

# Fire Fighter

Playbook for a **WINNING**  
**FIGHTING BACK**  
**CAMPAIGN**



How Ohio Fire Fighters Defeated Issue 2



Getting Involved in the Building Code Process — Page 20



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Ohio IAFF affiliates offer playbook  
for beating back state attacks.



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## It's Always About Jobs — for our Members and Veterans

We face no greater and more urgent challenge as a union than preserving the jobs of those on the frontlines and keeping them safe.

The same can be said of a nation's commitment to its military veterans.

Since the economic crash of 2008 that sent municipal revenues and the values of our pension plans plummeting, too many politicians across both countries have attempted to demonize our members and your service to justify going after your pay, pensions, benefits and your rights in the workplace. They continue to try to silence your voices and, ultimately, to eliminate your jobs.

Early on in this recession, as it became clear that the loss of jobs and growing foreclosures were going to have a dramatically negative effect on tax revenue, this IAFF went to work in Washington, DC, to eliminate the hurdles and cut through the layers of bureaucratic red tape to make emergency funding available to keep our members on the job in their communities.

The Staffing for Adequate Fire and Emergency Response (SAFER) grant program became our tool to do that. This IAFF persuaded Congress and the White House to get rid of the roadblocks that your jurisdictions said prevented them from applying for the funding. We negotiated waivers that meant no matching requirement, no maintenance of effort and no caps.

Now SAFER truly is a bridge to a new day.

We also succeeded in changing the language so SAFER funds could be used to rehire fire fighters, fill attrited positions and stop future layoffs.

And while too many ill-advised or just downright deceitful politicians are turning down these essentially free funds to maintain public safety, the SAFER program now provides grants that truly are a lifeline for so many communities that couldn't (or wouldn't) properly fund public safety.

During Fiscal Year 2009 and Fiscal Year 2010 alone, jurisdictions that employ our members were able to tap into \$620 million in SAFER grants — an astounding level of funding in these tough economic times. The funds from those years have brought almost 3,000 laid off IAFF members back to work and filled more than 2,500 additional positions that had been eliminated since the recession began.

Then, late last year, Congress opened a window of opportunity when it paved the way for communities to tap into another \$742.5 million in SAFER grants for Fiscal Years 2011 and 2012, and they kept the new waiver rules that make this funding essentially no strings attached for two-year SAFER grants that provide full salaries and fringe benefits for our members who were either on the chopping block, had already been laid off or to staff a department back up after losses through attrition.

This new wave of funding, coupled with our ability to preserve the waiver rules, will bring back, preserve or create another 7,000 jobs. SAFER is our jobs program — and it's working.

And on February 3, 2012, President Obama, standing at Station 5 in Arlington, Virginia, also proposed another \$1 billion in SAFER grants for Fiscal Year 2013.

And while that is an enormous commitment to the members of this union, there's another piece of his proposal that gives me much pride.

The proposal will give a preference for SAFER grants to communities recruiting and hiring veterans returning home from active duty as soon as 2012 because of additional money the president has provided and lasting throughout 2013. However, the top preference will remain bringing laid off fire fighters back to work, regardless of whether or not they are veterans.

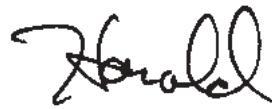
The parallels between those in the military who protect our nation abroad and those in the fire service who protect their communities here at home are undeniable. For so many decades the fire service has been an avenue for members of the military after they end their active duty. From the time when the doughboys returned from World War 1, after WWII, Korea, Vietnam and the Gulf War, we have had a tradition of putting veterans to work when they return home. Now we have a formal program to continue that important tradition.

So many who are already in this incredible career we call "The Job" have served in the uniform of their country before joining their department. Today, we estimate that more than 30 percent of our membership served in the military or are in the reserves or National Guard.

As we continue to fight the politicians who want to destroy your livelihoods, gut your pay and benefits, and silence our voices in the workplace and in the political arena, keep in mind that this union is doing everything it can to create jobs through SAFER funding — and we now are able to help returning soldiers here at home, as well.

That's something to be proud of, even in this difficult economic climate and in this bitterly partisan political atmosphere. It's what the power of a union is all about — and it's yet another example of what we can achieve when we are all working together.

God bless, and stay safe.




**Harold A. Schaitberger**

**"During Fiscal Year 2009 and Fiscal Year 2010 alone, jurisdictions that employ our members were able to tap into \$620 million in SAFER grants — an astounding level of funding in these tough economic times."**

# 5.5 HAS ARRIVED.



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**LET'S WORK.**

## Best Practices for New Secretary-Treasurers

As I completed my second full year serving you as General Secretary-Treasurer, the IAFF's annual Affiliate Leadership Training Summit (ALTS) commenced in Lake Buena Vista, Florida. Considered the IAFF's foremost education conference, ALTS provides affiliate leaders with the skills and knowledge necessary to run effective locals.

At this event, the General Secretary-Treasurer's office held a four-hour workshop to educate and assist our local leaders in their roles as financial stewards and record keepers. As you can imagine, an extensive amount of information was included in this four-hour session, and I'd like to highlight some of the key topics covered because they are so critical to the success of our affiliates.

In the United States, locals are provided federal tax exempt status via the International's 501(c)(5) group exemption coverage. New locals must submit their local's tax identification number to headquarters to be included on this group exemption list. Once established, to maintain your local's federal tax exempt status, you must file the appropriate federal form 990 on a timely basis. The IRS will revoke your tax exempt status if you fail to meet the appropriate deadline. At the state and local level, regulations can vary a great deal by jurisdiction. I encourage you to contact your state's Department of Revenue and consult with a local CPA to ensure you are compliant with all state and local laws.

All locals in the United States and Canada are required to file the annual IAFF Local Union Auditor's Report within 180 days following the close of your local's fiscal year. This report should be prepared and certified by your local's union trustees and mailed to headquarters. I think you'll find the questions on this report lend themselves to establishing a strong internal control system to protect your local's assets.

To further protect your local's assets, affiliate leaders should monitor their local's fiduciary bond protection. At a minimum, I recommend maintaining coverage equivalent to 10 percent of your local's assets. The cost of bonding coverage is minimal and safeguards your local's assets.

As the International continues to offer more electronic options — such as electronic per capita statements and electronic per capita payments (within the United States) — I encourage you to consider and review your local's technology

practices. Electronic record keeping is efficient and economical, but should only be embraced with appropriate safeguards and backups. Fortunately, the electronic per capita statement option provides an archived history for you to access prior records.

Many of our U.S. locals have registered for the electronic per capita payment service and have responded with favorable feedback. We are eager to provide this same amenity to our locals in Canada and are exploring avenues now to have this in place by January 2013. As you consider electronic payment options for your local, it may be beneficial to review your local's internal policies on payments. Does your local require the signature of at least two officers on checks? If so, consider having the officers sign the statement or invoice being electronically paid and maintain this record as your source document.

Through extension of your technology practices, the IAFF urges you to refrain from conducting union business on your employer's or fire department computer. Maintain a personal or union-dedicated email account and use it. Communicate to your membership — do not use work email for union business. Review your membership roster and delete email addresses hosted by your employer.

Communication is crucial to union leadership, and as the IAFF 51st Convention approaches, my office will be using all forms of communication — including email — to contact our affiliates. To aid our efforts, please maintain a current roster with accurate mailing and email addresses. Address changes and corrections can be made on the IAFF web site.

With the IAFF Convention occurring in July, there are some significant deadlines on the horizon. To receive credentials, a local's per capita and EDF must be paid in full through March 2012. To be seated at Convention, a local's per capita and EDF must be paid in full through June 2012. If you have difficulty locating your local's seal to authorize Convention documents, you can order a replacement via the General Secretary-Treasurer's office.



Thomas H. Miller

*Thomas H. Miller*



# TSAC CONFERENCE

## TACTICAL STRENGTH AND CONDITIONING

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Are you looking for the most cutting-edge tactical research and training methods? Join us at the 2012 TSAC Conference. Presented by experts in tactical research and training implementation, this conference encompasses all aspects of tactical strength and conditioning including; injury prevention, testing and evaluation, nutrition, load carriage, and much more. With individual military, firefighter and law enforcement tracks, you'll learn training methods specific to the demands of each job and take away the knowledge and skills to build safe and effective training protocols.

- Learn from the leaders in the field like Cmdr. Thor Eells, Kathy Vonk, Dr. Brian Schilling, Frank Palkoska, Col. Brian McGuire, and more.
- Engage in hands-on sessions like High Intensity Tactical Training, Explosive Power Development, and Injury Prevention.
- Session topics range from Metabolic Training and Needs Analysis to Program Design and Physical Readiness Training.

Don't miss Stew Smith's keynote presentation on "The Need for Physical Training among Tactical Populations."

**Use promo code IAFF12 to save \$25 off of registration.**

## Thanks For Your Support

Dear President Schaitberger: On behalf of the membership of Worcester, MA Local 1009, I wish to thank you and all IAFF fire fighters for the condolences, sympathy and support our local received when we lost fire fighter Jon Davies battling a 3-alarm fire the morning of December 8, 2011. Unfortunately, Local 1009 is no stranger to tragedy.

We had only passed the 12th anniversary of the Worcester Cold Storage and Warehouse fire by five days when tragedy struck again and, again, we had a member answer his last alarm. As local president, I can say that the IAFF comes together in difficult times like no other organization — from General President Schaitberger through 3rd District Vice President Michael Mullane to our state affiliate President Ed Kelly and Secretary-Treasurer Colbert. The support was unparalleled and lasting. It is greatly reassuring to know the 300,000-plus IAFF members and the 12,000 Professional Fire Fighters of Massachusetts (PFFM) members are by your side as you make the difficult decisions that come with a line-of-duty death.

I thank you personally, as well as on behalf of the local and promise that Local 1009 will never forget the true meaning of UNION,

which was demonstrated so well by the PFFM and the IAFF.

Sincerely,

John Dwyer, President  
IAFF Local 1009  
Worcester Fire fighters  
Worcester, Massachusetts

## Brother Remembered

Dear President Schaitberger: On behalf of the members of the Professional Fire Fighters of Greensboro IAFF Local 947 and the family of Captain William Caviness, I would like to express our deepest gratitude for the guidance, assistance and support provided by the IAFF at all levels during our time of loss.

As you know, Captain Caviness was running the Chicago Marathon on behalf of the IAFF Burn Fund in October 2011 when he tragically collapsed and passed away in the last mile of the race.

Captain Caviness was a valued member of our local, our department and our community.

He was the Local 947 representative at Station 14, where he served as Captain of Engine Co. 14. He was an avid runner, a devoted husband and father, and a huge supporter of the mission of the IAFF Burn Fund — particularly the Fund's work with children.

I have been a part of the labor movement in various capacities for

over a decade. In that time, I have walked picket lines, attended rallies, served in different elected offices and been deeply involved in union organizing drives. Yet, during all that time, I have never seen the level of genuine Brotherhood and solidarity that the IAFF and our brothers and sisters from Chicago Local 2 demonstrated when we lost Will.

While the Caviness family was in Chicago they were handled with great care, sensitivity and dignity by Local 2 members. We dispatched two of our members to accompany Will home from Chicago. Local 2 not only assisted our members in all the practical work that needed to be done, but also provided all the fire service traditions for a fallen brother.

Captain Caviness was committed to those very traditions and he demonstrated this commitment by serving on the Greensboro Fire Department Honor Guard. I feel certain he would have been humbled to receive the sendoff he was given by Local 2 members. They cared for Will and his family as if he was one of their own, and that will never be forgotten by fire fighters in Greensboro.

The IAFF's swift response to this tragedy addressed the immediate needs of the Caviness family and assisted Local 947 in instituting structures to care for the family over the long term. Additionally,

## Corrections

- On page 40 of the November-December 2011 edition, Howard County, MD Local 2000 members Michael Trimper and Robert Utz were incorrectly listed as retired.
- On page 42 of the November-December 2011 edition, Denver, CO Local 858 member Richard Roach was added erroneously to the deceased list. He is still an active-retired member of Local 858.
- On page 13 of the November-December 2011 edition, Kenyatta Smith was incorrectly identified as a member of Dayton, OH Local 136. He is a member of Cincinnati, OH Local 48.

the IAFF Burn Fund provided a \$20,000 donation to the Will Caviness Memorial Fund, set up by a Local 947 member to assist in the financial needs of the family.

Will's loss continues to be deeply felt by all. Yet despite that deep sense of loss, we feel a great measure of comfort knowing that the IAFF is present every day leading the charge to advocate and provide for fire fighters and our families when tragedy strikes.

Sincerely,  
Dave Coker, President  
Professional Firefighters of  
Greensboro-IAFF Local 947

## Getting Specialized Training

Dear President Schaitberger, New Albany, IN Local 410 would like to thank you for the educational opportunity the International provided to us.

