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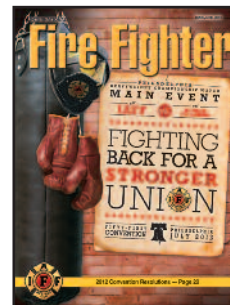
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The IAFF Endorses President Obama and Vice President Biden for Re-election

I sat down to write this column just as this magazine was going to press, which happened to be the day after our union's Executive Board – the District Vice Presidents who were elected to represent all 16 IAFF Districts, General Secretary-Treasurer Tommy Miller and myself — unanimously voted to endorse President Barack Obama and Vice President Joe Biden for re-election.

I was prepared to “tell the story” about how we came to that conclusion by saying what most of you have read right here in the pages of this magazine time and again, that our core principle in politics has always been to support our friends and punish our enemies, regardless of party affiliation.

Then I was going to recount how, over the past two years, we've had opponents of all stripes attack us, and we even witnessed some of our supposed “friends” who had been with us in the past either join the ranks of our enemies or sit idly by while our staffing, wages, benefits and jobs were slashed.

The pages of this magazine have been filled over the past year with specific details of what our enemies – enemies like Scott Walker in Wisconsin, John Kasich in Ohio, Rick Scott in Florida, Rick Snyder in Michigan and others of their ilk – have been doing to hurt our members, and the attacks are becoming more numerous and severe.

I was going to talk about how in 2012 we are electing a president and vice president, 33 U.S. senators, every member of the U.S. House of Representatives and 11 governors, as well as vote to determine who controls the state legislatures, the mayoral seats and city and county councils in countless jurisdictions.

This column was going to recount how elections have consequences. And over the past two years, the battle lines have been drawn between those who are helping us and those who want to kill our union, eliminate our voice from politics altogether and, frankly, put us permanently out of business. And that the future of the American labor movement and your IAFF is literally at stake.

Then, as I was writing all of this, I noticed an email pop up on my computer screen that gave me a link to a video that had just been posted on YouTube. So I clicked the link and up popped Mitt Romney saying this about President Obama:

“He says we need more firemen, more policemen, more teachers. Did he not get the message of Wisconsin? The American people did. It's time for us to cut back on government and help the American people.” (Mitt Romney, Council Bluffs, IA, 6/8/2012)

And I immediately thought, I don't have to explain to our members why this union will be working against this guy in the election of the next president of the United States. He is clearly not our friend.

During his days as governor of Massachusetts, Mitt Romney repeatedly attempted to cut local aid to communities; attempted to use his line item veto to eliminate resources for equipment and staffing; attempted to strip away the collective bargaining rights of fire fighters in the state; he even vetoed funding to build a fire station as a living memorial for the six of our own who died in the 1999 Worcester Cold Storage Warehouse fire.

Since he began his run, Romney has repeatedly stated that he opposes, and as president would zero-out, the federal grant programs, including the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act), that provide critical funding to communities across the United States to keep fire fighters working and for life-saving equipment and apparatus.

Romney called Wisconsin Governor Scott Walker a national hero for stripping bargaining rights from that state's workers and his campaign donated money to help Walker win his recall election. He went to Ohio

and said he was “110 percent” behind Governor Kasich's attempt to end fire fighter collective bargaining. And Romney has expressed his full support for governors who have been implementing Right-to-Work laws, including in Indiana, while also saying he would work to impose Right-to-Work nationally if elected.

The contrast between President Obama and Mitt Romney couldn't be clearer.

While our opponents are busy trying to eliminate us, President Obama and Vice President Biden have put forward BILLIONS of dollars through their four-year term, using SAFER grants to keep fire fighters and paramedics on the job and bring back those who have been laid off during some of the toughest economic times our country and jurisdictions across the United States have ever experienced.

Vice President Biden joined us for a press event on Capitol Hill last October to urge Congress to support the Jobs Bill and a \$30 billion commitment to keeping teachers in the classrooms, police on the beat and fire fighters responding in our neighborhoods.

Labor Secretary Hilda Solis joined us in Florida during the Human Relations Conference earlier this year and pledged her support for a partnership and grant program that will boost hiring and recruitment efforts in fire departments for everyone as the economy improves.

And in February I was proud to join President Obama at Station 5 in Arlington, Virginia, to outline his commitment to put returning veterans to work in the fire service and law enforcement by creating a veteran's preference for hiring, helping transition our soldiers into domestic defenders.

For this union – charged with protecting the lives, livelihoods and jobs of our members – the choice is clear, and that's why we have endorsed President Obama and Vice President Biden for re-election.

This isn't about party labels. This is about an extremist movement to silence our voice that right now is being led by Mitt Romney. By his very own words, his end game is to kill us and our union. He also has targeted the entire labor movement.

I know there are real and recent examples, at all levels of our union, of friends from both parties standing up with us and against attempts to eliminate collective bargaining rights, against paycheck deception, helping us fend off attacks on the pensions you have earned, to prevent cuts in staffing levels and the list goes on.

And just like we did in the race between the candidates for president, our affiliates and this International will be making judgments on who to support for every single race based on the positions of the candidates, whether they are running for the U.S. Senate or House, or whether they are running for governor, state house, mayor, city and county council. Our support will once again be based on their records of support for our union and our members, regardless of political party.

It's time to get fully involved and ready for one hell of an election season. The stakes are high. But together, we have a powerful voice and message that can help us elect more friends to positions that will have a positive impact on the jobs and lives of our members, and on the safety of our neighborhoods and homeland.

We will be making educational tools and information available in the coming weeks, but weren't able to do more in this edition of the magazine because of the deadline.

I'll see you and our trademark gold and black on the campaign trail. God bless and stay safe.



Harold A. Schaitberger

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Delegates' Guide to the IAFF 2012 Convention

As this issue goes to press, the entire staff at the IAFF is busy preparing for our 51st Convention in July. The amount of work that goes into organizing the Convention and the time that is required to address the thousands of details that make this event run as smoothly as possible is amazing.

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

It is important to remember that pursuant to the IAFF's Constitution and By-Laws, all affiliates must be current in their per capita and EDF payments in order to be seated at Convention. If you have any question as to whether or not your local is in compliance with this requirement, email gst@iaff.org or call (202) 824-1521.

It is also a requirement of the IAFF Constitution that all delegates and alternates pick up their Convention badges before 5:00 p.m. on Monday, July 23 in order to be seated at Convention. If for any reason your delegation is unable to meet this deadline, you must contact your District Vice President.

Our Convention theme — “Fighting Back for a Stronger Union” — is appropriate when we look at the attacks our locals are facing throughout North America. We all need to stand together to fight back and stay strong.

As we prepare for Convention, we have included in this issue of *International Fire Fighter* all the resolutions that will be put before delegates. It is important for all delegates to be familiar with the resolutions, and to understand the rationale behind the resolutions.

The IAFF Executive Board has approved all the Executive Board resolutions that will be under discussion. These resolutions are

intended to make sure that your IAFF is appropriately resourced to meet your needs. You expect your communities to provide you with what is necessary so you can do your jobs safely and effectively. When we gather at the IAFF 51st Convention, delegates will be faced with decisions to do the same for the IAFF so we can continue to meet your needs. We need to be resourced to fight back for you and all of our members.

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

Rest assured, your Executive Board will never ask you to approve a per capita payment that isn't vitally important to the mission to protect you. We know this is no time for luxuries, and the per capita resolutions that you read in this issue of the magazine (which are also available online at www.iaffconvention2012.com are considered crucial by your Executive Board to our mission to serve you. This edition also includes a complete “Delegates' Guide to the IAFF 2012 Convention” that provides full details on all Convention business, activities and events.

Brothers and sisters, I can't wait for our 51st Convention in the historic city of Philadelphia. I know Philadelphia Local 22 is working just as hard as we are at the IAFF to prepare for you, and I can't wait to get there, get down to work — and maybe have a little fun.

I'll see you in Philadelphia!

Thomas H. Miller



Thomas H. Miller

“Our Convention theme — “Fighting Back for a Stronger Union” — is appropriate when we look at the attacks our locals are facing throughout North America. We all need to stand together to fight back and stay strong.”

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Your Condolences Appreciated

Dear President Schaitberger:
 On behalf of our Executive Board, our members and the families, I wish to convey our sincere thank you for your kind expression of sympathy, condolences and support during our recent tragic loss of Lt. Robert Neary and fire fighter Daniel Sweeney.
 We at Local 22 are humbled by the outpouring of kindness, prayers and empathy we received from all, and although it's going to take a long time for us to heal, we know that in our profession and in our brother/sisterhood we will always be there for each other. To this date, we are still receiving letters of condolence from IAFF unions across the U.S. and Canada, and this show of unity is second to none.

Again, thank you for your support and camaraderie that we share. Local 22 is very proud to be a part of the IAFF and what it stands for — saving and protecting lives and property.
 God bless all of its members and be safe out there.

Bill Gault
 President, Local 22
 Philadelphia Firefighters and Paramedics Union

Success With Your Help

Dear President Schaitberger:
 On behalf of Woodinville, WA Local 2950, [thank you] and the rest of the staff at the IAFF for everything you are doing to support locals throughout this great union and labor as a whole. The assistance given to Local 2950 is an enormous boost of morale for my local in our continued efforts moving forward.
 We have seen additional success on our own political front when a staunch opponent of labor resigned his post as fire commissioner on April 2. With his resignation, on May 7 the remaining commissioners moved to remove two exempt

personnel, including an anti-labor deputy fire chief, and have chosen to support a direction of regionalization, a direction we have been working towards on the local level as well.

The steadfast commitment and focus of my local is a direct example of the leadership of our 7th District Vice President Ricky Walsh and the values held by the IAFF that have served my local well as evidenced by our successes over these last several months. Local 2950 has shown the resilience displayed by our General President and the IAFF as a whole when facing similar attacks across the Nation.

General President Schaitberger has given us all hope that our great union can and will make a difference in our local, regional and national future as we work towards job stability, not just

here in Woodinville Washington, but across the nation for all members of the IAFF.

Fraternally,
Tony Woods
 Local 2950 President
 Woodinville Fire

Give PEP an A+

Dear President Schaitberger:
 The Atlantic Provinces Professional Fire Fighters Association (APPFFA) 2012 Educational Seminar has concluded, and I will say the entire APPFFA delegation was more than impressed with the new level of education we received through the Partnership Education Program (PEP).

All four sessions were very well received and thought

provoking. Mark McKinnon (Toronto Local 3888) and Dan Endicott (Lima, OH Local 334) are exceptional instructors and brought their own experiences while delivering the sessions, which really struck a chord.

Along with Mark and Dan, I must thank you and [IAFF Director of Education] Kevin Rader for your assistance in bringing the PEP program to the affiliates of the APPFFA.

We are in the process of planning our convention in 2013, and certainly hope to use the PEP program again.

Thank you so much!

Sincerely,
J. Doug LeBlanc
 President
 APPFFA

First Contract Realized

Dear President Schaitberger:
 I personally want to thank you for all of the belief, hope and gracious support you have given the Professional Emergency Medical Services Association (PEMSA) of New Jersey Local 4610 as we worked towards our first contract.

Without the Professional Firefighters of New Jersey's (PFANJ) [the late] Tom Canzanella, Ray Heineman, Don Marino, Keith Kemmery, Jack Doll, Bobby Hilliard (Brockton, MA Local 144), Jason Payne (United Emergency Medical Professionals of Arizona Local I-60), Dr. Lori Moore-Merrell and the amazing staff in Washington, this accomplishment would never have become a reality.

Local 4610 ratified its first labor contract. I received many phone calls to let me know that our dream of protecting the largest grouping of EMS workers in New Jersey, was on its way.

After successfully serving as

the "Norma Rae" with [Canzanella], the interim president, vice president and secretary of this unbelievable project, I have since relocated to Florida. I have become acquainted with Orange County Local 2057, and am rehabilitating myself as the Quality Assurance (QA) and EMS Training Coordinator for Orange County Fire Rescue.

Although Local 4610 is in its infancy — and will have many growing pains — I am happy knowing [the members] are in capable hands. Unfortunately, this sense of entitlement and the thought process of "it's just a job and not a profession" seems to be rampant throughout public safety areas of the labor force. The members who complained the hardest had put no effort forth in paying dues, committee membership activity or contract negotiations, let alone the meetings that were held regularly.

Thirty years ago, the membership engaged with a company that no longer exists, and believed they would

always be protected. As overtime, [vacation pay and other benefits] were taken from them, they still believed in the good graces of a company that was not taking care of them. Because they did not step up to the plate to protect themselves, they are 30 years behind in labor protection. The positive aspect is that they now have the IAFF and PFANJ to guide them forward.

[I] promised ... we would not quit, and these pre-hospital providers would be protected. PEMSAs documented 56,000 hours to build this IAFF union, all without pay, but you had our backs. From the bottom of my heart, I need you to understand that without your pride, political backing and commitment to this profession, America would not have the quality of professionals it has, if not for the IAFF.

Sherrie LaBarre
 Orange County Fire and Rescue EMS Division
 QA Coordinator

IAFF Locals Raise \$1.2 Million for MDC in 2011-2012

When it comes to supporting their favourite charity, Canada's IAFF members have 1.2 million reasons to be proud.

IAFF affiliates in Canada raised \$1.2 million for Muscular Dystrophy Canada (MDC) between April 2011 and March 2012 through boot drives, car washes, golf tournaments, rooftop campouts and other fundraisers. Close to one-third of the money raised by IAFF locals for MDC came from rooftop campouts, a unique fundraising idea that's catching on quickly in Canada.

The rooftop campouts are held in winter and feature fire fighters camped out on the rooftops of city firehalls for three- or four-day periods. Media attention spurs community donations, and money is also collected at roadside tolls adjacent to campout locations. In some cases, fire fighters collect donations by lowering a boot to ground level by rope. The campouts, which also raise awareness about neuromuscular disorders, often feature visits from politicians and other public figures.

Eight Alberta affiliates — Edmonton Local 209, Fort McMurray Local 2494, Grande Prairie Local 2770, Spruce Grove Local 3021, Leduc Local 4739, Medicine Hat Local 263, St. Albert Local 2130 and Strathcona County Local 2461 — were joined by Winnipeg, MB Local 867, Prince George, BC Local 1372, Brampton, ON Local 1068 and London, ON Local 142 for the fundraiser, which was pioneered by the Edmonton local in 2005.

The rooftop campouts alone raised \$324,263 for Muscular Dystrophy Canada, and the \$1.2 million total was raised through fundraising activities conducted by a total of 96 Canadian IAFF locals. Edmonton Local 209, which raised \$69,340 from its campout and another \$51,242 through other initiatives, was the single largest fundraising local for MDC in 2011-2012, followed by London Local 142 at \$60,407 and Barrie, ON Local 1753 at \$52,886.

For more information about MDC, including more information about the rooftop campouts and other fire fighter fundraising, visit www.muscle.ca. ■



Canada's IAFF members camp out on top of firehouses to raise money and awareness for Muscular Dystrophy Canada.



Oklahoma Fire Fighters Rally to Help IAFF Local Post-Tornado

More than 100 tornadoes tore through the Great Plains area over the weekend of April 14. With a death toll of six, Woodward, Oklahoma, was one the hardest hit areas. The town, which has a professional fire department with members of Woodward Local 2560, is also fairly isolated.

"The closest professional department is 80 miles away," says Woodward, OK Local 2560 President Rodney Ogden. "We are used to handling all emergencies big or small ourselves. That's why we have been so overwhelmed by the outpouring of support."



IAFF locals from as far as 120 miles away were quick to help Woodward Local 2560 following a weekend of tornadoes.

Professional fire fighters, including members from Guyman Local 4256 (120 miles away) and Weatherford Local 4236 (90 miles away) arrived just hours after the storm hit with rescue apparatus.

"I'm not sure how they were dispatched, but they were ready to help as soon as they got here," says Ogden. "There were so many fire fighters and concerned citizens at our command posts, we had to start turning away anyone who was not wearing turnout gear."

The National Weather Service rated the tornado that struck Woodward as an F-3 storm that generated speeds of 136 to 165 miles per hour. Unfortunately, many in the town of 12,000 did not know the tornado was coming; storm sirens had been disabled by lightning.

This tornado hit just after an ominous anniversary. In April 1947, an F-5 tornado with sustained winds of 261-318 miles per hour hit Woodward, killing 116 people. It was the deadliest tornado in Oklahoma history. ■

Effort to Help New Mexico Fire Fighter Goes Nationwide

The five members of Albuquerque, NM Local 244 who were one number shy of winning the \$640 million Mega Millions jackpot are putting the \$10,000 they did win toward a fund to help fellow member Vincent Cordova, who was recently diagnosed with a very rare, but serious type of brain tumor.

“Since the news of their donation went nationwide, we have gotten an incredible influx of donations to our Firefighter Survivors Fund,” says Local 244 President Diego Arencón. “It means a lot to know that people will gather what they can and contribute to our brother. I can’t tell you how proud we are.”

The fund was created to help Cordova offset any expenses not covered by his health insurance. The local plans to keep the fund open to help when other fire



A flood of donations help Local 244 fire fighter Vincent Cordova recover from a rare type of brain tumor.

fighters need similar assistance in the future.

Vincent Cordova, 24, developed a tumor condition called Jugular Foramen Schwannoma. Causing a real threat to his future health, his doctors recommended that he undergo a three-day surgery to remove it. He has since had the procedure and is slowly recovering. ■

Warren, OH Local 204 President Killed in Motorcycle Accident

The IAFF is saddened to report the untimely passing of Warren, OH Local 204 President Marc Titus. Titus was killed in a motorcycle accident June 7.

“I met Marc during our successful campaign to repeal Senate Bill 5 in Ohio. He was a true trade unionist and a fire fighter who wanted to do more to help Ohio fire fighters,” says IAFF General President Harold Schaitberger. “My thoughts and prayers are with his family, his members in Warren and his brothers and sisters throughout Ohio. Our brother will be missed.”

Not only was he a leader in the campaign to defeat SB 5, state legislation that would have sharply curbed fire fighters’ ability to collectively bargain, but he was a well-respected fire fighter and protector of Local 204 benefits and job safety.

Titus began his career of service in the United States Marine Corps in 1987 where he served as a chemical and warfare specialist for four years.

Upon leaving the service in 1991, he became a fire fighter for the Warren Fire Department. “Marc was the kind of fire fighter you wanted to have your back on the fire ground,” says Local 204 Secretary-Treasurer Ken Horm.

In fact, the City of Warren has given him five citations for heroism. Titus has also received the Governor’s Medal for Heroism.

In 2000, he was elected to the Local 204 executive board as vice president. He held that position until he became local president in 2003. As president, he worked hard on behalf of his members to keep minimum staffing and to keep fire stations open during budget cuts.

Titus is survived by his three daughters, Lindsey, Julia and Jennifer. ■



Florida IAFF Leader Honored for Dedication to Labor and Employment Law

IAFF leader Charles Kossuth Jr. has been posthumously inducted into the inaugural class of the Hall of Fame of the Labor and Employment Law Section of the Florida Bar. The retired member of Metropolitan Dade County Local 1403 was given the honor in recognition of his contributions to public sector labor law throughout the state of Florida.

Kossuth’s contributions to the labor movement and labor law are legendary, especially in the IAFF 12th District. “There is not a fire fighter in Florida who has not benefited from his work,” says IAFF 12th District Vice President Larry Osborne. “His place in this Hall of Fame is well deserved.”

Kossuth became a Dade County fire fighter in 1959 and became Local 1403 president two years later. One of his first acts as president was to negotiate one of the first public employee collective bargaining agreements in Florida.

In 1970, Kossuth became a full-time IAFF staff representative and assisted IAFF locals in negotiations, grievances, mediations, arbitrations, lobbying, education and organizing. “But he didn’t just step in and do

these things for us,” says Osborne. “He taught us how to do the work. I remember he was a stickler for facts and information.”

Kossuth later moved on to be vice president of the Florida Professional Firefighters. During his tenure, his talent for lobbying Florida and U.S. decision makers became obvious.

In 2001, Florida Governor Jeb Bush appointed Kossuth as a commissioner of the Florida Public Employees Relations Commission (PERC), and he served for eight years. Long-time PERC General Counsel Steve Meck has said that Kossuth “demonstrated outstanding scholarship in labor relations law.” He wrote outstanding briefs, and his opinions have been cited by Florida’s Supreme Court.

And it was his service with PERC that earned him a place in the Labor and Employment Section of the Florida Bar’s Hall of Fame. He is the first person who was not an attorney to be nominated.

Now that Kossuth is a member of this Hall of Fame, an annual scholarship will be awarded in his name at a Florida law school. ■

IAFF Affiliates Hold Successful Fire Ops

MEMPHIS LOCAL 1784

Memphis, TN Local 1784 hosted its second Fire Ops 101 at the Chester Anderson Training Center. Eighteen participated, including Memphis City Councilors, Shelby County Commissioners, the Shelby County District Attorney, state representatives, a state senator, members of the media, community activists and business leaders. Local 1784 Legislative Chair Brian Holb, who helped organize the event, says, "This really generated a lot of good feedback because participants were able to see just how many people are needed to respond to an emergency." ■



PHOTO BY LOCAL 1619 MEMBER STEVE TABAK

PRINCE GEORGE'S COUNTY LOCAL 1619

Prince George's County, MD Local 1619 held its 2012 Fire Ops 101 event May 5. Guests included Maryland Governor Martin O'Malley, County Executive Rushern Baker, County Executive Ken Ulman, States Attorney Angela Alsobrooks, Delegate Justin Ross, Delegate Geraldine Valentino-Smith, and several County government department heads and members of the media. From left: Howard County Executive Ken Ulman, Prince George's County, MD Local 1619 President Andrew Pantelis, Prince George's County Executive Rushern Baker and Prince George's County Deputy Chief Ben Barksdale. ■

PROVIDENCE LOCAL 799

Providence, RI Local 799 held its inaugural Fire Ops 101 for 16 reporters, bloggers and elected leaders. Participants included Providence Mayor Angel Taveras, Public Safety Commissioner Steven Pare and candidate for U.S. Congress Anthony Gemma. The fire fighters for the day practiced rescue techniques, vehicle extrication, roof ventilation and a live burn. Mayor Taveras said he had no idea how tough a rescue can be. "I couldn't do it alone, that's for sure, and even doing it with two people, it's hard." Commissioner Steven Pare emerged from a smoking building barely able to catch his breath. Both say they have a new appreciation for what fire fighters do. Pictured: Providence Local 799 President Paul Doughty prepares Mayor Taveras before entering a smoke-filled building and conducting a rescue. ■



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FIGHTING
BACK FOR A
STRONGER
UNI  N



FIFTY-FIRST
CONVENTION



PHILADELPHIA
JULY 23, 2012

DELEGATES' GUIDE

IAFF 51ST CONVENTION

FIGHTING BACK FOR A STRONGER UNION

Dear Delegates,

Hundreds of IAFF delegates from across North America will all come together in less than 30 days for the 51st Convention of the International Association of Fire Fighters in Philadelphia. We must be mindful and focused as we make the decisions that will chart the course of the next two years and beyond as many of our affiliates are or will soon be engaged in defending themselves from anti-union attacks. To reflect the current climate, this year's theme is "IAFF: Fighting Back for a Stronger Union."



