson, Josef Sinkovits, Mike Tracey, Jim Wycherley
CALIFORNIA F0033 San Diego—Richard Gonzalez, Mitchell Kinnamon, Anthony Martinez, Michael Massa, Richard Murray, Juan Reyna, Roberto Smith, Roberto Uribe, L0112 Los Angeles City—Addison Birdine, Robert Espinoza, Andrea Everett, Joe Fernandez, Glenn Gonzalez, Reynaldo Gonzalez, Christopher Grahek, Edward Hewko, Ronald Moore, Dale Myers, Michael Nealy, Prentice Reitzell, Steven Resnick, Michael Richard, Eugene Tanner, Vincent Thrash, Robert Vege, Wayne Wiesehan, Richard Williams, L0372 Long Beach—Leonard Ingalls, L0522 Sacramento—Rande Alfsen, John Auslund, Paul Clark, Richard Crispi, Michael Davis, Paul Hironaka, Robert Johnson, Kalle Kanerva, Robert Kiehne, Wendell Lee, Eddy McCoy, Patrick Monahan, Norman Poynter, Amy Robertson, William Sponable, Larry Stanton, Phillip Story, Erik Wenz, Rebecca Wooten, L0652 Eureka—Carl Churchwell, L0778 Burbank—Robert Boller, John Haws, Lewis Stone, L0935 San Bernardino County—Craig Corbin, Michael Fagan, Steve Fick, Jack Fox, William Jennings, Dave Melton, David Spitz, Secundino Vargas, L1225 Lodi Professional Fire Fighters—Aaron Ayers, Richard Gerlack, Ronald Heberle, L1230 Contra Costa County—Bryan Cisterman, Dennis Clemens, Kenneth Consiglio, Orlando Conti, Mark Ferrara, Chris Gonsalves, Timothy Koch, Randy Kramm, Kevin McCarthy, Robert McLendon, Mark Mikovich, Lawrence Nunes, Robert Ramos, Michael Whitchurch, L1270 Salinas—Gabriel Hernandez, L1301 Kern County—Christopher Castro, Gary Inselman, Curtis Merrell, Gary Moreno, L. Duane Williams, L1354 Redlands—Daniel Crow, James Gorsline, Joe Pompa, Steve Young, L1364 Ventura County—Dale Cundiff, Gary Desgagnés, Kerry Ellison, John Foy, Richard