Local 410 recently was provided with confined space rescue and hazardous materials technician level courses by the IAFF. The brothers here were very excited about the classes and were extremely happy with the level of education and knowledge and the professionalism of the instructors.

If not for the IAFF, we may have not been able to get the training that we needed to take us to a high-level of specialized



rescue. We hope that in the future we can receive more of this great education to help take us to another level of professionalism.

Thank you for the outstanding work that yourself and the rest of the Executive Board do — without your work

the IAFF would not be the great organization that it is.

Fraternally,  
David Facer, President  
Greg Wenning, Vice President  
John McCormick,  
Secretary /Treasurer  
Tim Bailey, Recording Secretary

## Great Pep Talk

Dear President Schaitberger: On behalf of the Professional Fire Fighters & Paramedics of North Carolina (PFFPNC) Executive Board and IAFF locals in North Carolina, [I want to thank Partnership Education Program (PEP) instructors] for coming to the PFFPNC Fall Convention in Carolina Beach. Our IAFF locals had a productive time and the PEP workshop contributed a large part to its success. We continue receiving great reviews from the workshops and some delegates say this year was the best ever.

Fraternally,  
David R. Anders, President  
PFFPNC

## New London Fire Fighter Voted City Council President

**T**hanks to the strong support of his local and the public, New London, CT Local 1522 fire fighter Michael Passero has not only been elected to his second consecutive Council term, he is also the City Council president.

"This is a great victory for us," says Local 1522 President Rocco Basilica. "Passero is our voice on the Council. As they make decisions that affect fire fighters and public safety, he is there to explain the fire service position."

From the beginning, Local 1522 members have supported Passero's desire to be



Uniformed Professional Fire Fighters of Connecticut President Pete Carozza and New London Local 1522 President Rocco Basilica congratulate Local 1522 member Michael Passero (center) on his new Council position.

involved in the community by wearing black and gold "Fire fighters for" T-shirts, working the polls and assisting with campaign fundraisers.

Passero, a 28-year veteran fire fighter and lawyer specializing in representing labor



Tim Tuomey trains daily to prepare for his upcoming 3,168-mile bike ride across the United States.

## IAFF Member Urges Brothers and Sisters to Support Our Troops

**R**etired Montgomery County, MD Local 1664 member Bob Moody is encouraging IAFF affiliates and their members to support Operation Awakening, a personal initiative being undertaken by his friend and fellow Marine Corps veteran, Tim Tuomey, to raise money for the Injured Marine Semper Fi Fund. The Semper Fi Fund is a nonprofit organization that provides immediate financial assistance for critically injured members of the Armed Forces and their families.

On April 12, 2012, Tuomey — the founder of Operation Awakening and a former Recon Marine — will begin a solo bicycle ride from the Marine Corps Mountain Warfare Training Center in Bridgeport, California, and pedal 3,168 miles to his old home base of the 2nd Marine Division in Jacksonville, North Carolina. He hopes that individuals and

organizations will be motivated to pledge financial donations in response to his completion of this challenging journey.

Tuomey has shifted his energy away from pursuing a career, instead choosing to be a full-time advocate for wounded warriors and their families. He has made physical training and promotion for this fundraising campaign his full-time job and plans to donate 100 percent of the proceeds to the Semper Fi Fund. He sums it up by saying, "If I can't make a difference in my life, then I'll make a difference in someone else's."

Moody explains, "Union fire fighters and other public employees are being blamed for the economic crisis faced by many municipalities across the country. We want to demonstrate that, while many of our public officials have broken faith with us, we continue to honor our commitment to public service, including support for our veterans and those causes that the government sometimes forgets."

Providing support for Operation Awakening helps wounded warriors while also reinforcing a positive image for fire fighters. "Assisting with public relations in communities along his route, supplying a place to shower and sleep, or even riding with Tuomey on a leg of his route as he travels through your jurisdiction is a great way to help him with both fundraising and physical support without incurring any expense for your affiliate or its members," says Moody.

Tuomey will be carrying everything he needs to sustain him for the ride on his bike, so any support from friends along the way — including IAFF affiliates and their members — is most appreciated. To follow Tuomey's 3,168-mile journey, visit [www.opawakening.com](http://www.opawakening.com). ■

unions, ran for his first City Council term and won in 2009.

The following year, New London residents voted to revise the City's charter to change the local government from a city manager to a strong mayor form of government. When the City voted in its first mayor in November 2011, they also voted to keep three City Council incumbents, including Passero. The new Council chose the Local 1522 fire fighter as its president.

The new mayor and Council members were officially sworn into office December 5. ■

## Missouri Member Uses Fire Fighting Skills Overseas

**I**n support of United States' Operation Enduring Freedom, Eastern Missouri Local 2665 fire fighter Mike Terranova is deployed with the 126th ARW Illinois Air National Guard in the Mideast. For security purposes, Terranova cannot give his exact location, but he can talk about how he uses his fire fighting skills to ensure the safety of American military personnel and the citizens of the "host nation" where he is stationed.

The members of Terranova's Air National Guard unit are all military fire fighters. They respond to fire calls on the base and provide mutual aid to the surrounding area.

"As a way to improve communications



Eastern Missouri Local 2665 fire fighter Mike Terranova works to improve emergency response overseas.

with the host nation, we have been doing some training exercises with the local fire fighters," he says. "Because of the differences in operating procedures and language, it is a work in progress. However, we are hopeful we can improve emergency response here."

He expects to return to his job as a Lake Saint Louis Fire Protection District fire fighter — a job he has held for three years — in April, but his orders are not definite yet. ■

## South Dakota Anti-Collective Bargaining Bill Squashed

**T**hanks to a positive messaging campaign led by the Professional Fire Fighters of South Dakota (PFFSD), HB 1261, a bill that would have ended collective bargaining for public employees in the state, was tabled by the State House Commerce and Energy Committee 13-0.

"This was certainly not going to be an easy task, but we used a strategy that was very different from what we have done in the past. It worked," says PFFSD President Jeff Winters.

The PFFSD Executive Board had been watching what was happening across the country and quickly realized that South Dakota would most likely see the same type

of issue stripping public employees of their collective bargaining rights. The Board then began to put together an action plan that would work in their state.

To prepare to address what eventually became HB 1261, the PFFSD began by educating members on the issue. IAFF 5th District Vice President Joe Conway met with members in the state to explain the lessons learned from Wisconsin's collective bargaining fight and how to be prepared for a similar attempt to remove collective bargaining rights for public employees.

HB 1261 was first introduced on January 26, 2010, and referred to the House State Affairs Committee. Early this year, HB 1261 moved to the House Energy and Commerce Committee for a hearing.

When the legislation was proposed, Sioux Falls Local 814 President Michael Gramlick advocated for taking a positive approach by positioning public employees as problem solvers and rational thinkers.

Supporters of HB 1261 had tried to paint union members as thugs who are disruptive and use intimidation tactics with lawmakers or their employers. But, the PFFSD worked with other state unions to craft and distribute a message that portrayed collective bargaining

as a process that works in South Dakota.

The PFFSD's message was even reinforced by leaders outside the union, including Rapid City Mayor Sam Kooiker, who was quoted in various local media outlets saying that collective bargaining was a good thing and eliminating it would cause increased distrust.

A tactic that proved very effective was to draft an email that PFFSD members could personalize and send to House State Affairs Committee members — with 10 of the 13 Committee members against it. When the bill moved to the House Energy and Commerce Committee the PFFSD decided to send the same email to those legislators. The same letter was posted on Facebook encouraging all other public workers and anyone who knew a public worker to also send the same email. The House Committee members were flooded with hundreds of emails against HB 1261.

At the Committee hearing, the only proponent of HB 1261 to testify was the bill's main sponsor — Representative Brian Liss (R-Sioux Falls). Local 814 President Gramlick represented the fire fighters.

Once the testimony was over, the Committee members unanimously voted to table the bill. ■

## Alberta Fire Fighters Raise Cash With 'Staches

**A**FF members in Airdrie and Rocky View County put away their razors during the month of November for a great cause. The fire fighters raised nearly \$19,000 for prostate cancer research by growing moustaches and taking donations through the popular fundraiser.

Thirty-nine Airdrie fire fighters grew moustaches during Movember, raising \$11,010, while 37 participating Rocky View County fire fighters raised \$7,944. The funds will go to Prostate Cancer Canada, which coordinated Movember events in Canada and which raises awareness about

prostate cancer, provides support to those affected and awards prostate cancer research grants.

"This was a lot of fun, and we raised some money for a great cause," says Airdrie Local 4778 President Trevor Breitenbacher. "As fire fighters, we face an increased risk of numerous cancers, so this cause is very close to our hearts."

Alberta has deemed prostate cancer to be an occupational risk among professional fire fighters for the purpose of workplace compensation benefits.

"As fire fighters and as men, we know

how important it is to raise awareness about prostate cancer, such as the need for early detection," says Rocky View County Local 4794 President Craig Halifax. "We were proud to grow our 'staches during Movember and to raise money for this important cause."

While fire fighters cannot wear beards due to the need to wear facial masks when fighting fires, they can safely sport moustaches, which makes Movember a perfect fit for them.

According to Prostate Cancer Canada, one in seven Canadian men will be diagnosed with the disease in their lifetime, a number that is expected to grow in the future. The good news is that more than 90 percent of prostate cancers can be cured if detected early.

The Airdrie and Rocky View County fire fighters were among 246,060 Canadian men who participated in Movember activities, which raised a total of \$36.6 million, making Canada the leading country among those in which Movember events take place.

In October, Rocky View County fire fighters also raised \$15,000 for the Canadian Breast Cancer Foundation through a CIBC Run for the Cure event. ■



**Airdrie and Rocky View County fire fighters raised close to \$19,000 for prostate cancer awareness and research by growing moustaches during the month of 'Movember.'** From left: Airdrie fire fighters Jim Barnett, Cale Feduniw, Dalton Lodoen, Mike Kirkwood, Chris Stone, Dave Erb, Ryan Coslovich, Paolo Paulucci, Brad Larway and Mike Pirie.

# Playbook for a WINNING FIGHTING BACK CAMPAIGN



When Ohio's professional fire fighters — working with other labor groups and citizen coalitions — began their campaign to repeal Senate Bill 5, they wanted not just to win, but to win big.

And they did. Sixty-two percent of Ohio's citizens voted no on Issue 2, killing SB 5 — state legislation that would, among other things, sharply curb their ability to collectively bargain.

"This was not just a win for Ohio IAFF members, but for all IAFF members," says IAFF General President Harold Schaitberger. "Other state and local affiliates can look at this campaign as a political playbook to help in their own fighting back campaign efforts."

"We have had many political fights in Ohio," says IAFF 8th District Vice President Paul Hufnagel. "What made this one different is that Ohio IAFF members delivered a strong and concerted message to convince Ohioans to "Vote No on Issue 2" and kept an eye on the ball until the very end."

The battle in Ohio was but one of many that occurred across the country in 2011 and now serves as a playbook for the fights to come in 2012. The following are 10 keys to victory as told by the IAFF leadership across Ohio who, through meticulous organizing, teamwork,

determination and creativity, notched a big win last fall for all public employees.

## 1. Get Mobilized

There's nothing like a coordinated effort and ruthless attack on public employees to galvanize the labor movement — from labor leaders to the rank and file.



**Thousands of IAFF affiliate leaders marched from the Columbus Local 67 union hall to the state capitol to protest SB 5, kicking off the "Vote No on Issue 2" campaign.**

When Governor John Kasich launched his assault on public employee collective bargaining soon after taking office in 2011, IAFF members across Ohio knew they had a fight on their hands and they were ready to roll.

But turning that enthusiasm into a sustained, powerful and effective

grassroots movement takes a good bit of planning, both at the state and local level.

At the state level, the Ohio Association of Professional Fire Fighters (OAPFF) developed a plan that included ways Ohio affiliates could connect with the broader labor effort to kill SB 5, as well as provide a map to help its affiliates campaign on their own.

Early in the campaign, OAPFF President Mark Sanders and the Executive Board conducted numerous meetings to coordinate activities with We Are Ohio and Protect Ohio's Protectors, a coalition of fire fighters and police. The campaign that quickly emerged combined a top-down cohesion of message that centered on the importance of public safety.

For its part, the state affiliate provided near-constant — at least daily — email updates for Ohio locals alerting them of recent developments, rallies and phone-banking and canvassing schedules.

"Losing was not an option," says Sanders. "Internal communication was just as important as external communication. We needed to organize, unify and mobilize to defeat Issue 2."

"This effort could have splintered and moved in many directions," says Marc Titus, president of Warren Local 204. "But it was very organized and it stayed

that way all the way to the end."

Jim Knafel, president of Akron Local 330 says, "The OAPFF and the AFL-CIO did a hell of a job — we just sort of filled in wherever they needed us."

At the local level, the responsibility of making sure that members were up-to-speed and energized and focused fell on the shoulders of the leadership.