We also extend our deepest appreciation and gratitude to our host, Philadelphia Fire Fighters & Paramedics Union Local 22 for its hospitality and countless hours of work helping us prepare for and make our time in Philadelphia memorable.

This union and its affiliates have been engaged in a ruthless battle against extremist politicians intent on attacking member fire fighters and other public employees. We have fought back, and are emerging from the battlefield with a few defeats and some critical victories. And we are smarter, stronger and better prepared for what lies ahead.

Together, we will make decisions that will keep us united and strong as we turn toward what promises to be a bright future for American and Canadian members alike. Nothing is more important than carrying on our noble cause: ensuring our members throughout the United States and Canada can continue to protect their communities safely as they work in the greatest job in the world.

Sincerely and Fraternally,

Harold A. Schaitberger
General President

Thomas H. Miller
General Secretary Treasurer



WELCOME TO THE IAFF 51ST CONVENTION

On behalf of the Philadelphia Fire Fighters & Paramedics Union Local 22, I want to thank and welcome all IAFF delegates participating in the IAFF 51st Convention in Philadelphia. It has been 86 years since Local 22 has hosted the IAFF Convention. So long in fact, that Prohibition was in effect.

We are proud of the fact that Philadelphia, the Birthplace of Liberty and the City of Firsts, is the home of The Union Fire Company founded by Benjamin Franklin. The City of Brotherly Love is also the first municipality to buy a fire engine for public use way back in 1719.

We look forward to making your stay a memorable one, and hope that you enjoy our beautiful City and friendly citizens.

The IAFF Convention includes many opportunities to meet your fellow union members from across North America. Don't miss the Delegates Welcome Reception hosted by Local 22 at the National Constitution Center on Sunday night, July 22 or the Local 22 Sugarhouse Casino Night on Monday, July 23. In addition, to these and other Convention events, our Local 22 union hall is available for your use all week.

Again, we are looking forward to seeing you in Philadelphia in July. Be safe and have a great trip.

Bill Gault
President
Philadelphia Local 22

CONVENTION HIGHLIGHTS

IAFF 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 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.

The 2012 Local Leadership Award winners will be recognized and honored at the IAFF Convention by General President Harold Schaitberger.

PHILADELPHIA LOCAL 22 HOSPITALITY

Philadelphia Fire Fighters & Paramedics Union Local 22, the Convention host local, has several events planned for delegates throughout the Convention week.



On Sunday, July 22, Local 22 will hold a **golf outing** at the Pennsauken Country Club in Pennsauken, New Jersey. Bus transportation from the Sheraton Hotel will be provided to the tournament, which will begin at 9:00 a.m. The cost is \$120 per player and includes golf, cart, snacks, post-outing lunch, commemorative shirt and roundtrip bus transportation. For more information, call Jerry Kots at (215) 440-4430 or (267) 549-6326.

Local 22 will also host the **Delegates Welcome Reception** on Sunday night, July 22, at the National Constitution Center just two blocks from Independence Hall. Shuttle buses will be available from the Convention hotels to the National Constitution Center.

Delegates are also invited to a **Fire Fighters Casino Night** on Monday, July 23, beginning at 5:00 p.m. at the Sugar House Casino, which features live music, food and drinks. Free shuttles will be available from the Convention hotels.

Local 22 and the Burn Foundation, a Philadelphia-based non-profit that helps burn survivors and their families, will **raffle box seats to see the Philadelphia Phillies play the Milwaukee Brewers at 1:05 p.m., on Wednesday July 25**. All proceeds benefit the Burn Foundation. To purchase raffle tickets prior to

Convention, call the Burn Foundation at (215) 545-3816. Tickets can also be purchased onsite at the Convention. The drawing will take place on Tuesday, July 24 at noon.

RECEIVE TEXT ALERTS AT CONVENTION

Registered Convention delegates who included mobile numbers and service carriers with their Convention credentials will receive up-to-the-minute messages related to Convention business, events and activities. Delegates can also opt-in at the Convention registration desk.

CONVENTION COVERAGE

The IAFF publishes a daily Convention Delegate newsletter that summarizes the previous day's business session and includes information on other Convention news, activities and events.



In addition, Convention reporting will be posted online on the Convention web site, along with photos and videos.

Highlights from the Convention will also be shared through Facebook, Twitter and other social media.

THINGS TO DO IN THE CITY OF BROTHERLY LOVE

Philadelphia is known for its world class attractions, history, culture, dining and shopping destinations.

Within walking distance of Independence Hall — where the Declaration of Independence was adopted in 1776 — history enthusiasts can visit the Liberty Bell, used to summon citizens to hear the first public reading of the Declaration of Independence by Colonel John Nixon.



Looking for the City's best cheesesteak? Try Geno's or Pat's — both offer nearly identical sandwiches made with rib-eye steak, melted cheese and grilled onions on an Italian loaf. And of course, it's baseball season. Delegates can catch the Philadelphia Phillies at Citizens Bank Park. The Phillies will have home games against the San Francisco Giants and the Milwaukee Brewers during Convention week.

For more information on things to do in Philadelphia, visit the Philadelphia Convention and Visitors Bureau web site at www.philadelphiausa.travel/explore.

SCHEDULE AT-A-GLANCE

SATURDAY, JULY 21

12:00-5:00 p.m.
Delegate Registration
(PACC Broad Street Atrium)

12:00-5:00 p.m.
Credentials Office Open
(PACC 126B)

SUNDAY, JULY 22

8:00 a.m.-5:00 p.m.
Credentials Office Open
(PACC 126B)

9:00 a.m.
Local 22 Golf Tournament
Pennsauken Country Club
3800 Haddonfield Road
Pennsauken, NJ

9:00 a.m.-5:00 p.m.
Exhibition Open
(PACC Hall G)

10:00 a.m.-5:00 p.m.
Delegate Registration
(PACC Broad Street Atrium)



7:00-9:00 p.m.
Delegates Welcome Reception
Hosted by Local 22
National Constitution Center
525 Arch Street, Philadelphia

MONDAY, JULY 23

6:00-7:00 a.m.
Group Exercise Class (Sheraton Hotel - Freedom Ballroom G/H)
Functional Performance, Strength and Flexibility

6:30-7:30 a.m.
Friends of Bill
(Sheraton Hotel - Logans 1)

7:30 a.m.-6:00 p.m.
Exhibition Open (PACC Hall G)
(closed 8:30-11:00 a.m. for Opening Ceremony)

8:00 a.m.-5:00 p.m.
Credentials Office Open
(PACC 126B)

8:00 a.m.-5:00 p.m.
Delegate Registration
(PACC Broad Street Atrium)



9:00-11:00 a.m.
Opening Ceremony
(PACC Terrace Ballroom - 400 Level)

2:00-4:30 p.m.
General Business Session
(PACC Terrace Ballroom - 400 Level)

5:00-10:00 p.m.
Local 22 Fire Fighter Casino Night
Sugarhouse Casino

TUESDAY, JULY 24

6:00-7:00 a.m.
Group Exercise Classes (Sheraton Hotel - Freedom Ballroom G/H)
Functional Performance, Strength and Flexibility

6:30-7:30 a.m.
Friends of Bill
(Sheraton Hotel - Logans 1)

7:30 a.m.-3:30 p.m.
Exhibition Open (PACC Hall G)

8:00 a.m.-5:00 p.m.
Credentials Office Open
(PACC 126B)

8:30 a.m.-1:30 p.m.
General Business Session
(PACC Terrace Ballroom - 400 Level)

2:30-3:30 p.m.
Group Exercise Class (Sheraton Hotel - Freedom Ballroom G/H)
Functional Performance, Strength and Flexibility



6:00-8:00 p.m.
FIREPAC Leadership Trust Reception
(Sheraton Hotel - Liberty Ballroom)
(by invitation only)

WEDNESDAY, JULY 25

6:00-7:00 a.m.
Group Exercise Class (Sheraton Hotel - Freedom Ballroom G/H)
Functional Performance, Strength and Flexibility

6:30-7:30 a.m.
Friends of Bill
(Sheraton Hotel - Logans 1)

7:30 a.m.-2:30 p.m.
Exhibition Open (PACC Hall G)

8:00 a.m.-5:00 p.m.
Credentials Office Open
(PACC 126B)

8:30 a.m.-1:30 p.m.
General Business Session
(PACC Terrace Ballroom - 400 Level)

Nominations of General President General Secretary-Treasurer and Trustees
(PACC Terrace Ballroom 4th Floor)

Nomination of District Vice Presidents*
(District Caucus Rooms in PACC)

*Immediately following Principal Officer Nominations

2:30-3:30 p.m.
Group Exercise Class (Sheraton Hotel - Freedom Ballroom G/H)
Functional Performance, Strength and Flexibility



THURSDAY, JULY 26

6:30-7:30 a.m.
Friends of Bill
(Sheraton Hotel - Logans 1)

7:00-10:30 a.m.
Elections (PACC Room 119 B)

8:00 a.m.-5:00 p.m.
Credentials Office Open
(PACC 126B)

8:30 a.m.-12:30 p.m.
General Business Session
(PACC Terrace Ballroom - 400 Level)



6:00-8:00 p.m.
General President's Reception (PACC Terrace Ballroom - 400 Level)

8:00-10:30 p.m.
General President's Concert
(PACC Terrace Ballroom - 400 Level)

8:00-9:00 p.m.
Bruce in the USA

9:00-10:30 p.m.
World Class Rockers

FRIDAY, JULY 27

8:30 a.m.-adjourn
General Business Session
(PACC Terrace Ballroom - 400 Level)
(if needed)

CONVENTION EVENTS AND ACTIVITIES

OPENING CEREMONY

The IAFF Convention kicks off July 23 with an Opening Ceremony at the Pennsylvania Convention Center.

Per tradition, the Opening Ceremony will include the presentation of colors, performances of both national anthems and a tribute to IAFF fallen fire fighters. In addition, the program features a special segment on the IAFF Fighting Back campaign efforts to squash anti-labor, anti-worker attacks across North America.



The Ceremony will conclude with the **State-of-the-Union Address** from IAFF General President Harold Schaitberger.

FIREPAC RECEPTION

The annual **FIREPAC Reception** honoring all FIREPAC Chairman's Council and Leadership Trust members is scheduled for Tuesday, July 24.

The FIREPAC Reception is open to all FIREPAC donors who are current Chairman's Council and Leadership Trust members and their guest. Attire for the FIREPAC Reception is business casual.

Chairman's Council or Leadership Trust members must have made a minimum contribution of \$750 or \$500, respectively, in calendar year 2012. This also includes members who are at the Chairman's Council or Leadership Trust levels through participation in FIREPAC Check-Off or FIREPAC recurring online contribution programs.

Tickets for the reception are available at the FIREPAC booth at the Pennsylvania Convention Center. FIREPAC will also accept donations at Convention and at the door.

DAILY FITNESS CLASSES

Test Your Physical and Mental Toughness!

Join Instructor Bill Bussing, an IAFF/IAFC/ACE Peer Fitness Trainer and member of Prince George's County, MD Local 1619, for daily fitness classes focusing on functional performance, muscular endurance and flexibility.



GENERAL PRESIDENT SCHAITBERGER'S RECEPTION AND CONCERT

Concluding a week of important union business, IAFF General President Harold Schaitberger will host a **Reception and Concert** on Thursday, July 26 beginning at 6:00 p.m.

The reception, from 6:00-8:00 p.m., includes food and drinks. Musical performances begin at 8:00 p.m. featuring **Bruce in the USA** – a Bruce Springsteen tribute band – and the **World Class Rockers (WCR)**.

BRUCE IN THE USA

Bruce in the USA performances include many of Bruce Springsteen and the E Street Band's biggest hits. Back by popular demand, the **World Class Rockers** – comprised of former members of Journey, Steppenwolf, Santana and Lynyrd Skynyrd – will play hits from those bands and more.

Delegates will each receive two tickets to the Reception and Concert. Additional tickets can be purchased for \$100 onsite at Convention.



These one-hour workouts include warm up, pre-movement stretches, core strength and flexibility exercises and muscular endurance drills.



Anyone can participate and have fun while testing your physical and mental toughness.

CONVENTION EXHIBIT HALL

The Convention Exhibit Hall offers a unique opportunity for delegates to find information and assistance from the IAFF, as well as from the more than 50 exhibitors offering fire service-related education, benefits and products. The Exhibit Hall is open Sunday-Wednesday.

IAFF BOOTHS:

- Alumni
- Canadian Operations
- Communications and Media
- Development
- Education and HazMat/WMD Training
- Fire and EMS, Labor Issues and Collective Bargaining
- Health and Safety
- Human Relations
- IAFF Charitable Foundation
- IAFF Financial Corporation
- IAFF Legal Counsel
- Membership
- Political Action and Governmental Affairs

IAFF 2012 CONVENTION EXHIBITORS

- AFL-CIO Housing Investment Trust
- AFL-CIO Investment Trust Corporation
- Anthem Blue Cross and Blue Shield
- Auxiliary to the IAFF (AIAFF)
- Blauer Manufacturing Company
- Brattleboro Retreat
- Columbia Southern University
- FEMA/Assistance to Firefighters Grant Program
- Financial Innovations, Inc.
- Fire-Dex
- Firefighter Cancer Support Network
- Firefighters Coats for Kids — Operation Warm
- Firefighters Store
- GLOBE Manufacturing
- Honeywell First Responder Products
- Hyperkinetics Corporation
- IFSTA / Fire Protection Publications
- Image Pointe
- International Code Council
- Kaplan Fire & EMS Training
- Liberty Art Works, Inc.
- LION
- Marvel Group ®
- Masimo Corporation
- Mine Safety Appliances Company (MSA)
- Mirmont Treatment Center
- Muscular Dystrophy Association
- National Fire Protection Association (NFPA)
- National Institute for Occupational Safety and Health (NIOSH)
- Oregon State Fire Fighters Council
- PBI Performance Products, Inc.
- Penn Foster Schools
- Plymovent
- Priority Dispatch Corporation
- Pro-Calendar
- Professional Health Services, Inc.
- ProFireFighter.com
- Scott Safety
- Sunbelt Graphics
- Susan G. Komen for the Cure®
- TenCate Protective Fabrics
- UnionCentrics
- Union Privilege
- UnitedHealthcare
- W.L. Gore & Associates



For more information on the IAFF 51st Convention, visit www.iaffconvention2012.com

Convention Resolutions

RESOLUTION NO. 1

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

RE: BUDGET ADJUSTMENT FOR INFLATION

1 WHEREAS, after analyzing the present
2 operations and IAFF budget; and
3 WHEREAS, it has been established that
4 approximately 100% of the IAFF budget is subject
5 to
6 inflation; and
7 WHEREAS, the 40th Biennial Convention in
8 St. Louis, in 1990, established the measuring
9 period
10 for a Consumer Price Index (CPI) increase from
11 April 1 through March 31, as issued by the
12 Department of Labor; and
13 WHEREAS, the CPI for this period, April 1, 2011
14 through March 31, 2012, was 2.9 percent (2.9%);
15 therefore be it
16 RESOLVED, That the new total per capita tax at
17 the conclusion of the 2012 Convention be
18 increased
19 thirty-five cents (\$.35) per active member and
20 eighteen cents (\$.18) per active-retired member,
21 and
22 that this inflation increase shall become effective
23 on
24 September 1, 2012 for FY 2012/2013; and be it
25 further
26 RESOLVED, That the per capita tax be adjusted
27 for FY 2013/2014 based on the U. S. National
28 Consumer Price Index (CPI) as issued by the
29 Department of Labor measured from April 1,
30 2012
31 through March 31, 2013, but in no instance will it
32 exceed 3.5 percent (3.5%) per active member and
33 active-retired member, and that this increase shall
34 become effective on September 1, 2013; and be it
35 further
36 RESOLVED, That the International Constitution
37 & By-Laws be changed in the appropriate Articles
38 and Sections to reflect this adjustment.

Submitted by: IAFF Executive Board
Cost Estimate: 35 cents per active member and 18 cents per active-retired member on September 1, 2012, and in the second year beginning September 1, 2013, the cost will be adjusted by the 2012/2013 CPI, but not to exceed 3.5 percent (3.5%).

**COMMITTEE RECOMMENDATION:
CONVENTION ACTION:**

RESOLUTION NO. 2

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

**RE: TO ENSURE THE IAFF KEEPS UP WITH
CHANGING TECHNOLOGY FOR
COMMUNICATIONS BY AMENDING ARTICLE
IX OF THE IAFF CONSTITUTION –
PUBLICATION OF THE
INTERNATIONAL FIRE FIGHTER**

1 WHEREAS, Article IX of the IAFF Constitution
2 states that the IAFF's official publication,
3 *International Fire Fighter*, "will be published
4 bimonthly under the direction and supervision of
5 the
6 General President in accordance with policies
7 approved by the Executive Board," and
8 WHEREAS, the IAFF has continued to utilize the
9 *International Fire Fighter* effectively, with the latest

9 internal IAFF poll showing that fully 81 percent of
10 members read the publication "frequently" or
11 "sometimes;" and
12 WHEREAS, communication technology is
13 changing so rapidly, the demand for information is
14 now immediate and through a number of new and
15 different medium, and these demands continue to
16 evolve at an incredible pace; and
17 WHEREAS, it is critical that the IAFF continue to
18 be able to re-evaluate and take advantage of the
19 best
20 use of its resources, both in terms of financial
21 commitment to different methods of
22 communication
23 and staff time, for communicating with leadership
24 and membership as technology moves forward;
25 therefore be it
26 RESOLVED, That the word "bimonthly" in
27 Article IX of the IAFF Constitution be deleted to
28 give the General President and Executive Board
29 flexibility in adapting IAFF resources to leverage
30 the
31 latest technology; and be it further
32 RESOLVED, That if the schedule of the
33 publication is adjusted by the General President,
34 under the direction of the Executive Board, the
35 savings that result will be re-invested to enhance
36 the
37 technology, video, Internet and social media
38 communication services that the IAFF is able to
39 provide to affiliates.

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

RESOLUTION NO. 3

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

**RE: AMENDING TRIAL BOARD PROCEDURES
TO PROVIDE FOR TRIAL BOARD PANELS**

1 WHEREAS, the IAFF's internal union
2 misconduct procedures call for the trying charges
3 among a member's peers in accordance with the
4 provisions of Articles XV through XVII; and
5 WHEREAS, current procedures call for an
6 appointing authority to submit seven (7) names,
7 to a charged party, who is asked to strike four (4)
8 of those names and who will be tried by the
9 remaining three (3); and
10 WHEREAS, the current procedures give an
11 unfair advantage to the accused party in the trial
12 board process; therefore be it
13 RESOLVED, That the sentences of Article XVII,
14 Section 1 (A) be amended to state as follows:
15 "The appointing officer shall submit names of
16 seven (7) members of the subordinate union
17 in good standing to the accused of which the
18 accused shall reject two (2) and the remaining
19 five (5) shall be submitted to the accuser of
20 which the accuser shall reject two (2) and the
21 remaining three (3) shall be appointed as the
22 trial board; provided, however, that if all
23 members of the subordinate union are either
24 directly or indirectly involved as parties,
25 witnesses, or otherwise, in the conduct giving
26 rise to the charges brought against the
27 accused, or, in the event the required number
28 of members of a local or other subordinate
29 union refuse to serve as members of a trial board,
30 in either of these events the Vice President of the

31 District in which the charges arose shall submit
32 the
33 names of seven (7) members in good standing of a
34 neighboring local union or neighboring local
35 unions within the District to the accused of which
36 the accused shall reject two (2) and the remaining
37 five (5) shall be submitted to the accuser of which
38 the accuser shall reject two (2) and the remaining
39 three (3) shall be appointed as the trial board;
40 provided, further, however, that the decision of the
41 trial board consisting of members of a
42 neighboring
43 local or neighboring locals shall be deemed to be
44 the decision of the local union in which the
45 charges
46 arose, the reasonable costs of which shall be borne
47 by such local union and the decision of the trial
48 board reported to such local union."

Submitted by: Local 1349, Mobile, AL
Cost Estimate: None
**COMMITTEE RECOMMENDATION:
CONVENTION ACTION:**

RESOLUTION NO. 4

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: TRIAL BOARD SELECTION**

1 WHEREAS, the International Association of Fire
2 Fighters (IAFF) has established a procedure in
3 Article XVII, Section A for conducting trials for
4 officers and members; and
5 WHEREAS, the auspices of this article require
6 that the trial board be conducted by members of
7 the accused subordinate local; and
8 WHEREAS, it is desirable to facilitate a fair and
9 impartial trial; and
10 WHEREAS, the only requirement for disavowing
11 members of the trial board is if they are directly or
12 indirectly involved as a party; therefore be it
13 RESOLVED, That trial boards be selected from
14 subordinate locals other than those where the
15 accused
16 party is a member.

Submitted by: Pennsylvania Professional Fire Fighters Association
Cost Estimate: None
**COMMITTEE RECOMMENDATION:
CONVENTION ACTION:**

RESOLUTION NO. 5

**COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: VOTING RIGHTS OF MEMBERS
SEPARATED FROM SERVICE**

1 WHEREAS, never before in the history of the
2 IAFF have so many members been placed on
3 laid-off
4 status by their employers; and
5 WHEREAS, many of these lay-off notices issued
6 by employers have violated language in existing
7 collective bargaining agreements; and
8 WHEREAS, many locals have challenged these
9 lay-offs through their grievance procedure or
10 through
11 other legal remedies; and
12 WHEREAS, decisions on these challenges often
13 take several months before a ruling is issued on
14 whether or not the lay-offs were done in a legal
15 manner; and

14 WHEREAS, current language in the IAFF
15 Constitution & By-Laws prohibits laid off
employees
16 from voting on collective bargaining agreements,
17 even if the local union wishes to permit them to;
18 and
19 WHEREAS, members who have been laid off
20 illegally should not be denied their ability to
21 participate in the process of voting on a proposed
22 collective bargaining agreement; therefore be it
23 RESOLVED, That Article III, Section 5,
24 paragraph two, of the IAFF Constitution &
By-Laws
25 be amended as follows:
26 Any active member in good standing who is
27 separated from employment due to a layoff
28 may continue to be carried as an active
29 member while remaining on a preferred
30 rehiring list.
31 Payment of such member's per capita shall be
32 waived and he/she shall enjoy all rights of
33 active membership except "that the right to
34 vote in the local union on collective bargaining
35 agreements shall be determined by each local
36 union on a case-by-case basis."