LaJoie, Wayne Maynard, Michael Middough, Glen Renner, Mark Taillon, John Uribe, L1401 Santa Rosa—Cal Chamberlin, L1415 Petaluma—Jeffery Holden, L1507 South San Francisco—Dave Quasney, L1684 Oxnard—David Reyes, L1775 Marin Professional Fire Fighters—Dave Holland, L1927 Culver City—Kevin Kinnon, L2020 Santa Maria City Fire Fighters—David McDaniel, L2046 Santa Barbara County—John Agapito, L2787 Redondo Beach—Robert Franck, L2881 CDF Fire Fighters—Paul Alvarez, Troy Baker, Franklin Cone, Christy Daugherty, R. P. Edman, Richard Egerman, Mary Fletcher, Al Garza, Felipe Gomez, Karen Griffith, Gregory Guyan, James Hollingsworth, John King, Thomas Klimas, Kathleen Lineberry, Samuel Ortiz, Mark Ostrander, Robert Plascencia, Roger Root, David Samaniego, Charles Schoendienst, Loren Snell, Gordie Varney, Bob Yancey, L3354 Huntington Beach—Ren Hunn, Don Spreeman, L3440 Arcadia—Stanley Bakey, L3494 Davis—Armando Jaramillo, L3546 San Ramon Valley—Jeffrey Breasher, Michael Cline, Jeff Fagundes, Alan Gwiazdon, Kenneth Johnson, Timothy Morley, John Sambraile, Scott Smith, L3556 El Dorado County—D. Jeffrey Chandler, Melvin Guthrie, William Laybourne, L3631 Orange County Professional Fire Fighters Association—Mark Benedetti, Rod Eggleston, Kirk Scott, L3707 Monterey—Dan Barker, Mike Botkin, Michael Consiglio, Kelly Davidian, Guy Pruitt, Steve Steinbach, L3809 South Placer—Phillip Ellis, L4115 Lake County—Larry Daggett, L4373 Santee Fire Fighters Association—Mike Collicott
COLORADO L0003 Pueblo—John Mitchell, Frank Nemick, James Rafferty, L0005 Colorado Springs—Ruth Olson, Donald Teeple, Gerald Yeager, L1290 Aurora—Deanne Criswell, Cynthia Scott, Gary Shea, L2164 South Metro—Richard Lewis, Daniel Mullin, J. Michael West, L2808 Grand Junction—Scott Ferguson
CONNECTICUT I0068 Sikorsky Aircraft—Ricardo Swilling, L0801 Danbury—Herbert Sabel, L0830 Norwalk—Stanley Huminski, William Perkins, L0834 Bridgeport—John Currivan, Ernest Fisher, Frank Modugno, Luis Rivera, Keith Wallace, L0998 Stratford—Daniel Ross, Bryan Williams, L1148 Meriden—Carlos Gonzalez, Bernard Noonan, S0015 Connecticut Police and Fire Union—Victor Morrone, Christine Pratt
FLORIDA L0122 Jacksonville Association Of Fire Fighters—Todd Buchanan, Arthur Gladden, Willie Jones, Foy Lee, Jimmy Mosley, Felton Perdue, Larry Peterson, Douglas Pilinko, Charles Riddling, David Sharpe, Johnny Williams, L0747 St. Petersburg Association Of Fire Fighters—John Adams, Terry Bennett, Gerald Crum, Robert Edwards, Clifford Green, Thomas Hagan, Napoleon Latelers, Roger Spinelli, Bradley Westphal, L0754 Tampa—Thomas Mariani, L0765 Fort Lauderdale—Robert Smith, L1102 Hialeah Association Of Fire Fighters—Joseph Hassun, Mark Hopkins, L1158 Clearwater Fire Fighters Association—Harry Williams, L1375 Hollywood Professional Fire Fighters Inc.—William Carrigan, Russell Chard, Thomas Coughlin, Phillip Healey, John Kellerman, Gary Lehmann, Steven Martin, Raymond Powers, Jason Simone, Gary Smith, L1403 Metropolitan Dade County Association Of Fire Fighters—Persio Abreu, Cecil Bells, Richard Brooks, Cheryl Hernandez, Mark Houghtaling, Steven Hourican, Robert Reddick, Maximo Roques, Alfredo Suarez, L1510 Fire Fighters Of Miami Beach—Steve Korb, James McDaniel, Stewart Ochs, Chris Parrino, Donald Sapp, L2057 Orange County Professional Fire Fighters—Stanley Kuczynski, Robin Retzloff, Mark Schlicht, William Walker, Ronald Williams, L2267 Safety Harbor Professional Fire Fighters Association—John Little, David Lock, L2292 Professional Fire Fighters Of Pembroke Pines—Michelle Ericson,