"The majority of members knew that SB 5 was bad for fire fighters," says Middletown Local 336 President Jon Harvey. "To inspire them to act and go out and entice the public to vote no on Issue 2, we needed to educate our members on the full ramifications of the legislation. What worked well for us was to go through the articles of our contract and explain how each one would change as a result of SB 5."

"We picked one day of the week to do our campaigning," says Lima Local 334 President Sean Carpenter. "When my members knew ahead of time the day we were going to dedicate to campaigning, we got a better membership turnout. With a high percentage of members involved, we were able to do a lot in a short amount of time."

## 2. Work the Grassroots

No matter how noble the cause, no matter how much money and media available, Ohio IAFF members realized that the road to victory required long hours and boots on the ground. Collective bargaining opponents were doing their level best to confuse the



In June, it took a semi-truck to hold all of the signed petitions to allow the measure to repeal SB 5 on the November ballot.

people of Ohio about what Senate Bill 5 and Issue 2 were about.

The entire effort really kicked off when more than 2,000 IAFF affiliate leaders gathered in Columbus — at the Local 67 union hall — to march to the capitol. From that point forward, the Local 67 union hall became the command center for "Vote No on Issue 2" campaign operations.

"We created this spider web strategy for getting out the vote," says Columbus Local 67 President Jack Reall. "First, we urged our members to reach out and do all that they could to get their family members educated on the issue and registered and to the polls. Phase two was having our members do the same outreach for their network of friends. In phase three we had our members reach out to other workers — from the waitress at their favorite bar to their hairdressers."

Victory required that IAFF members knock on countless doors and make innumerable phone calls to their family, friends and neighbors to untangle the truth.

"If it weren't for fire fighters in the state of Ohio, I don't think this bill would have been defeated," says Chris Schaeffer, president of Bucyrus Local 1120. "We were involved in everything, including the rallies in Columbus. And we had our members canvassing not just our neighborhoods but also surrounding communities."

"In Cincinnati, we knew we were going to win it through positive public relations," says Cincinnati Local 48 President Marc Monahan.

"We did everything we could to get out the vote," says Euclid Local 337 President Tim O'Neill. "We went to restaurants, stores...really everywhere. Some area businesses even let us in to educate their customers about Issue 2. When you spoke to people face-to-face, they really understood."

**"This was not just a win for Ohio IAFF members, but for all IAFF members."**

— General President Harold Schaitberger

"Strongsville fire fighters were in this fight from beginning to end," says Tony Hunt, president of Strongsville Local 2882. "We had members collecting signatures, writing letters, canvassing neighborhoods, working the phone banks, marching in the rallies and standing at the polls on Election Day."

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## COLUMBUS



The Columbus Local 67 union hall became campaign headquarters for IAFF members and served as the rallying point for the statewide campaign to stop SB 5. In addition, MSNBC's Ed Show aired live from the Local 67 union hall where IAFF members clad in gold and black served as the backdrop. IAFF General President Harold Schaitberger and Columbus Local 67 President Jack Reall appeared on the show on election night, with Reall presenting host Ed Schultz with a personalized Columbus Fire Department helmet.

**CINCINNATI**



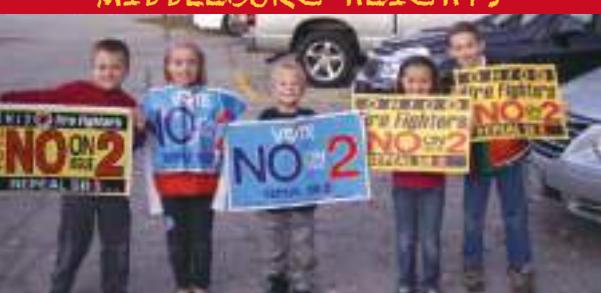
Across the state, Ohio affiliates added a local flair to their campaign efforts. Cincinnati Local 48 created a building wrap covering the glass of its union hall. Cleveland Local 93 members held a rally and tailgate before a Cleveland Browns game asking fans to vote no on Issue 2. Others — including Middleburg Heights Local 2018 — recruited all members of the family to help in their grassroots efforts.

**CLEVELAND**



Cleveland Local 93 members held a rally and tailgate before a Cleveland Browns game asking fans to vote no on Issue 2. Others — including Middleburg Heights Local 2018 — recruited all members of the family to help in their grassroots efforts.

**MIDDLEBURG HEIGHTS**



Middleburg Heights Local 2018 — recruited all members of the family to help in their grassroots efforts.

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### 3. Create a War Room

For any major campaign to scale up quickly and perform properly, having a central nerve center is essential. Not only is it critical to create a central headquarters, it's also important to plug into it and use it.

When We Are Ohio began its campaign against Senate Bill 5, its organizers cast about for a location to begin field work. Reall offered up the Columbus Local 67 union hall — a savvy move that not only helped organize the growing movement, but also helped cement fire fighters as central to decision making.

Columbus was also an ideal spot for training. After SB 5 passed, affiliates across Ohio worked quickly to organize a special meeting where a member assessment to fund the campaign and provide train-the-trainer type training was passed — including training on conducting a petition

drive — enabling local leaders to take what they had learned back to their local.

Steubenville Local 228 President Chris Blackburn says, "The petition drive training was especially important because we knew that the state was going to go over the signatures with a fine-tooth comb. We wanted to do everything to the letter so that none of the signatures were declared invalid."

### 4. Build Coalitions

Labor groups generally agree on all the big stuff — fair pay and benefits, collective bargaining, workplace rights. But in the dedicated service of their members, labor organizations will often work from different game plans.

But the blatant attack on collective bargaining — just the latest in what was clearly a concerted effort to cripple the labor movement state-by-state — prompted labor groups to join forces in a way that has not been seen in many years. "For a lot of us, this wasn't about what

side of the aisle you're on," says Doug Stern, a member of Cincinnati Local 48 and a registered Republican. "This issue opened a lot of eyes for Cincinnati fire fighters. We needed to do what was best for fire fighters and worry about party affiliation later."

"Forming coalitions early was a crucial piece," says OAPFF Director of Governmental Affairs Jim Carney. Allied groups included the AFL-CIO, We Are Ohio, Protect Ohio's Protectors and several non-labor and private citizen groups.

Dayton Local 136 President Gaylynn Jordan agrees, "We had worked with other groups before, but the collaboration and partnership on this campaign was unprecedented. SB 5 had an amazing unifying effect."

"Bringing union and non-union workers and citizens together in the process was tough at first because we were trying to communicate with groups we didn't normally interact with," says Newark Local 109 President David McElfresh.

But as the campaign unfolded, the relationships and coalitions became more cohesive. "There are people out there who know how to get things done," notes Fostoria Local 325 President Jason Root. "The key is finding out who knows what."

In addition to sharing campaign knowledge, other unions and groups were helpful in covering ground. "We had a lot of support from the International Association of Machinists (IAM) and from the local steel plant," says Harvey. "They came out and added extra bodies to a lot of our grassroots efforts."

"Pounding the pavement three to four days a week alongside the local Teamsters and private sector unions is what really made the campaign a success in our area," says Toledo Local 92 President Wayne Hartford. "It was like someone woke a sleeping giant. Everyone was motivated to be involved."

### 5. Get Creative

With the organizational structure in place to begin fighting back against Senate Bill 5/Issue 2, it was up to Ohio's many locals to begin plugging the plan into place in their own communities. But local leaders often saw a need and an opportunity to find creative ways to work the grassroots and spark the attention of often confused and sometimes reluctant voters.

In Cleveland, there is a fire fighter memorial right outside the Cleveland Browns stadium. "We organized a rally and

**"We did not want to be lulled into a false sense of security. Right until the very end, we targeted tough polling locations. Our members were out there answering questions and demonstrating that unions are not this ugly, faceless thing, but that unions are the average rank-and-file fire fighter."**

**— Marc Monahan, President, Cincinnati, OH Local 48**

tailgate at the memorial before the Browns played the Seattle Seahawks," says Tom Lally, who was Cleveland Local 93 president at the time. "We had hundreds of fire fighters come to the rally who went from tailgate to tailgate throughout the parking lot talking to fans about why they should vote no on Issue 2."

"We collaborated with others in our community to build a large billboard with the message to vote no on Issue 2," says Root. "That reached a lot of people fast." Euclid Local 337 wrote a "Dear Aunt Jane" letter developed by the IAFF for state affiliates as part of the Vote No on Issue 2 Toolkit that allowed members to plug in the names of family members to explain the issue and why those relatives should vote no on Issue 2. The local paid the postage.

In Cincinnati, Local 48 members designed a building wrap covering the glass of its union hall. It read "Vote NO on Issue 2."

## **6. Pony Up**

Senate Bill 5 was about public safety. But it was also about money. National and state-level anti-labor groups sought to kill off collective bargaining in order to starve unions of resources, members and influence. Conservatives would spend heavily to see Senate Bill 5 codified into law, and labor groups knew they would have to match their opponents dollar for dollar.

Ohio affiliates knew the cost of the campaign was going to be steep. To raise

money for the campaign, Ohio affiliates voted to assess their members \$100 each to help wage the fight. Other Ohio locals matched it with their own assessed contributions and existing funds.

"Spend whatever it takes to win and make sure that the unions participating get on the same page," says David Cook, president of Youngstown Local 312. "In addition to the assessment, we collected \$11 from each member of each local in the County."

## **7. Define the Message**

From the beginning, the effort to defeat Senate Bill 5/Issue 2 generated a broad and

heated discussion among the coalition members to develop a strong and coherent answer to the opposition. Too many messages would only confuse and eventually turn off voters.

Initially, We Are Ohio focused its message on collective bargaining and how it would affect labor groups. But an extensive poll of Ohio voters indicated that Ohio voters responded most positively to the notion that destroying collective bargaining would have a direct and negative effect on public safety. The IAFF quickly weighed in with the broader coalition to ensure that the message focused on public safety because the polls clearly showed it was the most convincing and resonated with voters.

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## **"Zoey" Ad Changes Voters' Minds**

**T**he numerous television ads included a compelling and forceful ad, dubbed the "Zoey Ad," featuring Marlene Quinn, who gave full-throated praise for the Cincinnati Local 48 fire fighters who saved her great-granddaughter, Zoey, from a November 2010 house fire. Quinn was so moved by the rescue that she was more than happy to tell her story in defense of fire fighters and against political attacks.

"This ad was a turning point in the campaign," says Monahan. "It generated a great deal of buzz and was distributed and widely viewed on YouTube." When the conservative group Building a Better Ohio used images of Quinn in a pro-ISSUE 2 ad, Quinn and others raised serious objections, which then further galvanized Ohioans to vote no on Issue 2 and to support fire fighters.

"The Zoey ad really made an impact, but what really took it to the next level was when Building a Better Ohio hijacked her image," says Matt Alter, vice president of Cincinnati Local 48.

"That ad really confirmed a lot of what we'd been saying about those going after our collective bargaining," he says. "If they were willing to sink so low that they would distort the opinion of a woman who nearly lost her great-granddaughter in a fire, there's no telling what they would be willing to do to public employees." ■



**Cincinnati Local 48 fire fighters pulled Zoey from a fire — saving her life.**



**Zoey's great-grandmother Marlene Quinn appeared in an ad that was later doctored by Building a Better Ohio to appear pro-ISSUE 2.**

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"The fairness issue really hit home for us," says McElfresh. "Locally, we had just gone through fact finding and arbitration on staffing. We had the right to discuss it then, but if SB 5 remained, staffing was off the table. That hit home with the voters." Ohio fire fighters were also careful to dispel any untruths from those in favor of keeping SB 5 who were spreading rumors that fire fighters and other public employees had "Cadillac" pension plans and that they did not pay into their plans at all.

But, it wasn't the message itself — it was also the tone. Voters trusted fire fighters —

not politicians — on matters of public safety. "I think people also responded to the fact that we were engaging in a positive campaign," says Findlay Local 381 President Matt Cooper. "We did not attack individuals. People responded well when we explained the facts."

Ohioans began to realize that SB 5 was an overreach by politicians and not a Democrat or Republican issue.

Staying on message is also key. "The message has to be consistent or people get confused," says Root. "At first, the public did not fully understand what Issue 2 meant. Once they understood, everything fell into place."

And there was no one better to deliver that message than fire fighters.

"Fire fighters did a good job of educating average Ohioans on how this bill would directly affect them," says Jeff Moore, OAPFF legislative representative. "They genuinely saw this as an attack on the middle class. They saw that Senate Bill 5 went way too far."

## 8. Be the Messenger

Massive fire fighter involvement in the effort to get a "no" vote on Issue 2 helped

## ALEC Gives Lawmakers Legislative Ammo

**T**he massive wave of attacks on fire fighters and the entire labor movement that began following the 2010 mid-term elections did not just happen on its own.

The political weather — a frothy mix of economic anxiety and "blamestorming" — gave extreme right-wing legislators effective control of numerous state legislatures. Anti-labor conservatives saw the mid-term sweeps as a once-in-a-generation shot at remaking state government policy to benefit their corporate benefactors.

