

Fire Fighter

FALL 2013
QUARTERLY



IAFF Media Awards
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Fire Fighter Quarterly will now publish winter, spring, summer and fall editions.



Cover

19 **2013 Media Awards Winners**
The IAFF Media Awards reflect the expanding role fire fighters play in communities across North America.

Photo by Tom Carmody
Submitted by Pawtucket, RI
Local 4421

Features

10 **How Will the Affordable Care Act Affect You?**
13 **Answering the Call for Change**
The next innovation for fire-based EMS
16 **Fire Fighters Notch Big Victories**
Voters put public safety first in elections

Departments

- 5 From the General President
- 7 From the General Secretary-Treasurer
- 9 Letters
- 22 Local Scene
- 28 Across the IAFF
- 42 Retirees
- 46 Never Forget
- 47 Last Alarm

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Fire Fighter

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Medium Is the Message

I'll admit that, for a long time, I figured social media was a fad. I didn't need to understand hashtags and Twitter handles, or know how to communicate in 140 characters or less or "like" a Facebook page.

But the reality is, the communications landscape has changed dramatically in the 14 years since you first elected me as your General President. The rapid growth of the Internet, increased use of mobile devices and popularity of social media as a main source of information are driving us to communicate in ways we never imagined a decade ago.

For example, email is now considered passé by Generations X and Y. Kindergartners are learning on iPads, not chalkboards. There are one billion people on Facebook. YouTube is the second largest search engine in the world.

The fact of the matter is, if we want to reach our members, we need to meet them where they are, and more and more that means immediately, frequently and on the go.

Even those of us not born in a digitized world can no longer ignore that there is a social media revolution taking place. Like it or not, we live in an information-driven, tech-led world, and we must embrace it.

Technology has become fundamental in furthering communication, no longer a secondary concern. It has changed the way people want to receive news and information. More of us are getting our information and news on our phones and tablets even as we engage other media. And as our members are increasingly younger, they are relying on smart phones and tablets for receiving and exchanging information.

The fact of the matter is, if we want to reach our members, we need to meet them where they are, and more and more that means immediately, frequently and on the go.

As the line dividing communications and technology continues to blur, we have been rethinking how we communicate and connect with our members. Just because we're doing something, and maybe even being successful at it with a segment of our membership, doesn't mean we shouldn't be adapting as times change.

So, all along, we've taken a close look at our communications and media operations to make sure we use the best of our resources — both in terms of financial commitment and staff time — to effectively communicate with our members in the digital age.

I can't possibly name all of the changes we've made in how we communicate, because there are too many social media outlets, texting and email tools to list.

But some of the bigger changes are occurring right now. First, through polling and surveys, we know our members and leaders still rely on this magazine for information. But more and more, many have said they would prefer to receive their information from this union electronically. So, while two years ago this magazine was produced and mailed bi-monthly, we have changed that. Last year we scaled back to five editions, and now it is a quarterly, with a new name to match: *Fire Fighter Quarterly*.

The cost savings from printing and mailing fewer editions has enabled us to significantly ratchet up our ability to invest in and use new channels of communication through technologies and deliver messages using the more popular mediums today, so we can deliver information to you more quickly and in a variety of formats and platforms.

And in October, we launched E-18 Media, a new full-service, in-house radio, video and broadcast television-quality production company and studio. Wholly owned by the IAFF Financial Corporation (IAFF-FC), E-18 Media significantly expands and enhances the services and information we are able to provide to you.

With E-18's exceptionally talented video production staff and technology, delivering all of our programs and services digitally, through the web, in real-time or archived, means you can view an important message, read the latest digital version of the magazine enhanced with video clips, take an online class through our academy, participate in a briefing on the latest study or safety seminar... all on the go, when it's convenient for you.

E-18 also gives us the capability to provide affiliates with another significant tool to enhance the messages you are delivering, whether you are simply doing a community fire safety campaign, or running a tough ballot initiative or political effort.

Looking ahead to next spring, we also will be releasing our mobile IAFF app that will allow leaders and members to access all the information they need from the IAFF, anywhere, anytime in a mobile-friendly format. At the same time, we're also improving our web site to provide a more consistent, easy-to-navigate experience no matter the platform from which you are accessing it.

It is our job to keep you informed. By ramping up our communications and public relations operations, we are doing a better job of providing you with the information and resources you need to do your jobs more safely, win in campaigns where a strong message delivered through the right channels can help sway public opinion and votes, and be the voice of fire fighters and paramedics.

That's the job of this union. We take it very seriously. And as long as you bless me with the privilege of holding this position, I will continue working to do more and win more for you.

Stay safe.



Harold A. Schaitberger



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2013-14 Budget



Thomas H. Miller

The IAFF Executive Board approved the following line-item budget during its meeting on September 19, 2013. Based on 278,000 members, the budget is \$41,633,280 from per capita and \$17,650,073 from anticipated non-per capita revenue for a total budget of \$59,283,353.

Determining the IAFF's annual budget is a serious and lengthy process. First, each department analyzes their previous year's budget and identifies the costs of any new projects or programs. Then, each division reviews their preliminary budget with the General President or me, after which the two of us sit down with senior staff and do a line-by-line, in-depth review before finally submitting it to the Budget & Finance Committee. At our September meeting, the Budget & Finance Committee reviews the budget line by line and after careful consideration recommends adoption to the Executive Board.

I am pleased to report that the 2014 budget is as follows:

DESCRIPTION	PROPOSED BUDGET	PCT & NON-PCT	DESCRIPTION	PROPOSED BUDGET	PCT & NON-PCT
100 Office of the General President	\$1,704,219	0.5109	556 Medical Resident	\$194,300	0.0582
101 Conference & Event Planning	416,643	0.1249	557 PSOB Coordinator	15,500	0.0046
102 Foundation Operations	291,640	0.0874	558 LODD	57,000	0.0171
104 Alumni	99,250	0.0298	560 Redmond Foundation	134,000	0.0402
106 Global Alliance/Direct Affiliation	4,500	0.0013	561 L/EAP Committee	35,579	0.0107
107 LODD/FFFM Coordinator	69,600	0.0209	562 Standards Committee	64,500	0.0193
200 Office of the General Secretary-Treasurer	1,326,075	0.3975	563 Standing OSHA Committee	52,424	0.0157
201 General Office Personnel	269,576	0.0808	564 Wellness Fitness Committee	105,958	0.0318
2100 Finance (formerly line 700)	2,256,256	0.6763	565 Peer Fitness Trainer Program	219,720	0.0659
2101 Currency Exchange Items (formerly line 702)	2,000	0.0006	566 Peer Fitness Trainer Oversight	88,225	0.0264
2102 Miscellaneous Taxes (formerly line 703)	86,000	0.0258	568 CPAT Auditing Program	285,994	0.0857
2103 Human Resources /General Administration (formerly line 750)	464,633	0.1393	569 Fire Ground Survival Program	413,720	0.1240
2104 Membership (formerly line 751)	409,088	0.1226	570 Department of Education	908,827	0.2724
2105 Mail & Reproduction Center (formerly line 753)	277,986	0.0833	571 Scholarships (HTUP,NLC,LCC)	62,072	0.0186
300 Vice Presidents	3,321,017	0.9955	572 Human Relations Committee	90,000	0.0270
305 Executive Board Meetings	232,000	0.0695	573 Human Relations Conference	132,256	0.0396
325 Trustees	155,842	0.0467	574 Chaplain	7,400	0.0022
350 Office of General Counsel	1,452,089	0.4353	575 Education (ALTS)	564,749	0.1693
400 Communications and Media	562,150	0.1685	576 Grant Peer Reviewers	63,750	0.0191
405 Fallen Fire Fighter Memorial	191,250	0.0573	577 Partnership Education Program	462,688	0.1387
450 Governmental and Public Policy	459,553	0.1378	579 FireOps	80,634	0.0242
455 Public Relations/Publications	688,707	0.2064	600 Canadian Office	755,708	0.2265
456 PR Journal	950,500	0.2849	605 Canadian Office Rent	119,700	0.0359
457 PR/Media Awards	32,500	0.0097	610 Canadian Legislative Conference	75,450	0.0226
460 Governmental Affairs	748,469	0.2244	615 Canadian Legal Fee	90,000	0.0270
461 U. S. Legislative Conference	541,000	0.1622	650 Benefit Compensation Plan	24,000	0.0072
462 Non-Collective Bargaining Committee	20,616	0.0062	651 Health Insurance/Retirees	703,200	0.2108
470 Political Action	970,896	0.2910	652 Officers' Retirement	550,000	0.1649
471 FIREPAC	5,551,080	1.6640	653 Staff & Employee Pension Plans	121,500	0.0364
500 Tech. Assistance & IR	621,709	0.1864	654 Accrued Benefits	500,000	0.1499
505 Labor Issues /Collective Bargaining	886,483	0.2657	800 Information & Technology Division	1,904,766	0.5710
507 TA/First Contract Policies	70,000	0.0210	801 Database Administration	93,621	0.0281
508 Pension Resources	849,448	0.2546	802 IT Operations & Support	317,300	0.0951
515 Fire and EMS/GIS	1,494,217	0.4479	803 Web Operations	322,650	0.0967
516 Redmond/EMS Conference	-	0.0000	901 Leasehold Improvements	1,500,000	0.4496
517 EMS Standing Committee	61,510	0.0184	902 Affiliation PCT	2,410,200	0.7225
521 District Field Services Representatives	401,182	0.1203	903 General Office Overhead (Lines 903 - 913)	3,265,874	0.9790
522 Service Representatives	465,488	0.1395	914 Minimal Resolutions	135,000	0.0405
523 Organizing	100,000	0.0300	925 Disaster Relief Fund	195,000	0.0585
524 Human Relations Technical Assist.	22,500	0.0067	950 2014 Convention	1,300,000	0.3897
525 EDF	1,196,640	0.3587	960 Fighting Back Campaign	1,200,000	0.3597
550 Education /Training and Human Rel.	452,234	0.1356	969 Grant/HAZMAT Operations	713,497	0.2139
551 Burn Foundation	274,648	0.0823	970 HAZMAT	4,900,323	1.4689
552 Occupation Health, Safety & Medicine	491,992	0.1475	975 Contingency	132,065	0.0396
553 Disaster Relief Operations	1,493,536	0.4477			
555 Health & Safety Department (includes Line 554)	1,477,481	0.4429			
			TOTAL	\$59,283,353	17.7708

Thomas H. Miller

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B) Here.

C) Here.

D) All of the above.

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Taking A Stand

Dear President Schaitberger:

To all who assisted Local 2269, thank you for your help and support. Our fire department was headed in the wrong direction and the guidance and leadership of the IAFF helped us tremendously. It seems the door has opened for us to communicate with our elected officials and fire fighters are no longer to blame for taking a stand. Only time will tell at this point.

Without the team the IAFF assembled to help us with this dangerous situation, we would be in trouble. It was just a matter of time before someone was hurt or killed without our battalion chiefs.

Our fire fighters and their families would like to thank you all!

Jay Cryer
President
Dyersburg, TN Local 2269

Back on the Job

Dear President Schaitberger:

I'm writing this letter to express my deep appreciation to the Professional Fire Fighters of Idaho (PFFI) and the IAFF, and especially Sandpoint Fire Department Brother Mike Gow and IAFF 7th District Vice President Ricky Walsh.

On July 6, 2011, just shortly after the District I have worked for for the past 14 years hired a new fire chief, I was terminated from my position as fire captain, largely in part due to my stance against the chief and our professional differences. I felt the termination was wrongful and without cause.

I followed the grievance procedure set forth in our collective bargaining agreement and filed a grievance against the District. Due to the seriousness of the case, I contacted Brother Gow and asked for his assistance.

Brother Gow, along with Ricky Walsh, immediately went to work on my grievance. Together, they built a defense for my case. My arbitration hearing was finally heard in December 2012. I was out of work for a year and a half by this time. The finding by the arbitration panel upheld our argument that this was wrongful termination and without cause. I returned to work in January 2013.

I want to pass on to you, the IAFF and the PFFI my deepest appreciation to Brother Gow and Brother Walsh for their tireless effort and endurance in working my case to the end. I know the successful outcome was entirely due to their hard work. I will forever commend them for their dedication.

I'm proud to be part of the PFFI/IAFF

and want members to know we are blessed to have such hard-working people protecting our way of life.

Sincerely,
Jason Cordle
Sagle, ID Local 3724

Presumption in Australia

Dear President Schaitberger:

I am pleased to report that in continuance of the assistance that the IAFF has provided to the United Firefighters Union of Australia (UFUA) we have now secured presumption legislation for fire fighters in the state of Tasmania.

This could not have been achieved without the assistance and dedication of the IAFF, of which Australian fire fighters will be forever grateful.

From the early discussions regarding the benefits of the Global Alliance, we have now achieved so much beyond my wildest imagination.

Hopefully we can now build upon these recent achievements to build a stronger foundation for the global pursuit of presumption legislation to do justice to our members who sacrifice quantity and quality of life in the pursuit of protecting the public they serve.

We would like to acknowledge the

generosity and solidarity of your organization, which confirms the leadership role that the IAFF has provided for fire fighters irrespective of geographical boundaries.

As you would be aware, the research that the IAFF provided formed the basis for our submission to the Australian Federal Parliament in the form of a vigorous Senate Inquiry. [Its] findings are only able to be reached with the positive conclusion due to the research and quality of such that the IAFF provided us, along with the expert evidence that was presented as sworn evidence before the Senate Committee.

This achievement is so fundamental to the relationship that we have with the IAFF that we wanted to share this moment that will be historically recorded within the Australian parliamentary systems with our global partners, in particular the IAFF.

In closing, we are eternally indebted.
Yours Sincerely,
Peter Marshall
National Secretary, UFUA

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How Will the Affordable Care Act Affect YOU?

For generations, professional fire fighters have recognized the value of obtaining high-quality health insurance. In both jurisdictions that allow collective bargaining and those that do not, the IAFF and its affiliates have fought for top-quality health insurance for members and their families as one way to protect them while performing their job. In many cases, securing decent health coverage has come at the expense of sacrificing wages and other benefits.

But historically, there have been critical problems with the health system in the United States. Over the past few years, a great debate has been waged about how to fix the health care problem in this country. Policymakers, employers and interest groups on both the left and right proposed overhauling the nation's health care system.

Through that debate, the Affordable Care Act (ACA) — or Obamacare — was developed and passed largely along party lines in Congress and signed into law by President Obama in 2010.