L2294 Hillsborough County Fire Fighters—Lonnie Chesser, Dennis Hackney, Juan Montesino, Marc Schludt, L2411 Professional Fire Fighters Of Stuart—John Taylor, L2446 Palm Bay Professional Fire Fighters—Frank Gentile, L2546 Suncoast Professional Fire Fighters & Paramedics—Russell Stensland, L2794 Spring Hill—Kenneth Discepolo, James Santella, John Spina, L2928 Professional Fire Fighters & Paramedics Of Palm Beach County—John Boike, Rosemarie Cannuscio, Richard Driskell, Kenneth Keane, Scott Kindred, Robert Lichty, Steven McClurg, John Tiersch, L2959 Professional Fire Fighters and Paramedics of Martin County—Paul Davidson, L2969 Brevard County Professional Fire Fighters—Maria Morissette, Janis Sengel, Wayne Swails, L3080 Metro-Broward Professional Fire Fighters—Edward Crupar, Frederick Feldtmann, James Johnson, Jeffrey Stark, L3140 Tarpon Springs Fire Fighters Association—Richard Kinney, L3284 Osceola County Professional Fire Fighters—Peter Duran, L3574 Volusia County Fire Fighters Association—Philip Brennan, Grant Gunder, James Horst, Martin Spellman, L3582 Temple Terrace Professional Fire Fighters—Jeffery Brackney, Edward Oren, L3852 Fire Rescue Professionals Of Alachua County—Jean LeMire, Daniel Shaeffer, L3927 Casselberry Professional Fire Fighters—James Luff, L4321 Broward County—Jamie Balanza, L4575 Edgewater Professional Fire Fighters—Bruce Coates
GEORGIA L1460 Marietta—Richard Saffo, Jeff Scott
HAWAII L1463 Hawaiian Islands—Daniel Cretton, Jeffrey LePage, Charles Meschter, Stephen Sobaje
IDAHO L0149 Boise—Tracy Geisler, L2856 Kootenai County Fire & Rescue—Larry Boatwright, Greg Wetzel, L4155 Chubbuck—Charles Dickman, L4454 Blackfoot Fire Fighters—Whitney Manwaring, L4627 Meridian Fire Fighters—Rodney Shaul
ILLINOIS F0037 Great Lakes Naval Training Center—Peter Pepke, L0002 Chicago—Joseph Hogan, Myron Kovalevych, Gilbert Lugo, Timothy McGrath, William Welsh, L0095 Oak Park—Charles Moss, L0099 Aurora—Randy Durham, L0506 Berwyn—Carmen Metido, Richard Rosiar, Frank Simek, L0524 Pekin—Maurisio Guerra, Charles Lauss, Joe Stubbs, L0555 Galesburg—Robert Fennig, L0618 Centralia—Phillip Venezia, L0929 East Moline—Rodney Rossow, L1700 Edwardsville—Mark Parker, L2061 Hoffman Estates—Matthew Collins, John Gerc, Steve Hehn, David Savone, Timothy Suerth, Scott Sutschek, Keith Tompkins, L2077 Winnetka—Mark Raupp, Michael Roeder, Dale Solberg, Tom Trausch, L2697 Park Ridge—Russell LoCoco, L2986 Lisle/Woodridge—David Kruzil, Timothy Thome, Carl Trippett, L3009 Lombard—Peter Davis, L3075 Rolling Meadows—Tom Gable, Dave Poore, L3079 Wheeling—Patrick Trunda, L3437 Darien-Woodridge—Mark Cooper, L3985 Algonquin—Steve Witkus, L4186 Glenview—Hans Loeblich, Donald Pease, L4232 Bellwood—Andrew Englund, Joseph Rajcevic, L4308 Princeton Fire Fighters—Rodney Lange, Kelly Lucas
INDIANA L0357 Evansville—John Baumeyer, Donald Brown, Robert Current, Kip Fussner, Ronald Rohner, William Wood, L0360 Mishawaka—Bob Hunter, Steve Shedd, L0362 South Bend—Cyril Quinn, L0363 LaPorte—Jimmie Parks, L0472 Lafayette—Robert Burke, L0475 Michigan City—Todd Majot, Bruce Neulieb, L1124 Valparaiso—Robert Edgecomb, L1348 Muncie—Larry Carter, Thomas Grose, Mike Terry, L2008 Shelbyville—David Balting, Robbie Elliott, Allen Hewitt, Mike Neu
IOWA L0007 Sioux City—Thomas Rouse, Steve Trobaugh, Gerald Vakulskas, L0011 Cedar Rapids—Brady Hunt, Christopher Slaughter, Craig Streeter, Richard Vanzile, L0353 Dubuque—James Calhoun, L0609 Clinton—Ken Schumacher
KANSAS L0083 Topeka—George Rocha, L0179 Hutchinson—Randy Miller, L2612 Sedgwick County—Drew Loyd, Jeff Schoen, L3309 Junction City—James Lundeen
KENTUCKY L3241 Mayfield—Dale Usher
LOUISIANA L0632 New Orleans—Gary Fank, L1051 Bossier City—R. R. Harper, L1374 Jefferson Parish—George Rigamer, Henry Schmitt, L1427 Kenner—Sidney De Leon, Ricky Deist, Thomas Fletcher, Kenny Hirstius, Donald LaMartiniere, Salvatore Lusco, Anthony Parrozzo, Ralph Rodick, L3673 Ville Platte—Nathaniel Thomas, L3843 Saint Landry Fire Fighters Association—Barry LaFleur, Martin Perry, L4019 Ruston—Keith Odom, L4524 St. George Professional Fire