But making the legislative sausage takes a lot of time, especially for hundreds of rookie state lawmakers straight from the extreme right. But the American Legislative Exchange Council (ALEC) was prepared with literally hundreds of servings of plug-and-play model legislation these lawmakers could — and in many cases did — introduce and then ram through their legislatures.

ALEC is a politically ultra-conservative non-profit organization comprised of state lawmakers and corporate executives. Together they provide the leg work to create the legislation and then fully fund convention retreats.

Founded in 1973, ALEC has more than 2,000 legislative members from all 50 states, more than 85 members of Congress, 14 sitting governors and more than 300 private-sector members, prominent among them the Koch brothers' Americans for Prosperity. The member list skews Republican by a factor of 10 to one.

In 2011, Republican governors and GOP-dominated legislatures introduced more than 500 anti-labor bills, many

carbon copies of ALEC model legislation, all of them inspired by the group's work. These proposals restricted collective bargaining, limited project labor agreements and shredded living wage laws and other labor standards.

In Wisconsin, Governor Scott Walker, a one-time ALEC member, introduced and rammed through a state law restricting public sector collective bargaining (excluding police and fire fighters). Now he faces a recall election for his efforts. Governor John Kasich in Ohio signed Senate Bill 5, also restricting collective bargaining, though that measure was crushed in November in a ballot initiative.

Paycheck protection bills were introduced in 15 states in 2011, though passed only in Alabama and Arizona.

ALEC's anti-labor fingerprints can be found on legislation in several other states. While state-level progressive and labor organizations have sought to raise awareness of ALEC's activities, the conservative juggernaut shows no signs of pausing in its goal of purchasing the political process and turning state government into a tool of the private sector.

In fact, Wisconsin Governor Scott Walker traveled to Arizona last fall to address 1,000 members of the ultra-conservative Goldwater Institute on how they should attack unions. In January, state lawmakers introduced ALEC-modeled legislation to make public sector collective bargaining illegal and end payroll deductions for union dues.

Not to be outdone, South Carolina Governor Nikki Haley, a Tea Party darling, vowed to drive unions out of her state

during her state-of-the-state address, and looks likely to use ALEC legislation as her weapon of choice.

GOP lawmakers in New Hampshire already have introduced several anti-labor bills in the legislature, including measures eliminating automatic deductions of union dues from paychecks and restricting public employee collective bargaining.

In Indiana, Governor Mitch Daniels pushed Right-to-Work legislation through a state legislature that counts numerous lawmakers as ALEC members.

In Minnesota, Common Cause Minnesota, an election watchdog, recently reported that conservative state lawmakers have so far in 2012 introduced more than 60 pieces of ALEC-inspired legislation.

In Virginia, a recent investigation found that state lawmakers took numerous cues from ALEC in producing and pushing legislation. The Virginia General Assembly has since 2007 introduced at least 50 bills nearly identical to ALEC model legislation.

ALEC's effort to hijack the political process in all 50 states is neither unique nor illegal. But its aggressive action to craft state legislation and then swiftly ram it through into law effectively eliminates any opportunity for citizens to participate or even understand the laws being created that also affect so much of their lives.

For more information about ALEC's efforts to tilt the balance of power dramatically against workers, the Center of Media and Democracy has created a web site ([www.alecexposed.org](http://www.alecexposed.org)) that tracks every model bill the organization has spoon-fed to lawmakers. ■

win the day. Ohio voters showed time and again they trust fire fighters and are open and receptive to a public safety message.

"I think having IAFF members involved from the start was a big boost, says David Dacek, president of Middleburg Heights Local 2018. "People trust fire fighters and we had a feeling just from talking to residents that Issue 2 would be defeated."

"I had my two little ones canvassing with me," says Blackburn. "Many of my members did the same thing. I always tell my kids when they are old enough to understand, they will be able to say they took part in changing history."

The face-to-face approach was not the only thing that worked. Several affiliate leaders incorporated strategies they knew would resonate with their voters.

"Cincinnati is a very conservative area," says Monahan. "I knew I would reach the most voters via conservative radio stations. I was a guest with two different hosts many times."

Findlay Local 381 — like many Ohio affiliates throughout the state — erected billboards and purchased ads in the local newspaper as part of their local campaign efforts.

## 9. Spread the Word

To win a big "NO" on Issue 2, Ohio fire fighters knew they had to coalesce around a strong message, and that message would

**"By the end, I had 1,000 members on Facebook as well as Twitter friends. In some instances, I would come in at 8:00 a.m., announce a news conference and through social media our members got the word and 80 people would show up."**

— Jack Reall, President Columbus Local 67

have to be shared among the rank and file and then blasted out to the broader public, by all media means available.

For internal communications, Reall and other Ohio affiliate leaders exploited Facebook, Twitter and email to great effect. IAFF members across the state hooked into social media to get up-to-the-minute reports on how the fight was progressing, as well as notices of rallies and other grassroots actions.

"By the end, I had 1,000 members on Facebook as well as Twitter friends. In some instances, I would come in at 8:00 a.m., announce a news conference and through social media our members got the word and 80 people would show up," says Reall.

Social media was a key part of the

effort to defeat Issue 2. Not only did it help communication with IAFF members, it provided a direct connection to the public and media.

There was also a "Republicans Against SB 5" Facebook page.

Facebook, Twitter, YouTube and email helped Ohio fire fighters spread their message to more people than would ever be possible through traditional media. These tools also were a good way for Ohio affiliates to get instant feedback and served as a low-cost means to boost their public image and demonstrate the important role fire fighters play in communities everywhere and the need for public safety.

As summer turned to fall in Ohio, residents saw a lot more gold and black. The IAFF provided tens of thousands of gold and black T-shirts, bumper stickers and yard signs. In the final four days of the campaign IAFF General President Harold Schaitberger, IAFF 8th District Vice President Paul Hufnagel and OAPFF President Mark Sanders joined Ohio fire fighters for a statewide grassroots mobilization tour aboard a bus wrapped in a massive banner that said "Vote No on Issue 2."

By Election Day, the state was awash in gold and black, and when MSNBC's The Ed Show broadcast live from the Columbus Local 67 union hall, droves of IAFF members and their friends clad in those colors filled the background.

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## IAFF Media Work Reinforces Safety Message

**A** survey commissioned early in the battle indicated that a message that focused on public safety would resonate well with Ohio voters. The IAFF lent its expertise, financial assistance and other public relations resources to the effort, weighing in directly with the statewide coalition to keep the message focused on public safety, and working with all Ohio affiliates to develop media campaigns designed to beat back SB 5.

Virtually all forms of media persuasion were brought to bear, including large-scale print ads in major markets — the *Cleveland Plain Dealer*, *Columbus Dispatch* and the *Cincinnati Enquirer* — television ads released on local cable and local Fox affiliates and banner ads on Google.

In addition, a series of videos was produced and released on YouTube driving



A powerful media campaign emphasizing the public safety message included print ads, Google ads, broadcast ads and YouTube videos, and a series of "Voices of Public Safety" ads in which IAFF members appeared. Cincinnati Local 48 members Kenyatta Smith and Chris Wesseler (above) were among the Ohio fire fighters featured in the ads. All videos are available online on IAFF-TV at [www.youtube.com/playlist?list=PL81D2D3EDA7A45A87&feature=mh\\_lolz](http://www.youtube.com/playlist?list=PL81D2D3EDA7A45A87&feature=mh_lolz).

home the public safety message. Several of the videos featured IAFF members who had also served in the military.

Affiliate letters also blanketed all of Ohio's major newspapers with bylined

opinion editorials and letters to the editor trumpeting the importance of collective bargaining to public safety and slashing away at opposition arguments. ■

## 10. Work Until the Bitter End

In a long and grueling battle, it is natural to look for and notice any signals that your side is headed for victory. Ohio affiliate leaders each had their own sense for when the victory was in hand for fire fighters and

the rest of the labor movement.

But with the stakes so high, no one wanted to pause for a moment until well after the votes were tallied on November 8, 2011.

"We did not want to be lulled into a false sense of security," says Monahan. "Right until the very end, we targeted tough polling locations. Our members

were out there answering questions and demonstrating that unions are not this ugly, faceless thing, but that unions are the average rank-and-file fire fighter."

"We just tried to focus on the fight," says Root. "We had to stay mad to maintain motivation to the end." ■

## Ohio Win Inspires Wisconsin Members in Bid to Oust Walker

**W**hile labor groups have raised more than one million signatures needed to force a recall election of Scott Walker, the Wisconsin governor has raised millions of dollars to help defend his job.

Forces and resources are assembling on both sides of what will be a historic state labor battle in Wisconsin later this year with major implications for the 2012 presidential election and the future of organized labor.

IAFF 5th District Vice President Joe Conway says, "Wisconsin fire fighters are motivated following the defeat in Ohio last fall of Senate Bill 5/Issue 2."

Wisconsin state officials were pouring over the more than one million petition signatures gathered for the Walker recall, the estimated 900,000 gathered to force a recall of Lieutenant Governor Rebecca Kleefisch and the tens of thousands gathered to force recalls of four state senators.

The Government Accountability Board has 90 days to examine and approve the signatures, creating a bit of a quiet period across the state that has seen a full year of intense legislative gyrations, rising public outrage and an emboldened labor movement.

"This is the biggest issue for fire fighters in Wisconsin right now, and really this is the next big labor fight after Ohio," says Mahlon Mitchell, president of the Professional Fire Fighters of Wisconsin (PFFW).

This recall will not be easy. Removing a sitting governor will be more challenging than winning a ballot initiative like in Ohio. "But we take inspiration from the hard-fought victory in Ohio and we think we can win," Mitchell says.

Conway adds that pro-labor groups and their progressive and moderate allies are examining at least six potential challengers

for Walker. The first to throw a hat in the ring, Dane County Executive Kathleen Falk, announced her intent to challenge Walker on January 18.

"We know that we will have at least one million voters on our side, and we know that Walker will have the hard right on his side," says Conway. "We need to focus our efforts on encouraging challengers that can help us win over the moderates." He estimates that moderate voters total between 200,000 to 400,000 people.

Walker is apparently going after those soft middle voters as well, sounding a more modest tone with the electorate and signaling in significant advertising buys that he seeks to work with the legislatures on challenges facing the state. That's a far cry from last year, when Walker succeeded in bum-rushing the legislature with his aggressive collective bargaining reform legislation.

"Walker is spending a lot of money on television attempting to spin his record as positive and working," says Conway. "The truth though is that Walker lost a lot of those moderate voters and even some moderate Republican support because of his attacks on labor. Now some in the GOP fear that he may have done lasting damage to the party in the state."

In January, Walker reported gathering more than \$12.1 million since the beginning of 2011. Since December 2011, Walker has raised more than \$4.5 million.

While Walker raises and spends money to polish his tarnished image, Democrats face the likelihood of a primary to whittle down the challengers before a general election, which Conway believes is a positive for the party and the people of Wisconsin.

"We need to let this process play out and let the people of Wisconsin choose the people they want to represent them in the statehouse and the legislature," says Conway, who is also the president of

Madison Local 311. "We will support whoever is selected to run against Walker."

In addition to Falk, other candidates being discussed as potential challengers include Milwaukee Mayor Tom Barrett, former U.S. Representative Dave Obey, state Senator Jon Erpenbach and Assembly Minority Leader Peter Barca.

In the coming weeks and months, it will be critically important for Wisconsin labor groups to stick together both before and after a Walker challenger is selected. That point was driven home for him in December when both IAFF General President Harold Schaitberger and Ohio Association of Professional Fire Fighters President Mark Sanders traveled to Wisconsin for a "Public Safety Day" rally.

The excitement and momentum that built up in Ohio to challenge Governor John Kasich's anti-collective bargaining law most certainly took inspiration from the massive and long-lasting pro-labor grassroots action in Wisconsin last winter.

Those events spurred IAFF members in Ohio to succeed, and now the IAFF and OAPFF are fully behind their Wisconsin brothers and sisters as they seek to unseat Walker.

"We'll be all in," Schaitberger told a Bloomberg reporter in November. "We'll come in with every resource that we need to get the job done."

In addition to the governor's recall race, four GOP state senators face recalls after petition gatherers delivered more than enough signatures to state officials. If the GOP loses one state Senate seat, the Democrats will regain control of that body.

These lawmakers face recalls, pending the approval of the signatures: Senate Majority Leader Scott Fitzgerald, Senator Pam Galloway in Wausau, Senator Van Wanggaard of Racine and Senator Terry Moulton of Chippewa Falls. ■

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# Taking Ownership: Getting Involved in the Building Code Process



**“Fire fighters have to take an educated risk. We need to know what the building codes are, what type of construction is being used and become more cognizant of how the building will react in certain conditions.”**

— Michael T. Reilly, Fire Fighter  
Fairfax County, VA Local 2068



**F**ire fighters take great pride in the performance of their jobs. But to be effective, there's ongoing training and preparation needed.