The ACA is intended to expand access to health insurance, protect patients against arbitrary actions by insurance companies and reduce costs. As such, it has elements that are good and important for IAFF members.

The ACA requires every employer with more than 50 full-time employees to offer health insurance to its workers and ensures that dependents under age 26 can be covered on their parents' health plans — a major benefit enhancement of the ACA.

The law also eliminates lifetime maximums and the prohibition against pre-existing conditions, expands access to Medicaid for more working families whose income falls below certain levels and provides subsidies to low-income workers who do not qualify for Medicaid and have to buy their own insurance. In addition, retirees who do not have access to care after they leave the job or can't afford to maintain their current coverage have a new option to obtain coverage through the health care exchanges.

However, there are also big, long-term problems with the law that extend well beyond the epic failure of the launch of the federal health care exchange web site.

The IAFF fought hard and was successful in preventing a number of bad proposals while the law was considered, but didn't win the overall debate. As a result, some aspects of the ACA negatively affect IAFF members. The IAFF continues to push for legislative and policy solutions to those problems and is also working with affiliates to help address these challenges.

How the ACA Works

While most people receive health coverage through their employer, many are not covered, even if employed. So the ACA provision that requires every employer with more than 50 full-time employees to offer health insurance to workers (the "employer mandate") places a value on employer-sponsored insurance and uses penalties (\$2,000 to \$3,000 for each full-time employee) to keep employees insured. The penalty provision is known as "pay or play." The "individual mandate" requires most Americans who are not covered by employer-provided insurance or government program to purchase insurance on their own.

To make insurance affordable, the ACA establishes new health care marketplaces — the exchanges — where individuals can purchase health coverage and receive government subsidies if they are eligible. In most cases, the benefits available on the exchanges are less generous (and less costly to employers) than many collectively bargained plans.

If you are an active fire fighter receiving employer-sponsored insurance, your current coverage should not be interrupted, but that doesn't mean it won't change.

Some suggest that employers may drop coverage now that people can buy insurance on their own through the exchanges, and since the penalty is lower than the coverage itself, employers may have a financial incentive to stop offering health care. However, employers had the ability to drop coverage for employees without penalty prior to the law being enacted — unless that coverage was part of a collectively bargained union contract. Most employers of IAFF members maintained coverage, and now that there is a penalty to drop coverage, it is

a disincentive to drop insurance coverage completely.

Since the ACA does not mandate that the employer provide coverage to spouses or retirees, there is a greater chance of certain employers attempting to stop providing coverage to those groups. If health care is included in your collective bargaining agreement, employers would need to return to the bargaining table to make any changes in health coverage.

Some elected officials may call for abolishing employer health care in favor of purchasing coverage on the state exchanges. Although unlikely, you may need to defend your health care plan by explaining its value and popularity. Understanding how the enrollment process works and the benefits of the exchange in your state may prove useful information to have at your disposal.

What the ACA Means for IAFF Members

Pre-Medicare Retirees. Fire fighters face a unique set of circumstances when it comes to their health care retirement, due to the fact that many retire before Medicare eligibility. While some retirees maintain the same level of coverage as active-duty fire fighters, others lose coverage or are required to pick up a much larger portion of their premiums to remain on the group plan.

The IAFF has long advocated for a way for retired members to access quality and affordable health care, and the exchanges will provide that avenue in many respects. Affiliates should determine whether this aspect of the ACA would benefit their retirees.

Some retirees who previously continued to receive comprehensive health coverage from their employer even after leaving the job may now see their employer attempt to push them onto the exchanges. If you choose to access an exchange for coverage, or are forced to, the federal government may provide you with subsidies to assist in purchasing your health insurance.

The ACA offers another option for pre-Medicare eligible retirees by expanding access to Medicaid. Starting in 2014, individuals under 65 with an income at 133

percent or below the federal poverty level will be eligible for Medicaid. Because Medicaid is a state-run program, each state decides whether to accept federal funding for this purpose, so this new benefit may not be available to all retired fire fighters. Affiliates should determine if this option is appropriate for any of their current or former members.

Self-Insured Plans. A number of affiliates are covered by health plans that are either fully insured, self-funded, self-administered or are a hybrid. Some health plans are fully administered and controlled by insurers that collect premiums paid by the employer and then pay out claims based on the benefits in the employee's plan. These are insured plans that allow the insurance companies to assume the risk.

However, some fire fighters are covered by self-funded plans. Under these plans, the employer — or in some cases the union or a trust established by the union — takes the place of the insurer by taking on the risk and covering the costs of any medical claim issued by employees. Unfortunately, under the ACA, self-insured plans will face a number of negative impacts, administrative requirements and fees. It is important to know what these changes will look like and how they will affect IAFF members as the local and the employer interact throughout the year and during the collective bargaining process.

As the law stands currently, self-insured plans will not have access to the premium tax credits and cost-sharing reductions that are provided to other health plans. Without these subsidies, the fear is that these plans will be comparatively more expensive for union workers, forcing them off of their current benefit plans or into the exchanges. The IAFF has and is working vigorously to fix the subsidy issue and fees associated with self-insured and self-administered plans.

Reinsurance Fee (“belly button tax”).

A temporary fee, technically referred to as the Transitional Reinsurance Program Assessment Fee, will be required to be collected for every insured life (every “belly button”) to help stabilize premiums for insurers providing high-cost coverage to the individual market. This issue has been a major source of contention between organized labor and the Obama administration.

The decision to implement the tax was done through the Department of Health and Human Services, not through legislation. It is particularly troublesome since non-profit

ESSENTIAL HEALTH BENEFITS

Plans on the exchanges must provide coverage for an Essential Health Benefits (EHB) package in 10 benefit categories:

1. Ambulatory patient services
2. Emergency care
3. Hospitalization
4. Laboratory services
5. Maternity and newborn care
6. Mental health and substance abuse services
7. Prescription drugs
8. Rehabilitative and habilitative services and devices
9. Preventative and wellness services/chronic disease management
10. Pediatric services, including oral and vision care

plans and their members are paying this tax to subsidize for-profit companies. The IAFF is working with other unions and allies in Congress to address this issue.

The Excise Tax (“Cadillac “tax”). Perhaps the most troubling provision of the ACA for fire fighters is the Excise Tax on High-Cost Coverage, more commonly referred to as the “Cadillac Tax.” Beginning in 2018, employer-based health plans will have to pay a 40 percent tax on the part of each premium that exceeds a certain cap (the share of the premiums paid by the employee, as well as the share paid by the employer). In 2018, these caps will be set at \$10,200 for individual coverage and \$27,500 for a family of four. Premiums associated with dental or vision coverage do not apply to these caps.

Although the tax has been nicknamed the “Cadillac Tax,” the premium cap would actually affect many basic health plans that do not have luxury features. The thresholds are set to increase each year based on the consumer price index, but health care costs traditionally rise much faster than inflation.

It is not clear how insurance companies will respond to this onerous 40 percent excise tax on amounts above the threshold. While insurers or plan administrators pay the tax, it is presumed that either coverage will be cut to avoid the fee by reducing benefits or requiring higher co-pays and deductibles, or the fee will be passed through to the employer and potentially even the employee.