Submitted by: Michigan Professional Fire Fighters
Union

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 6
COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: MANDATORY FAIR SHARE FEE

1 WHEREAS, State and Provincial Fire Fighter
2 Associations are recognized affiliates of the IAFF;
3 and
4 WHEREAS, State and Provincial Associations are
5 responsible for legislative and lobbying efforts at the
6 State and Provincial level, and these efforts
7 indisputably impact and benefit every fire fighter in
8 each state and province; and
9 WHEREAS, the cost of these legislative and
10 lobbying efforts are currently being borne by only
11 the members of the State and Provincial Association;
and
12 WHEREAS, it is reasonable and appropriate that
13 all IAFF members who reside in each State or
14 Province should be required to pay their fair share
of
15 the costs incurred by the State or Provincial
16 Association for legislative and lobbying efforts as
17 well as other related matters; therefore be it
18 RESOLVED, That Article XIII, Section 23,
19 paragraph two, of the IAFF Constitution & By-Laws
20 be amended to read as follows:
21 All local unions of this International are urged
22 to affiliate with their respective state,
23 provincial or federal fire fighters associations.
24 "Any IAFF local that is not affiliated with the
25 IAFF recognized State or Provincial, or
26 Federal Fire Fighters Association in their
27 jurisdiction shall, as a condition of
28 membership in the IAFF, be required to pay a
29 fair share fee for each member of its local to
30 the appropriate State or Provincial Association.
31 The fair share fee shall be paid on a monthly
32 basis and shall be equivalent to the amount of
33 the current per capita charged to the members
34 of the State or Provincial Association."

Submitted by: Michigan Professional Fire Fighters
Union

Cost Estimate: None

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 7
COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: RESOLUTION TO HONOR AND ESTABLISH
KEVIN E. GALLAGHER
IAFF VICE PRESIDENT EMERITUS

1 WHEREAS, the members of the IAFF 1st District
2 consider Brother Kevin E. Gallagher as a dedicated
3 union leader; and
4 WHEREAS, Brother Kevin E. Gallagher has
5 served the fire service for over 35 years; and
6 WHEREAS, Brother Kevin E. Gallagher served
7 his local as a delegate, trustee, sergeant-at-arms and
8 president for nearly two decades; and
9 WHEREAS, Brother Kevin E. Gallagher served
10 as president of Local 94 from 1996 to 2002; and
11 WHEREAS, Brother Kevin E. Gallagher showed
12 his leadership and professionalism as the local
13 president both before and after the 2001 World
Trade
14 Center attacks; and
15 WHEREAS, Brother Kevin E. Gallagher
16 continued to support the members of his local, his
17 state and his district as IAFF 1st District Vice
18 President; and
19 WHEREAS, Brother Kevin E. Gallagher has
20 guided our district for the last 12 years with true
21 professionalism and concern for our members and
22 their families; and
23 WHEREAS, Brother Kevin E. Gallagher's service
24 to our district has gone far beyond what was
25 expected and his skills as a mentor has taught many
26 of our new local leaders the importance of hard
work
27 and dedication for their members; and
28 WHEREAS, Brother Kevin E. Gallagher has
29 proven over many years his true qualities of
30 professionalism, dedication and perseverance for
31 others while performing the responsibilities of a
great
32 union leader; therefore be it
33 RESOLVED, That the delegates to the 2012 IAFF
34 Convention assembled in Philadelphia,
Pennsylvania,
35 recognize the incredible service and lifelong
36 dedication of Brother Kevin E. Gallagher to the
37 members of his district as well as to all of the IAFF,
38 by bestowing on him the honor of the Office of
39 Vice President Emeritus.

Submitted by: New York State Professional Firefighters
Professional Firefighters Association of New Jersey

Cost Estimate: Minimal

COMMITTEE RECOMMENDATION:

CONVENTION ACTION:

RESOLUTION NO. 8
COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: RESOLUTION TO HONOR AND ESTABLISH
BRUCE A. CARPENTER
IAFF VICE PRESIDENT EMERITUS

1 WHEREAS, Bruce A. Carpenter joined the
2 St. Catharines Fire Department as a Probationary
Fire
3 Fighter on January 20, 1977 and retired from the
fire
4 service on January 31, 2012 having attained the
rank
5 of Captain; and
6 WHEREAS, Vice President Carpenter was
7 elected Vice President of the St. Catharines
8 Professional Fire Fighters Association Local 485 in
9 1982; and President of Local 485 in 1983 through
10 1991; and
11 WHEREAS, as President of Local 485 Vice
12 President Carpenter negotiated numerous
collective

13 agreements and represented the members of Local
14 485 at both interest and grievance arbitrations; and
15 WHEREAS, Vice President Carpenter was
16 elected Region #3 Director of the Provincial
17 Federation of Ontario Fire Fighters (PFOFF) from
18 1987 to 1989, Vice President of the PFOFF in 1990
19 and President of the PFOFF in 1991 a position he
20 held until 1997; and
21 WHEREAS, Vice President Carpenter has written
22 and presented briefs for interest arbitrations on
23 behalf of IAFF locals in Ontario; and
24 WHEREAS, Vice President Carpenter was
25 appointed by the IAFF General President to
represent
26 the 13th District on the 1990 and 1992 IAFF
27 Convention Policy Committee and on the 1994
and
28 1996 IAFF Convention Constitution & By-Laws
29 Committee; and
30 WHEREAS, under his leadership the PFOFF
31 expanded the provincial legislative and government
32 relations program and expanded the PFOFF
33 Legislative Conference at Queens Park in Toronto;
34 and
35 WHEREAS, during the time Vice President
36 Carpenter served as President of the PFOFF
37 organized labour in Province of Ontario including
38 professional fire fighters were confronted by the
39 Harris Conservative government, one of the most
40 anti-labour provincial governments in the history
of
41 that province; and
42 WHEREAS, in 1996 the Harris Conservative
43 government introduced "Bill 84 The Fire
Protection
44 and Prevention Act" with the sole objective of
45 dismantling the "Fire Departments Act" which had
46 progressively served Professional Fire Fighters in
47 Ontario for over 50 years, and replace it with Bill 84
48 which threatened to automatically exclude
designated
49 employees, allow part-time fire fighters and
50 drastically amend the successful arbitration
process
51 for professional fire fighters; and
52 WHEREAS, as President of the PFOFF Vice
53 President Carpenter co-chaired the "Don't Get
54 Burned by Bill 84 Campaign" which successfully
55 thwarted many of the proposed changes
introduced
56 by the "Fire Protection and Prevention Act;" and
57 WHEREAS, in 1997 Vice President Carpenter
58 helped to negotiate the merger of the Provincial
59 Federation of Ontario Fire Fighters (IAFF) and the
60 Ontario Professional Fire Fighters Association, and
61 co-chaired the Founding Convention of the newly
62 amalgamated Association of Professional Fire
63 Fighters in the Province of Ontario affiliated with
the
64 IAFF; and
65 WHEREAS, Vice President Carpenter was first
66 elected as the IAFF 13th District Vice President at
67 the 44th Biennial Convention held at Lake Buena
68 Vista, Florida in 1998; and
69 WHEREAS, Vice President Carpenter serves as
70 the Chair of the IAFF Executive Board
71 Communications and Public Relations Committee
72 which reviews and recommends to the IAFF
73 Executive Board issues dealing with use of the IAFF
74 logo and endorsement of the IAFF on various
75 matters; and
76 WHEREAS, Vice President Carpenter was
77 appointed by IAFF General President Schaitberger
as
78 the Vice-Chair of the "Secondary Employment
79 Committee" as per 2006 IAFF Convention
80 Resolution No. 9, this committee extensively
81 researched this contentious issue and created
82 Resolution No. 2 which was adopted by the
delegates

83 at the 2008 IAFF Convention and serves to this day
84 to clarify and strengthen Article XV, Section 3 of
the
85 IAFF Constitution & By-Laws as it relates to
86 secondary employment; and
87 WHEREAS, Vice President Carpenter has
88 attended as a Local, Provincial and International
89 delegate consecutive International Association of
90 Fire Fighters Conventions since 1982; and
91 WHEREAS, Vice President Bruce A. Carpenter
92 has served with distinction as a leader, friend and
93 mentor to a generation of fire fighters in Ontario
and
94 Manitoba, and has through his example,
consistently
95 and professionally displayed the best principles and
96 actions of a trade union leader; therefore be it
97 RESOLVED, That the delegates assembled for
98 the 51st Biennial Convention of the International
99 Association of Fire Fighters in Philadelphia, PA
100 recognize the incredible contribution that 13th
101 District Vice President Bruce A. Carpenter has
made
102 to the lives of our members and their families by
103 declaring on him District Vice President Emeritus
104 status of the International Association of Fire
105 Fighters

Submitted by: Local 485, St. Catharines, ON
Local 867, Winnipeg, MB
Local 142, London, ON
Local 3804, Innisfil, ON
Local 1552, Burlington, ON
Local 943, Kenora, ON
Local 481, Welland, ON
Local 499, Cambridge, ON
Local 288, Hamilton, ON
Local 465, Oshawa, ON
Local 791, Waterloo, ON
Local 1351, Elliott Lake, ON
Local 467, Guelph, ON
Local 460, Brantford, ON
Local 1328, Quinte West, ON
Local 3691, Georgina, ON
Local 534, Stratford, ON
Local 527, Sudbury, ON
Local 1753, Barrie, ON
Local 284, North Bay, ON
Local 2727, Markham, ON
Local 3805, Wasaga Beach, ON
Local 531, Owen Sound, ON
Local 455, Windsor, ON
Local 492, Sarnia, ON
Local 457, Kitchener, ON
Local 3888, Toronto, ON
Local 803, Brandon, MB
Local 162, Ottawa, ON
Local 1582, Oakville, ON
Local 3659, Ottawa Airport, ON
Local 3168, Milton, ON
Local 498, Kingston, ON
Local 1079, Portage-La-Prairie, MB
Local 4152, Whitchurch-Stouffville, ON
Local 529, Sault Ste. Marie, ON
Local 2036, Whitby, ON
Local 2511, Central York, ON
Local 1068, Brampton, ON
Local 528, Niagara Falls, ON
Local 1581 Midland, ON
Local 4382, Pearson Airport, ON
Local 477, Woodstock, ON
Local 1182, Thorold, ON
Local 169, Peterborough, ON
Local 4328, Orangeville, ON
Local 2200, Thompson, MB
Local F160, Pinawa, MB
Local 1632, Pickering, ON
Local 2307, Port Colborne, ON
Local 4679, Scugog, ON

Local 1732, Cobourg, ON
Local 1092, Ajax, ON
Local 1212, Mississauga, ON
Local 447, St. Thomas, ON
Local 1595, Vaughan, ON
Local 1957, Richmond Hill, ON
Local 4686, Caledon, ON
Local 1701, Kawartha Lakes, ON
Local 193, Thunder Bay, ON
Local 536, Brockville, ON
Local 486, Chatham-Kent, ON
Local 488, Pembroke, ON
Ontario Professional Firefighters
Association Executive Board

Cost Estimate: Minimal
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 9
COMMITTEE ASSIGNMENT:
CONSTITUTION & BY-LAWS
RE: RESOLUTION TO HONOR AND ESTABLISH
JAMES A. FENNEL
IAFF VICE PRESIDENT EMERITUS

1 WHEREAS, Fifteenth District Vice President
2 James Fennell began his fire fighting career with
3 the Saint John Fire Department in March of 1967,
4 retiring in 2001 with over thirty-four (34) years of
5 faithful service to the citizens of that great city; and
6 WHEREAS, Vice President Fennell has a long
7 history of service to the Saint John Fire Fighters
8 Association, Local 771, having served as an officer
9 for many of his in excess of thirty-four year long
10 career including the positions of President,
11 Recording Secretary, Executive Member at Large;
12 and
13 WHEREAS, Vice President Fennell served the
14 Atlantic Provinces Professional Firefighters
15 Association for many years as the Vice President
16 representing the Province of New Brunswick as
17 their
18 elected delegate; and
19 WHEREAS, upon the sudden passing of the
20 incumbent, the late Alvin Blakely, in the spring of
21 1983, a vacancy was declared under the
22 International
23 Association of Fire Fighters Constitution &
24 By-Laws
25 and a vote was required throughout the 15th
26 District
27 wherein Vice President Fennell was elected to serve
28 the Provinces of Newfoundland & Labrador, Prince
29 Edward Island, Nova Scotia, New Brunswick and
30 Quebec as the IAFF 15th District Vice President and
31 has continued to serve in that capacity ever since;
32 and
33 WHEREAS, Vice President Fennell has
34 demonstrated his unquestionable service
35 commitment, knowledge, integrity, sincerity, and
36 friendship during his twenty-nine (29) years of
37 service on the IAFF Executive Board, he continues
38 to
39 share his many years of wisdom, experience and
40 leadership with others and has selflessly committed
41 himself to improving the working conditions of all
42 his brother and sister fire fighters; and
43 WHEREAS, the loss of his years of experience
44 and unsurpassed knowledge shall be felt by the
45 entire
46 15th District, his colleagues on the Executive Board,
47 and all brother and sister fire fighters and EMS
48 personnel throughout the IAFF; therefore be it
49 RESOLVED, That James A. Fennell's name be
50 added to the list of distinguished individuals who
51 have served their brother and sister fire fighters
52 with
53 unwavering dedication, integrity, compassion and

47 distinction; and be it further
48 RESOLVED, That the delegates assembled at the
49 51st Convention of the IAFF, in the year 2012, in
50 Philadelphia, Pennsylvania, bestow upon James A.
51 Fennell the office of Vice President Emeritus along
52 with all honors, duties and responsibilities
53 commensurate with the position in accordance
with
54 the Constitution & By-Laws of the IAFF.

Submitted by: Local 771, Saint John, NB
Cost Estimate: Minimal
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 10
COMMITTEE ASSIGNMENT: POLICY
RE: FIRE DEPARTMENT ACCREDITATION

1 WHEREAS, many providers of fire protection,
2 rescue, and EMS strive for excellence by pursuing
3 accreditation through the Center for Public Safety
4 Excellence and its two organizations known as the
5 Commission on Fire Accreditation International
and
6 the Commission on Professional Credentialing;
and
7 WHEREAS, accreditation includes a full range of
8 performance evaluation categories, such as
9 assessment and planning, essential resources,
10 external systems relations, financial resources, goals
11 and objectives, governance and administration,
12 human resources, programs, and training and
13 competency; and
14 WHEREAS, acquiring accreditation is a desired
15 status for a governing body, displaying pride in the
16 efficiency, effectiveness, and professionalism in
17 delivering fire protection to its community, thus
18 giving a governing body the privilege to state they
19 are providing a superior fire protection service to
20 the
21 public; and
22 WHEREAS, a decent, respectful, and productive
23 labor-management relationship is vital in
24 providing a
25 superior fire protection service to the public; and
26 WHEREAS, a decent, respectful, and productive
27 labor-management relationship is best arrived at
28 through a collective bargaining agreement;
29 therefore
30 be it
31 RESOLVED, That the IAFF petition the Center
32 for Public Safety Excellence and its two
33 organizations known as the Commission on Fire
34 Accreditation International and the Commission
on
35 Professional Credentialing to require labor
36 representatives be included in a fire department's
37 accreditation activities on paid departments in
38 order
39 to meet accrediting standards; and be it further
40 RESOLVED, That fire departments seek a
41 collective bargaining agreement with labor
42 representatives, unless collective bargaining is
43 expressly prohibited within that department's
44 jurisdiction, in order to meet accrediting standards;
45 and be it further
46 RESOLVED, That fire departments and labor
47 organizations must arrive at a collective bargaining
48 agreement within twenty-four (24) months of
49 seeking
50 accreditation in order to meet accrediting
standards.

Submitted by: Local 152, Springfield, MO
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 11

**COMMITTEE ASSIGNMENT: POLICY
RE: IAFF HEALTH CARE SPECIFIC RESOURCES**

1 WHEREAS, affordable health care benefits were
2 not just given to fire fighters by employers, they are
3 the result of a hard fought collective bargaining
4 process over a period of many years and are an
5 integral part of compensation packages; and
6 WHEREAS, affordable health care benefits are
7 associated with dignity for both active and retired
8 fire
9 fighters; and
10 WHEREAS, the provision of health care benefits
11 is also necessary for families of fire fighters killed as
12 a result of an occupational illness or injury; and
13 WHEREAS, a primary and important benefit to
14 professional fire fighters is the ability to afford the
15 daily expenses of life and to live and retire with
16 dignity; and
17 WHEREAS, health care reform is in its second
18 full year and is filled with requirements, mandates
19 and responsibilities; and
20 WHEREAS, health care reform in 2012 and 2013
21 will require mandates such as W-2 reporting, group
22 health plan fee, uniform summary benefits and
23 coverage, health insurance exchange notice, new
24 taxes for high income households, automatic
25 enrollments and women’s preventive services; and
26 WHEREAS, most of the new requirements of
27 health care reform take place in 2014 these
28 requirements will likely raise cost and risks to
29 healthcare funds; and
30 WHEREAS, fire fighter’s health care benefits
31 have become a target of public officials, members
32 of
33 the media and public; and
34 WHEREAS, attacks on fire fighter’s health care
35 are likely to continue into the future, perpetuated
36 by
37 the lingering economic recession; and
38 WHEREAS, it is a responsibility of the IAFF to
39 lead the fight and to assure resources are available
40 to
41 affiliate leaders and fire fighters elected as health
42 care insurance trustees to combat these attacks and
43 to
44 protect these benefits; therefore be it
45 RESOLVED, That the IAFF provide access to
46 health care experts on staff through hiring,
47 establishing a graduate internship program or
48 other
49 mechanism; and be it further
50 RESOLVED, That the IAFF prepare web-based
51 health care/insurance specific resources to educate
52 affiliate members who are health care trustees, to
53 combat attacks against health care and that these
54 resources be made available to local affiliate
55 leaders;
56 and be it further
57 RESOLVED, That the IAFF establish a preferred
58 provider list of labor friendly actuaries and
59 health care/insurance providers.

Submitted by: Local 1908, Clark County Fire Fighters,
NV
Cost Estimate: 2 cents
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 12

**COMMITTEE ASSIGNMENT: POLICY
RE: ORGANIZING REIMBURSEMENT**

1 WHEREAS, the International Association of Fire
2 Fighters (IAFF) is desirous of expanding the
3 presence of the IAFF; and
4 WHEREAS, the IAFF has at times relied on state
5 affiliates to conduct organizing efforts; and

6 WHEREAS, the cost for these organizing efforts
7 can have a detrimental impact on the budgets of
8 state
9 affiliates; and
10 WHEREAS, the IAFF is desirous of these
11 organizing efforts to continue unabated; and
12 WHEREAS, the entire IAFF organization benefits
13 from increased union density; and
14 WHEREAS, the increased presence of IAFF
15 affiliates in areas that had not been previously
16 serviced by IAFF members furthers the IAFF
17 agenda; therefore be it
18 RESOLVED, That the IAFF reimburse state
19 affiliates for all substantiated costs associated with
20 organizing new IAFF locals; and be it further
21 RESOLVED, That substantiated costs be
22 inclusive to legal fees and expenses associated with
23 organizing.

Submitted by: Pennsylvania Professional Fire Fighters
Association
Cost Estimate: 11 cents
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 13

**COMMITTEE ASSIGNMENT: POLICY
RE: LOCAL OFFICER COMPENSATION**

1 WHEREAS, there are times when union officers
2 are disciplined, thus resulting in a loss of fire
3 department compensation as a result of their union
4 activities; and
5 WHEREAS, the IAFF Guardian Program
6 compensates for legal expenses but not loss of wages
7 and benefits; and
8 WHEREAS, in the current political climate union
9 officers are often overly scrutinized and subject to
10 attack and should never be required to make
11 choices
12 between standing up for union principles and
13 protecting the financial well-being of their family;
14 therefore be it
15 RESOLVED, That IAFF local union officers be
16 provided compensation by the IAFF equal to their
17 department compensation lost from the time that
18 the
19 local officer is suspended, released or terminated
20 from their position until all appeals have been
21 exhausted.

Submitted by: Local 975, Austin, TX
Cost Estimate: 57 cents
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 14

**COMMITTEE ASSIGNMENT: POLICY
RE: FIRE FIGHTER MORTALITY
AGE ASSUMPTION**

1 WHEREAS, fire fighter pensions have become a
2 target of public officials, members of the media and
3 the public; and
4 WHEREAS, attacks on fire fighters’ pensions are
5 likely to continue in the foreseeable future; and
6 WHEREAS, the unfunded liability numbers that
7 are being estimated by the actuaries are becoming
8 more and more daunting to local municipalities
9 and
10 the public; and
11 WHEREAS, these actuary reports are using a
12 mortality rate assumption that does not reflect the
13 mortality age of fire fighters; and
14 WHEREAS, it is the responsibility of the IAFF to
15 continue to fight and to assure resources are
16 available
17 to affiliate leaders and fire fighters elected as

pension
16 trustees to combat these attacks; therefore be it
17 RESOLVED, That the IAFF will research and
18 study the mortality age of all fire fighters and make
19 it
20 available to local affiliate leaders; and be it further
21 RESOLVED, That the IAFF will make these
22 studies available to the actuaries and make it a
23 standard of practice when performing an actuarial
report on a fire fighter specific pension.

Submitted by: Local 1080, Newport, RI
Cost Estimate: 3 cents, sunset after 2014 Convention
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 15

**COMMITTEE ASSIGNMENT: POLICY
RE: CANCER CAMPAIGNS**

1 WHEREAS, the membership of the International
2 Association of Fire Fighters is concerned with the
3 health of its members and the citizens they serve;
4 and
5 WHEREAS, fire fighters have higher rates of
6 cancer as compared to the general population; and
7 WHEREAS, we strive each and every day to
8 protect and save lives of our fellow brothers and
9 sisters as well as the public we serve; and
10 WHEREAS, excluding skin cancers, according to
11 the American Cancer Society and the Canadian
12 Cancer Society, breast and prostate cancers are the
13 most common cancers for women and men
14 respectively in the United States and Canada; and
15 WHEREAS, the International Association of Fire
16 Fighters represents both male and female
17 members as
18 an inclusive and proactive labour organization;
19 therefore be it
20 RESOLVED, That the membership of the
21 International Association of Fire Fighters strives to
22 support, recognize and encourage campaigns to
23 extinguish both breast and prostate cancer and do
so
24 in a manner to reflect positively on this great
25 union.