Having adequate and safe staffing levels, training, certifications and personal protective clothing and equipment meeting all Occupational Safety and Health Administration (OSHA) and National Fire Protection Association (NFPA) standards are just a few examples that help ensure fire fighters return safely to the firehouse following an emergency call.

Another important safety aspect involves building codes. Building codes affect fire fighter safety every day, but too often fire departments and fire fighters don't understand why it's important to participate in the building code development process.

The IAFF is launching a fire prevention and safety project designed to increase awareness and encourage active fire service involvement in developing and passing new building and fire codes, as well as promoting enforcement.

In December 2011, fire service organization leaders from across the country met at IAFF headquarters to discuss the effectiveness of the current role of the fire service in the building code process at the national, state and local level, and how fire fighters can better understand and become actively involved in the fire and building code development process.

“It's important that IAFF members know they have a voice in the process,” says IAFF General President Harold Schaitberger. “We must take ownership of our work environment, and the buildings we respond to and operate in.”

“Too many times, fire fighters arrive at a fire without any understanding of the building codes or the risks associated with the construction,” says Cleveland, OH Local 93 member Sean DeCrane, who serves as a battalion chief for the Cleveland Division of Fire. He represents the IAFF to the International Code Council and has been

working on the IAFF Division of Occupational Health, Safety and Medicine initiative to improve involvement in the building code process.

Statistics have shown that fires and civilian deaths have decreased across the United States and Canada. The misperception is that building codes are becoming more restrictive and buildings are less dangerous. In a report released in 2009, more than 40,470 fire fighters were injured on the fire ground between 2003-2006, of which 10,560 were moderate or severe, according to the National Fire Protection Association.

Fire fighters remain at high risk. Construction materials are now lighter and, as a result, fires spread at a faster rate. In addition, more than three dozen states have yet to mandate residential fire sprinklers, posing an increased threat to fire fighters in these jurisdictions.

In 2010, an effort driven by the IAFF led to a code change requiring the protection of light-weight construction to be adopted into the International Residential Code (IRC) and NFPA 1, Fire Code. The change provided additional protection to fire fighters forced to operate in one- and two-family homes constructed with light-weight structural elements.

“The fire environment is rapidly changing,” says 30-year fire service veteran Peter Van Dorpe, a member of Chicago, IL Local 2 and Director of Training at the Chicago Fire Department. “We can't be reactive and expect to stay in step with the times.”

According to statistics, the biggest loss of life occurs where building codes aren't readily enforced in residential dwellings. “If we don't have a seat at the table, then we will be left behind,” says Van Dorpe. “It is critically important for our safety and for the people we protect to be involved.”

The code adoption was a good first step, but more needs to be done to protect fire fighters.

“We all have the same goal, and that's for everyone to go home to their families at the end of the day,” says 35-year veteran fire fighter Michael T. Reilly, a member of Fairfax County, VA Local 2068. “Fire fighters have to take an educated risk. We need to know what



PHOTO COURTESY OF UNDERWRITERS LABORATORIES AND THE NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY

**A side-by-side comparison of old growth wood taken from a home in Cleveland, Ohio (circa 1940) and new growth wood used in today's housing stock. Notice the difference in the growth rings and the winter (dark rings) in the old wood compared to today's market.**

the building codes are, what type of construction is being used and become more cognizant of how the building will react in certain conditions."

For fire fighters, the only way to take ownership is to dig deep into what many describe as a highly technical and laborious process.

As more residential buildings are replacing solid joist construction with modern lightweight construction and fast-growth dimensional lumber, the rate of collapse is quicker and encompasses larger areas.

When it comes to lightweight construction, there is no margin of safety in a floor collapse.

"There is a performance issue during fire conditions, and the fire service has tried to create a level of awareness for it," says Chicago Local 2 member James M. Dalton, a coordinator of research and development for the Chicago Fire Department. In conjunction with Underwriters Laboratories Inc., he helped conduct an eye-opening and comprehensive study that examined residential floor collapses. In collaboration with the IAFF and other fire service partners, Dalton will release new research on residential structure fires this year.

"It is much better to address the issues in the building code process instead of a negative outcome when it comes to a real life event," Dalton says.

With municipalities still struggling financially, fire fighters may think they can't take the time to help promote preventive measures. However, fire fighters will continue to trade one protective force for another if they don't take the time to ensure their work environment is properly protected.

The best enforcement is on the local level where fire fighters can make the greatest difference by immersing themselves in the codes, building relationships with community leaders and making sure their communities are aware of how building codes affect public safety, too.

Some fire departments, fire chiefs and fire fighters are reluctant to get involved because of the well-financed lobbying efforts of the builder and realtor groups, including the National Association of Home Builders.

"We can't sell ourselves short. We must educate our members on the direct effect the code process has on our health and safety. Being involved helps ensure our members, and the community they serve, a safer work and living environment," says DeCrane.

The IAFF will continue to work with the code development process with the ICC and NFPA. Under a recent Memorandum of Understanding with the NFPA, General President Schaitberger will soon nominate an IAFF representative on each of the four NFPA Regional Fire Code Development



PHOTO COURTESY OF UNDERWRITERS LABORATORIES AND THE NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY

**The underside on an engineer-joist floor system after a furnace test at Underwriters Laboratories. Note the total burn out of the load supporting web member.**

Committees and a principal member and one alternate member on four additional NFPA committees. This includes the Technical Committee addressing the Fire Code, the Life Safety Code, the Hazardous Materials Code and the Building Construction and Safety Code.

"We will stay involved but we must also educate the public and the politicians about our duties and risks," says Schaitberger. "We must be our own advocates and educate them on the need to protect our members and how the codes are important in achieving this goal." ■



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# Smart Budget Decisions

## MADE SIMPLE

A new report outlines how making arbitrary resource reductions or reallocations in the arena of emergency response is irresponsible. Decision makers need to assess how budget cuts or other changes to fire department resources affect public and fire fighter safety.



**F**ire department resources should never be cut first when trimming local government budgets. However, declining revenues and diminishing aid from states are forcing municipalities to make cuts in many municipal services, including the fire department.

But local governments need to look before they leap.

The Urban Fire Forum and the Metropolitan Fire Chiefs, along with the National Fire Protection Association (NFPA) and the International Association of Fire Chiefs (IAFC), have jointly released a whitepaper titled, "Fire Service Deployment: Assessing Community Vulnerability" as a tool for local decision makers and fire chiefs to use in assessing the potential effects of resource reductions before making the decision. The paper also addresses the critical need for community risk assessment so that decision makers have baseline knowledge of risks and hazards that exist in their community and can then do a comparison of the type and number of emergency resources they need to respond to adverse events involving those risks.

The paper is clear that if the emergency resources deployed do not match the risks/hazards to which fire fighters are responding, negative outcomes are more likely. The paper lists possible outcomes as civilian injury and death, fire fighter injury and death, or property loss.

"It boils down to this: If you remove resources from high risk areas, the likelihood of negative outcomes — such as injury, death and property loss — goes up significantly," says IAFF General President Harold Schaitberger. He adds, "When cuts are proposed, IAFF affiliates need to make sure they are part of the conversation. When cuts are inevitable, by using this whitepaper, affiliate leaders can guide municipal leaders to make smart cuts instead of dangerous ones."

Saint Paul, MN Local 21 leaders made sure they had a seat at the table when the



**Philadelphia Mayor Michael Nutter closed seven engine companies around the City without concern for the safety issues the move presented for Philadelphia Local 22 members or the community.**

City proposed cutting fire department resources to help make up for a \$15 million budget shortfall.

Looking at call volume alone, the fire chief's initial proposal called for eliminating Rescue Squad 2 and moving fire fighters assigned there to other rigs. Rescue Squad 2 is located in a busy area near the governor's mansion and is part of the statewide hazardous materials response team.

"You can't just look at one thing like call volume," says Saint Paul Local 21 President Michael Smith. "It is not that simple. Stand-alone rescue squads are crucial to overall operations."

Using the new whitepaper, decision makers reviewed their plan to remove Rescue Squad 2, factoring in other considerations, such as population and geography. As a result, they were able to objectively ask whether the change would affect public safety outcomes, including injury, death and property loss, and determine if the remaining fire department resources were enough to effectively and safely respond to the community's emergency events.

"If we cut Rescue Squad 2, it will be the second rescue lost since 9/11," says Smith. "We are simultaneously seeing an increase in call volume and experiencing brownouts due to understaffing. Logic says the cut is not smart."

To its credit, the mayor's office agreed that Local 21's concerns were valuable enough to take another look at the proposal. For now, the cut is on hold, and labor and management are working together on a more detailed assessment of response capability.

The whitepaper provides a description of every available resource related to fire service deployment, where they can be found, and how they can be used by decision makers.

In Philadelphia, Pennsylvania, Mayor Michael Nutter has repeatedly made resource reduction decisions based on budget numbers and limited call volume data. Those decisions, as the community vulnerability report predicts, have often resulted in negative community outcomes, including injury and death.

Three years ago, the mayor closed seven engine companies around the City without any in-depth study regarding potential impact.

"While this move did not include any fire station closures, five firehouses now have only ladder trucks," says Philadelphia Local 22 President Bill Gault. "Without the engines, fire fighters don't have water."

Some of these under-resourced firehouses are located near high-occupancy buildings and high-risk buildings, including chemical plants, which further increases the risk of negative outcomes. The City's move to implement rolling brownouts was a decision made by the mayor based on budget numbers and call volume data.

"We have had at least four deaths occur where the first due was from a browned out station," says Gault.

A February 2011 fire is one grim example. In this case, a fire broke out in a row house and the closest fire station was closed that

**"If we cut Rescue Squad 2, it will be the second rescue lost since 9/11. We are simultaneously seeing an increase in call volume and experiencing brownouts due to understaffing. Logic says the cut is not smart."**

— Michael Smith, President  
Saint Paul, MN Local 21

day due to the brownouts. An engine from a firehouse further away responded, but by the time fire fighters were able to pull two children from inside the home, both were already dead.

"I'm confident that using this whitepaper — and relevant NFPA fire safety standards, as well as the results from current and



available scientific research as a guideline — would have made for a different outcome," says Gault.

In the meantime, the City of Philadelphia has conducted an assessment of its fire service capabilities. The 289-page report is still under review, but the preliminary findings indicate that Philadelphia's ability to respond to the City's emergencies is compromised. What, if anything, the City will do with this information remains unknown.

"In these tough economic times, smart decisions about fire department resources can only be made when elected leaders understand the relationship between community hazards and their associated risks, the fire department's response capabilities and the potential outcomes of emergency incidents," says Schaitberger.

The whitepaper is available at [www.nfpa.org](http://www.nfpa.org). ■

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

## Enter the 2012 Media Awards Contest!



The International Association of Fire Fighters Media Awards Contest is conducted annually to honor reporting and photography that best portray the professional and dangerous work of fire fighters and emergency personnel in the United States and Canada. The contest also recognizes outstanding work by IAFF affiliates in communicating with their members and the public.

IAFF members, journalists, reporters and photographers with entries published or broadcast between January 1 and December 31, 2011 are eligible to enter the Contest.

**All submissions must be postmarked or received by May 1, 2012.**

**First Place:** \$500 and award plaque

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**Honorable Mention:** Award certificate

To enter, visit [www.iaff.org/mediaawards](http://www.iaff.org/mediaawards)



## President Obama Proposes Billions for New Jobs Initiative to Hire Fire Fighters, Preferences for Hiring Veterans

President Barack Obama, with IAFF General President Harold Schaitberger sitting close by, outlined an aggressive plan to provide more than \$1 billion to hire and keep fire fighters on the frontlines, while giving preferences to jurisdictions for hiring veterans after returning from their tours of duty abroad.

Speaking to fire fighters at Station 5 in Arlington, Virginia, President Obama acknowledged that tight municipal budgets have resulted in widespread layoffs of fire fighters and police officers and said his Veterans Job Corps program can boost hiring and help an economy that is struggling to recover.

"Jobs protecting our communities shouldn't be the first on the chopping block," President Obama said. "Let's get more fire fighters on call, and in the process we will put veterans back to work. It's good for the economy."

Prior to the event, President Schaitberger met Vice President Biden, Secretary of Veterans Affairs Eric Shinseki and Interior Secretary Ken Salazar to discuss the Veterans Jobs Corps program and how the IAFF's union structure and experience with mentoring and apprenticeship programs would be the perfect fit for a multi-agency partnership to get veterans on the job. Schaitberger was the only labor leader invited to join the president for the February 3 event.

"President Obama has demonstrated an unprecedented commitment to fire fighters and has established a clear distinction between himself and the extremist politicians on the far right — lawmakers like Scott Walker, John Kasich, Rick Scott and their ilk — who are hell-bent on gutting the wages, pensions, benefits, jobs and the rights of those who work for a living, saving lives and protecting our neighborhoods," Schaitberger says.