Firefighters Association—Roy Bourgeois

MANITOBA L0867 Winnipeg—Leslie Brown, W. J. Caplette, R. S. Ens, G. E. Kocian, J. H. Vanderhorst

MARYLAND F0267 Aberdeen Proving Ground—Malcolm Starling, L0734 Baltimore—Wilbur Belt, Larry Bishop, James Critzman, Craig Cyr, Matthew Kinsey, Samuel McLean, Jeremiah Richardson, John Scarpati, Steven Williams, L0964 Baltimore Fire Officers Association—Robert Barczak, Craig Bush, John Cole, Pierre Harris, Lawrence Hughes, Paul Lewis, Steven Patrick, Edward Turner, L1311 Baltimore County—Robert Brennenman, William Carter, William Grape, Lawrence Wroten, L1563 Anne Arundel County—Chris Zenzen, L1619 Prince George's County—John Crisman, David Goldsmith, Steven Williams, L1664 Montgomery County—Christopher Conroy, Freddie Green, Robert Morton, Thaddus Roberts

MAINE L0785 Lewiston—Laurier Morin, Gerard Rioux, L2303 Gardiner—Ronald Gay, L3107 Biddeford—Norman Archambault, Ronald Fournier, Richard Langevin, Charles Mouzas, Scott Welton

MICHIGAN L0102 Saginaw—Jeff Martinez, Deborah Stephens, L0116 Bay City—Leon Leszczynski, L0344 Detroit—Donald Denys, Maurice Dewey, Seth Doyle, Alex Frost, Michael Lucero, Thomas Mosteiko, Fabio Muscat, Dennis Smith, Earl Troy, L0366 Grand Rapids—Michael Mack, L0412 Dearborn—Ali Bajjey, John Boone, John Ewing, Charles Geno, Michael Hurley, Richard Miller, Paul Monberg, Paul Spearman, L0684 Ecorse—Jeffery Wilson, L0685 Benton Harbor—Eugene Seats, L1306 Jackson—Ronald Dunfield, James Millican, L1381 Clinton Township—Robert Smith, Alan Wilkinson, L1414 Hazel Park—Kenneth McIlvride, L1831 Hampton Township—Steven Sloan, L1911 Garden City—Robert LeClercq, L2629 Independence Township—Dan DeLongchamps

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NEW MEXICO L0244 Albuquerque—Richard Barela, David Benjamin, Mark Chavez, David Chavez, Shawn Doubt, David Garcia, Christine Jordan-Naus, Timothy Marshall, Charles Mike, Jessie Molina, Lawrence Montoya, Richard Ortiz, Michael Paiz, Lynn Reule, William Romero, Jose Salaz, Arne Valentine, William Winstin, L4296 Gallup—Felix Diaz

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Buffalo-Niagara Airport—Donald Notaro

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NORTH DAKOTA L0242 Grand Forks—Rick Coulter, Clarence Mack, Gerald Vein