Submitted by: Canadian Policy Conference
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 16

**COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: THE IAFF GENERAL
SECRETARY-TREASURER EMERITUS
VINCENT J. BOLLON’S ALTS CONFERENCE**

1 WHEREAS, in 1959 Vincent J. Bollon became a
2 proud member of the New York City Fire
3 Department, and a proud member of the
4 International
5 Association of Fire Fighters; and
6 WHEREAS, for 32 years Vincent J. Bollon gave
7 his all as he spent 20 years on 31 Truck in the South
8 Bronx, housed with Engine 82 in what is called “The
9 Big House” or “La Casa Grande;” and
10 WHEREAS, he left the Bronx in 1978 when he
11 was promoted to Lieutenant, was assigned to
12 Harlem
13 on Ladder 26, and quartered with Engine 58 as
14 “The
15 Fire Factory;” and
16 WHEREAS, during his career he proudly served
17 in the two busiest fire houses in the history of the
18 FDNY, averaging over 6,000 runs annually, was
19 twice awarded the FDNY’s medals for bravery; and
20 was awarded Meritorious Service Medals on nine
21 separate occasions; and

19 WHEREAS, Vincent J. Bollon had a
20 distinguished career as a local union leader, where
21 he
22 tirelessly worked for the sound and prudent
23 financial
24 management of his union members' money, and
25 he
26 did this during labor strife, layoffs and even a short-
27 lived strike, increasing their pay, benefits and
28 retirement, and restored 23 Fire Companies that
29 were
30 closed; and
31 WHEREAS, he first served as a Company
32 Delegate, then on the Executive Board as the
33 Financial Recording Secretary of Local 94, the New
34 York City Uniformed Fire Fighters Association; and
35 WHEREAS, after being promoted to Lieutenant,
36 Vincent J. Bollon became a Battalion Delegate and
37 then was elected to the Executive Board of Local
38 854, the Uniformed Fire Officers Association, as a
39 Lieutenant's Representative, and within one year
40 was
41 elected President; and
42 WHEREAS, during his tenure as Local 854
43 President he was the First Vice-Chairman of the
44 largest fire fighter pension fund in the United States
45 and Canada, then over \$2 billion; and
46 WHEREAS, he also chaired the annuity trust fund
47 for his local and worked to increase it from
48 \$6 million in 1978 to \$36 million, when he left ten
49 years later; and
50 WHEREAS, he drafted and worked tirelessly to
51 implement legislation that directly affected his
52 members' lives including changes in the New York
53 State Toxic Tort Law, which gave injured fire
54 fighters the right to sue for their injuries and
55 exposures; and
56 WHEREAS, he aggressively and passionately
57 lobbied for the passage of fire fighter occupational
58 health and safety legislation, including the New York
59 State Right-to-Know Law, the New York State
60 Public Employee Occupational Safety and Health
61 Act, and the New York State Fire Gas Toxicity
62 Legislation. He also drafted and fought hard for the
63 New York State First Line Supervisors Program,
64 which provided training, at the expense of the State
65 of New York, for newly promoted first line
66 supervisors for ALL paid fire departments in New
67 York State. Each of these legislative successes
68 remains in effect for fire fighters today; and
69 WHEREAS, during his presidency of Local 854,
70 his local was the first in the state to be awarded
71 funds
72 to develop a safety and health office within his
73 local,
74 which allowed them to hire professional health and
75 safety personnel, conduct seminars and send bi-
76 monthly Health and Safety Newsletters to each of
77 his
78 union members; and
79 WHEREAS, Local 854 recognized his many
80 accomplishments and his true dedication to the
81 union
82 cause by electing him Emeritus of their Local; and
83 WHEREAS, when the IAFF asked, he proudly
84 represented our union on numerous NFFA
85 committees, addressing fire fighter health and
86 safety,
87 incident command, infectious diseases and safety
88 officers; and
89 WHEREAS, one of the proudest union moments
90 of Vincent J. Bollon came in 1988 when he was
91 elected as this great union's General Secretary-
92 Treasurer, and accepted the challenge to serve as this
93 union's financial officer, leaving his beloved city
94 and
95 retiring from the only job he ever wanted to have, a
96 union fire fighter; and
97 WHEREAS, during his 21 years as IAFF General

87 Secretary-Treasurer, he partnered with the IAFF
88 General President and the IAFF Executive Board to
89 take our union's finances and administration to a
90 place we never dreamed of just a few years before;
91 and
92 WHEREAS, through Vincent J. Bollon's
93 leadership, the IAFF implemented new programs,
94 updated processes, and provided tools to the
95 affiliates
96 to assist with membership and accounting issues,
97 and
98 he worked diligently to grow our membership, not
99 just in finances and numbers, but also in influence,
100 especially within the North American labor
101 movement; and
102 WHEREAS, the lowest moment in Vincent J.
103 Bollon's life was on September 11, 2001. As he
104 walked Ground Zero, talking to his members
105 digging
106 to find our comrades; as he read list after list of the
107 names of his fallen Brothers – many of his dearest
108 and closest friends; as he sat and worked with
109 the 106 General President Schaitberger and the Executive
110 Boards of Local 94 and 854; he knew we as a union
111 needed to rise where we had never been before and
112 with his leadership, we did and it became the
113 109 proudest time in his career; and
114 WHEREAS, with Vincent J. Bollon's leadership,
115 the IAFF came to the plate and provided for our
116 New
117 York locals, our members and the families of the
118 living and the lost; and
119 WHEREAS, after 32 years of climbing ladders,
120 carrying tools and crawling through smoke-filled
121 hallways and over the thousands of parapets,
122 combined with over 50 years of union work as a
123 fire
124 fighter representing fire fighters, Vincent J. Bollon
125 retired from the job of IAFF General Secretary-
126 Treasurer; and
127 WHEREAS, the Delegates at the 50th
128 International Association of Fire Fighters
129 Convention
130 recognized the incredible achievements of retired
131 General Secretary-Treasurer Vincent J. Bollon by
132 granting General Secretary-Treasurer Emeritus
133 status
134 in the IAFF; therefore be it
135 RESOLVED, That in recognition of Brother
136 Bollon's dedication and service to the members of
137 our great International the delegate body of our
138 51st
139 IAFF Convention recognize Vinnie's incredible
140 achievements and honor him by renaming the
141 133 Affiliate Leadership Training Summit (ALTS) to be
142 named the Vincent J. Bollon Affiliate Leadership
143 Training Summit (ALTS).

Submitted by: Local 854, New York, NY
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 17
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: RECOGNITION OF BROTHER
DAVID D. PULLIAM, SR.

1 WHEREAS, Brother David D. Pulliam, Sr. as a
2 fire fighter, promoted to the rank of Lieutenant and
3 in the course of his career received numerous
4 medals
5 and commendations in his 35 years while serving
6 Richmond, Virginia Fire and EMS Department.
7 Brother Pulliam was a member of IAFF Local 995
8 for 35 years in which 25 years were served in the
9 capacity of President. He worked so tirelessly on
10 our behalf with efforts to make us a better
11 department for all our members by building a

trust
12 with fire administration, our city representatives
13 and
14 more importantly the citizens of our proud city. He
15 worked to provide better safety equipment, to
16 protect
17 fire fighter rights in grievance procedures, wellness
18 and safety programs and a supplemental retirement
19 system, known as Drop that our department enjoys
20 today; and
21 WHEREAS, he was appointed membership to
22 many committees pertaining to the State of
23 Virginia,
24 AFL-CIO, serving as a trustee of the Fire Credit
25 Union. His most proudest was his time on the
26 national IAFF Human Relations Committee. He
27 was
28 a valued member in their endeavor to treat every
29 member of the fire service fairly and with
30 compassion; and
31 WHEREAS, Brother Pulliam was diagnosed with
32 lung cancer two years ago and had surgery to
33 remove a partial lung he would not allow it to
34 dampen his spirits. He continued to be involved
35 with Local 995 activities and could be called for
36 advice at anytime. He continued his work on the
37 IAFF Human Relations Committee, even attending
38 the Ernest A. "Buddy" Mass Human Relations
39 Conference (ALTS) the week of January 22, 2012 in
40 Lake Buena Vista, Florida, in an effort to not let his
41 fellow committee members down; and
42 WHEREAS, Brother Pulliam, Sr. would not give
43 in to this dreaded disease, it took his life. On
44 Wednesday, March 7, 2012, Dave went to be with his
45 parents and his Holy Father. Hundreds of brothers
46 and sisters from across the Richmond area and
47 some
48 from as far away as California came to honor this
49 wonderful and respected human being. His son
50 David Pulliam, Jr. as a Fire Battalion Chief in his
51 own right in the same department, spoke so
52 eloquently with words of love for his father. He also
53 fulfilled a wish of his dad to be buried in his son's
54 turnout coat; therefore be it
55 RESOLVED, That at this 51st Convention of the
56 International Association of Fire Fighters in
57 Philadelphia, PA we ask that you enter this
58 resolution in the official minutes of this
59 Convention,
60 as a means of expressing our heartfelt love and
61 genuine gratitude and appreciation for all of
62 Brother Pulliam's contributions to the labor move-
63 ment. Let it be known our deep appreciation to his
64 beloved family for allowing Dave to take time away
65 from them to make our Local 995 the respected
66 organization that it continues to be; and be it
67 further
68 RESOLVED, Upon passage of this resolution the
69 delegates to the 51st IAFF Convention shall stand in
70 a moment of silence in honor and recognition of
71 our
72 Brother Dave Pulliam, Sr.; and be it further
73 RESOLVED, That suitable copies of this
74 Resolution be prepared and presented to the family
75 and to IAFF Local 995 of our departed Brother
76 David D. Pulliam, Sr.

Submitted by: Local 995, Richmond, VA
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 18
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: RECOGNITION OF DAVID D. PULLIAM SR.,
ELECTED HUMAN RELATIONS COMMITTEE

1 WHEREAS, David D. Pulliam Sr. was a 35-year
2 veteran of the Richmond Department of Fire and

3 Emergency Services; and
4 WHEREAS, David D. Pulliam Sr. proudly served
5 as Union President of Richmond Local 995 for 25
6 years; and
7 WHEREAS, David D. Pulliam Sr. remained
8 committed to the labor movement, reaching and
9 retiring at the rank of Lieutenant; and
10 WHEREAS, in addition to being a union member
11 and affiliate leader, David D. Pulliam Sr. was an
12 ardent advocate of human relations and an
13 outspoken
14 supporter of equal rights for all brother and sister
15 fire
16 fighters; and
17 WHEREAS, David D. Pulliam Sr. served more
18 than 20 years on the IAFF Elected Human Relations
19 Committee; and
20 WHEREAS, David D. Pulliam Sr. personally
21 assisted numerous locals with addressing and
22 resolving their human relations challenges; and
23 WHEREAS, David D. Pulliam Sr. was recently
24 re-elected as a member of the IAFF Elected Human
25 Relations Committee during the Ernest A. "Buddy"
26 Mass Human Relations Conference in January 2012;
27 and
28 WHEREAS, David D. Pulliam Sr. actively
29 contributed to the Elected Human Relations
30 Committee's initiatives until his passing on March 7,
31 2012; and
32 WHEREAS, the Elected Human Relations
33 Committee at its May 2012 meeting, unanimously
34 endorsed adoption of this resolution; therefore be it
35 RESOLVED, That the delegates in attendance at
36 the 51st biennial Convention of the International
37 Association of Fire Fighters, formally recognize and
38 acknowledge Brother David D. Pulliam Sr.'s tireless
39 passion for this great union and for taking steps to
40 ensure that the fire service continuously strives to
41 become a more equitable profession; and be it
42 further
43 RESOLVED, That David D. Pulliam Sr.'s legacy
44 as a champion of equal and civil rights be
45 memorialized in the official proceedings of this
46 Convention; and be it further
47 RESOLVED, That a suitable copy of this
48 resolution be presented to the family of David D.
49 Pulliam Sr. and to Richmond Local 995.

Submitted by: Local 632, New Orleans, LA
Local 341, Houston, TX
Local 64, Kansas City, KS
Local 1654, Ogden, UT
Local 3631, Orange County, CA
Local 345, Louisville, KY
Local 995, Richmond, VA
Local 42, Kansas City, MO
Local 1271, Surrey, BC
Local 181, Regina, SK
Local 798, San Francisco, CA
Local 48, Cincinnati, OH
Local 3888, Toronto, ON
Professional Fire Fighters of Utah

Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 19
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: AMEND IAFF LOCAL LEADERSHIP AWARD

1 WHEREAS, IAFF Local 2665 submitted a
2 resolution to the 2008 IAFF Convention to
3 establish
4 the IAFF Local Leadership Award; and
5 WHEREAS, the delegates to the 2008 IAFF
6 Convention approved that resolution, Resolution
7 18,
8 to create the Local Leadership Awards; and

9 WHEREAS, that resolution limited the awards to
10 "be presented at the IAFF Convention to not more
11 than eight local officers who have served greater
12 than
13 15 years and who have been nominated by their
14 local
15 and chosen by the IAFF Executive Board;" and
16 WHEREAS, the IAFF Executive Board believes a
17 deserving local leader in each district who has
18 displayed the exceptional service outlined in 2008
19 Resolution 18 should be recognized during IAFF
20 Conventions going forward, rather than arbitrarily
21 limiting the number to "not more than eight;"
22 therefore be it
23 RESOLVED, That the IAFF Local Leadership
24 Award be presented at each IAFF Convention to
25 not
26 more than one local officer from each of the
27 IAFF's
28 16 districts who have served greater than 15 years
29 and who have been nominated by their local and
30 chosen by the IAFF Executive Board; and be it
31 25 further
32 RESOLVED, That the other provisions of
33 Resolution 18 approved by the delegates at the
34 2008
35 IAFF Convention remain in full force and effect.

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

RESOLUTION NO. 20
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: OPERATION WARM®:
FIREFIGHTERS COATS FOR KIDS

1 WHEREAS, IAFF affiliates are committed to and
2 recognized for outstanding community outreach;
3 and
4 WHEREAS, community outreach has a long-term
5 and lasting impact on the communities IAFF
6 members serve and protect; and
7 WHEREAS, "Firefighters Coats for Kids" helps
8 children in poverty survive and thrive by providing
9 hundreds of thousands of new winter coats; and
10 WHEREAS, "Firefighters Coats for Kids" brings
11 warmth to needy children, increases school
12 attendance, raises self-esteem and brings jobs into
13 the
14 USA; and
15 WHEREAS, Operation Warm®, with a mission to
16 provide new American-made coats to children in
17 need, has offered to support the launch and
18 implementation of a branded program with IAFF
19 affiliates, called "Firefighters Coats for Kids;" and
20 WHEREAS, participation in "Firefighters Coats
21 for Kids" further fosters community support and
22 helps local children in great need; and
23 WHEREAS, the new coat program will bring
24 immense goodwill to fire fighters, promote trust
25 and
26 recognition within local communities; therefore be
27 it
28 RESOLVED, That the IAFF recognize, support,
29 and encourage its members to participate in the
30 "Firefighters Coats for Kids" new coat program
31 with
32 Operation Warm®, including fundraising and
33 awareness, that will directly benefit children in
34 great
35 need in our communities throughout North
36 America,
37 promote trust and recognition of fire fighters, and
38 bring jobs back to the USA and Canada; and be it
39 32 further
40 RESOLVED, That by embracing "Firefighters
41 Coats for Kids" with Operation Warm®, the IAFF

35 and its members together have the opportunity to
36 become recognized as the largest national donor of
37 new winter coats to children in poverty and in
38 great
39 need.

Submitted by: Local 2068, Fairfax County, VA
Local 2141, Alexandria, VA
Local 4012, Stafford County, VA
Local 2498, York County and City of
Williamsburg, VA
Local F173, Fort Eustis, VA
Local 4417, New Castle, DE
Local 36, Washington, DC
Local 2702, Fairfax City, VA
Local 3756, Loudoun Career
Fire Fighters, VA
Local 2450, Hampton, VA

Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 21
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF FIRE CHIEF
RONALD D. BLACKWELL

1 WHEREAS, IAFF Local 135 represents 364
2 members of the Wichita Fire Department who
3 proudly serve and protect the citizens of Wichita,
4 Kansas; and
5 WHEREAS, the Wichita Fire Department serves
6 approximately 380,000 citizens of the Wichita area;
7 and
8 WHEREAS, Wichita Fire Chief Ronald
9 Blackwell has made numerous decisions and taken
10 actions that are detrimental to the members of
11 Local
12 135 and to the public safety of the citizens of
13 Wichita; and
14 WHEREAS, many of these decisions and actions
15 have violated the Memorandum of Agreement
16 between Local 135 and the City of Wichita, leading
17 to numerous grievances, the majority of which have
18 resulted in the Chief's ruling being overturned or a
19 favorable settlement for Local 135; and
20 WHEREAS, Chief Blackwell gave multiple,
21 double-digit raises to members of fire management
22 while members of Local 135 received no cost-of-
23 living increases; and
24 WHEREAS, Chief Blackwell eliminated light
25 duty for non-service connected injuries, which the
26 Grievance Board found violated city policy and
27 harmed members of Local 135; and
28 WHEREAS, Chief Blackwell reduced staffing of
29 front-line response units due to budget concerns;
30 and
31 WHEREAS, Chief Blackwell further diminished
32 public safety and fire fighter safety by eliminating
33 training and safety officers while adding civilian
34 administrative staff; and
35 WHEREAS, Chief Blackwell received a near-
36 unanimous vote of no confidence in his leadership
37 abilities from the members of Local 135; therefore
38 be
39 it
40 RESOLVED, That the International Association
41 of Fire Fighters formally censure Fire Chief Ronald
42 D. Blackwell; and be it further
43 RESOLVED, That notice of this censure be
44 disseminated to Chief Blackwell, all IAFF affiliates,
45 and the International Association of Fire Chiefs
46 (IAFC).

Submitted by: Local 135, Wichita, KS
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 22
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF BRUCE BURRELL, CHIEF OF
CALGARY FIRE DEPARTMENT, CALGARY,
ALBERTA, CANADA

1 WHEREAS, the Corporation of the City of
2 Calgary, Alberta, Canada, hired Bruce Burrell as
3 its
4 Fire Chief on August 2, 2005; and
5 WHEREAS, during Chief Burrell's tenure, the
6 Calgary Fire Fighters Association has
7 unnecessarily
8 been forced to engage in countless and constant
9 battles with the Calgary Fire Department to
10 protect
11 the interests of its members; and
12 WHEREAS, under Fire Chief Burrell's
13 administration, the Calgary Fire Department has
14 taken actions that are adverse and contrary to the
15 collective bargaining agreement, working
16 conditions
17 and legitimate interests of Local 255 members;
18 and
19 WHEREAS, since Chief Burrell's appointment,
20 Local 255 has been forced to file numerous
21 grievances, a disproportionate number of which
22 have
23 resulted in arbitration at an enormous financial
24 cost
25 to Local 255 members; and
26 WHEREAS, while the Calgary Fire Department
27 falls below acceptable staffing and deployment
28 levels, Chief Burrell continues to advocate for and
29 protect administrative and management resources
30 at the expense of front-line response capability;
31 and
32 WHEREAS, during Chief Burrell's tenure, the
33 Calgary Fire Department has been placed on
34 probation by the Commission on Fire
35 Accreditation
36 International (CFAI); and
37 WHEREAS, in an effort to improve the vastly
38 deteriorated labor/management relationship,
39 Local
40 255 has made several requests to involve third
41 parties
42 including the IAFC/IAFF Labor Management
43 Initiative (LMI) Technical Assistance Program
44 and
45 independent mediators, but Chief Burrell has
46 failed
47 to respond to Local 255's requests; and
48 WHEREAS, the morale of Local 255 members
49 has been severely and negatively impacted as a
50 direct
51 result of the management methods and decisions
52 made under Chief Burrell's administration; and
53 WHEREAS, as a result of the severe deterioration
54 in morale, officers and senior experienced fire
55 fighters and apparatus maintenance personnel are
56 seeking counseling for workplace stress, some of
57 whom have been advised by their physicians to
58 resign or retire from service even on significantly
59 reduced pensions in order to preserve their health;
60 therefore be it
61 RESOLVED, That the International Association
62 of Fire Fighters formally censure Fire Chief Bruce
63 Burrell; and be it further
64 RESOLVED, That the International Association
65 of Fire Fighters notify the International
66 Association
67 of Fire Chiefs, the Canadian Association of Fire
68 Chiefs and the Alberta Fire Chiefs Association of
69 the
70 censure action taken by the IAFF against Fire
71 Chief
72 Bruce Burrell.

Submitted by: Local 255, Calgary, Alberta
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 23
COMMITTEE ASSIGNMENT: RESOLUTIONS
RE: CENSURE OF ARTHUR J. WARD, MAYOR OF
THE CITY OF BRISTOL, CT

1 WHEREAS, Arthur J. Ward, Mayor of the City of
2 Bristol, Connecticut was employed by the State of
3 Connecticut, Connecticut Department of
4 Veterans
5 Affairs prior to being elected Mayor of Bristol;
6 and
7 WHEREAS, in his position as a Veterans Service
8 Officer for the Connecticut Department of
9 Veterans
10 Affairs, Arthur J. Ward was a member of the
11 American Federation of State, County, and
12 Municipal Employees (AFSCME) Social and
13 Human
14 Services (P-2) bargaining unit (Local 269); and
15 WHEREAS, Mayor Ward retired from his
16 bargaining unit position and currently collects
17 annual
18 pension benefits from the State of Connecticut;
19 and
20 WHEREAS, Mayor Ward, as a former bargaining
21 unit employee of the State of Connecticut, and as
22 a
23 retiree currently collecting a pension, has enjoyed
24 wages, benefits, and working conditions as the
25 direct
26 result of the statutory ability and performance of
27 his local union to represent him and collectively
28 bargain with his employer on his behalf; and
29 WHEREAS, Mayor Ward proposed, introduced,
30 and supported an ordinance enacted by the
31 Bristol
32 City Council which established Retiree Health
33 Accounts and permits the city to transfer city
34 employee pension funds to the Retiree Health
35 Accounts without notification or approval of such
36 pension funds' fiduciary authority; and
37 WHEREAS, Local 773 and the City of Bristol
38 have in force a collective bargaining agreement
39 which contains mutually agreed-to provisions for
40 bargaining unit members' retirement benefits and
41 pension funds; and
42 WHEREAS, Mayor Ward and the City of
43 Bristol enacted the Ordinance without bargaining
44 with Local 773 over the changes to members'
45 retirement benefits; and
46 WHEREAS, Local 773, in good faith and in the
47 spirit of cooperative labor and management
48 relations,
49 has on numerous occasions attempted to confer
50 and
51 has demanded to negotiate with Mayor Ward
52 related
53 to the changes and impact of such Ordinance; and
54 WHEREAS, Mayor Ward has refused to
55 negotiate or even meet with Local 773 to address
56 the
57 members' concerns about the Ordinance; and
58 WHEREAS, Local 773 has been forced to file a
59 prohibited practices charge with the Connecticut
60 State Board of Labor Relations and a lawsuit in
61 federal court because of the changes that the
62 Ordinance could make to the pension benefits of
63 members of Local 773 and Mayor Ward's refusal
64 to
65 negotiate; and
66 WHEREAS, these filings have resulted in legal
67 representation costs, financially burdening the
68 union
69 and its members; and

55 WHEREAS, Mayor Ward's actions have
56 undermined and weakened Local 773's
57 bargaining
58 power, creating a strained relationship between
59 the
60 union and the city; and
61 WHEREAS, Local 773 and its members no
62 longer have confidence in Mayor Ward's ability to
63 lead the City of Bristol, nor manage and direct
64 city
65 departments and employees including the Fire
66 Department; and
67 WHEREAS, the delegates assembled at the 17th
68 State Convention of the Uniformed Professional
69 Fire
70 Fighters Association of Connecticut have gone on
71 record censuring Arthur J. Ward, Mayor of the
72 City
73 of Bristol, Connecticut; therefore be it
74 RESOLVED, That the delegates assembled at
75 the 51st Convention of the International
76 Association
77 of Fire Fighters formally censure Arthur J. Ward,
78 Mayor of the City of Bristol, Connecticut; and be
79 it
80 further
81 RESOLVED, That notice of this censure be
82 disseminated to Mayor Ward and all IAFF
83 affiliates.