President Obama's unprecedented jobs proposal would provide \$320 million in 2012 funding for Staffing for Adequate Fire and Emergency Response [SAFER] grants and give a preference for grants to communities recruiting and hiring post-9/11 veterans. The president also announced that law enforcement would receive about half that amount to hire veterans — \$166 million for the Community Policing Service [COPS] program in 2012, giving similar preference for veterans.

The president's 2013 budget will also



**President Barack Obama held a press conference February 3 at Station 5 in Arlington, Virginia to announce his plan to provide more than \$1 billion to hire and keep fire fighters on the job, including returning military veterans. IAFF General President Harold Schaitberger (pictured with, from left: Interior Secretary Ken Salazar and Secretary of Veterans Affairs Eric Shinseki) was the only labor leader invited to the event.**

include an additional \$1 billion for SAFER grants.

Against a backdrop of fire fighters and military personnel, President Obama praised the hard work that fire fighters do every day to protect their communities. The Veterans Job Corps program will allow former service members to use the skills they learned overseas to work alongside fire fighters and police officers to protect America at home after a career of protecting America abroad, the president said. ■

## Political Action Yields Advances for British Columbia Locals

Numerous IAFF locals across British Columbia are poised to capitalize on record levels of support around local council tables that they cultivated through focused political action campaigns leading up to the municipal election November 19.

While a number locals are celebrating in the wake of the elections, others — despite their best efforts — are preparing to dig in and battle mayors and councils elected on reckless pledges to slash city spending, in some cases even targeting fire fighter jobs directly.

Vancouver Local 18, which has grappled with fire department budget shortfalls and staffing issues for years, was successful in electing nine of 11 Council candidates, including three newcomers, and helped re-elect Mayor Gregor Robertson. The local only endorsed Robertson after he pledged to restore 20 positions that had been lost due to budget cuts and which were affecting apparatus deployment. While local members assisted the mayor's Vision Party during the campaign, they also endorsed candidates from other municipal parties who were supportive of their issues.

"Our guys did a ton of work," Vancouver Local 18 President Gord Ditchburn says, explaining that local members also went door-to-door on behalf of endorsed candidates, worked phones and helped people to polls. The mayor repeated his staffing commitment after his re-election, and Local 18 was the only civic union sitting on the mayor's side of the public gallery when he was sworn in. "We've come a long way. We did a tremendous amount of work and it's going in the right direction now."

The fact that the fire chief backed up Local 18's position on the need for staffing was key to securing Robertson's pledge on staffing, and it was also a welcome sign of collaboration that bodes well for the future. Ditchburn also credits assistance from the IAFF and the IAFF FIREPAC Canada Fund for allowing the local to maximize its participation in the election campaign.

Among the successful Council members supported by Vancouver Local 18 was Adrienne Carr, whose brother John Carr was a Burnaby Local 323 member who died in the line of duty in 1998 and who has another brother who is a retired member of Surrey Local 1271.

Robertson was one of 21 Vancouver-area mayors and councillors who took part in an IAFF Fire Ops 101 event organized by the British Columbia Professional Fire Fighters Association (BCPFFA) in September. To assist its affiliates with local political action

campaigns, the BCPFFA also adapted a comprehensive political action toolkit developed by the IAFF and the Ontario Professional Fire Fighters Association in advance of Ontario's municipal elections in 2010 and made it available to all of its affiliates.

"We're really proud of the political action carried out by many of our affiliates during the recent municipal election cycle," says BCPFFA President Mike Hurley. "Many different strategies and ideas were used by the locals, but all included the IAFF motto *we support those who support us*. Now it's on to the next phase, and that is ensuring that those we supported live up to the words they used to gain our support."

Langley Township Local 4550 was facing dark times if the mayor was re-elected along with his slate of candidates, but a great response from the membership staved off the threat and helped elect six of eight endorsed council candidates, according to Local 4550 President Andy Hewitson.

"All along, our strategy was to make enough noise in the community to be recognized as a serious political player, and hopefully get some of our fire-friendly councillors elected, but our top priority was setting the tone for the next three years and



Langley Township Local 4550 was one of several British Columbia IAFF locals that were politically active in recent municipal elections. A number of British Columbia locals are welcoming new allies to city hall while other locals, despite their best efforts, are preparing to face councils elected on reckless promises to cut city services.

to have every councillor consider our issues as serious issues," he says.

Local 4550 members persisted with their political action campaign despite some backlash from the public and from candidates they didn't support, but there was also a lot of support from the public. The local, which has 71 members, made gold-and-black T-shirts for their events, held a mayoral debate, ran a mail and phone campaign, went door to door with brochures, bought newspaper ads and erected 25 large billboard signs in the community — 12 of which were scooped

up as souvenirs by the public after the election. One successful Council candidate told the Langley Township local they they'd taken political action to a whole new level.

"With the support of the BCPFFA and the IAFF, along with a very committed Political Action Committee that left nothing on the field, Local 4550 has been established as THE political group to support," Hewitson says.

Surrey Local 1271 once again showed it has an effective political action machine.

**Continued on Page 26**

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**Continued on Page 25**

The local was nine-for-nine in electing its Council picks while working to successfully unseat a former mayor and 30-year Council veteran who had recently turned against fire fighters. The Surrey local mounted a high-profile political action campaign during the election bathed in the IAFF's trademark gold and black. Dianne Watts, successfully re-elected as mayor of Surrey, called for increased staffing and new firehalls during the campaign.

Port Alberni Local 1667, Port Moody Local 2399, Maple Ridge Local 4449, Pitt Meadows Local 4810 and Chilliwack Local 2826 are among other British Columbia IAFF locals that participated in political

action during local election campaigns and gained ground at their respective city halls as a result. Political action initiatives also helped elect two former IAFF members to British Columbia councils, as well as the spouse of a current IAFF member.

Among the locals concerned about election results is Mission Local 4768. On November 19, Mission residents elected a Council made up of political group called Citizens for Responsible Municipal Government that is now trying to slash City spending by 10 per cent, and which views fire department staffing not in public safety terms but as a big cost driver.

There are also concerns for Kelowna Local 953, where a mayor who lost to a fire

fighter-friendly rival six years ago was returned to office by a slim margin, and is leading a Council that's expected to turn back the clock.

There's also concern for Sooke Local 4841, one of the IAFF's newest locals. A right-wing Council was elected in Sooke after a fiscal-driven campaign that focused on "cutting fat in the public service."

The IAFF, through the BCPFFA and 6th District Vice President Lorne West, will continue to monitor what happens with these locals. The IAFF stands ready to assist any locals whose jobs, staffing, collective agreements or benefits come under attack. ■

## **Broadband Network for Public Safety Gains Traction on Capitol Hill**

**T**he effort to establish a nationwide broadband network for public safety has garnered significant attention on Capitol Hill.

One proposal championed by many in public safety would reallocate a portion of spectrum known as the "D Block" to public safety for the purposes of establishing such a network. The Obama administration and key members of both the House and Senate have endorsed the approach, and legislation on the topic has seen significant action in recent months.

Legislation introduced in the Senate by Senators John D. Rockefeller (D-WV) and Kay Bailey Hutchison (R-TX), was approved by a large bipartisan majority of the Senate Committee on Commerce, Science and Transportation, of which Rockefeller and Hutchison are Chair and Ranking Member, respectively. The Committee, which has primary jurisdiction over the legislation, voted to pass S.911, the Public Safety Spectrum and Wireless Innovation Act, by a vote of 21-4.

In addition to assigning the D Block to public safety, the bill would establish a nonprofit corporation to oversee the construction and use of a public safety network, allow public safety to lease capacity on such a network to non-public safety entities and provide funds for the construction and maintenance of such a network.

In the House, a different approach is being championed by Representative Greg Walden (R-OR), who chairs the House Subcommittee on Communications and Technology.

Although Walden's bill, known as the Jumpstarting Opportunity with Broadband Spectrum (JOBS) Act of 2011,

would reallocate the D Block to public safety, it has encountered opposition from many in the public safety community. Of particular concern to the nation's fire fighters, the JOBS Act would require public safety to vacate 14 MHz of narrowband spectrum currently being used for mission-critical voice communication.

Significantly, both the House and Senate proposals would generate large amounts of revenue for the federal treasury because they authorize the government to auction off valuable spectrum needed by telecommunications companies. While some of this money would be used to build the public safety broadband network, much of it would be dedicated to deficit reduction or to pay for other priorities. As a result, both S.911 and the JOBS Act are being pushed as much for their ability to generate revenue as for their improvements to public safety communications.

Most recently, the so-called Supercommittee had considered the Rockefeller bill as a means to reduce the deficit, and the JOBS Act had been considered as a means to pay for the recently-extended payroll tax cut. Although the Supercommittee failed to produce a final product, and the payroll tax cut was funded by other means, there remains a good chance that legislation enabling the creation of a public safety broadband network will advance in the current Congress.

Despite the broad support for the establishment of a public safety broadband network, many questions remain about what such a network would look like and how it would function. Chief among such questions is how much it will cost local

public safety agencies to participate in the network.

The IAFF has expressed concerns to congressional and administration officials that the cost to use the network, as well as costs to equip and train first responders, could be prohibitive for many fire departments. It is worth noting that the potential network will, at least at its inception, be useful for data exchange only. Voice communications cannot currently be reliably transmitted over broadband spectrum. As a result, fire departments would likely need to maintain their current communication systems, and the costs associated with using the new broadband network would be added onto existing spending.

Other questions include whether the nationwide network will truly be nationwide or whether there will be gaps in coverage, and how public safety will be assured of having priority access to the network under any shared-use arrangements with private sector entities.

If Congress succeeds in reallocating the D Block to create a public safety broadband network, fire departments will need to carefully consider both the benefits and costs to their own particular agency in deciding whether to use it for their emergency response operations.

Proponents of a nationwide broadband network for public safety have long touted its establishment as a means by which to achieve nationwide interoperability. But given the many uncertainties surrounding building and operating such a network, it will likely be many years before the fire service sees true interoperable communications. ■

## Canadian Legislative Conference Returns to Spring Timeframe in 2012

**A**fter a rare October appearance on the IAFF calendar last year, the IAFF's Canadian Legislative Conference returns to its usual April timeframe in 2012.

The 19th Canadian Legislative Conference will take place April 22-25 at the Delta Ottawa Hotel and Suites and will feature an orientation session for new delegates, guest speakers, issues focus session, IAFF Parliamentary Reception and wrap-up session. Lobby Day will be Tuesday, April 24.

The 19th Canadian Legislative Conference is a prime opportunity for Canadian IAFF members to build on the work done by delegates at the 18th Canadian Legislative Conference in October, when more than 120 lobby meetings were conducted with



MPs and senators from across Canada. Among other important issues, delegates in October lobbied on the need for a national Public Safety Officer Compensation (PSOC) benefit, which is expected to again be a key issue during the 19th Canadian Legislative Conference.

Complete information about the 2012 Canadian Legislative Conference and hotel registration will be sent electronically to local presidents and secretaries in the coming weeks. Online legislative conference registration and registration through a

FIREPAC Canada contribution will again be offered this year.

Delegates should note that while the 19th Canadian Legislative Conference will be held in the same hotel as previous editions, the hotel name has changed as of February 1 to The National Hotel & Suites Ottawa. Contact and reservation information for the hotel will be included in the information sent to Canadian local presidents and secretaries in the coming weeks. ■

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 Large  X Large  
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 4X Large



PAPER2012

## IAFF Debuts Fire Ground Survival Train-the-Trainer Program

The IAFF has introduced a four-day IAFF Fire Ground Survival Train-the-Trainer program featuring comprehensive, well-researched survival curriculum developed to make the fire ground safer. IAFF affiliates in Arizona, California, Maryland and Calgary have already completed the training and given the course high marks. Here's what one IAFF member had to say:

**“Quite frankly, after 28 years of service and plenty of time working busy stations, I can’t believe we haven’t done this before. The last fire fighter survival program was a step in the right direction, but this gets us to where we should have been a long time ago.”**

The Fire Ground Survival Train-the-Trainer curriculum includes innovative online education, interactive lectures, challenging hands-on skills, extensive command and communications training and comprehensive instructional materials.

IAFF affiliates and their fire departments can host a Train-the-Trainer course taught by IAFF Fire Ground Survival master instructors, including experienced fire fighters, company officers and chief officers from the United States and Canada.

These instructors' diverse backgrounds and experience are unmatched by any other fire fighter survival training program currently available. Many master instructors have experienced a survival situation of their own, and through their experience have led research teams in designing survival equipment and procedures.

The cost to participate is \$1,500 per student. Each student receives 32-hours of interactive lecture and challenging hand-on training. Those who successfully complete this training are certified by the IAFF to train members of their departments and will receive the IAFF Fire Ground Survival Facilitator Manual featuring more than 400 pages of instructional material, reference material, instructor guides and skill evaluation sheets.