Early versions of the ACA imposed a direct tax on workers on the total value of their health benefits. The IAFF led the opposition to this tax, and was successful in derailing it. The IAFF also opposed the alternative — taxing insurance companies that sell high-cost policies — and

succeeded in dramatically reducing its impact by delaying the implementation to 2018 and increasing the thresholds. The IAFF remains strongly committed to repealing or reforming the excise tax.

High Risk Occupations. The ACA allows for higher caps for plans covering employees in high-risk professions, including fire fighting. These new caps will be bumped up to \$11,850 for individuals and \$30,950 for a family of four.

Unfortunately the high risk bump-up is not as simple or inclusive as it seems. In order to take advantage of the higher caps, the “majority of employees” in the health plan must be in high-risk professions, or retirees. This means that plans covering only fire and police are eligible for the higher caps, but fire fighters that are covered by health plans that include other municipal employees may not be covered by the higher caps.

Needing to replace the revenue that would have been generated by taxing health benefits, ACA supporters came up with the idea of taxing insurance companies that sell high-cost policies. The IAFF opposed this alternative as well, and succeeded in dramatically reducing its impact by delaying the implementation to 2018 and increasing the thresholds.

Conclusion

The bottom line is the ACA will provide more Americans with access to affordable health insurance, but it does have some problems, and the IAFF and its affiliates must be prepared to respond. On the national level, the IAFF will continue to lobby for reform of the provisions that negatively or unfairly impact members and their plans. ■

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SAFETY

Answering the Call for Change

Fire-based EMS has become accepted as a critical function in the fire service, with nearly 90 percent of career fire departments performing some level of emergency medical services, making professional fire fighters the largest group of providers of pre-hospital emergency care in North America. In fact, no other organization – public or private – is capable of providing pre-hospital emergency response as efficiently and effectively as fire departments.

Over the years, fire-based EMS has undergone changes that have effectively broadened the work of EMTs and paramedics to meet needs that previously were only provided by hospitals. But in today's environment of increased responsibilities and decreasing budgets, fire department leaders must constantly evaluate and justify current systems and be prepared to propose changes to protect the quality of publicly funded fire-based EMS systems.

With change as a driver, a new debate has emerged about how EMS systems will operate in the future. The Affordable Care Act — among other economic factors — is causing fire departments to change the way they think about and deliver out-of-hospital care, and to find ways to remain economically viable.

These new challenges also open up opportunities for fire-based EMS to more fully integrate with the health care system as a whole, reduce costs for patients and health care providers and increase revenue for local governments. By leveraging the attributes of fire-based EMS systems — reliable, mobile, universally accessible and broadly trained — fire departments are in a unique position to enhance public safety and support the health care needs of the communities they serve.

Within this changing EMS landscape, a new model for EMS delivery is already developing. Fire-based Community Healthcare Providers (a.k.a. “Community Paramedicine”) is a concept that could change existing EMS systems by coordinating with other health care providers to improve patient care, reduce expenses and be self-sustaining.

The idea is to train licensed and certified paramedics or EMTs to the level of



Advanced Practice Paramedic — “community paramedics” or Community Healthcare Providers — in order to provide broader public health services outside of the emergency department or hospital.

Several fire departments around the country have implemented or are in the process of implementing the community paramedic model. The Albuquerque Fire Department sees it as a way to respond to non-emergency calls without unnecessary ambulance rides or trips to the emergency room that often clog the system. The department is testing this new approach before making it permanent.

In Burnsville, Minnesota, the fire department is seeking a \$2 million federal grant to add a community paramedic component to expand its fire and EMS operations. The Center for Medicare and Medicaid Innovation — created by the Affordable Care Act — is offering up to \$1 billion in grants for projects to deliver

better health care at lower costs that can be replicated across the country.

Similarly, the City of McKinney, Texas, launched a community health care pilot program designed to reduce the number of 9-1-1 calls that require dispatching emergency vehicles in non-emergency responses.

Other fire departments that are pursuing a community paramedic program include Salt Lake City, Utah; Santa Monica, California; and Mesa, Arizona. Several IAFF affiliates have expressed an interest in the community paramedic concept. Among them are Fairfax County, VA Local 2068, Arlington County, VA Local 2800, Anne Arundel County, MD Local 1563 and Portland, OR Local 43.

In addition, a number of private organizations are moving to the community paramedic model, including MedStar Emergency Medical Services in Fort Worth, Texas, to evaluate alternate

means of treatment, referral and transport, as well as study the overall value and perception of community paramedics in the community.

So, is this community-based concept the next transformation for fire-based EMS?

Over time, fire fighters have embraced the changing nature of the job — becoming all-hazards first responders — in order to continue to do what they do best: help others in their time of need.

And while there are many reasons for fire fighters to provide EMS, the future of fire-based EMS is not guaranteed. But one thing is nearly certain: the long-term survival of fire-based EMS will require fire departments to become more active partners in the health care system, and community paramedicine is one indicator that traditional EMS delivery as we know it will change. ■

Renewed Focus on EMS for IAFF in Canada

Whether they're medical first responders who arrive at emergencies before ambulances or dual-trained fire-medics who provide advanced life-saving skills (ALS), virtually all of Canada's professional fire fighters play critical roles in the delivery of emergency medical services.

And as problems with ambulance response times and resource allocation persist in many regions, the IAFF is renewing its efforts to highlight fire fighters as a vast, untapped resource for cost-effective EMS delivery in Canada.

Delegates at the Biennial Canadian Policy Conference in Halifax, Nova Scotia in July forged a strong consensus on the EMS issue and generated a new resolve to make the advocacy of EMS a priority for the IAFF in Canada, whether it's maintaining current levels that anti-fire interests are working to reduce, or to grow and enhance fire fighters' roles in EMS.

The debate about fire fighters' role in EMS in Canada has become mired in rhetoric and misleading information by rival service providers that wrongly fear that fire fighters are out to take away paramedic jobs rather than work together side-by-side in a system that puts the patient first.

Only a handful of Canadian IAFF locals in Alberta and Manitoba are dual-mode fire-EMS services with cross-trained members, and the IAFF only represents one ambulance local in Canada. However, the vast majority of the professional fire fighters the IAFF represents in Canada are medical first responders trained with medical skills and equipped with defibrillators and other life-saving resources.

In response to a resolution adopted at the Conference, the IAFF is developing a fact-based campaign designed to ensure that decision makers and the public are aware that where the need exists, patient care and patient outcomes can be measurably improved in a cost-effective manner through greater use of the existing resources of the fire department.

The IAFF Canadian Office, in conjunction with the Canadian District Vice Presidents and provincial affiliate presidents, is exploring a number of avenues to ensure the development of the strongest case possible for increased use of fire department resources in EMS delivery in Canada.

A national survey conducted by the IAFF in September confirmed that thousands of Canada's IAFF members have medical training and qualifications they can't use in the field due to roadblocks, such as a lack of enabling legislation at the provincial level or a lack of desire or knowledge

on the part of local decision makers. The survey also confirmed that 80 percent of Canadian IAFF affiliates arrive on the scene of medical calls in five minutes or less, often before ambulance-based paramedics arrive.

“The facts are on our side when it comes to EMS,” says Scott Marks, IAFF Assistant to the General President for Canadian Operations. “Fire fighters unquestionably improve patient care when used to their full potential within a community's emergency response model. Our goal is to make sure that the people who make important decisions about public safety and system design are aware of that.” ■

IAFF Wine Giftbox



Make a difference and give a memory that lasts to friends, family, lawmakers and decision makers in your community with this limited edition collectible IAFF wine gift set.