Submitted by: Local 773, Bristol CT
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 24
COMMITTEE ASSIGNMENT: LEGISLATIVE
RE: LOCAL COLLECTIVE BARGAINING
INITIATIVE PROGRAM

1 WHEREAS, collective bargaining was designated
2 as the IAFF's top legislative priority by delegates at
3 the 1994 IAFF Convention in Detroit; and
4 WHEREAS, politicians from both parties have
5 failed to adequately address collective bargaining
6 and
7 workplace rights issues on the federal level despite
8 the best lobbying efforts of our IAFF leadership;
9 IAFF staff, and state and local affiliate leaders; and
10 WHEREAS, it is highly unlikely that public
11 safety collective bargaining will be addressed in
12 the
13 112th Congress or in the foreseeable future; and
14 WHEREAS, in April 2011, with the full support
15 of our union's Executive Board, General President
16 Schaitberger made the decision to strategically
17 and
18 tactically turn off the spigot to federal candidates,
19 party committees and super PACs because in his
20 words, "Our friends aren't doing enough to help
21 us
22 fight back and they don't have our backs;" and
23 WHEREAS, the survival of our union and the
24 ability to preserve and protect the rights, wages
25 and
26 benefits of our members are in jeopardy in many
27 states, the IAFF Executive Board and our
28 membership as a whole has begun to re-evaluate
29 how
30 our political dollars can be best spent; and
31 WHEREAS, many of our local affiliates in the
32 State of Texas have enjoyed success in passing
33 local
34 initiatives which provide collective bargaining
35 rights
36 and these rights are established locally in the spirit
37 of
38 "home rule," which is often touted by many
39 federal

30 and state legislators, and makes them more
31 difficult
32 to overturn; and
33 WHEREAS, other states have succeeded in
34 passing local collective bargaining laws through
35 legislative action and/or enabling legislation;
36 therefore be it
37 RESOLVED, That the IAFF develop a "Local
38 Collective Bargaining Initiative Program" which
39 will
40 consist of a "Collective Bargaining Initiative
41 Academy" modeled after the "Political Training
42 Academy" to instruct local affiliate leadership in
43 passing state legislation to allow for local
44 referendums/initiatives to establish collective
45 bargaining, planning and conducting petition
46 drives
47 to place referendums/initiatives on the ballot,
48 developing language for local
49 referendum/initiative
50 petitions, budgeting and conducting local
51 elections to
52 provide for collective bargaining rights,
53 understanding voter data and targeting voters,
54 and
55 developing a political message; and be it further
56 RESOLVED, That the "Local Collective
57 Bargaining Initiative Program" consist of
58 assistance
59 from the IAFF in assisting with the local election
60 process, with legal review of pertinent state and
61 local
62 statutes governing referendum/initiative elections,
63 and with monetary assistance provided according
64 to
65 guidelines established by the IAFF Executive
66 Board
67 on or before March 1, 2013; and be it further
68 RESOLVED, That the IAFF assist in identifying
69 processes, other than referendum/initiative
70 elections,
71 in which affiliates can achieve collective
72 bargaining
73 on the local level and provide assistance to state
74 associations and local affiliates in the pursuit of
75 that
76 objective.

Submitted by: Arkansas Professional Fire Fighters
Local 34, Little Rock, AR
Michigan Professional Fire Fighters
Union
South Carolina Professional Fire
Fighters Association
Professional Fire Fighters and
Paramedics of North Carolina
Iowa Professional Fire Fighters
Nebraska Professional Fire Fighters
Association
Professional Fire Fighters of Utah
Local 168, Paducah, KY
Montana State Council of Professional
Fire Fighters
Local 673, High Point, NC
Local 3393, Cabarrus, NC
Minnesota Professional Fire Fighters
Montana State Council of Professional
Fire Fighters
Professional Fire Fighters Union of
Indiana
Local 3096, Davidson County, NC
Associated Fire Fighters of Illinois

Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

RESOLUTION NO. 25
COMMITTEE ASSIGNMENT: HEALTH & SAFETY
RE: CANCER AWARENESS

1 WHEREAS, one of the primary concerns of the
2 International Association of Fire Fighters is
3 protecting its members from the dangers that fire
4 fighters face every day; and
5 WHEREAS, firefighting is one of the most
6 dangerous occupations in the world and is
7 becoming
8 more hazardous every day; and
9 WHEREAS, there is a proven correlation
10 between firefighting and occupational related
11 cancer;
12 and
13 WHEREAS, fire fighters are exposed to an
14 unknown amount of cancer-causing substances
15 such
16 as: diesel fumes, smoke, poisonous fumes,
17 chemicals and other carcinogens; and
18 WHEREAS, there is significant scientific
19 evidence that demonstrates fire fighters have a
20 higher
21 mortality rate due to cancer compared to other
22 occupational illnesses and these studies clearly
23 indicate that such cancers are linked to the
24 occupational employment of a fire fighter; and
25 WHEREAS, unknown and known substances can
26 be inhaled, ingested or absorbed through the skin
27 and
28 can occur both on scene and at the fire station;
29 and
30 WHEREAS, cancer prevention and early
31 detection is crucial to saving the lives of fire
32 fighters;
33 therefore be it
34 RESOLVED, That the International Association
35 of Fire Fighter's make it a top priority to establish
36 a
37 cancer awareness and prevention program to
38 educate
39 its members on the hazards of the occupation of
40 firefighting; and be it further
41 RESOLVED, That the International Association
42 of Fire Fighter's launch an awareness campaign
43 including videos and online training courses to
44 educate its members regarding the cancer-causing
45 hazards that fire fighters face every day; and be it
46 further
47 RESOLVED, That all training include awareness
48 of the exposure hazards to include at least: diesel
49 exhaust in the fire station, contaminates at fire
50 scenes
51 including the importance of post-incident
52 decontamination and wearing SCBA's during
53 overhaul; and be it further
54 RESOLVED, That the International Association
55 of Fire Fighter's work to ensure that fire fighters
56 have the tools necessary to affect personal
57 commitment and organizational accountability to
58 minimize or eliminate the contraction of
59 occupational
60 related cancers.

Submitted by: Local 858, Denver, CO
Cost Estimate: 5 cents first year
1 cent thereafter
(4 cents sunsets September, 2013)
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:


RESOLUTION NO. 26
COMMITTEE ASSIGNMENT: HEALTH & SAFETY
RE: GIVE CANCER THE BOOT

1 WHEREAS, cancer is recognized as one of the
2 deadliest diseases known to mankind; and
3 WHEREAS, cancer does not discriminate, but

4 affects people from all walks of life, regardless of
5 age, gender, or health; and
6 WHEREAS, fire fighters face the risk of
7 contracting certain types of cancer, with
8 occurrence
9 rates being two to four times greater than the
10 general
11 population, as per a number of bona fide medical
12 studies; and
13 WHEREAS, experts from the National Institutes
14 of Health, the National Cancer Institute and other
15 prominent organizations, have repeatedly stated
16 that
17 advances in cancer treatment, early detection, and
18 an
19 eventual cure, will only come through cancer
20 research; and
21 WHEREAS, government funding for cancer
22 research has been drastically reduced in recent
23 years;
24 and
25 WHEREAS, fire fighters, both active and retired,
26 are being diagnosed and are succumbing to
27 certain
28 types of cancers at alarming rates; and
29 WHEREAS, only one organization, The Retired
30 Professional Fire Fighters Cancer Fund, Inc., a
31 non-
32 profit, 501(c) (3) organization founded in 2006 by
33 active and retired IAFF members, has raised and
34 donated over \$50,000 to world-renown cancer
35 research programs and continues to do so on a
36 limited basis, without any salary or stipend, other
37 than providing in-kind services; and
38 WHEREAS, there are organizations affiliated
39 with professional fire fighters who offer
40 educational
41 programs, advocacy programs and personal
42 support
43 programs for fire fighters diagnosed with cancer,
44 but
45 NONE provide funding for cancer research; and
46 WHEREAS, professional fire fighters have a long
47 and distinguished history of not only helping our
48 own
49 but helping all those in need; therefore be it
50 RESOLVED, That the International Association
51 of Fire Fighters encourage their affiliate locals to
52 conduct a fundraising event once a year known as
53 "Give Cancer The Boot." Said annual event
54 will be of the local's choice, at which fire fighters
55 raise funds for cancer research or pass their boots
56 for
57 donations for cancer research programs; and be it
58 further
59 RESOLVED, That the IAFF Executive Board will
60 maintain a list of established promising cancer
61 research programs from which each local can
62 decide
63 where their money goes, and that all monies go
64 directly to a cancer research facility and not to a
65 third
66 party charity organization.

Submitted by: Local 729, Binghamton, NY
Cost Estimate: None
COMMITTEE RECOMMENDATION:
CONVENTION ACTION:

IAFF Readies for 2012 Elections



Picture if you will a time in the not-too-distant future — January 21, 2013. It's a cold Monday, the day after the president of the United States has taken the oath of office on the steps of the U.S. Capitol and the first day of business for the 113th U.S. Congress, as well as for several governors and hundreds of new state lawmakers.

That cold Monday is about five months away, and while we don't know who will sit in the White House, Congress, governors' mansions or state legislatures deciding the future of public safety, pensions, benefits and worker rights, we do know that only one of the two men running for the highest office in the nation thinks union members and their leaders are thugs and that public employees should not have collective bargaining rights.

Some of those running for governor hold public employees in high regard, some hold them in contempt and a few are hit or miss in their views. But when anti-labor state lawmakers hold a bare majority they can quickly inflict a lot of lasting damage on public employee rights and benefits.

National interest groups are ready to spend tens of millions of dollars to deal a crippling

blow to labor in November, but when IAFF affiliates and their members get motivated and involved in the political process, they can move the needle in favor of better pay, fair rights and public respect.

Will January 21, 2013 be a good day or a bad day? The following outlines the stakes of the 2012 elections from the state house to the White House.

High Stakes in 2012 Gubernatorial Races

Governors can be your friend or your enemy. A governor can help IAFF state affiliates fight off damaging legislation and veto final passage of harmful laws such as paycheck deception bills. A governor can champion good legislation — such as collective bargaining and presumptive laws. But the wrong governor can push through legislation that takes away basic rights and benefits fire fighters and other public employees have had for decades.

In 2012, there will be 11 states with gubernatorial elections, and IAFF affiliates are actively campaigning for the candidates

they believe will support the issues important to fire fighters and public safety in many of those races.

"Attacks on labor continue unabated from coast to coast," says IAFF General President Harold Schaitberger. "Governors can be important allies when our members on are the defense or offense on any given issue, so it's important for our state affiliates to actively work to elect their allies."

Washington

In the state of Washington, current Governor Chris Gregoire (D), a friend to fire fighters, is not seeking a third term.

"Governor Gregoire has been a very good friend to fire fighters and a great protector of public safety," says Washington State Council of Fire Fighters (WSCFF) President Kelly Fox. "She has signed more than 20 bills improving and protecting pensions."

The stakes are now reasonably high in Washington, as former U.S. Representative Jay Inslee (D) and Washington State Attorney General Rob McKenna (R) vie for the governor's mansion. Both have name recognition and a long history of service in the state, ensuring a close competition until the end.

For the first time since 2000, Washington fire fighters must choose to support a new gubernatorial candidate, and have endorsed Inslee, who has always been a friend to fire fighters. Inslee entered the state House of Representatives in 1989, serving the east side of the state, a rural district where voters are more conservative.

In 1998, Inslee moved to the west side of the state and ran for a seat in a district of urban voters who are more moderate in their political views.

With name recognition across the state, Inslee was later elected to the U.S. House of Representatives, where he has a history of supporting the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grants, as well as other issues important to fire fighters. "I cannot think of an issue that he has not been with us on," says Fox.

Inslee's opponent, State Attorney General McKenna, began his political career as a county counselor for King County, but has not always been in favor of policy that would

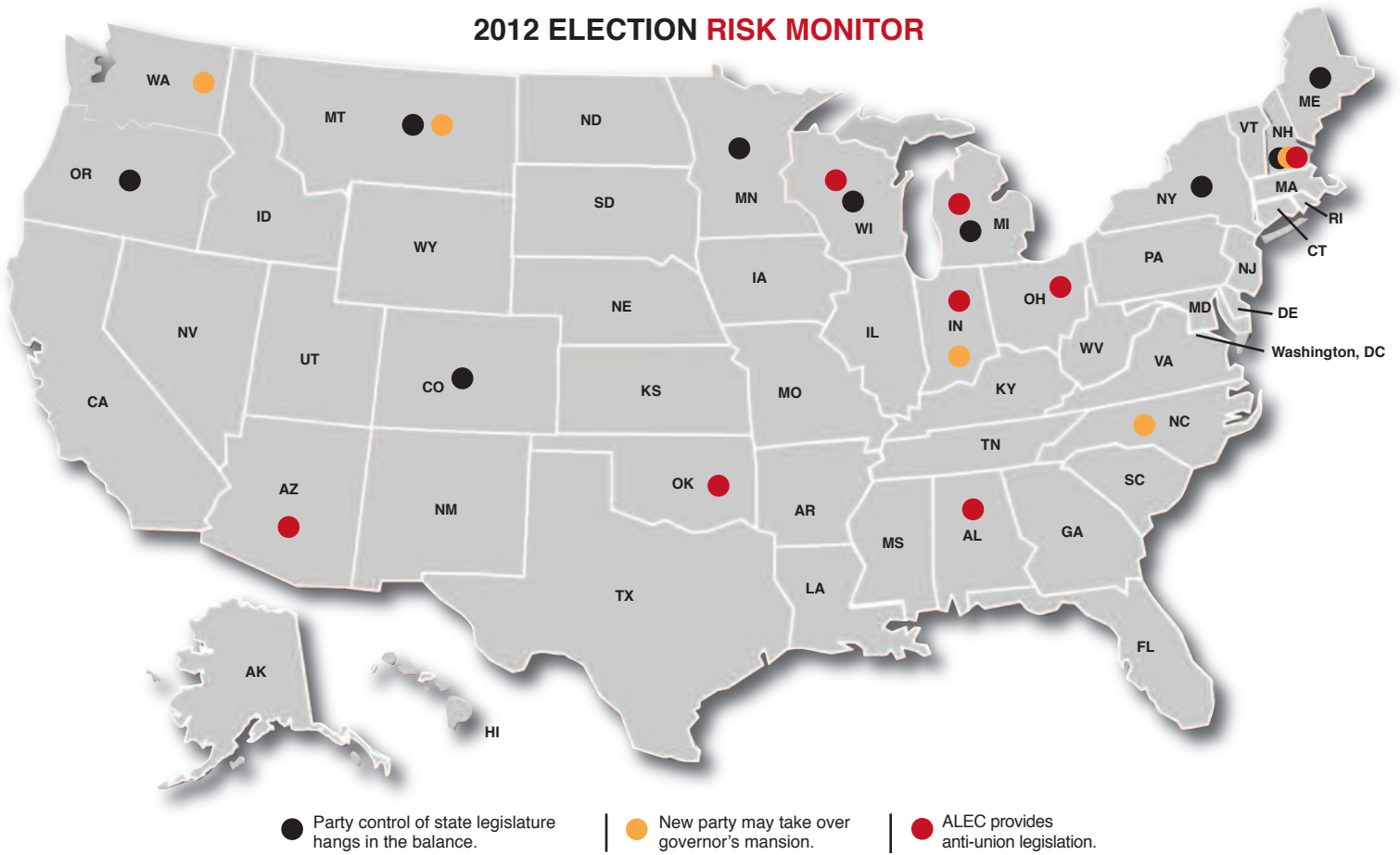
Efforts to Recall Wisconsin Governor Fall Short

One year ago, when Governor Scott Walker launched his Koch Brothers-financed attack to take away the collective bargaining rights of that state's public employees, it triggered a momentous pushback from voters and public employees. Wisconsin fire fighters, teachers and government employees responded to Governor Walker's assault on workers with weeks of rallies and marches on the grounds of the state capitol in Madison, making Wisconsin the center of the national fight to protect workers' rights.

Anger over the governor's partisan attack led to efforts to recall Walker and Lieutenant Governor Rebecca Kleefisch. IAFF affiliates across Wisconsin, along with other labor unions and citizen coalitions began campaigns to elect leaders in Wisconsin who support workers.

Madison Local 311 member and Professional Fire Fighters of Wisconsin President Mahlon Mitchell, who emerged as a powerful and inspiring leader during the effort to stop Governor Walker and his extremist allies in the Senate when they eliminated the collective bargaining rights of public employees, announced in March 2012 that he would run for lieutenant governor in the recall election held June 5. Mitchell won a May 8 primary but narrowly lost in his historic bid to become the state's next lieutenant governor. Milwaukee Mayor Tom Barrett also lost in his attempt to unseat Governor Scott Walker. While Mitchell and Barrett lost, voters did remove one Senate Republican, handing control of the state Senate to Democrats. This effectively allows Democrats to block Walker's legislative agenda.

2012 ELECTION RISK MONITOR



benefit public safety.

In fact, he is currently pushing his desire to make workers' compensation a "competitive process" for insurers, effectively privatizing workers' compensation insurance.

"We shouldn't allow a profit to be made on fire fighter and worker injuries," says Fox. "Four statewide initiatives similar to the one McKenna is proposing have failed. He seems to be pushing an issue that is more ideological than beneficial."

McKenna has also tried to limit collective bargaining rights.

"When we interviewed him, he tried to present himself as a moderate, but considering his position on some issues, we felt it was in the best interest of the future of the state's fire fighters to endorse Inslee," explains Fox.

The WSCFF is working hard to elect Inslee as issues such as pension reform, binding arbitration and workers' compensation could all be under attack when the state legislature goes back into session in January 2013.

The latest polling information showed only four percentage points between Inslee and McKenna.

New Hampshire

After the influx of anti-labor bills that sought to make New Hampshire a Right-to-Work state, attack collective bargaining and push a defined contribution

retirement plan, it's important to IAFF members in New Hampshire that the next governor be one who will veto any anti-union, anti-worker legislation.

Current Governor John Lynch (D), who helped stop harmful legislation from becoming law during his four-term tenure,

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Fire Fighters Have Big Stake in Senate Elections

Political observers are closely following U.S. Senate races across the country to see which party will be in the majority following the 2012 election. For the nation's fire fighters the stakes could not higher. The Democrats currently have a 53-47 edge, but Republicans are expected to pick up seats in November. A net gain of four Senate seats would flip control of the chamber to the GOP and bring in a crop of new committee chairs who are hostile to public employees and first responders. Among the prospective committee chairs that would have the most impact on fire fighters are:

Senator Orrin Hatch (R-UT) / Committee on Finance — Hatch has publicly stated that the federal government should outlaw public sector defined benefit plans, and plans to use the chairmanship of the committee that oversees the tax code to make this happen. At a time when millionaires are enjoying historically low tax rates, Hatch has suggested that working-class Americans need to pay more

in taxes, rather than asking the wealthy to pay their fair share.

Senator Mike Enzi (R-WY) / Committee on Health, Education, Labor and Pensions — Enzi led the opposition to the IAFF's national collective bargaining bill, using parliamentary tricks to prevent the bill from coming up for a vote. Enzi has called for mandatory random drug testing for fire fighters, and has vowed to use the chairmanship to prevent labor unions from educating their members about candidates for office.

Senator Dan Coats (R-IN) / Appropriations Subcommittee on Homeland Security — Coats opposes the Staffing for Adequate Fire and Emergency Response (SAFER) waivers, which have enabled fire departments to bring back laid off fire fighters. As Chair, Coats plans to redirect homeland security funding to state emergency management agencies, and abolish grants to local responders.

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has decided not to run for a fifth two-year term.

Three democrats and two republicans have emerged as gubernatorial candidates, including former Senate Majority Leader Maggie Hassan (D), former Senator Jackie Cilley (D), retired Air Force officer Bill Kennedy (D), former House member Kevin Smith (R) and attorney Ovide LaMontagne (R). All are struggling with name recognition, making it too early to predict a frontrunner. The primary is September 11.

Given that the climate in New Hampshire is less than favorable to fire fighters and the rest of labor, the Professional Fire Fighters of New Hampshire (PFFNH) will choose a

candidate to endorse very carefully.

“We can no longer support candidates who are ‘not as bad’ as the others,” says PFFNH President Dave Lang. He says that the PFFNH has developed a litmus test for what its members want in a governor. To earn the PFFNH’s support, candidates must possess core values that support workers’ rights, be a champion of the right to organize and collectively bargain and be committed to ensuring public and fire fighter safety.

“We believe there is a candidate who meets our criteria,” says Lang.

New Hampshire fire fighters are also hard at work looking for a few good friends to send to the state legislature after a bruising

session in which lawmakers went after public sector pensions and labor rights in a big way.

The state legislature in New Hampshire has been horrible not just for fire fighters but for all public employees in the last two years. While Lang sees a distinct possibility of tilting the balance in the state Senate toward the Democrats, he says the PFFNH will be extra cautious in choosing which candidates to support in the fall. He notes that too many times, Democrats have voiced support for fire fighters and then backed away when it counted.

The PFFNH’s focus is the Senate, where there are currently five Democrats and 19 Republicans.