All certified instructors also receive instructional aids, including PowerPoint presentations and high-definition videos. Fire departments that host the training keep all of the manufactured props and signage designed specifically for the IAFF Fire Ground Survival program — a \$11,800 value — at no additional cost.

Don't miss the opportunity to hold or attend a class this year. Course dates, locations and fire departments are listed on the Fire Ground Survival web site. Based on space availability as determined by the host fire department, fire fighters from other departments can participate.

Contact the IAFF Division of Occupational Health, Safety and Medicine at (202) 824-9304 or [safety@iaff.org](mailto:safety@iaff.org) to learn more about hosting a Fire Ground Survival Train-the-Trainer class. For more information, visit [www.iaff.org/hs/FGS/FGSIndex.htm](http://www.iaff.org/hs/FGS/FGSIndex.htm). ■



Fire Ground Survival Low/Reduced Profile Prop



Fire Ground Survival Upper-Floor Egress Prop



Fire Ground Survival Disentanglement Prop



SCBA Familiarization

## Nationwide Announces Major Overhaul of Employee Services Online

Plan sponsors and employees of deferred compensation plans provided by Nationwide Retirement Solutions will soon be seeing big changes. For more than a year, Nationwide has been rebuilding [www.FrontLinePlan.com](http://www.FrontLinePlan.com) to deliver a faster, easier online experience. The new web site will launch later this spring.

According to Vice President of Sales for Nationwide Retirement Solutions Eric Stevenson, the site's improved design reduces clutter, eliminates long text blocks and improves usability. "We want our web site to make it easy to find what they're looking for and understand more readily what they're looking at."

Stevenson says Nationwide's user experience team recruited independent users and participants and watched them interact with the solutions being built.

He says, "What we found was that users tend to ignore big blocks of text. They scan headlines, topics and links for key words or phrases. When that doesn't work, they give up and return to the search box. It's time-consuming and can be frustrating. So, we used what we learned to rework every page of the web site — to make it much more user-friendly."

### The NEW FrontLinePlan.com

- Wide open layout
- Most important info at the top
- Scan-it headlines, topics, links
- Fewer words, more information
- Bullets, buttons, lists, bite-size info
- Easier navigation

**Coming this spring!**

### Learning Center Greatly Improved

The online Learning Center now features more content that's better written and organized. What isn't new has been improved. The idea, Stevenson says, is to help public employees understand retirement planning, investing for the long term and the basics of deferred compensation plan participation.

Nationwide has developed a new "mindsets" collection to replace the current age-range selector for information. "These mindsets allow public employees to self-select the kind of participant they are

based on investor profile and comfort with retirement preparation," says Stevenson. "It's an easier and more accurate way to get retirement planning ideas for a user's individual situation. We want to help participants feel more confident about making informed decisions."

Stevenson adds that getting help is easier and encouraged. The site offers plenty of new contact prompts that suggest how to talk to a specialist.

### Video Tells the Story

Nationwide has produced an educational short video that offers a tour of what's coming. The video explains not only what's changing, but the logic behind the changes, so participants can better understand where they'll find information they're looking for.

For more information about Nationwide's enhanced online services for public sector retirement plans, contact a Nationwide representative or call 1-877-496-1630. ■

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## IAFF Supports Fire Damper and Fire Door Safety Initiative

The IAFF is encouraging members to support the Sheet Metal Worker's International Association (SMWIA) and the Sheet Metal and Air Conditioning Contractors' National Association (SMACNA)'s joint initiative to educate city and county leaders on the importance of proper fire damper maintenance and inspection.

This SMWIA and SMACNA program trains technicians and supervisors to inspect, test and maintain fire and smoke dampers that limit the travel of smoke and fire throughout a building. The successful operation of these dampers can mean the difference between a minor fire and an uncontrollable catastrophe.

IAFF General President Harold Schaitberger says, "This is an important public and fire fighter safety issue. Properly working fire dampers can slow down the spread of and even prevent fires, and our brothers and sisters in the sheet metal industry are best suited to ensure proper inspection and maintenance."

Because smoke and fire dampers are a safety feature — and not used on a daily basis — many building owners don't recognize their importance until it's too late.



Fire damper in need of maintenance.

Maintenance and inspection helps safeguard the lives of the building's occupants and protects investments of owners and tenants in case of fire.

Fire and smoke dampers also can provide a line of defense against a terrorist attacks or large chemical releases. The National Institute of Occupational Safety and Health (NIOSH) has stated that the ability to seal the building once the HVAC system is shut down could enhance occupant protection from airborne chemical, biological or radiological exposures, but only if the dampers work and are properly maintained.

NFPA 90A requires that facilities inspect their dampers every four years. Less frequent testing of dampers leads to higher failure rates, placing buildings at greater risk of extensive

**"This is an important public and fire fighter safety issue. Properly working fire dampers can slow down the spread of and even prevent fires, and our brothers and sisters in the sheet metal industry are best suited to ensure proper inspection and maintenance."**

— General President Harold Schaitberger

damage and potential loss of life should a fire or terrorist attack occur.

Damper manufacturers recommend testing and inspecting dampers every six months to extend the life of the damper and lessen the need to replace dampers — thus saving money and making buildings safer at the same time.

For more information, visit:

- [www.lifesafetyservices.com/category/articles](http://www.lifesafetyservices.com/category/articles)
- <http://eyeonsheetmetal.wordpress.com>
- [www.cdc.gov/niosh/docs/2002-139](http://www.cdc.gov/niosh/docs/2002-139) ■

## Stress? Trauma? Addiction?

Raise  
the alarm.



### A trauma and addictions program for fire fighters and other uniformed service professionals

Fire fighters are trained to call for assistance—but it can be hard when the situation is personal. Now, exclusive, strictly confidential support is available at the Brattleboro Retreat. Here, members of the International Association of Fire Fighters can find the help they need to overcome their challenges.

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## IAFF Conferences Address Fighting Back and Diversity Recruitment

The emphasis was on fighting back at the IAFF 2012 Affiliate Leadership Training Summit (ALTS) held in Lake Buena Vista, Florida, in January. More than 1,100 affiliate leaders attended the two-day ALTS, which offered more than 100 workshops designed to help local leaders address issues and challenges facing their locals and members.

ALTS was preceded by the Ernest A. "Buddy" Mass Human Relations Conference, which drew nearly 300 IAFF leaders and members. The Conference featured a keynote address from U.S. Secretary of Labor Hilda Solis, who spoke in favor of protecting collective bargaining and union rights.

IAFF General President Harold Schaitberger gave welcoming remarks to a cheering crowd, calling the Human Relations Conference an opportunity to seize the moment. "We can take two paths forward — the easy path and do nothing and stick with the status quo — or we can take a different path that encourages inclusiveness and diversity," he said.

The Human Relations Conference



**U.S. Secretary of Labor Hilda Solis gave the keynote address at the IAFF Human Relations Conference, speaking on the power and importance of protecting union rights.**

included a pre-conference event on diversity recruitment and how to make the fire service a fulfilling and rewarding career for all fire fighters and paramedics, as well as the Elected Human Relations Committee elections.

The track of fighting back workshops at ALTS was geared to help affiliate leaders take a proactive and preemptive approach to fighting the rash of anti-union, anti-worker attacks. Other ALTS workshops were designed to help affiliate leaders run their local more effectively, improve their leadership skills and be advocates for their members.

ALTS featured two pre-conference events, a Fire Ops 101 Train-the-Trainer and the New Leadership Seminar, which provided an orientation for new affiliate leaders on the many programs and services available to them through the IAFF.

Both conferences were an unparalleled opportunity for IAFF affiliate leaders to network with others from across the United States and Canada. Many local leaders remarked that the sharing of ideas and experiences with other leaders was as valuable as the structured workshops.

The 2013 Affiliate Leadership Training Summit will be held in Phoenix, Arizona, January 21-23, 2013. ■

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## Call for Nominations for Local Leadership Awards

The IAFF would not be where it is today without strong leadership — at all levels. Often, leaders are out front where we can see them, but sometimes they don't get noticed — mainly because they're too busy getting things done.

That's why the IAFF has established the Local Leadership Award to recognize and honor active and active-retired local officers (current and past) who have dedicated more than 15 years to their local. The Local Leadership Award was created by Convention resolution to champion the standard of leadership set by Dennis J. Murray, one of the



longest-serving local presidents in IAFF history and the first recipient of the award at the 2008 IAFF Convention.

Candidates must be nominated by their affiliate and nominations must be signed by one of the affiliate principal officers.

For more information and to download the nomination form, visit [www.iaff.org/leadershipawards.asp](http://www.iaff.org/leadershipawards.asp)

Official announcement of the recipients will be made by General President Harold Schaitberger at the IAFF 51st Convention in Philadelphia, Pennsylvania in July 2012. ■

## IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in November and December 2011.

### Local 4840

Fair Lawn 911  
Operators  
President Joseph  
Cecere  
7 members  
Fair Lawn, NJ

### Local 4875

Professional  
Emergency Services of  
the Fifth Division  
President John J  
McCormick  
22 members  
Port Jefferson Station,  
NY

### Local 4879

Professional Fire  
Fighters of Groton  
President Tyler D.  
Shute  
8 members  
Groton, MA

### Local 4871

Three Points Fire Union  
President Robert  
Ethridge  
12 members  
Tucson, AZ

### Local 4880

Upper Kittitas County  
Emergency Services  
President Elizabeth  
Williams  
6 members  
Cle Elum, WA

### Local 4872

Southern York County  
Professional  
EMT, Paramedics and  
Fire Fighters  
President John  
Livingston, IL  
3 members  
Stewartstown, PA

### Local 4881

Wheat Ridge Fire  
Fighters  
President Seth Major  
12 members  
Wheat Ridge, CO

### Local 4877

Rio Rancho Fire  
Fighters Association Inc  
President Jose D.  
Martinez, III  
86 members  
Rio Rancho, NM

### Local 4883

Radnor Professional  
Fire Fighters  
President Douglas  
Fuller  
25 members  
Wayne, PA

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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.



Fresh after Ohio's defeat of Issue 2, President Schaitberger visited Cincinnati Local 48 President Marc Monahan and other Local 48 members — many of whom had actively campaigned to repeal SB 5 — at Station 3.



General President Harold Schaitberger visited Clearwater, FL Local 1158's Station 48 where he met with Local 1158 President John Klinefelter, State Representative and former Local 1158 President Ed Hooper and Local 1158 members.



General President Schaitberger joined Professional Fire Fighters of New Hampshire President David Lang and other New Hampshire fire fighters for a rally at the State Capitol in protest of anti-labor legislation, including a call to repeal collective bargaining.



President Schaitberger met with Alexandria, VA Local 2141 President David Denardo and his members, as well as several area leaders at Station 6.



General President Schaitberger made time during the IAFF Affiliate Leadership Training Summit to stop by Reedy Creek Local 2117's Station 1, where Local 2117 President Tim Stromsnes and Local 2117 members gave him a warm welcome.