OHIO L0020 Hamilton—David Abney, Steve Timmer, L0048 Cincinnati—Jay Boeing, David Collini, Gregory Herth, James Kennedy, Henry Lemons, Anthony Mayweather, Jim Richardson, Ronald Texter, L0067 Columbus—Steven Basil, Rick Boham, Pat Bonaventura, Philip Brunney, Ronald Butcher, Charles Campbell, Ricky Coey, David Cook, Mark DeVine, Donald Fields, John Gawronski, Dennis Gillenwater, Terrence Hatzog, Roger Heller, Howard McAninch, Max McNichols, Victor Moody, Francis Moore, Michael Murphy, William Preece, Harold Scheiderer, Robert Schmidt, Jack Schumacher, Donald Sherrod, Randy Spaeth, William Sullivan, Richard Thompson, Terrence Trojack, Lonnie Trott, Danny Weber, L0092 Toledo—Michael Roemmele, Dennis Sakowski, L0093 Cleveland—Daniel Cizmar, George Erker, Raymond Fredericy, Paul Giera, Donald Kempf, William Kovac, Parnell Lane, Lawrence Patrick, Hayden Shupe, William Tyler, L0136 Dayton—Lawrence Kraft, Mark Whisman, L0165 Ashtabula—Lyle Hare, L0228 Steubenville—Richard Humienny, L0249 Canton—Fred Bertram, Terry Capper, L0252 Piqua—Rick Maggett, L0266 Mansfield—Steven Miller, L0300 Chillicothe—Steve Barnes, David Mullen, L0320 Niles—George McCloskey, George Sprague, L0330 Akron—Ramsey Mitchell, L0333 Springfield—Franklin Anderson, Diane Arbogast, Alfred Carey, Steve Goheen, James Spurgeon, L0334 Lima—Michael Neeley, Richard Stewart, L0402 Cleveland Heights—Jimmy Reeves, Jack Zenz, L0442 Marietta—Thomas Dempsey, L0474 Elyria—Charles Norris, Karl Weber, L0494 Cuyahoga Falls—David France, Zakary Strausser, Bruce Wagner, L0639 Parma—Lonnie Chupa, L1057 Fairview Park—Paul Arundel, L1065 South Euclid—Michael Burke, Darryl Lyons, L1144 Bay Village—Darrell Mattern, L1441 Franklin Township—Herbert Hanning, L1497 Bedford Heights—Joe DeFrancisco, L1662 Stow—Dan Carver, L1723 Norwich Township—Jeff Fultz, L1729 Whitehall—Kurt Hester, L1845 Mentor—Scott Shannon, L2150 Kettering—Howard Beals, Jeffrey Paulus, L2379 Bowling Green—Scott Eschedor, Jack Ninke, L2388 Beachwood—Gregory Schneider, L2786 Howland—John Barauskas, L3025 West Licking Professional Fire Fighters—Bruce Ashcraft, L3498 Worthington—Michael Litteral, L3518 West Chester—Mark Brate, Brad Buken, Dustin Mantz, L3646 Broadview Heights—Timothy Dodd, L4027 Springdale Professional Fire Fighters—James Brooks, L4286 Deerfield—Ronald Shaw

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TENNESSEE L0140 Nashville—Jerry Hendrixson,

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DIED IN THE LINE OF DUTY

L1652	FRANCIS X. TIBBERT	FRAMINGHAM, MA	03.02.84
L142	ROBERT H. MCINTYRE	LONDON, ON	02.27.92
L2046	DAVID A. EDEN	SANTA BARBERA CO., CA	08.21.10
L561	NATHAN R. THIBODEAUX	LAKE CHARLES, LA	09.25.10
L2665	GLEN E. VISNOVSKE	PFFs OF EASTERN MO	01.09.11
L2598	TIMOTHY M. LAKE	PRINCE WILLIAM CO., VA	01.29.11
L561	HEWMAN W. BERGERON	LAKE CHARLES, LA	03.07.11
L473	KEVIN D. OLDHAM	WAUKEGAN, IL	03.11.11
L457	WILLIAM J. DUNCAN	KITCHENER, ON	03.25.11
L854	VINCENT J. BOLLON	NEW YORK FIRE OFFICERS, NY	03.28.11
L372	HANK ZAVALETA	LONG BEACH, CA	04.22.11
L1403	GREGORY L. HARRIS	METRO DADE CO., FL	04.22.11
L2881	SCOTT M. LYNN	CDF FIRE FIGHTERS, CA	05.04.11

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Olive with multi-color "Rookie Fire Fighter" design on front. Youth Sizes YS-YL

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Fine jersey cotton blend with durable rib neckband.

Heather gray with fun, multi-color design on front.

Sizes 2T, 4T and YS

Item F1064 - \$20⁰⁰



Motorcycle Group Flaming Skulls Long Sleeve T-Shirt

Black long sleeve cotton t-shirt with gray and white IAFF design on front, flaming skulls on both sleeves and skull design on upper back.

Sizes S-X, 2XL (Add \$1), 3XL (Add \$2) and 4XL (Add \$3)

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Flex Magnet

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Item F169 - \$7⁰⁰

Halligan Bar Bottle Opener

Small scale replica, coated in hard nickel chrome to resist corrosion and all kinds of daily use and abuse. 6" long

Item F913 - \$15⁰⁰



Red Can Holder

Supple, leather-like vinyl with foam insulation. Red with white IAFF logo on one side and "International Association of Fire Fighters" on the other. Folds flat for storage.

Item F725 - \$3⁰⁰

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