The Battle Over the Federal Budget

Over the last year, the United States Congress has endured several bitter debates over the federal budget. At issue is not just how much the federal government spends in the next fiscal year or how much federal debt there is. With the rise of the Tea Party, the debate over the federal budget has become a debate on the very ability of government to function appropriately and provide essential services, including public safety. While shocking to some, the fact remains that a very vocal and growing number of lawmakers in Congress want to cut the federal government down to a size not seen since 1965 — before Medicare, Medicaid and the Department of Homeland Security (DHS) were created to meet the needs of a changing society.

There’s no question that the fat in the federal budget needs to be trimmed. But the issue isn’t lavish government conferences or a wasteful earmark — it’s a budget that would cut the federal government out of providing essential services while forcing state and local governments to pick up the tab. A budget plan like this would cut taxes for the richest and most privileged in society while doing little for hardworking, middle-class families. This type of budget would treat dedicated public servants — including federal fire fighters — as a piggy bank to pay for a host of other priorities, such as highway and defense spending.

The federal budget isn’t just a battle that will be waged in the halls of Congress. President Barack Obama and presumptive Republican presidential nominee Mitt Romney will debate their views on the federal budget on the campaign trail over the next weeks and

months. Already, Mitt Romney has hinted that he would zero out the budget for the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (Fire Act) grant programs for the wealthiest in the country. In President Obama’s budgets, which his administration produces every year, he has called for increased funding for SAFER grants and higher taxes on the wealthiest.

As IAFF members know, battles over state and city budgets are a Trojan horse for IAFF opponents to attack hard-earned rights and benefits. In Wisconsin, Governor Scott Walker used a manufactured budget deficit to railroad his controversial plan to end collective bargaining rights through the Wisconsin legislature. And in Ohio, Governor John Kasich cited budget deficits in his support of Senate Bill 5, controversial legislation that attacked collective bargaining for public employees and was later overturned in an historic state referendum.

The budget battle in the federal government is no different. As the November elections near, it’s important for IAFF members to know exactly where the battle lines are drawn and who is standing with the IAFF and other hardworking Americans.

Making States Pick Up the Tab

Nearly one-third of non-defense discretionary spending in the federal budget is in the form of aid to state and local governments to support vital programs for health care, education, housing and homeland security, among other things. Some of the funding is automatically given to states based on enrollment — such as funds for Medicaid, the joint state-federal health care program for the poor. As more people lost their jobs during the recession, more people qualified for Medicaid funding.

That meant both the federal government and state governments needed to spend more in their annual budgets to cover Medicaid expenses. This automatic funding is different from funds administered to state or local governments through grants like SAFER, where Congress votes on a set amount to provide for the grants each year.

Under the budget plan authored by Budget Committee Chair Paul Ryan (R-WI), Republicans would cut Medicaid funding by turning it into a block grant, which is a fixed amount of money. This would put more of the burden to fund Medicaid onto the states. Along with education, Medicaid is the biggest expense in state budgets. States would then have two options: make up the difference by cutting other programs in their budgets or kick indigent citizens off the Medicaid rolls.

Either way, the fire service would be affected. If states tried to make up the difference in their budgets, other critical funding would get cut, such as aid to local governments to support public safety or the amount of money available to ensure that state-sponsored defined benefit retirement systems were adequately funded. On the other hand, if states decide to cut Medicaid, millions of Americans in poverty could lose their health insurance, putting more pressure on fire-based EMS systems to provide basic medical care.

Medicaid is just one area among many in Republican budgets where state and local governments would take on more of the burden to provide essential government services. Yet states simply do not have the resources or capacity to handle these additional responsibilities. Over the past five years, states already have cut nearly \$300 billion from their budgets as a result of the Great Recession, leading to continued job losses among fire fighters and other public

North Carolina

In North Carolina, voters must decide between the current, labor-friendly Lieutenant Governor Walter Dalton (D) and the anti-union former Duke Energy executive and former mayor of Charlotte Pat McCrorey (R). The two are competing for a seat soon to be vacated by Governor Beverly Perdue (D), who is not running for another term.

Having a labor-friendly governor is crucial in North Carolina as the state legislature has a Republican majority. Perdue's anti-union agenda has made it difficult for labor, as she has supported legislation to take away dues check-off, among other harmful bills.

The Professional Fire Fighters and Paramedics of North Carolina (PFFPNC)

“McCrorey does not understand what it is like to be a fire fighter and believes they should work until they are eligible to draw Social Security.”

— David Anders, President Professional Fire Fighters and Paramedics of North Carolina

will likely offer its resources to Dalton as he campaigns for the open office. “We have to support candidates who have the best history

of being there for the fire fighters,” says PFFPNC President David Anders.

During his tenure as lieutenant governor and head of the state Senate, Dalton has always had an open door policy with labor and assisted with issues important to public employees where possible.

Conversely, McCrorey is well-known for his anti-union positions. He spent 28 years at Duke Energy, a known anti-union employer. While serving as mayor of Charlotte from 1995-2009, his relationship with labor was hit or miss at best, and he was very anti-worker.

“McCrorey does not understand what it is like to be a fire fighter and believes they

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sector employees. Since April 2012, the U.S. economy has lost more than half a million jobs in the public sector. Further cuts in federal aid for essential government services will only worsen public sector job losses and undermine core functions of government.

A Blueprint for Tax Reform

While Republican budgets would cut trillions of dollars in spending for essential government services, they would also cut taxes for the wealthiest. For example, the Ryan budget would not only make permanent the Bush tax cuts for the wealthy, it would lower the top income tax rate for individuals making more than \$388,350 from 35 percent to 25 percent. The nonpartisan Urban-Brookings Tax Policy Center estimated the very wealthiest in society, including millionaires and billionaires, would get an average tax cut of \$400,000.

Presumptive Republican nominee Mitt Romney has proposed similar tax cuts in his references to the budget. He, too, would make permanent the Bush tax cuts and would reduce the top tax rate to 28 percent. Along with other tax cuts, the Romney plan would result in a loss of nearly \$500 billion in federal revenue for 2015. To balance the budget, Romney would have to find extra money from some other place in the budget.

That's where tax expenditures come in. Both Romney and Ryan claim that they would pay for their tax cuts by “broadening the base” and “closing tax loopholes” by eliminating certain tax expenditures (i.e., deductions, exemptions and exclusions) in the tax code that benefit many middle-class families. The most popular is the tax exclusion for employer-provided health care. Under current law, the entire value of an IAFF member's health insurance plan is excluded from federal income taxes (along

with payroll and state income taxes, if applicable.). The same goes for pension contributions. Both employer and employee contributions to pension plans, including defined benefit and 457 plans, are excluded from taxes until retirement. Imposing income taxes on health benefits and pension contributions would require the average fire fighter to pay thousands of dollars more in taxes each year with no change in take home pay.

Other important middle-income tax preferences include deductions for mortgage interest and state and local taxes. Eliminating these deductions, as the budgets plans proposed by both Romney and Ryan do, would harm fire fighters' pocketbooks, as well as undermine revenue streams that local governments depend on to fund fire fighter positions.

In contrast, President Obama's budget calls for letting the Bush tax cuts expire for the wealthiest while continuing to keep tax rates where they currently are for middle-class Americans. Democratic leaders in Congress also support keeping tax rates for middle-class Americans as they currently are. But neither Obama nor Democrats in Congress would argue for cutting additional taxes.

Federal Workers Made the Scapegoat

Caught in the middle of the budget battles in Congress are federal workers. Time and again, congressional Republicans have targeted the salary and pensions of federal employees as a way to pay for other federal priorities. When trying to pass a bill for highway funding in February 2012, House Republicans tried to pay for it on the backs of federal workers. It was an unprecedented attempt to force only federal workers to pay for transportation projects that benefit all

Americans. Other Republican bills would freeze salaries, eliminate step increases and cut down the size of the federal workforce.

Democrats have, at times, agreed to increased pension contributions for future federal workers in exchange for a temporary payroll tax cut. But months after striking this deal with Democrats, House Republicans again sought to balance the budget on the backs of federal workers by passing a budget bill that would hike their pension contributions without any increase in benefits.

Federal workers, just like their brothers and sisters in state and local governments, are not responsible for crashing the economy and should not be made the scapegoat while corporations sit on record profits that are only being spent on stock dividends and increases in corporate executive pay.

Decision 2012

The IAFF respects its members' right to vote for candidates who embrace their own values and positions on broader social and economic issues. One key economic issue to consider will be where candidates stand on the federal budget. Will they support critical aid to state and local governments, and a tax policy that supports hardworking Americans? Or will candidates want to drain the federal government of critical resources through tax cuts to the wealthiest, while cutting off critical aid to state and local governments?

Clearly, IAFF members have an important decision in November. The winners will control the White House and Congress, and will have a chance to enact their budget blueprints for this country. The differences between those budgets are stark and will have lasting consequences both on the fire service and for the economic realities of IAFF members. ■

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should work until they are eligible to draw Social Security,” says Anders. Once he left office, McCrorey became the co-host of a local talk show where he often blamed the ills of North Carolina on labor unions. The latest polls show McCrorey with a slight lead over Dalton.

Vermont

In Vermont, the Professional Fire Fighters of Vermont (PFFV) have a governor they want to keep in Peter Shumlin.

Speaking at the 2012 IAFF Legislative Conference, Shumlin said, “When I work with PFFV President Matt Vinci, we get some powerful things done.” He cited the establishment of two programs — the Vermont paramedic training program and the IAFF Fire Ground Survival Program.

“Governor Shumlin is there for us anytime we need him — whether it’s helping us get the training we need or supporting our ban of certain flame retardants,” says PFFV President Vinci.

Shumlin, running for his second two-year term, will face Vermont State Senator Randy Brock. Polls show Shumlin with a sizable lead.

Montana

Fire fighter friendly Montana Governor Brian Schweitzer (D) fought off a Right-to-Work bill and legislation that would have allowed volunteer fire fighters to protect larger cities in the last Montana state legislative session. Due to term limits, Montana citizens must now pick a new governor — Attorney General Steve Bullock (D) or former state Representative Rick Hill (R).

The Montana State Council of Fire Fighters (MSCFF) will be supporting Bullock. “We are hopeful that Bullock will be as much of a friend to us as Governor Schweitzer has been,” says MSCFF President Joel Fassbinder. “We will roll out the gold and black wherever he needs us.”

Currently, both sides of the state legislature are dominated by the Republican party. “The power of veto is also crucial for us,” says Fassbinder. “If we gain a few seats in the House and Senate, it will be helpful as well.”

The MSCPFF is also working hard to put fire fighter friendly candidates — and even a few fire fighters — in the Montana legislature to help fight off Right-to-Work efforts and proposals to foist all-volunteer fire departments on local communities.

Fassbinder says there is a good chance that Democrats could retake the Senate in Montana, though that is not necessarily its goal. Currently, the state Senate stands at 28

Republicans and 22 Democrats and the House is at 68 Republicans and 32 Democrats.

Three IAFF members are running for state legislative seats. If enough fire fighter friendly candidates are elected to the state legislature, the MSCPFF hopes to pass presumptive legislation in the next session. Montana is one of the few states that has no presumptive laws.

Other States With Contested Races

In Indiana, the Professional Fire Fighters Union of Indiana (PFFUI) is staying neutral in the race between U.S. Representative Mike Pence (R) and former State Speaker of the House John Gregg (D). “We have worked with both and believe that we will be able to continue to work with whoever wins,” says PFFUI President Tom Hanify.

Current Indiana Governor Mitch Daniels (R) recently criticized public-sector unions, saying they should be eliminated. He told Chris Wallace on “Fox News” that he would

“This is not about putting Democrats in power in the state houses. We all need to find and support candidates on both sides of the political aisle that respect fire fighters and will stand with us when it counts, not just during campaign events.”

—IAFF General President Schaitberger

like to see public-sector unions disappear entirely.

After West Virginia Governor Joe Manchin (D) left his seat following his election to the U.S. Senate, then-president of the state Senate, Earl Tomblin, was elected in a special election to finish out Manchin’s term. Tomblin will face businessman Bill Maloney in November.

Tomblin is ahead in the polls and will likely win. “We are not going to get complacent, however,” says Professional Fire Fighters of West Virginia (PFFWVA) President Brian Jones. “We supported Tomblin in the special election and will likely do so for the November election.”

Incumbent Missouri Governor Jay Nixon (D) is also considered safe. Still, he will be

challenged by the Republican candidate who wins the August 7 primary.

Since Utah is a very red state, it is unlikely that Incumbent Governor Gary Herbert (R) will be ousted by his challenger, Retired Major General Peter Cooke. “If he were, it would certainly be a game changer for us, but it is unlikely,” says Professional Fire Fighters of Utah (PFFU) President Jack Tidrow. “The congressional races are where we are most focused.”

Incumbent Delaware Governor Jack Markell (D) is also considered safe from his opponent, business owner Jeff Cragg (R). Registered Democrats outnumber registered Republicans by more than 110,000, according to the latest available voter registration records.

And in North Dakota, where incumbent Jack Dalrymple (R) is being challenged by state Senate Democratic Minority Leader Ryan Taylor, the Professional Fire Fighters of North Dakota (PFFND) cannot formally endorse a candidate without a political action committee. However, their voices will be heard.

Fargo Local 642 member Scot Kelsh has served in the state House of Representatives since 1996. “Just this last session, we were able to fend off attacks on our pensions,” he says. Kelsh is currently running for state auditor. “With both sides of the state legislature heavily dominated by Republicans, we have to work hard to get our message out there.”

State Affiliates Fight to Turn Anti-Labor Tide in Legislatures

Over the last two years, IAFF affiliates have fought back against legislative attacks launched by anti-worker lawmakers on public employee pensions and other rights and benefits, working nonstop to assess the damage and focus their efforts to end — or even stall — the anti-public employee tide in numerous state houses.

With state legislative elections looming in November, state affiliates are looking for true friends to support in House and Senate races. Several states with slim GOP majorities are ripe targets for fire fighters to influence the political make-up — in some cases bringing Democrats back into the majority and in others promoting lawmakers on both sides on the aisle to create a sweet spot of legislative balance.

“Our state affiliates have been fighting tooth and nail against legislative attacks on members, and now it is critically important for all IAFF members to tune into these upcoming elections,” says IAFF General

President Harold Schaitberger. “This is not about putting Democrats in power in the state houses. We all need to find and support candidates on both sides of the political aisle that respect fire fighters and will stand with us when it counts, not just during campaign events.”

By all accounts, massive turnouts are expected for the 2012 elections. Anti-labor conservatives are fired up following Wisconsin Governor Scott Walker’s victory (see box on page 28). It is now clear that austerity in the form of drastic cuts to public employee rights and benefits will become a rallying cry for Republicans.

Voters in Wisconsin did hand control of the state Senate to Democrats, which could help block Walker’s legislative agenda.

“We are expecting increased turnout on both sides in these legislative races, so it is extremely important that voters understand that the outcomes will affect their pocketbooks,” says John Winston, national political director for the Democratic Legislative Campaign Committee, who spoke at the 2012 IAFF Legislative Conference this spring in Washington, DC.

State affiliate leaders are spending the summer interviewing candidates, marshaling resources and educating members about the importance of the 2012 elections, searching for balance in state legislatures that have been thrown askew by the tidal wave of Tea Party political action.

Turning the Page on LePage

Maine Governor Paul LePage made no secret of his contempt for unions in the past year by pushing hard for Right-to-Work legislation and cutting public worker retirement plans to make room in the budget for tax cuts. He even removed a mural depicting the state’s rich labor history from the Maine state house.

LePage clearly wants to write a historic chapter charting the demise of labor. The good news in Maine is that it is one of a dwindling number of states that still has a

“Maine fire fighters want to do things that help the state economy but not in a way that takes away worker rights. You don’t create jobs by taking away rights.”

— John Martel, President Professional Fire Fighters of Maine

strong moderate-to-conservative base in the electorate and the legislature.

John Martel, president of the Professional Fire Fighters of Maine (PFFM), says there is a strong general sentiment in the state that LePage overreached in the last legislative session.

That sentiment opens the possibility for a strong shift in the balance in the legislature that now tilts toward the GOP in both the House and the Senate. Martel is quick to point out that, like the state, Maine fire fighters tend to be moderate in their politics — about as many vote Republican as Democrat. But even conservative fire fighters don’t like what they have seen of LePage’s agenda, says Martel, and more of them are seeking a change in political and legislative direction.

“Maine fire fighters want to do things that help the state economy but not in a way that takes away worker rights,” he says. “You don’t create jobs by taking away rights.”

Martel adds that the PFFM is heavily involved in the current election cycle, sending out questionnaires to prospective candidates and educating members. He expects that Maine fire fighters will throw support behind both Republican and Democratic candidates, but believes there is a 50-50 chance that at least one legislative body will flip to the Democrats, offering a stronger check and balance to LePage’s Tea Party agenda. The state Senate includes 20 Republicans and 14 Democrats; the House has 72 Democrats and 78 republicans.

Even Split in New York

New York is one of a number of states where there are split legislatures with one party controlling the House and the other controlling the Senate. Regardless of the party affiliation of the governor, a split legislature appears to be the best circumstance for fire fighters in this current political climate where there is so much pressure to go after pensions and other benefits.

“We have a good relationship with the legislature because it is split and we have a Democratic governor,” says Michael McManus, president of the New York State Professional Fire Fighters Association (NYSPPFA). “We have a great relationship with the leadership in both political parties.”

New York fire fighters in the past year were dealt a blow when Democratic Governor Andrew Cuomo muscled pension reform measures through the legislature. But the good news, such as it is, is that Cuomo has signaled that he is done messing with pensions.

“We have had two tiers added to the state pension in two years,” says McManus. New

“We have a great relationship with the leadership in both political parties.”

— Michael McManus, President New York State Professional Fire Fighters Association

York fire fighters are cautious but confident about the state legislature before and after the November elections.

McManus notes there has been some rumbling on the right in the state House about reforming the Triborough Doctrine — due to expire next June — the collective bargaining mechanism for fire fighters and police officers. He says there is a bit less than a 50-50 chance that the Democrats will retake the Senate and give fire fighters greater protection. Still, he believes he can work with the current legislative count. New York state fire fighters have not pinpointed any particular state-level race but are intent on supporting friends.

Much on the Line in Colorado

The redistricting process has opened up more competitive seats in Colorado, making it difficult to predict what will happen to the Colorado legislature this fall. Some believe the House will flip from Republican back to Democrat and some think the Senate will flip back to the Democrats.

President of the Colorado Professional Fire Fighters (CPFF) Randall Atkinson, also IAFF 9th District Vice President, is very nervous about this election cycle because there is so much on the line for fire fighters. A state GOP that has a moderate history has in recent times been overwhelmed by extreme-right conservatives intent on attacking unions at every possible turn.

“We have a PAC and we are doing what we can to support the friends we have,” says Atkinson. While the CPFF has a history on bipartisanship and supports friends wherever it can, Atkinson says it is extremely important to make sure that at least one of the state legislative bodies stays in Democratic hands. Otherwise, the Tea Party GOPers have signaled they will come after fire fighters and other public workers.

The CPFF, in an effort to educate its own membership, is conducting a direct mail campaign dubbed, “It’s Your Future,” designed to let its members know how important state-level politics are to their paychecks.

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Oregon, the Next Wisconsin?

The Oregon state legislature is about as evenly split as can be, with the Senate deadlocked at 30-30 and the House controlled by Democrats by a 14-12 margin.

Though Oregon is generally considered friendly territory for fire fighters, President of the Oregon State Fire Fighters Council (OSFFC) President Kelly Bach fears that the

“A group of Republicans in the House has been issuing press releases regularly arguing that our pensions need to be cut. The GOP is definitely coming after our pensions if they get the chance.”

— Kelly Bach, President
Oregon State Fire Fighters Council

state is about two lawmakers short of turning into the next Wisconsin.

Conservatives in the state legislature have made noise about going after public sector pensions even though the retirement system is one of the best funded in the nation. In the last legislative session, the GOP proposed 20 bills targeting pensions and five bills aimed at reducing collective bargaining rights for public workers, though all were blocked.

“A group of Republicans in the House has been issuing press releases regularly arguing that our pensions need to be cut,” says Bach. “The GOP is definitely coming after our pensions if they get the chance.” He also says the OSFFC has been interviewing legislature candidates and has targeted about seven races in the House for potential pickups — enough to tilt the House back into Democratic hands.

ALEC Making Moves in Iowa

Iowa is like Oregon in that it is a vote or two in the state House away from turning into the next Wisconsin. Democrats control the state Senate by a 26 to 24 margin and the GOP controls the House by 60 to 40. Iowa

Governor Terry Branstad is running the same playbook run by Wisconsin Governor Scott Walker, the one written by the American Legislative Exchange Council (ALEC).

Jeff Danielson, president of Cedar Falls, IA Local 1366, is also Iowa state Senate Pro Tem running as the incumbent. Another IAFF member, Chris Brase of Muscatine Local 608, also is running for a Senate seat.

“ALEC and the GOP are trying to blame fire fighters and the entire middle class for the Wall Street crash,” says Danielson. “We will have to burn a lot of shoe leather and do a lot of hard work to make sure the Senate is a firewall against Branstad’s agenda.”

A Good Chance in Minnesota

During the 2010 state election cycle, legislative power in the state double flipped: Democrat Mark Dayton defeated Republican Tom Emmer, while the state House and Senate both switched from Democratic to GOP control. The upshot is that while some anti-labor legislation was hatched in the legislature, Dayton, the Democrats and a few key Republicans were able to beat back

IAFF Deems ALEC Rival Organization

At its June Board meeting, the IAFF Executive Board voted unanimously to declare the American Legislative Exchange Council (ALEC) and Americans for Prosperity rival organizations, which prohibits IAFF members from joining.

ALEC, a Washington, DC-based non-profit, thrives on operating in the shadows of American government pushing anti-worker, anti-union legislation in state houses across the country.

ALEC helps fund Americans for Prosperity, an economic policy organization that aims to influence lawmakers with its anti-worker, anti-union agenda.

In addition, ALEC connects conservative lawmakers, big-time corporate executives and think tanks that craft legislation to protect the special interest of the nation’s top one percent.

The cozy relationships are now being called into question by the media, labor unions and advocacy groups, including Common Cause which filed an IRS complaint against ALEC for falsely claiming tax-exempt status while lobbying.

Earlier this year, Florida’s “Stand Your Ground” legislation put ALEC on the hot seat, causing the organization to disband its

public safety task force as a way to distance itself from the controversial law.

ALEC’s power and influence may have been harmed thanks to the negative publicity, but the organization remains as politically potent as ever.

It is stepping up its activity to destroy unions, trial lawyers and even making it harder for Americans — including military veterans — to vote.

“ALEC still operates in secret, despite the negative exposure it’s received,” says John Nichols, a political reporter who has covered ALEC extensively for *Nation Magazine*.