This IAFF wine giftbox is made available through a partnership between the IAFF Charitable Foundation and Armida Winery, one of the most respected wineries in Sonoma County.

Each time this private labeled collector's set of hand-crafted wine is purchased, 18 percent of gross sales will go to the IAFF Foundation to help members and their families in their time of need.

The limited edition box set includes two bottles of keepsake wines featuring the IAFF logo, as well as gold-crested IAFF logo stemware made in the USA.



FIRE FIGHTERS NOTCH BIG VICTORIES IN STATE AND MUNICIPAL ELECTIONS

At every level — federal, state and local — IAFF affiliates' work to elect politicians who respect public safety and the rights of fire fighters paid major dividends on November 5 as candidates notched wins in several important elections across the nation.

The IAFF and its affiliates invested heavily in numerous 2013 state and local elections in hopes of blunting the onslaught of attacks on public safety budgets and fire fighter rights and benefits. The raft of victories nationwide sends a clear signal that voters want more investment in public safety.

"This election was a major win for public safety and for our members. The results send a clear message that the people want state and municipal lawmakers who will address the real needs of everyday people, to keep them safe, create jobs and grow the economy," says IAFF General President Harold Schaitberger. "Voters are clearly fed up with the cynical politics that have pushed to rip our cities and governments apart board by board. Now is the time for this new crop of leaders to roll up their sleeves and get to work rebuilding our communities."

This story includes results of some of the high-profile and critical races important to members and this union.

Democrat Terry McAuliffe won the race for Virginia governor against Republican Ken Cuccinelli, a Tea Party favorite who has been openly hostile to fire fighters and other public employees in the state. On the campaign trail, Cuccinelli regularly attacked unions and voiced staunch support for Right to Work in Virginia.

Meanwhile, mayoral victories in numerous cities gave fire fighters good reason to expect better treatment over the

next few years and greater attention to public safety resources.

In the race for Boston mayor, Local 718 voted overwhelmingly to endorse and then campaign hard for Marty Walsh, a state representative and former member of the Laborers' International Union. Local 718's commitment paid off as Walsh defeated John Connolly in a run-off contest the media portrayed as a referendum on union influence in the City.

"I told the membership that the only way we can be in the game is by endorsing Walsh, who has always had an open door for us. And the only way we could beat the barrels of ink from the *Globe* and the *Herald* was with boots on the ground, and we did," says Local 718 President Richie Paris.

In New York City, Bill DeBlasio easily defeated Republican Joe Lhota to become the next mayor. In September, the Uniformed Firefighters Association (UFA) of New York Local 94 threw its support behind DeBlasio. Local 94 President Steve Cassidy says DeBlasio is committed to improving public safety and protecting fire companies.

In Ohio, there was further evidence that voters are rejecting the "cuts, cuts, cuts" mantra that have hurt cities since the recession hit and are embracing an investment and growth agenda.

In the race for Toledo mayor, Independent Michael Collins, with the strong support of Local 92, defeated

incumbent Democrat Mayor Mike Bell, a former fire chief who vocally supported Governor John Kasich's Senate Bill 5/Issue 2 attack on collective bargaining.

Local 92 made an early endorsement of Collins, who was a past president of the local Patrolman's Benevolent Association and demonstrated a respect and understanding of public safety and a willingness to listen to fire fighters.

In Dayton, Local 136 worked hard to make sure Democrat Nan Whaley defeated Democrat A.J. Wagner for mayor with a positive message about making the city stronger, including public safety.

In Cincinnati, the hard work of Local 48 has transformed the political landscape, promising a new era of greater respect and appreciation of fire fighters and public safety. Local 48 helped elect John Cranley mayor, defeating Roxanne Qualls. On Qualls' watch as vice mayor, fire fighters were threatened with layoffs, and staffing shortages led to routine brownouts. Also, seven of the nine Council member candidates endorsed by Local 48 won election.

"We always say we support those politicians that support us, and this election showed that the public trusts us. When we told citizens that the candidates we endorsed will support public safety, the voters listened and voted for public safety," said Local 48 President Matt Alter.

And in a crucial victory for public employees in Cincinnati, Local 48 helped defeat Issue 4, an initiative that would have decimated the pensions of most City workers and forced major budget cuts. By a more than three-to-one margin, voters rejected the pension reform initiative that was heavily promoted by the local Tea Party.

In Scranton, Pennsylvania, early and aggressive support from Local 60 helped friendly Democrat Bill Courtright defeat Republican Jim Mulligan in the race for mayor. Local 60 was an early supporter of Courtright, who faced a greater hurdle in winning the Democratic primary than defeating Mulligan in the general election.

In Seattle, Democrat State Senator Ed Murray soundly defeated incumbent Mike McGinn, also a Democrat, in the race for mayor. Seattle Local 27 threw its support behind Murray who said on the campaign trail that fire fighters need more training, better tools and help from the City.

Local 27 President Kenneth Stuart says Seattle fire fighters took a chance with their early endorsement of Murray, but committed to helping him win with hundreds of hours canvassing neighborhoods, phone banking and making a strong presence at all of Murray's political events through the campaign.

In a big win in Stockton, California, voters approved a ¾ cent sales tax increase that will generate \$280 million over the next decade and be used to invest in public safety and pull the City out of bankruptcy. The tax increase measure was part of a bankruptcy exit plan approved by the City Council on October 3.

Stockton was the nation's second largest city to file for bankruptcy (following Detroit). If the measure had not passed, the city was prepared to make draconian service cuts, including shaving 14 percent from the fire department budget.

Stockton Local 456 jumped into the fight for the tax initiative with financial support, canvassing and phone banking. Local 456 President Greg Biddle says the ballot win offers a light at the end of the tunnel for the fire department, which has been decimated over the past few years with staffing cuts and station closures.

In the race for Detroit mayor between two Democrats, Mike Duggan — favored by Detroit Local 344 — defeated Benny Napoleon. During the campaign, Duggan issued a strong statement of support for Local 344, urging “that the rebirth of Detroit not be at the expense of the men and women who have spent a lifetime working for the City, nor those who serve it today.” ■



Boston, MA Local 718 worked tirelessly to support mayoral candidate Marty Walsh, and the effort paid off.



Cincinnati Local 48's efforts to prevent Issue 4 from passing included several videos about the negative impact Issue 4 would have on the City and its citizens if passed, including massive cuts to public safety and raised taxes.



Dayton, OH Local 136 members with Nan Whaley. Fire fighters campaigned to help elect Whaley mayor.



Scranton Local 60, (above, in 2012 rally against city-imposed wage cuts), which has been battling the City on budget and other issues for years, campaigned hard to elect fire fighter-friendly Bill Courtright as mayor.



Seattle Local 27 members endorsed State Senator Ed Murray for Mayor early on and worked the campaign trail through Election Day.