# Retirees

## A Salute to Dedication, Service and Courage

**ALABAMA** L0117 Birmingham—Michael Goetzman, Timothy Means, Rodney Pinder, James Tingle, L0270 Florence Professional Fire Fighters Association—Charles Burchell, David Creasy, L0980 Bessemer—Joseph Henson, L1349 Mobile—Timothy Pelfrey, Charles Wallace

**ALBERTA** L0209 Edmonton Fire Fighters Union—Doug Adzich, Jim McGugan, Howard Pruden, Wayne Rutland, L4794 Rocky View County Fire Fighters Union—Jim Pendergast

**ARIZONA** L0479 Tucson—Jeff Bates, L0493 Phoenix—Verdis Castleberry, Susan Rutledge, Donnie Skinner, Timothy Smothers, L2260 Mesa—John Roberts, Bruce Wolke

**ARKANSAS** L0034 Little Rock—Jeffrey Cary, L3007 Springdale—Paul Elling, L4078 Van Buren—Jerry Gentry, L4708 Eureka Springs Fire Fighters—Nick Samac, S0024 Western Arkansas State—Jimmy Bartlett, Rodney Corbin

**BRITISH COLUMBIA** L0018 Vancouver—Darrell Saunders, L0323 Burnaby—Randy Delmonico, L0913 Kamloops—Brian McIlquham, L1271 Surrey—Brad Sharp, Larry Thomas, Michie Vidal, L1782 Coquitlam—Jean-Pierre Vachon

**CALIFORNIA** F0085 Federal Fire Fighters Association—Philip Fujiwara, Samuel Garcia, David Kahaunaele, F0102 Lemoore Naval Air Station—Gregory Mechly, L0112 Los Angeles City—Shawn Agnew, Daniel Arnett, Joe Avalos, Bruce Bickly, Elise Brodowy, Michael Brown, Steven Burns, Thomas Carroll, David Castaneda, Paul Ciaramitaro, Gary Craig, Guadalupe Flores, Eric Greene, Frank Gutierrez, Richard Hirigoyen, James Horimoto, Glenn Jaynes, Thomas Jeffers, Neal Jones, Wilbert Lew, Scott MacLeod, Charles Magdaleno, Gary Mannan, Stephen Nowinski, Chester Page, Edelmiro Perez, Michael Pesich, Gerald Schnoor, Jeffrey Simon, Robert Turner, Marvin Williams, Timothy Wilson, Andrew Zar, L0372 Long Beach—James Currier, Randal Grimm, Steve Hannan, John Hines, Steven Jensen, Kevin Leslie, Keith Seward, Fernando Vasquez, Thomas White, L0456 Stockton—Todd Schiess, John Smith, L0522 Sacramento—Roy Cameron, Daniel Gossen, Don Hanlon, James Krantz, Greg Landin, Michael Lewis, Mark Mixson, Joseph Mufich, Beau Perry, David Smith, Michael Veilleux, L0525 Santa Barbara City—Francisco Chacon, Paul Teschner, L0689 Alameda—Steve Beilin, Douglas Long, L0753 Fresno—Daniel Thomas, L0776 Glendale—Salvadore Sanchez, L0809 Pasadena—Gerald Gardner, Shaun Gibson, Reynaldo Villa, L0891 San Bernardino City Professional Fire Fighters—Mark Graham, L0935 San Bernardino County—Kevin Moody, Tracy Wood, L1109 Santa Monica—Gregory Mead, Walter Shirk, L1227 Berkeley—Rodney Foster, Malcolm Greene, Christopher Pinto, Tao Takaoka, Bryan Ward, L1230 Contra Costa County—Charles Price, Daniel Rahmer, L1301 Kern County—Donald Barnett, L1319 Palo Alto—Joseph Afong, Jason Amdur, Herbert Brandt, Michael Hidalgo, Neil Holmdahl, Christopher Jackson, Rocky Ling, Patrick Morris,

Thomas Newland, John Rosinski, Richard Sartor, Chris Shinseki, L1364 Ventura County—Steven Richter, L1430 Ontario—Charles Hill, L1927 Culver City—Thomas Murphy, L1934 Redding—Vickie Wolf, L2384 Orange City—Lorena Davis, Kevin Kelso, Robert Timboe, Dennis Weaver, L2434 Turlock—Keith Crabtree, Floyd Martin, Kirk Summers, L2881 CDF Fire Fighters—Richard Cummings, Verne Elmore, Leonardo Garcia, T. N. Hobday, Delwyn Hoisington, Walter Leuzinger, Edward McOrmond, Tracey Nutter, Vincent Pena, Scott Rosen, William Wood, L3124 Napa City—Peter Langham, L3354 Huntington Beach—George Shinrock, L3501 Vacaville—Randy Davis, Dan Lake, Dale Phillips, L3507 Santa Fe Springs Fireman's Association—Narvil Lowe, L3556 El Dorado County—Mark Feher, Ron Hunter, L3631 Orange County Professional Fire Fighters Association—Glenn Davis, William Diebold, Robert Dowis, Douglas Newgass, Nick Sanchez, William Stuck, L3898 Hanford—Brad Farr, L4603 El Cajon Fire Fighters—Douglas Elliott

**COLORADO** L0003 Pueblo—Gary Berndt, L2086 Littleton—David Gordon

**CONNECTICUT** L0801 Danbury—Robert Keenan, Peter Radlet, L0992 New Britain—Christopher Anderson, Joseph Baczewski, Alfred Cassella, George Choinski, Mark Peterson, Joseph Pezzulo, Alan Zaniewski, Ted Zuk, L1042 Greenwich—Raymond Mara, L1198 West Haven—Joseph Risola, L1241 West Hartford—Chris Pike, Michael Pineault, L3103 Farmington—Conor Hogan

**FLORIDA** L0122 Jacksonville Association Of Fire Fighters—Dawn Bonaventure, Kenneth Devin, Gary Keys, Robert McClain, Rolen Sauls, L0587 Miami Association Of Fire Fighters—Julie Padelford-Jansen, L0754 Tampa—Stephen Brand, Richard Brown, Keith Campbell, Robert Cotnoir, Pedro Gonzalez, Tobias James, Kenneth Karpf, Donald Mauger, Geogory McNealy, John Nicolette, Raul Riveiro, Clayton Smith, James Winkelmann, L1510 Fire Fighters Of Miami Beach—Brian Morris, L1891 Boynton Beach Association Of Fire Fighters—Luis Garcia, Allen Newman, Beth Rehr, Bradley Thyng, Brenton Tracy, L2057 Orange County Professional Fire Fighters—Kenneth Burke, Christopher Grieb, Linda Lord, Dana McCrystal, L2174 Professional Fire Fighters Of Naples—Michael Bingham, Jeff Bronsdon, L2292 Professional Fire Fighters Of Pembroke Pines—Kenneth Fritz, Edwin Link, L2446 Palm Bay Professional Fire Fighters—Jeff Allton, Larry Spurlock, L2546 Suncoast Professional Fire Fighters & Paramedics—Michael Cohee, James Costa, Jeffrey Gueli, Theodore Lang, Regina Lermann, Roderick Paige, Patrick Wolf, L2794 Spring Hill—William Davies, L2896 Seminole Professional Fire Fighters—Peter Michaud, L2928 Professional Fire Fighters & Paramedics Of Palm Beach County—Pete Aguero, Donald Bouse, Thomas Cook, Gail Eisenberg, Kenneth Elmore, Steve Ensinger, James Hotchkiss, Linda Kirk, John Lobsinger, William Peek, Will Smith, J. Craig Stanfield, L2969 Brevard

County Professional Fire Fighters—William Austin, Joy Henry, L3140 Tarpon Springs Fire Fighters Association—Richard Walsh, L3284 Osceola County Professional Fire Fighters—David Langston, L3623 Ocoee Professional Fire Fighters—Ruth Bicchieri, L4321 Broward County—Mark Lauritano, Mitchell Stewart

**GEORGIA** F0152 Dobbins Air Reserve Base—Ronald Butler, Kelvin Parks, David Zeller, L1416 Valdosta—LaVal Castleberry, Ronald Metts, L2795 Professional Fire Fighters of Athens-Clarke County—Stan Parker, Pat Shearer, L3335 Carrollton—Allen Rooks, Terry Sims

**HAWAII** L1463 Hawaiian Islands—Leonard Barcoma, Edward Hanohano, Victor Salis, Dean Wakuta

**IDAHO** L0149 Boise—Richard Murray, L0187 Pocatello—Eric Hansen, James Harris, L0672 Boise Fire Chief Officer's—Mitch Caldwell, L1565 Idaho Falls—Rick Taylor, Jon Walker

**ILLINOIS** L0002 Chicago—John Ahrens, Patrick Altman, Lawrence Diaz, Kevin Drozd, Jolynn Huels, Garry Konchar, Thomas Maliska, Michael Norris, Russ Piagentini, Drake Reid, Jim Richardson, Anthony Rodriguez, John Segal, Mark Tanabe, Joseph Tavitas, L0023 East Saint Louis—Ivory Williams, L0429 Danville—David Brady, Donald Hanetho, L0441 Freeport—Richard Wheat, L0505 Decatur—Thomas Durbin, L0555 Galesburg—Kenneth Boydston, David Klapp, L1260 Champaign—Lewis Smith, L1898 Lake Forest Professional Fire Fighters—Todd Netherton, L2077 Winnetka—Thomas Wellington, L2340 Village Of Elk Grove Village—Bret Cassata, L3086 Matteson—Patrick Gericke, William Mincey, L3165 Tri-State—Todd LeClair, L3200 Charleston—Jim Donahoo, L3277 Glenside—Steven Long, Donald Nelson, L3970 West Chicago Professional Fire Fighters—Michael Hamlin, Ronald Konen, L4210 Norwood Park—Charles Stec, L4338 Frankfort Fire Fighters Union—Nicholas Peters

**INDIANA** L0124 Fort Wayne—Daniel Mauricio, Karl Utterback, Bruce Zeiger, L1348 Muncie—Gary Bowden, Dennis Swan, L4416 Hamilton County Professional Fire Fighters Union—Jerry Nulliner

**IOWA** L0007 Sioux City—Daniel Lenz, Joel Plucker, L0568 Keokuk—Jeff Fuller, L0609 Clinton—Mike Fullan, Mike Johnson, L3076 Red Oak—Mark Goldapp

**KANSAS** L0064 Kansas City—Steven Acinger, Ron Adams, Thomas Jones, Carol McDonald, Gary Ramsey, Jesse Robbs, Steven Zerr, L0135 Wichita—Jerrod Byrne, William Cordts, William Franklin, Darrell Schofield, L0265 Coffeyville—Harold Chance, L2612 Sedgwick County—Randy Paxton

**KENTUCKY** L1928 Fort Thomas—Dale Cruze

**LOUISIANA** L1051 Bossier City—Steve Anderson, Bryan Krumpelbeck, Dale Thomas, L1368 Rapides Parish Fire District 2—Michael White, L1374 Jefferson Parish—Robert Cade, Dennis Casey, Michael Milligan, L4524 St. George Professional Fire Fighters Association—Patricia Senn

**MAINE** F0123 Portsmouth Shipyard—Arthur Graves, Ronald Hussey, Donald Shaw, L1624 Sanford—James Krupsky, L1655 Old Town—Don Preble, L4666 Bar Harbor Professional Fire Fighters—Eric St. Peter

**MANITOBA** L0867 Winnipeg—Bryan McNamara, Brenda Whitney

**MARYLAND** L0734 Baltimore—Brian Heselbach, James Roberts, William Rustin, Steven Sarro, Gilbert Thompson, Melvin Wilkes, L1311 Baltimore County—Oscar Connally, Nicki Coroneos, Susan Fleming, Christopher Gauss, Dean Holloway, Terry

Hutchinson, Richard Kahler, Joseph Kelly, James Kookogey, Pamela MacLean, Diane McDonald, Lawrence Myers, Charles Philips, Dennis Robertson, Cheryl Schaal, Samuel Snyder, Richard Spilman, Harold Weissner, David Westbrook, L1563 Anne Arundel County—Kimberly Bettis, Richard Rebstock, L1619 Prince George's County—John Brady, Jerome LaMoria, Timmie Lucas, Ivey Morgan, L1664 Montgomery County—Leroy Isreal, Timothy Thorne **MASSACHUSETTS** L0030 Cambridge—Richard Cully, L0144 Brockton—Paul Gedgudas, L0718 Boston—Paul Arathuzik, Patrick Brady, Francis Brown, Paul Christian, John Howard, Ronald Keating, John Kisielius, Kevin MacCurtain, Donald Maloney, Robert Moritz, Paul O'Brien, P. M. O'Rourke, Stephen Orsini, Peter Pearson, James Pyke, Donald Robinson, Daniel Robishaw, Neal Santangelo, John Smiddy, David Walker, Francis Walsh, L0762 Gloucester—Stephanie Eaton, L0841 New Bedford—Russell Mello, L0853 Lowell—David Wallace, L0863 Newton—John Arpino, Robert Rockey, L0866 Waltham—Joseph I. Aucoin, John Castellano, Constatino DeGisi, Michael Galvin, Michael Martin, Andre Olejack, Peter Straggas, Stephen Turner, L0925 Peabody—Robert Gill, Robert Greenlaw, Christopher Kulak, George Nelson, L0937 Chelsea—Edward Doherty, L1009 Worcester—David Ford, Kevin Mita, L1391 Taunton—Daniel Faria, L1478 Wakefield—Thomas Curran, L1495 Billerica—Robert Knight, L1580 Canton—Edward McLeod, L1669 Beverly—David Tamilio, Brian Tamilio, L1714 Marlborough—Joseph Pakus, L1735 Dedham—Kevin Fraser, L2080 Abington—Christa Prescott, John Weckbacher, L2610 West Bridgewater—Allen Breer, L2611

Bridgewater—Russell Kirby, L3128 Fitchburg—Mark Christian, Stephen Gould, L3250 Topsfield Wenham Hamilton—Darrell Moore

**MICHIGAN** L0344 Detroit—Larry Crouch, Patrick O'Brien, L0366 Grand Rapids—Steven Whip, L0370

Muskegon—Arthur Backstrom, Mark Johnson, Richard Mazeikis, L0504 Owosso—William West, L1357 Madison Heights—John Hautala, Mark Hutcheson, L1381 Clinton Township—Daniel Funkhouser, L1383 Warren—Thomas Bauer, L1721 West Bloomfield—Daniel Brown, L2154 Commerce Township—Lawrence Ortwinne

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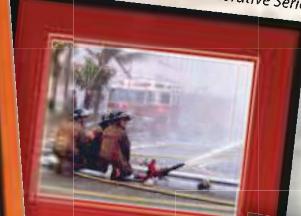
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