“It remains a powerful organization because a great deal of its funding comes from extremely wealthy, conservative donors,” he says. “ALEC remains a threat as it continues to push model legislation in all 50 states. And it is a real threat to open, honest democracy that most Americans would prefer in their states.”

Founded in 1973, ALEC supports free market principles and counts on financial support from various foundations, including those controlled by the billionaire Koch Brothers.

The Center for Media and Democracy (CMD) based in Wisconsin developed *ALEC Exposed*, a web project showcasing 800 so-called model bills written by the organization.

Brendan Fischer, a law fellow at CMD, says

The American Legislative Exchange Council (ALEC), a Washington, DC based non-profit, thrives on operating in the shadows of American government pushing anti-worker, anti-union legislation in statehouses across the country.

ALEC’s success has been its ability to operate in secret and to gain access to legislators while providing an anonymous cover for its corporate sponsors to press their agenda.

“With the added attention, it does weaken its ability to influence legislation,” says Fischer. “The reason that ALEC has been so successful for the past 20 to 30 years has been its ability to operate in secret. It’s almost like they’ve been a laundry organization.”

This spring, ALEC sponsored a closed-door retreat in Charlotte, North Carolina, where representatives from the Arizona-based Goldwater Institute and the Michigan-based Mackinac Center for Public Policy introduced at least five anti-union bills with the goal for ALEC

legislation that would have hurt fire fighters.

While this year's legislative session has been successful with regard to fire fighter issues, Minnesota Professional Fire Fighters (MPFF) President Tom Thornburg hopes to further improve prospects in the upcoming fall elections where all 200 state lawmakers are up for re-election. He believes there is a good chance Democrats could win back control of at least one of the chambers.

Do or Die in Michigan

Ultra-conservative lawmakers at the state and local level are running rampant in Michigan, trying just about every available avenue for gutting government and feathering the nests of corporations. In so many instances, they are succeeding, and fire fighters across the state are losing their rights, their benefits and their jobs.

"We are in a do-or-die situation here in Michigan," says Michigan Professional Fire Fighters Union (MPFFU) President Mark Docherty in an apt summation of the state of affairs for fire fighters.

The MPFFU has locked arms with other labor groups in the state to push for a

"The state House of Representatives has clearly overreached. It has attacked teachers, taxed retirees and gone after voting rights. Too many Democrats sat out the elections in 2010, but we are hopeful they will show up in November."

—Mark Docherty, President
Michigan Professional
Fire Fighters Union

ballot initiative that, if approved, would enshrine into the state Constitution the basic right of every worker to collectively bargain. The Protect Our Jobs Coalition needs

320,000 petition signatures to put the collective bargaining issue on the November ballot. The goal is to collect 500,000 by July.

Docherty says the future of fire fighters will also depend on the results of the statewide November elections.

"The state House of Representatives has clearly overreached," he says. "It has attacked teachers, taxed retirees and gone after voting rights. Too many Democrats sat out the elections in 2010, but we are hopeful they will show up in November."

Much of the anti-labor venom so far has spewed forth from the House, which Republicans control by a 62 to 46 margin. The MPFFU is working to flip nine seats back into the Democrat column, which would give Democrats control of the House. The Senate, which is more moderate, is also GOP controlled by a margin of 26 to 12. Docherty says Michigan Governor Rick Snyder, a Republican, has been somewhat of a moderating force, sanding down some of the rougher edges of legislation. ■

members to go back to their home states to introduce model legislation.

One bill would require public employees to annually approve their employer's automatic deduction of union dues from paychecks. Another bill would prohibit union officials from taking paid leave from public-sector jobs to perform union duties. One proposal would require public sector union members to vote on their union membership every three to five years. Another proposal targeting public and private unions would make it easier to decertify unions. The end result for public workers would be disastrous and create an uneven playing field where the haves have all the power and the have nots are left with very little.

In Wisconsin, CMD reported in *ALEC Exposed in Wisconsin: The Hijacking of a State* that 32 bills on budget provisions reflecting ALEC model legislation were introduced in 2011 and 2012. Twenty-one of the bills or budget provisions passed and two were vetoed. In addition, more than \$406,000 in campaign contributions were made to former ALEC member Governor Scott Walker from ALEC corporations to his state campaign account over that same period of time.

CMD also found Wisconsin state legislators appear to have received impermissible gifts from corporations and lobbyists through ALEC's scholarship fund, and that companies that employ lobbyists in

the state of Wisconsin are funding flights, hotel rooms and meals for elected officials.

Wisconsin is just a precursor to what's going to come in the presidential elections in November with rich donors opening up their wallets in hopes to get the desired outcome they want.

"Wisconsin exemplifies where we are going in terms of all this massive spending in politics and whether corporate influence will overall control our democracy," Fischer says.

And yet Wisconsin is only one state in the clutches of ALEC. In Ohio, in the first 10 months of 2011, 33 bills were introduced in the state legislature that were identical to or contained elements from 64 ALEC model proposals. Nine of those bills were signed into law.

ALEC is now playing defense to fight negative press and to keep its operating structure out of public view.

ALEC is registered as a public charity, but other organizations assert that it is too entrenched in lobbying efforts that it shouldn't be considered as a 501(c)(3) classification, which allows it to keep its tax-exempt status while accepting grants from foundations, corporations and other donors.

With a torrent of bad publicity raining down on ALEC, major corporate sponsors have cut ties to the group, including Wal-Mart, Amazon, Coca-Cola, PepsiCo, Kraft Foods, the Bill and Melinda Gates

Foundation, Kaplan, McDonald's, Wendy's, Blue Cross Blue Shield, Mars, Inc., Intuit, Proctor & Gamble, Reed Elsevier, America Traffic Solutions, Arizona Public Services and the National Board for Professional Teaching Standards.

About 98 percent of ALEC's funding comes from corporate grants and sponsorships. About 45 state lawmakers — both Republicans and Democrats — have resigned from ALEC. Fourteen Pennsylvania lawmakers to date announced they would not renew membership.

But ALEC just hasn't set its sights on busting unions.

The organization is also playing a large role in the 2012 elections. The group is behind several voter suppression efforts across the country. In November, approximately 30 states will require identification at the polls — shutting out at least 11 percent of eligible voters. Some military veterans who have shown up to polling sites reported they were denied the right to vote even though they presented a valid, federally issued Veterans Affairs photo ID.

The ALEC agenda is not good for public workers or for America. The IAFF is committed to fighting these vicious attacks and to keep members informed on the policies ALEC develops as it pertains to people who work for a living. ■

IAFF Locals Prevail in Precedent-Setting Legal Cases

When the IAFF says it's "Always on the Frontlines," that includes representation in legal matters that can potentially set precedents that protect IAFF members throughout the International in the future.

Bankruptcy Court Case Successfully Resolved for Central Falls

IAFF members in Central Falls, Rhode Island, now have a five-year collective bargaining agreement effective through June 30, 2016, after the City filed a Chapter 9 bankruptcy petition in federal bankruptcy court seeking, in part, to nullify labor agreements with Central Falls Local 1485 and two other unions.

Though it was unlikely that Local 1485 could successfully challenge the City's bankruptcy petition, because this was a precedent-setting case that could have widespread ramifications, IAFF General Counsel Tom Woodley knew it would be important for the local to participate in the proceeding to protect the members with respect to the labor contract, as well as their jobs, wages and benefits. In addition, a significant issue was whether a state law giving a priority to bondholders' claims against the City (essentially treating them as secured creditors) was preempted by federal bankruptcy law and, therefore, should be disregarded.

"At the outset of this bankruptcy case, we were concerned about the jobs and future of Local 1485's members and the spill-over impact it could have in the event the Court ruled entirely for the City," says IAFF General President Harold Schaitberger. "The Local was well-advised to negotiate the best new labor contract it could obtain to preserve jobs and still have wage increases and mutually acceptable benefits."

In general, a bankruptcy court is given broad discretion to abrogate existing labor contracts, and the City had filed a motion requesting the Court reject the labor agreements it had with several unions, including Local 1485. As a result, the local was strongly encouraged to negotiate a new collective bargaining agreement so that both parties could represent to the Court that the new agreement was valid, reasonable and should be approved by the Court.

Under the new agreement, Local 1485 retained all of its members' jobs, and ensured continued annual wage increases (in addition to other favorable terms and conditions of employment)

in exchange for making certain concessions regarding health insurance premiums and retirement benefits.

In conjunction with the new labor contract, the City required all affected unions to sign Memoranda of Understandings (MOUs) to be presented to the bankruptcy court for approval. Contrary to the MOUs signed by the other two affected unions, IAFF General Counsel negotiated with the Receiver on the terms of the MOU with Local 1485, and was able to retain the right to sue or otherwise join in an action against the state with respect to the "Statutory Lien Statute" — the state law that gives a higher priority to the claims of bondholders — in any further bankruptcy action. In addition, and again contrary to the other unions, the local persuaded the City to withdraw its motion for rejection of Local 1485's pre-existing labor agreement.

Recently, the City asked the Court to approve the MOUs and, in effect, the new collective bargaining agreement with Local 1485. The bankruptcy court is expected to grant that request.

State Supreme Court Rules Non-Lawyer Union Officers Can Represent Locals in Arbitration

The Rhode Island Supreme Court on February 9, 2012 issued a favorable decision in an arbitration case that signals a significant victory and a tremendous cost saver for IAFF affiliates in Rhode Island.

In an obvious effort to deter IAFF locals in Rhode Island from pursuing grievances to arbitration, a local government employer took a case all the way to the state Supreme Court, arguing that union officials could not represent members in arbitration because it amounted to the "practice of law" and, therefore, it was necessary to retain and use a lawyer. As this employer and others recognized, the expense of hiring a lawyer for arbitration cases would certainly discourage IAFF affiliates from pursuing grievances to costly arbitration.

However, in 2009, Little Compton, RI Local 3957 invoked arbitration on two grievances. The employer (the Town of

Little Compton) filed a complaint in Superior Court seeking a stay of the arbitrations on the grounds that the union's chosen representative in the arbitrations — Joe Andriole — was not a lawyer, arguing that it was a criminal violation for a non-lawyer union officer to serve as the union representative in an arbitration case. The Superior Court rejected the employer's argument.

Even though the arbitrations went forward, the Town filed a formal complaint against Andriole, an experienced officer of the Rhode Island State Association of Fire Fighters (RISAFF), with the Unauthorized Practice of Law Committee, which conducted an extensive hearing and received briefs from the parties. The Committee submitted its report to the state Supreme Court, concluding that Andriole engaged in a "technical violation" of the criminal statute, but recognized that non-lawyer representation in the labor relations context is a frequent occurrence.

The Rhode Island Supreme Court held that Andriole did not engage in the unauthorized practice of law when he represented Local 3957 against the Town in the arbitration cases.

A ruling that only lawyers may represent unions in grievances and arbitrations would be very costly, deterring unions from invoking the grievance/arbitration process — as the Town (and other employers) were well aware. Recognizing the risk faced by state representative Andriole, as well as the precedent-setting impact a court decision could have on IAFF affiliates, General Counsel Tom Woodley filed the IAFF *amicus* brief in support of Local 3957 and RISAFF representative Joe Andriole.

The court's decision reviewed the history of labor arbitration and acknowledged the special role carved out by labor and management in resolving disputes through arbitration. The court concluded that it did not want to "disturb the status quo" and noted that "[a]ny decision to limit the practice of non-lawyer representation in public labor arbitrations will undoubtedly have an impact on all public labor arbitrations throughout this state." ■

Delegates Advance IAFF Issues at 19th Canadian Legislative Conference

The federal legislative priorities of Canada's professional fire fighters were at the forefront on Parliament Hill in Ottawa April 22-25 in the wake of the 19th Canadian Legislative Conference.

More than 120 delegates from across Canada met with their members of Parliament and senators during the Conference and called for a national Public Safety Officer Compensation (PSOC) benefit, for priority access to vaccines and antivirals in the event of an influenza pandemic and for amendments to the National Building Code of Canada to enhance fire fighter safety.

Delegates conducted more than 100 lobby meetings on Parliament Hill on Lobby Day, and reported good support on all three issues from all political parties. The IAFF is in the process of poring over delegate response cards and preparing to follow up on numerous leads and offers of assistance from parliamentarians.

IAFF General President Harold Schaitberger, who addressed delegates, said he was proud to be at the Conference for the 19th time. He urged delegates to embrace the IAFF's gold and black political brand and to lobby hard on the legislative issues while in Ottawa and against an increasing number of attacks on jobs and pensions being experienced by Canadian IAFF affiliates.

Pointing to an ever-increasing aggressiveness in Canada's political dynamics, and layoffs and attacks being experienced by such Canadian locals as Brandon, MB Local 803, Corner Brook, NF Local 1222, Saint John, NB Local 771, Rocky View County, AB Local 4794 and Toronto, ON Local 3888, Schaitberger pledged that the IAFF will continue to help affiliates fight back.

"Our job is to stay committed and focused to our model of political action," Schaitberger said. "The last thing we can do is believe that this is the time we can throw in the towel. This is the time to dig in and go on the offensive."

Schaitberger also singled out Bill C-377, a federal bill that would impose onerous financial reporting requirements on unions. While broader labour issues, such as C-377 and attacks on labour unions exist at the federal level, Schaitberger urged delegates to focus on fire fighter issues during the Conference. The IAFF is opposing Bill C-377 at a national level in concert with the Canadian Labour Congress and other unions (see story on page 38).

Public Safety Minister Vic Toews (Provencher, Manitoba) addressed the



IAFF General President Harold Schaitberger talks with New Democratic Party of Canada Leader Thomas Mulcair April 23 at the IAFF's 19th Canadian Legislative Conference in Ottawa. Mulcair, who is also the Leader of the Opposition in the Canadian Parliament, was one of several MPs from all parties who addressed delegates at the Conference.

Conference for the first time, and brought greetings on behalf of Prime Minister Stephen Harper. Toews commented on the federal government's funding of the IAFF Canadian Haz-Mat & CBRNE Training Initiative, as well as the recent decision to set aside broadband spectrum for public safety. Toews also thanked the IAFF for the role its members play.

"Without hesitation, fire fighters often go above and beyond the call of duty to aid others in distress," he said. "I think it goes without saying there is not a Canadian family whose life has not been touched by the dedication, commitment and courage of the fire fighting community."

General President Schaitberger presented Toews with a framed IAFF photo in recognition of the Canadian government's funding of the IAFF Haz-mat and CBRNE program.

Newly-elected New Democratic Party (NDP) Leader Thomas Mulcair (Outremont, Quebec) urged delegates not to accept the argument that there are grounds for the government to avoid acting on the PSOC benefit. "All they have to do is make it a priority and that's what we intend to do if we form a government," he said, referring to the benefit as a "moral obligation" and a "statement" on the part of the government of Canada.

Liberal Deputy Leader Ralph Goodale (Wascana, Saskatchewan) cited the IAFF lobby as one of the best among all the groups that bring issues to Parliament Hill. "It is professional, it is focused, it is relevant, it is persuasive and it is very well done," he said, also thanking fire fighters for their roles in society. "You are the nation's first responders to all manner of emergencies. Fire fighters are typically first on scene. Peoples' lives depend on how well you do your jobs."

Green Party Leader Elizabeth May (Saanich-Gulf Islands, British Columbia) expressed her strong support for the IAFF's legislative issues and pledged her assistance in seeing them to fruition, and NDP MP

Niki Ashton (Churchill, Manitoba) told delegates about the importance of her relationship with the Manitoba Professional Fire Fighters Association and Winnipeg Local 867, which she described as being instrumental in her election to the House of Commons.

Keynote Speaker Evan Solomon, host of CBC TV's "Power & Politics," delivered a fascinating and insightful address on the state of Canadian politics. The Conference also featured the ever-popular IAFF Parliamentary Reception, during which delegates mingled with numerous



Continued on Page 38



Mixed teams of IAFF members and Conservative MPs laced up for the third annual MP-Fire Fighter Hockey Challenge April 23 in Ottawa. The event, organized by Conservative MP Patrick Brown (Barrie, Ontario), raised \$2,000 for Muscular Dystrophy Canada.

Continued from Page 37

parliamentarians, including Labour Minister Lisa Raitt. An information session on the IAFF Canadian Political Training Academy was also held.

For the second year, IAFF members were joined in the lobby by fire fighters from the province of Quebec. Five fire fighters from the Montreal and Laval unions attended the Conference and met with Quebec MPs, giving a stronger voice to IAFF issues and a more national tone to the IAFF lobby.

Conservative MP Patrick Brown (Barrie, Ontario) organized a third annual

MP-Firefighter Charity Hockey Game. Mixed teams of IAFF members and MPs faced off at an Ottawa arena on the Monday night of the Conference, raising \$2,000 for Muscular Dystrophy Canada. A total of 32 IAFF members and MPs laced up for the event.

Brown also spoke during the Legislative Conference about his close relationship with Barrie Local 1753 and his intention to assist the IAFF with the issues on the Canadian legislative agenda.

Schaitberger, during his address to the Conference, recognized 15th District Vice President Jim Fennell and 13th District Vice President Bruce Carpenter and

thanked them for their tremendous dedication and commitment to the International for 29 and 14 years, respectively. Both have announced they are not seeking re-election in 2012. ■

IAFF With CLC in Fight Against Anti-Union Bill C-377

The IAFF is joining other Canadian unions through the Canadian Labour Congress (CLC) in opposition to proposed federal legislation that could interfere with a unions' ability to represent its members.

Bill C-377, An Act to Amend the Income Tax Act (Requirements for Labour Organizations), would impose extremely onerous financial reporting requirements on unions. Unions would be required to hire auditors to write extremely detailed reports about virtually all union spending, and those reports would be made publicly available.

The legislation was introduced in the House of Commons in December by Conservative MP Russ Hiebert (Surrey-White Rock, BC) and passed 2nd Reading on March 14. Though it is a private member's bill, there is a strong chance it could be enacted due to the

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support it's received so far from the Conservative majority in Parliament.

The IAFF and other unions believe C-377 is a blatant attempt to reduce organized labour's effectiveness by tying up precious union resources with an expensive and time-consuming task, ultimately reducing the resources unions have available to represent their members.

The IAFF is strategically cooperating with the CLC and its attempts to bring labour's concerns about the bill directly to the Conservatives. The IAFF respected an initial CLC request to refrain from engaging local affiliates in a grassroots lobby over C-377, which also ensured fire fighter issues weren't overshadowed during the 19th Canadian Legislative Conference in April. In May, the IAFF sent information about the bill to Canadian affiliates after the CLC suggested unions conduct targeted meetings with Conservative MPs.

Hiebert claims the bill is fair and that union finances should become public because of the purported tax breaks unions and union members receive. The IAFF and other unions argue the bill is discriminatory and an obvious attack on labour because it doesn't propose the same requirements for other types of not-for-profit groups — like lawyers or bankers' associations, or for corporations, for example — which also receive tax breaks and benefits.

The IAFF points out that union members already have a right to access information about union spending through internal channels, otherwise the public reporting of detailed financial information is just a method to stir public antipathy toward unions and create division in unions by appealing to dissatisfied members. ■

IAFF Succeeds in Easing Normal Retirement Age Regulations

The Internal Revenue Service (IRS) announced April 18 that it has agreed to overhaul proposed regulations that would have created significant problems for many public sector pension plans. Under the original regulations, all public sector pension plans would have been required to specify a "Normal Retirement Age," and would not have been allowed to define retirement based on years of service or a combination of age and years of service. For example, plans that defined normal retirement as "age 50 with 25 years of service" would have been in danger of losing their tax exempt status. The proposed revisions represent a significant victory for the IAFF, capping a five-year campaign to protect fire fighter pension plans.

Under the proposed revisions, pension plans

would not be required to maintain a specific normal retirement age unless the plan allowed for "in-service distributions" before age 62. In-service distributions, which are generally not used in public safety occupations, occur when a person who has reached retirement age draws a pension benefit while they continue working and receiving their salary.

The revised regulations contain other important provisions advocated by the IAFF, including delaying the effective date until January 1, 2015. This will give pension plans ample time to make any necessary changes to their plan documents to assure they are in full compliance.

There are still a number of details that need to be clarified, including the precise definition of in-service distribution, and the IAFF will be working with the IRS in the coming months to ensure that these technical issues are resolved in a way that assures the regulations do not interfere with public safety pension plans.

"The decision by the IRS to heed the concerns raised by the nation's professional fire fighters is a victory for common sense government," says IAFF General President Harold Schaitberger. "After too many years of uncertainty, the IRS has now taken the necessary steps to ensure that fire fighters' pension benefits will not be endangered." ■

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HIV Presumption Passes Unanimously in Tennessee

After nearly three years of lobbying, the Tennessee Professional Fire Fighters Association (TPFFA) scored a huge victory when its HIV presumption legislation unanimously passed the state House and Senate. Effective July, it will be Tennessee's only statewide presumption law.

"What really did it for us was earning the support of the leadership in the House and Senate," says TPFFA President Eddie Mitchell. "At one point, we had some members of the state legislature vowing not to vote in favor of the legislation. But, with

the help of the House speaker and the lieutenant governor, we were able to overcome those obstacles."

The effort to pass the presumption legislation began in 2009. The original bill included HIV, all forms of Hepatitis and other infectious diseases. However, despite the best lobbying efforts by the TPFFA and its lobbying firm — Murphy and Associates — the legislation met with great opposition in the Republican controlled House and Senate.

With the help of the leadership in the House and Senate, a compromise was eventually reached to only include HIV in the legislation.

"While we didn't get everything we wanted, it is important to look at the big

"Now that we finally have a presumptive law in place, there is a better chance that we can add more occupational diseases to the law in the future."

— Eddie Mitchell, President
Tennessee Professional
Fire Fighters Association

picture," says Mitchell. "Now that we finally have a presumptive law in place, there is a better chance that we can add more occupational diseases to the law in the future.

He adds, "We also have to acknowledge that this legislation was passed at a time when we were fighting off legislation that threatened dues deduction and other issues. To my knowledge, the TPFFA is the only labor organization [in Tennessee] to pass any legislation."

The legislation presumes that HIV is a job-related illness for fire fighters, paramedics and EMTs. ■

Get to Know Your IAFF Financial Corporation

As the IAFF 51st Convention nears, it is a good time for all IAFF members to understand the history of the IAFF Financial Corporation (IAFF-FC). This is your Corporation and it is one of the innovative and creative ideas that have made your International a strong and viable organization in the United States and Canada.

Ten years ago, the IAFF decided to develop a for-profit corporation that has one shareholder, the IAFF.