FIREFIIGHTERS DEVELOP CANCER MORE FREQUENTLY THAN THE GENERAL POPULATION

- 2** times greater risk for testicular cancer
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- 1.3** times greater risk for skin cancer, malignant melanoma, and brain cancer
- 1.2** times greater risk for prostate cancer and colon cancer

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- 1 – Use SCBA from initial attack to finish of overhaul. (Not wearing SCBA in both active and post-fire environments is the most dangerous voluntary activity in the fire service today).
- 2 – Do field decon of PPE to remove as much soot and particulates as possible.
- 3 – Use moist wipes to remove as much soot as possible from head, neck, jaw, throat, underarms and hands immediately, while still on the scene.
- 4 – Change your clothes and wash them immediately after a fire.
- 5 – Shower thoroughly after a fire.
- 6 – Clean your PPE, gloves, hood and helmet immediately after a fire.
- 7 – Do not take contaminated clothes or PPE home or store them in your vehicle.
- 8 – Decon fire apparatus interiors after fires.
- 9 – Keep bunker gear out of living and sleeping quarters.
- 10 – Don't use tobacco products.
- 11 – Use sunscreen or sun block.



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2013 MEDIA AWARDS

The IAFF Media Awards Contest helps create a greater awareness of the important work that professional fire fighters and paramedics in the United States and Canada do to keep the public safe. The contest honors communications, reporting and photography that best portray fire fighters and paramedics as dedicated all-hazards first responders.

Best News Story, Series or Feature: Print Media

First Place (Circ. < 100,000)
 "On the Helmets of Heroes"
 Published in *The Palm Beach Post*
 Written by Gary Coronado and Staci Sturrock
 Submitted by Palm Beach County, FL
 Local 2928

First Place (Circ. > 100,000)
 "Putting Out Fires"
 Published in *Arkansas Democrat Gazette*
 Written by Stephen B. Thornton
 Submitted by Little Rock, AR Local 34

Best News Story: Online Media

First Place
 "God Knows How Many More Would Have Died"
 Published in *The Las Vegas Sun*
 Written by Dave Toplikar, Kyle Hansen, Yasmina Chavez, Steve Marcus and Leila Navidi
 Submitted by: Las Vegas City, NV Local 1285

Best Opinion Piece or Editorial

First Place
 "Fire Alarm"
 Published in *Now*
 Written by Adam Giambrone
 Submitted by Toronto, ON Local 3888

Second Place (TIE)

"Henderson Professional Fire Fighters aim for a 'Summer of Safety' for all"
 Published in *The Henderson Press*
 Written by Dan Pentkowski
 Submitted by Henderson, NV Local 1883

Second Place (TIE)
 "Fire Fighters Have a Good Reputation in the Community for a Reason"
 Published in *The Sault Star*
 Written by Nadine Robinson
 Submitted by Sault Ste. Marie, ON Local 529

Honorable Mention
 "How to Navigate Through Fire Department Politics"
 Published in *Fire Chief Magazine*
 Written by Jim Spell
 Submitted by Vail, CO Local 4138

Best News Photo: Print Media

First Place (Circ < 100,000)
 "Bridge Rescue" **1**
 Published in *Santa Barbara News-Press*
 Photo by Mike Eliason
 Submitted by Santa Barbara County, CA
 Local 2046

Second Place
 "Niagara Falls Ice Rescue" **2**
 Published in *Niagara Gazette*
 Photo by James Neiss
 Submitted by: Niagara Falls, NY Local 714 and Niagara Falls, NY Local 3359

Honorable Mention
 "Major Emergency Blaze"
 Published in *The Los Angeles Firefighter*
 Photo by Shawn Kaye
 Submitted by Los Angeles City, CA
 Local 112

First Place (Circ. > 100,000)
 "Bellingham Marina Boat Fire" **3**
 Published in *Fire Rescue Magazine*
 Photo by Jarod Trow
 Submitted by Bellingham-Whatcom County, WA Local 106

Second Place
 "Downtown Mall Shooting"
 Published in *Toronto Star*
 Photo by Rick Madonik
 Submitted by Toronto, ON Local 3888

Honorable Mention
 "Fight for Life I and Fight for Life II"
 Published in *Firehouse Magazine* and *Providence Journal*
 Photo by Thomas Carmody
 Submitted by Pawtucket, RI Local 1261

Honorable Mention
 "Give Me the Balance"
 Published in *Buffalo News*
 Photo by David Kazmierczak
 Submitted by Buffalo, NY Local 282

Best News Photo: Online Media

First Place
 "Fully Involved"
 Published in *BCDailyBuzz.com*
 Photo by Shane MacKichan
 Submitted by Surrey, BC Local 1271 **4**

Second Place
 "Paterson 4-11-12"
 Published in *www.1strespondernews.com*
 Photo by Bill Tompkins
 Submitted by Englewood, NJ Local 3263

Honorable Mention
 "Maple Ridge Double Fatality Accident"
 Published in *The Province*
 www.theprovince.com
 Photo by Shane MacKichan
 Submitted by Maple Ridge, BC Local 4449

Best Television News Segment, Feature or Documentary

First Place
Let's Roll
 Produced by Matt Holwick and Derek Bazan
 Submitted by Los Angeles City, CA
 Local 112

Second Place
 "Quad City Fire"
KWQC-TV Channel 6
 Reported by Elizabeth Goodsitt
 Submitted by Davenport, IA Local 17

Honorable Mention
 "Fire Ops 101"
WJZ-TV
 Reported by Kai Jackson and Eric Kettering
 Submitted by Prince George's County, MD
 Local 1619

Honorable Mention
 "Jacksonville Fire Fighters Assist Family of 10"
 Reported by *News 4 Jax and Action News Jax - Fox 30 News*
 Submitted by Jacksonville, FL Local 122

Multimedia: Best Blog Post

First Place
 "PGFD Special Events Unit Handles Busy Summer Concert"
 Published in *PGFDNews.com*
 Written by Mark E. Brady
 Submitted by: Prince George's County, MD
 Local 1619

Second Place
 "When You Take Time to Listen, Your Actions Speak Volumes"
 Published in *Fire Chief Magazine*
 Written by Jim Spell
 Submitted by Vail, CO Local 4138





4



5



6

Honorable Mention

“Six Ways to Keep Active Retired Members Engaged”
Published in *IAFF Frontline Blog*
Written by Joe Bertoni
Submitted by Fairfax County, VA Local 2068

Best YouTube Video

First Place

Fire and Water
Produced by Mark Davis
Submitted by Boise, ID Local 149

Second Place

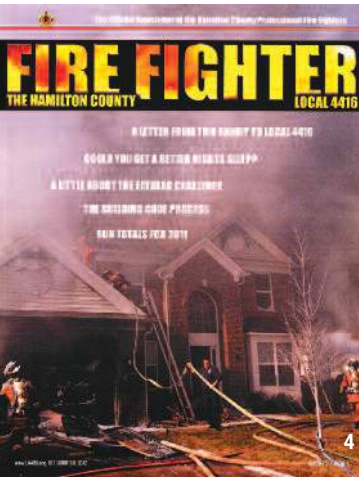
The Game Changer
Produced by Tara Cardoso, Jack Norris, Derek Wiley, Pete Wallwork and Sergio Ornelas
Submitted by Palm Beach County, FL Local 2928

Honorable Mention

Your Fire Department
Produced by Ryan Christen, Ocean City-Wright, FL
Submitted by Ocean City-Wright, FL Local 2879

Best Affiliate Publication

First Place (Circ. < 1,000)
“The Hamilton County Fire Fighter Local 4416” **7**
Produced by Anthony Murray and Travis Hawkins
Submitted by Hamilton County, IN Local 4416