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

No per capita was used to start the IAFF-FC. A line of credit was used to capitalize the business. In the first year of operation, the line-of-credit debt rose to \$900,000. In the second year of operation, the IAFF-FC made a profit and began to pay down its line-of-credit debt. Four years later, the line-of-credit debt was retired in full and the IAFF-FC began returning revenue back to the IAFF.

Over the past six years, the IAFF-FC has given the IAFF \$1.86 million through



British Columbia Fire Fighters Laud Emergency Services Disclosure Act

British Columbia's professional fire fighters are welcoming the introduction of legislation that will give first responders peace of mind if they are exposed to infectious diseases in the course of their duties and allow treatment to begin as soon as possible if exposure has occurred.

The Emergency Services Disclosure Act, introduced by the British Columbia government in the legislative assembly April 30, specifies a process through which an emergency responder or Good Samaritan can obtain a warrant to confidentially learn the infectious disease status of an individual whose bodily fluids they've contacted on the job when the individual refuses to provide a blood sample voluntarily.

"This act is designed to protect the emergency responders who, without hesitation and on a daily basis, put themselves in harm's way to protect every citizen in the province."

— Mike Hurley, President
British Columbia Professional Fire
Fighters Association

The bill, which is similar to legislation that's already in place in Alberta, Saskatchewan, Manitoba and Ontario, is expected to be enacted before the British Columbia legislature breaks for the summer.

Mike Hurley, president of the British Columbia Professional Fire Fighters Association (BCPFFA), says that not knowing the infectious disease status of an individual they have contacted on the job can be a source of fear and anxiety for a fire fighter and his or her family. Not knowing can also lead to unnecessary treatments or a delay in treatments that may be required when exposure has occurred.

"This act is designed to protect the emergency responders who, without hesitation and on a daily basis, put themselves in harm's way to protect every citizen in the province," Hurley says. "This protects responders in British Columbia with the same rights as other Canadian provinces. The BCPFFA thanks the government, and especially MLA Norm Letnick, for recognizing the importance of this bill and for moving it forward."

Letnick, a Liberal MLA for Kelowna-Lake Country, initially introduced the legislation as a private member's bill before it was picked up by the Liberal government as a government bill, thus ensuring its passage.

The BCPFFA's 3,800 members respond not only to fires but to accidents and other medical emergencies, which puts them at risk of exposure to communicable diseases such as Hepatitis C and HIV. The bill protects privacy by assuring information is shared in confidence only, and sets penalties for non-compliance of testing orders and privacy provisions. The bill also establishes a presumption of disease exposure for first responders seeking workers' compensation benefits. ■

contracted services. These amounts represent the majority of the after-tax profits of the Corporation with the remainder going to build a 12-month operating reserve fund, as is prudent business practice. To the extent that members use IAFF-FC programs, this after-tax profit and revenue back to the IAFF will continue to increase each year as it has done for the past six years.

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

The IAFF-FC has established a variety of programs, including the FrontLine Deferred Compensation Program, auto and home insurance program (available for members in both the United States and in Canada), the home mortgage and refinance program, as well as a variety of group and individual insurance options.

Visit www.iaff-fc.com for more information on all available programs. ■



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in March and April 2012.

Local 2325

Barstow Professional Fire Fighters Association
President, Jamie Williams
18 members
Barstow, CA

Local 4890

Montgomery Township Professional Fire Fighters
President, Robert Hedden
13 members
Montgomery Township, PA

Local 4891

Scio Township Professional Fire Fighters
President, Daniel Burke
4 members
Scio Township, MI

Local 4892

Park City Fire
President, Brent Cannon
20 members
Park City, UT

Local 4893

Solano County Professional Fire Fighters Association
President, Jeromy Nottingham
4 members
Vacaville, CA

Local 4895

Columbia County Professional Fire Fighters Association
President, James McCabe
16 members
Lake City, FL

Local 4896

Cresskill Uniformed Fire Fighters
President, William Oliver
3 members
Cresskill, NJ

Local 4897

Hillsborough Fire Marshals Association, NJ
President, John Yanko
6 members
Flagtown, NJ

Local 4898

Bayou Cane Professional Fire Fighters, LA
President, Michael Morton
34 members
Houma, LA

Local 4899

Covington Fire Fighters Assoc., LA
President, Joseph Ard
18 members
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Local 4900

United Fire Fighters of Karns, TN
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Serving as MDA Camp Counselor Is Heart-warming Experience

“Watching the kids and seeing how much fun they were having just being kids, forgetting about their disabilities, has made such a huge impact on me,” says Eric “Rudy” Ruettinger, a member of Colorado Springs, CO Local 5.

On the job with the Colorado Springs Fire Department since 2003, Ruettinger is describing his first experience at a Muscular Dystrophy Association (MDA) summer camp. He had visited the camp at Rocky Mountain Village near Empire, Colorado, for Fire Fighters Day to help serve a picnic lunch, give tours of a fire engine and let the campers spray their counselors with the fire hoses.

“The kids were great; they were just having so much fun being around other kids with similar abilities,” Ruettinger says. “The camp is set up with all these activities specially designed for kids with disabilities — zip lines, climbing walls, swimming, fishing, hiking trails and so much more.”

He decided right then to come back the following year and spend the entire week as a camp counselor. Other fire fighters who were also veteran counselors assured him he’d love it, and sure enough, he did. Now a veteran counselor himself, Ruettinger’s preparing for his seventh session at MDA summer camp. He says the kids like all the counselors, but they absolutely idolize the fire fighters. “They love to brag that their counselor is a fire fighter,” he says with a chuckle.

A mover and shaker with his department’s Fill-the-Boot drive almost as long as he’s been a fire fighter, Ruettinger describes what’s required of a MDA camp counselor. “It’s one on one. Every camper has a counselor for the entire week. You’re there when they arrive with their parents, helping with that transition; you assist them getting settled into their cabins; you’re basically their caregiver for the week.”

Counselors are expected to maintain positive, upbeat attitudes while promoting cooperation and respect and encouraging participation in camp activities. Every day, a wide variety of events await the campers, including individual activities — such as swimming or arts and crafts — as well as group activities like making a music video or playing wheelchair soccer. The goal is to provide good, clean (and safe) fun for the kids. And like any summer camp worth its salt, cabin-versus-cabin pranks are part of the action. Shaving cream and toilet paper are often the weapons of choice. “The kids love it. And if that’s what it takes for them



“The camp is set up with all these activities specially designed for kids with disabilities — zip lines, climbing walls, swimming, fishing, hiking trails and so much more.”

—Eric “Rudy” Ruettinger, Colorado Springs, CO Local 5

to have a memorable week at camp,” says Ruettinger, “I’m in.”

One of MDA’s biggest supporters since 1954, the IAFF has contributed more than \$400 million to help send kids to camp, support neuromuscular disease research, fund clinics and provide many other MDA services.

With the IAFF’s help, MDA sends some 3,500 children, ages six to 17, to summer camp each year, at no cost to their parents. There are nearly 80 camps located across the United States. Counselors, who must be at least 16 years old (18 in some states), are given thorough background checks and receive special training in how to care for children with disabilities. The camps also have a full-time medical staff.

1. MDA campers and counselors at the pool at Rocky Mountain Village Camp.

2. A fire fighter with Englewood, CO Local 2164 helps an MDA camper take aim during Fire Fighter Appreciation Day 2011 at Rocky Mountain Village Camp.

3. Rudy Ruettinger, a member of Colorado Springs, CO Local 5 and a MDA camp counselor, displays a proud MDA camper’s catch.

4. Visiting fire fighters from Englewood, CO Local 2164 discuss a possible hiking trip with a MDA camper.

As a fire fighter, Ruettinger says he sometimes takes his own mobility and active lifestyle for granted. “I have a physically demanding job and I’m blessed that I can do it without giving it a second thought. So this is a way that I can give back, at least for a week, by helping the kids have as much fun as they possibly can.”

Ruettinger encourages other fire fighters around the country to donate their time to this highly fulfilling work. “It’s also a heck of a lot of fun,” he says. “When was the last time you TP’d your neighbor’s house?”

For more information about MDA summer camp, visit www.mda.org/clinics/camp/ or call your local MDA office at (800) 572-1717. ■

A Brotherhood of the Great Outdoors

Why I joined the Union Sportsmen's Alliance

By Bob Barteck, IAFF Local 425 Alumni & Wisconsin Rapids Fire Dept. Captain

Clad in blaze orange, my grandfather led me through the swamps, oaks and pines of my uncle's land. We hoped to bump a deer to my father or one of my uncles patiently waiting on-stand nearby. Grandpa Orville walked slowly while quietly telling me about the trees, plants and wildlife. While anxiously waiting for the report of a rifle shot, I was learning some of the most important lessons of my life. At just 7-years-old, my family was instilling in me a love of all wild things. Now at 43, I find myself coming full circle as I teach my children the same lessons.

My passion for passing on a legacy of conservation to future generations is what led me to the Union Sportsmen's Alliance (USA). This organization's sole purpose is to join hard working men and women into a cohesive conservation organization. While USA members come from different backgrounds, geographic regions and professional trades, they share a common desire to improve hunting and fishing opportunities for all to enjoy.

USA's biggest conservation tool is its Boots on the Ground program. It appeals to me because it brings together union sportsmen to tackle some tough projects. Opening lands for public access, improving wildlife habitat and assisting states with wildlife restoration and research are projects at the core of Boots on the Ground. While no single sportsman can make a nationwide impact, together we can and will leave a legacy of conservation for future generations.

Whether you enjoy catching bluegills in a local pond or hunting elk at high altitude, the USA is working for you. The member benefits and educational materials are numerous and far outweigh the nominal cost of membership.

Join me in supporting this fast growing conservation organization. Become a USA member today! And check out my article about bowhunting Ontario whitetail at www.UnionSportsmen.org/bob.

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Throughout his travels on behalf of the IAFF and its affiliates...

General President Harold Schaitberger visits firehouses and union halls and attends other state and provincial events.



General President Schaitberger toured Portland Local 43's Station 1 and met with Oregon State Fire Fighters Council (OSFFC) President Kelly Bach, Local 43 President James Forquer and members of Local 43. Schaitberger was also attending the OSFFC Convention.



President Schaitberger traveled to one of the IAFF's northernmost locals — Anchorage, AK Local 1264 — while in the state for the Professional Fire Fighters of Alaska (PFFA) Convention. At Station 1, Schaitberger, IAFF 7th District Vice President Ricky Walsh, PFFA President Thomas Wescott, PFFA Secretary-Treasurer Brian Partch and Local 1264 President Rod Harris met around a new conference table made by former Local 1264 President Joe Albrecht from a single piece of wood.



New London, CT Local 1522 members welcomed President Schaitberger and General Secretary-Treasurer Thomas Miller to New London's main fire station. Schaitberger and Miller were also in town for the New England Conference of Fire Fighters (IAFF 3rd District) meeting.



Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0117 Birmingham—Eric Clark, L1349 Mobile—Frederick Williams
ALBERTA L0209 Edmonton Fire Fighters Union—Mark Cyr, Mike Noon, Brian Panylyk, Guy Piquette, Kelly Roy, Jack Wozney, L0255 Calgary—Craig Bock, Clint Cheffins, Dale Gregor, C. Hendricks, Scott Malcolm, Kenneth Ross, Philip Rosso, Darrell Unrau, Kelly Wanvig
ARIZONA L0493 Phoenix—Louis Carlucci, Ronald Domingues, L2146 Bisbee—Robert Sanders, Dirk Wolhart, L2260 Mesa—Richard Adamkiewicz, L3066 United Yavapai—Dennis Jeffery, L3878 United Maricopa County Fire Fighters Association—Dart Craytor
ARKANSAS L2995 Harrison—Mike Dodson, Marvin Holt, Marc Lowery, Darrel Pace, Craig Taylor, L3007 Springdale—Chris Main, L3718 Jonesboro—Leonard Jadrich
BRITISH COLUMBIA L0018 Vancouver—Dan Cutler, W. Douglas, Jeffrey Eppler, Robert Forch, Nevil Hand, Jack Hargreaves, Thomas Laverty, Monte Watson, L0256 New Westminster—Sam Cirillo, Gregory Simpkin, L0323 Burnaby—Kevin Grant, L0730 Victoria—Ronald Ashley, Debbie Turner, L0913 Kamloops—Dennis Stanley, L0967 Saanich—Larry Laban, L1286 Richmond—David Clou, L1372 Prince George—Rod Wiese, L1763 Delta Firefighters—Robert Gillies, Calvin Harris, Kenneth Johnson, L1782 Coquitlam—Terry Bridge
CALIFORNIA F0032 China Lake—Phillip Diphenbaugh, Mark Villa, Michael Vradenburg, F0033 San Diego—John Nathaniel, F0085 Federal Fire Fighters Association—Andrew Clay, L0112 Los Angeles City—Ernesto Barragan, Allen Bart, Alan Bush, Kenneth Cassidy, William Gerke, Robert Holloway, John Kesler, Fred Lopez, Henry Olvera, Louis Origel, Raymond Peralta, Gregory Plain, Herman Quaintance, Robert Reyes, Paul Steffen, Joseph Teixeira, Craig Thompson, Cosby Turner, Sebastian Vela, L0145 San Diego—Richard Adams, Jeffrey Carle, Brian Fennessy, Arnell Garcia, Steven Gates, Robert Hammond, Debbi Latham, Jan Shuttleworth, Joseph Taormina, L0188 Richmond—Paul Giaramita, Larry Warren, L0372 Long Beach—Phillip Coombs, Michael Duree, Phillip Fraser, Larry Huffman, George Jackson, Lester Lancaster, Fredric Losey, Mike Miller, Daniel Mills, Jeffery Reeb, Robert Robles, Terry Scott, Glenn Sharpe, Shayne Skove, Kirk Storey, Ralph Strange, Craig Weisman, Ronald Wiggins, L0522 Sacramento—Don Anglin, Gregory Bullock, Roger Ferenc, Robert Ferry, Gary Fredericksen, Keith Gault, Randall Jackson, Troy Malaspino, John McCammant, Diane Steed, Edward Vasques, L0776 Glendale—Stuart Stefani, L0935 San Bernardino County—Larry Barrett, Robert Diehl, Steve Klapp, Guy Planagan, Cory Scranton, Joe Stevens, L1165 Santa Clara County—Graesson Berbano, John Freeze, Michael Heney, L1186 Fire Fighters Local

1186—Kathryn Harpold, Bruce Phillips, L1225 Lodi Professional Fire Fighters—Scott Thomas, L1230 Contra Costa County—Curtis Clausen, Martin Dunlap, Arthur Jacobsen, Terry Newberry, Michael Quontamatteo, L1319 Palo Alto—Steven Berman, Paul Johnson, Michael Verga, L1909 Hayward—Brian Hernandez, L1927 Culver City—Kevin Carlson, L1934 Redding—Mike Anderson, L2046 Santa Barbara County—Mario Cuevas, Brian Hayden, Thadius King, Steven Kliet, John Lawrence, Michael McIntosh, Guy Smith, Richard Todd, Vidal Vega, Sarah Winterberg, L2342 Hemet—John Fielding, L2728 Lemon Grove—Thomas McBride, L2881 CDF Fire Fighters—Ernest Ceja, Gerald Jay, Cindy Peck, Jose Sanchez, Steven Slagle, Danny Ulvevadet, Martin Villa, Gordon Winningham, L2899 Anaheim Fire Fighters Association—William Knapp, L3501 Vacaville—Steven Cozens, L3546 San Ramon Valley—Jarrold Fouts, Michael Hann, Dennis McFarland, L3631 Orange County Professional Fire Fighters Association—Richard Albee, Bruce Bailey, Peter Beal, Dwayne Best, Louis Blankenship, Steven Cook, Thomas Forrester, Timothy Gogerty, Kenneth Haguewood, Ruben Hummel, Joseph Kerr, John Lawrence, Michael Mattes, Stephen McHale, Harry Mear, Michael Mish, John Mushinski, Michael Reinhold, Charles Vollrath, L3747 Kings County Fire Fighters Association Incorporated—Scott Haggard, Frank Rohan, Jesse Venegas, L3793 Yuba City—Jay Bordenkircher, William Miller, L4184 San Marcos—Kim Park
COLORADO L0900 Boulder—Carol Brown, Jeffrey Long, L1290 Aurora—Randolph Beach, Mario Bova, James Campbell, Patrick Clapham, Daniel De La Torre, Michael Flor, John LeCuyer, Richard Mashek, Joe Rockwell, Michael Sanchez, William Sanderson, Roy Seaton, David Tuffing, David Wilson
CONNECTICUT L0992 New Britain—Jason Goodenough, L1042 Greenwich—Guy Fortt, L1148 Meriden—Philip Gryga, Richard Muenchow, L1198 West Haven—Michael Spoldi, Thomas Dillon, L1522 New London—George Linicus, L1567 Torrington—Kevin Hayes, Peter Misani
DISTRICT OF COLUMBIA L0036 Washington—Eric Barrow, Jeffrey Brown, Cornelius Campbell, David Goodwin, Emmett Henderson, Ronnie King, William McCloskey
FLORIDA L0122 Jacksonville Association Of Fire Fighters—Dwayne Ayers, Jeffrey Basford, William Crawford, Joseph King, Timothy Kirkland, Bruce Strickland, Robert Tarkington, L0587 Miami Association Of Fire Fighters—Thomas Thelusma, L0765 Fort Lauderdale—James Chovan, Stanley Giesey, Richard Willey, L1158 Clearwater Fire Fighters Association—Vincent Carino, L1424 Key West Fire Department—Stewart Andrews, Alberto Fernandez, Edward Sanchez, L1510 Fire Fighters Of

Miami Beach—Christian Behrens, Blake Bittner, Eric Yuhr, L1560 Fire Fighters Of Boca Raton—David Covert, Paul Gressinger, Joe Ramsey, Joseph Stewart, Dan Vaudo, L2057 Orange County Professional Fire Fighters—Juan Baquero, Dean Carter, Joseph Czesnakowicz, Elaine Heathcoat, Cynthia Minguy, Thomas Rullo, Michael Stansell, John Tomaszewski, Timothy York, L2157 Gainesville Professional Fire Fighters—E. L. Chesser, Lee Hartley, Michael Heeder, L2292 Professional Fire Fighters Of Pembroke Pines—Matthew Nickison, Robert Poirier, Larry Williamson, L2427 Largo Professional Fire Fighters Association—Scott Halisky, Allen Proffitt, Charles Sparks, L2445 Professional Fire Fighters Of Titusville—Randy Moore, Horace Neeld, L2446 Palm Bay Professional Fire Fighters—William Leahy, L2622 Jacksonville Beach Fire Fighters Association—Charles Nist, L2928 Professional Fire Fighters & Paramedics Of Palm Beach County—David Draper, Sindy Grimes, John Sherry, L3080 Metro-Broward Professional Fire Fighters—Mitchell Berman, Keith Cordero, Thomas Panico, Charles Wohlitka, Jeffrey Zeller, L3118 Port Orange Professional Fire Fighters Association—Drew Bastian, Fred Price, L3140 Tarpon Springs Fire Fighters Association—Tommy Baker, L3284 Osceola County Professional Fire Fighters—Todd Weidman, L3516 South Walton Professional Fire Fighters Association—Kenneth McDaniel, Howie Rounsaville, L3574 Volusia County Fire Fighters Association—Eugene Schlegel, L3884 Zephyrhills Professional Fire Fighters—Warren Erickson, L3909 Professional Fire Fighters Of Monroe County—Theresa Restuccia, L4321 Broward County—Mark Baker, George Encinosa, Christopher Manguso, Bruce Musser, Sandra Paine, Robert Ricciardi, Stephen Spencer
GEORGIA L0134 Atlanta—Ricky Clemons, James Dwyer, Thomas Houston, Sterling Jones, Frederick Jordan, Jerry McMillan, Rickie Perdue, Aaron Robinson, Irshad Saafir, Roderick Sellers, Alford Terry, Glenn Williamson, Rocky Young, L1492 Dekalb County—Jon Dorman, Timothy Kirkland, L2563 Cobb Professional Fire Fighters—John Lee, Mark McCravy, Geoffrey Thomas, Patrick Tobin, L3744 Dalton—Lane Jackson
HAWAII L1463 Hawaiian Islands—Christopher Langan, Walter Mendes, Ben Suiso
IDAHO L0149 Boise—James Pendleton, L0672 Boise Fire Chief Officer's—Bruce Rankin, L1773 Lewiston—Kevin McKeirnan
ILLINOIS F0037 Great Lakes Naval Training Center—Karl Ratz, L0002 Chicago—Bernard Brne, Alicia Brown, Carl Cook, Michael Grother, Anthony Gumpert, Jeffrey Heinz, Nicholas Infante, Donald Kampwirth, Robert Kawa, Marvin Means, Vincent Murden, Lawrence O'Brien, John O'Hara, Steve Ofenloch, Horst Petrat, George Polson, Cathie Robst, John Rosing, John Ryan, Leo Seay, George Tragos, Lawrence Walsh, Larry Webb, Alvin Wordlaw, Donald York, L0037 Springfield—James Price, L0413 Rockford—Deborah Hudson, Jon Lang, L0505 Decatur—Cindy DuPont, Mike Minton, Jeff Pritts, L0506 Berwyn—Jerry Enright, Gary Poci, L0523 Ottawa—Steve Bybee, L1236 Dekalb—Julie Mattered, David O'Donnell, L1260 Campaign—Jack Carter, Lloyd Galey, Ron Sutherland, L1498 East Peoria—Dean Huffstutler, L1526 Franklin Park—Dion Bafundo, L1700

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INDIANA L0338 Elkhart—Kent Jennings, Carl Macon, Mark Sharp, L0362 South Bend—David Bailey, Kenny Butler, John Mehall, L0475 Michigan City—Gregory Wallen, L0758 Terre Haute—Rick Buddle, L1408 Richmond—Oscar Abner, William

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KANSAS L0064 Kansas City—Daryl L'ecuyer, Winfred Manning, Don Rice, Dennis Ryan, Tim Stamm, Kathy Stewart, Timothy Supplee, Walter Thomas, L0135 Wichita—Douglas Acuna, Kenneth Schofield, David Wilson, L1596 Lawrence—Jay Stalcup

KENTUCKY L3303 Florence—Thomas Baumann, Robin Bruncker, L3751 Fire Department of Bellevue-Dayton Professional Fire Fighters—

Michael Auteri, L3784 Hebron—Michael Faeth

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NEBRASKA L0644 Lincoln—Arthur Longoria, Thomas Mann, Scott Thompson, James Wiese, L1575 Columbus—Roger Hurt

NEW BRUNSWICK L0771 Saint John—Danny Aucoin, John Clarke, Michael Crowley, Stephen DeForest, Brian MacDonald, E. R. Marks, Karl Maskos, Daniel McDevitt, David McDougall, Thomas McIntyre, Michael Shelley

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