7

Second Place

“Summer 2012 Smoke Signal”
Produced by Matt Gerber
Submitted by Green Bay, WI Local 141

First Place (Circ. > 1,000) (TIE)

“California Professional Firefighters”
Produced by California Professional Firefighters
Submitted by California Professional Firefighters

First Place (Circ. > 1,000) (TIE)

“Ignition Point”
Produced by Pete Steenaerts
Submitted by Calgary, AB Local 255

Second Place

Intrepid Magazine **8**
Produced by James Coones
Submitted by Ontario Professional Fire Fighters Association

Honorable Mention

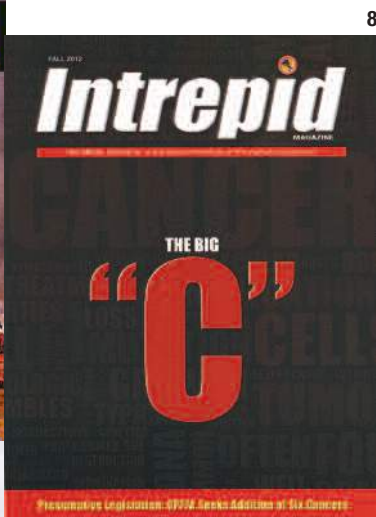
Trumpet
Produced by New York Uniformed Fire Officers Association Local 854
Submitted by New York Uniformed Fire Officers Association Local 854

Honorable Mention

FireWatch magazine
Submitted by Toronto, ON Local 3888

Best Affiliate Website

First Place (TIE)
Professional Fire Fighters of Nevada Local 27
PFFN.org
Produced by Professional Fire Fighters of Nevada Local 27



8

Submitted by Professional Fire Fighters of Nevada Local 27

First Place (TIE)

Associated Fire Fighters of Illinois Honor Guard
AFFIHonorGuard.com
Produced by Jeff Bruno and Jeff Boetto
Submitted by Associated Fire Fighters of Illinois

Second Place

California Professional Firefighters
CPF.org **5**
Produced by California Professional Firefighters
Submitted by California Professional Firefighters

Honorable Mention

Federal Firefighters of Hawaii
FFD263.com or *federalfirefightersofhawaii.com*
Produced by Federal Firefighters of Hawaii
Submitted by Federal Firefighters of Hawaii

Honorable Mention

Truth About Pensions
TruthAboutPensions.net
Produced by Mark Treglio
Submitted by Jacksonville, FL Local 122

Honorable Mention

Mansfield, OH Firefighters Local 266
IAFF266.org
Submitted by Mansfield, OH Local 266

Best Affiliate Public Relations or Political Campaign

First Place

“Ketchum Firefighters Local 4758 Public Relations Campaign”
Produced by Ketchum, ID Local 4758
Submitted by Ketchum, ID Local 4758

Second Place

“Firefighters ‘No’ on 32” **6**
Produced by California Professional Firefighters

Submitted by California Professional Firefighters

Honorable Mention

“Vote ‘Yes’ on Charter #2”
Produced by Thomas Butler, Butler Associates, and Stamford, CT Local 786
President Brendan Keatley
Submitted by Stamford, CT Local 786

Honorable Mention

“Jacksonville Association of Fire Fighters Storm Brochure”
Produced by Local 122 Public Relations Director Mark Treglio
Submitted by Jacksonville, FL Local 122

Honorable Mention

“Check Your Seats in the Heat Because Heat Kills”
Produced by Henderson, NV Local 1883
Submitted by Henderson, NV Local 1883

Honorable Mention

“The Risks of Fire”
Produced by Tom Butler and Katie Linek, Butler Associates, and Local 273
President Byron Gray
Submitted by New Rochelle, NY Local 273

Best Affiliate Special Publication or Project

First Place

“California Fire Foundation 10th Anniversary Memorial Book” **12**
Produced by CPF President Lou Paulson
Submitted by California Professional Firefighters

Second Place (TIE)

“Hamilton County –Fire Ops 101”
Produced by Scott Reppert and Ian Reppert
Submitted by Carmel, IN Local 4444 and Hamilton County, IN Local 4416

Second Place (TIE)

“Alarming Consequences”
Produced by Oshawa, ON Local 465 and

2013 MEDIA AWARDS

2013 MEDIA AWARDS

Maxwell Heights Secondary School
Submitted by Oshawa, ON Local 465

Honorable Mention

"Terre Haute's Bravest"
Produced by Bill Berry
Submitted by Terre Haute, IN Local 758

Honorable Mention

"Fire Fighter FLASH Fire Prevention"
Produced by Dave Brasells and Trey Nelms
Submitted by Nashville, TN Local 140

Best Facebook Page

First Place

Schaumburg Professional Fire Fighters
Local 4092
www.facebook.com/IAFF4092
Produced by Schaumburg, IL Local 4092
Submitted by Schaumburg, IL Local 4092

Second Place

Jacksonville, FL Local 122
www.facebook.com/pages/The-Jacksonville-Association-of-Fire-Fighters/232355851855

Produced by Jacksonville, FL Local 122
Submitted by Jacksonville, FL Local 122

Honorable Mention

Medicine Hat, AB Local 263
www.facebook.com/MedicineHatFirefighters?ref=hl
Produced by Medicine Hat, AB Local 263
Submitted by Medicine Hat, AB Local 263

Best Unpublished Photo Taken by an IAFF Member

First Place

"Tanker Fire" **10**
Photo by Chris Olson
Submitted by Lynwood, WA Local 1984

Second Place

"Air Rescue in Coral Springs" **13**
Photo by Mike Jachles
Submitted by Broward County, FL Local 4321

Honorable Mention

"1 Alarm Fire 4312 Hamilton Ave."
Photo by David Jones
Submitted by Cincinnati, OH Local 48

Honorable Mention

"Old Dog, Young Pups"
Photo by Jeremy Rhode
Submitted by Federal Fire Fighters of Hawaii Local F-263

Honorable Mention

"Marine Shipboard Training Exercise"
Photo by Richard Milligan
Submitted by Seattle, WA Local 27

Best Breast Cancer Awareness Campaign

First Place (TIE)

"Kansas City Fire Fighters Fight Breast Cancer"
Produced by Kansas City, MO Local 42
Submitted by Kansas City, MO Local 42

First Place (TIE)

"Prince George's County Fire Department Goes Pink for Breast Cancer Awareness" **9**
Produced by Prince George's County, MD Local 1619
Submitted by Prince George's County, MD Local 1619

Second Place

"Bethlehem Firefighters Go Pink for Cancer"
Produced by Bethlehem, PA Local 735
Submitted by Bethlehem, PA Local 735



Outside the Box

First Place

"On Duty With Santa Barbara County Firefighters" **11**
Produced by KEYT - ABC California Central Coast
Submitted by Santa Barbara County, CA Local 2046

Second Place

"Camp Houston Fire"
Produced by Erin Powers
Submitted by Houston, TX Local 341

Honorable Mention

"Fire Fighter's Appreciation Day"
Produced by Brad Weaver
Submitted by McMinnville, TN Local 3026



Allen Park Millage Protects Public Safety and Jobs

Allen Park, MI Local 1410 had tried everything to help the financially devastated City of Allen Park preserve crucial, life-saving services. Still, the City's financial woes were so bleak that the governor-appointed emergency financial manager was proposing cuts, including 15 layoffs and cuts to benefits.

But thanks to a wildly successful millage campaign, Local 1410 preserved public safety in Allen Park.

"Without a doubt, winning this millage campaign was a heavy lift for our members in Allen Park," says IAFF General President Harold Schaitberger. "But they did all the right things. It was a job well done and everyone involved should be proud."

"Our members in Allen Park are to be congratulated for the dedication and professionalism they displayed throughout this long, difficult process," says IAFF 8th District Vice President Paul Hufnagel.

The millage measure was the full extent

of the ballot. Allen Park voters were asked to vote yes to increase the millage rate from 3.5 mills to 6.75 mills through 2022 to maintain fire and police operations. With just a single polling place, more than 7,000 voters turned out, passing the millage 70-30 percent.

"The advice we received from the IAFF proved invaluable and has completely changed how our local conducts campaigns. We could clearly see where we had moved in the wrong direction in the past and how to set ourselves up for a successful campaign," says Allen Park Local 1410 campaign manager and member Ed Cann. "The single piece of advice that really resonated with me was to identify who your supporters are and get them to the polls."

The results speak for themselves. "It was a massive turnout for a single issue, single site, August special election," says Cann. In a politically charged atmosphere during poor economic times, under an emergency

manager, after three subsequent millages failed, "we knocked this one out of the park." ■



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Omaha Fire Fighters' Jobs Off the Chopping Block

A six-month fight to keep 19 Omaha, NE Local 385 members has come to a positive conclusion. Local 385 and the City of Omaha have reached a tentative agreement scheduled to be ratified by both parties in December.

"Our fire fighters will stay on the job and our current fleet of apparatus will stay in service," says Local 385 President Steve LeClair. "While neither side got everything they wanted, the agreement keeps both the public and fire fighters safe."

Mayor Jean Stothert's threats to dangerously reduce fire department resources began the minute she was elected in May 2013. Stothert submitted a budget that included \$90.6 million for fire department operations despite language in Omaha Local 385's contract that requires a \$94.7 million budget and no obvious City budget deficit.

To make up for the unnecessary fire department budget shortfall, the mayor proposed several changes effective January 4, 2014, including 19 layoffs.

Under the previous mayor, Jim Suttle, City administration leaders realized that in order to meet the conditions of the agreement, an additional 46 fire fighters needed to be hired or



the overtime budget would need to be significantly increased. The City decided to hire the 46.

"The message that we received was that Mayor Stothert believes that Omaha has too many fire fighters," says LeClair. "But the truth is that we need those numbers to maintain response times and safety on the emergency scene."

To prevent the layoffs, Local 385 needed to get the public on its side.

"We needed assurances that all fire fighter jobs would remain protected by the contract," says LeClair. "We had no choice but to fight back."

"As union president, my top priority is to ensure our members are safe and the best way

to do that is to ensure we have sufficient staffing levels," says LeClair.

Local 385 developed an issue-specific web site, used Facebook and other avenues to disseminate its message about how the proposed changes would jeopardize public safety.

The local conducted a survey in October to see where the public stood on the mayor's proposals to reduce fire department resources. The results showed that an overwhelming percentage of the citizens wanted to keep the same level of service and were against laying off fire fighters.

Local 385 members released the results to the public at a November 8 press conference held outside the union hall. Joining President LeClair were hundreds of fire fighters and members of other area unions.

"Nothing was held back," says LeClair. "We explained the results of the survey and how the proposed cuts would affect public safety."

After the press conference, Local 385 presented the City with alternative "life of the contract" language while still keeping the \$90.6 million budget. The City quickly agreed. ■

Retired Pittsburgh Fire Fighter Proves Breast Cancer Was Job-Related

Retired Pittsburgh Local 1 fire fighter Anne Marie Flaherty fought and won her battle against the breast cancer she contracted as a result of on-the-job exposures. But she can no longer do the job she loves because of ongoing complications resulting from the surgery performed to remove the cancer. Still, it would take several years before a court would rule that she was eligible for workers compensation disability benefits.

"This is an important case for our members as they are exposed to carcinogens on a daily basis," says Local 1 President Joe King. "Cancer does not discriminate with gender. Our fire fighters are just as

susceptible to breast cancer as they are prostate cancer.

King adds, "When our members put themselves at risk, they should have the reassurance that they will be covered if they get sick due to job-related exposures."

Flaherty, a 16-year veteran fire fighter who was diagnosed in 2004, had a mastectomy to remove the cancer. However, surgical complications made it impossible for her to carry the 60-pound pack of equipment she carried, preventing her from performing her duties. She asked to be permanently assigned to light duty, but the City of Pittsburgh denied her

request and she was forced to retire.

In 2011, state legislation passed making fire fighters eligible to receive workers compensation if they have been on-the-job for at least four continuous years and can prove they were exposed to carcinogens on the job. The law also calls for documentation that shows the exposed fire fighter had previously had a clean bill of health.

Flaherty's attorney, Attorney Herbert Cohen of Colarusso and Cohen, LLC, says, "Research connecting breast cancer and fire fighting is critical in cases like this one. While there is some out there, there needs to be more. The more that is out there, the stronger cases like Anne Marie's will be."

The judge ruled that Flaherty had proved that she contracted breast cancer on the job and was entitled to total disability retroactive to her surgery date on September 9, 2004. The City of Pittsburgh has appealed. ■

Shreveport Fire Fighters Participate in Dragon Boat Race

Dozens of paddle-driven boats creatively disguised as dragons filled Shreveport, Louisiana's Red River recently for the Rotary Club of Shreveport-Downtown's 5th Annual Dragon Boat Race. Among the competitors was the Blazing Inferno team comprised of Shreveport Local 514 members.

The event raises money through entry fees and sponsors. Through grant applications, Shreveport area non-profits can then apply to use some of the money for community improvement projects. The money raised this year is still being counted, but is projected to be between \$15,000 and \$20,000.

Blazing Inferno had 23 paddlers,

including Shreveport Local 514 President Barbara Sellers. "It has been an honor to participate at each event over the last five years," says Sellers. "The race itself is a lot of fun, but knowing that the proceeds go to so many worthy causes in the Shreveport area makes it really worthwhile."

This year, the team placed second overall.

After finishing a race, a member of another team went into cardiac arrest, and Local 514 members immediately intervened, providing



emergency medical care to the patient. It was a true success story. ■

Long-Running Issue for Anne Arundel Fire Fighters Settled

An arbitrator has ruled in favor of Anne Arundel County, MD Local 1563, ending a long dispute with the County over the number of shifts and work hours. Local 1563 members will continue to work 24/72-hour shift schedules for a total of 42 hours per week. The disagreement finally came to a head when contract negotiations for fiscal year 2014-15 between Local 1563 and the County came to an impasse.

"Our members value the existing work schedule because it not only prevents fatigue and injuries, it also helps keep them better conditioned to do what they need to do to keep the public safe," says Local 1563 President Keith Whalen. The schedule has also been useful in keeping seasoned fire

fighters from taking employment with other fire departments.

The fire fighters negotiated the 24/72-hour shift schedule in 2004, but made considerable concessions to get it, including eliminating automatic wage increases to employees who received satisfactory ratings on their employment evaluations and paying more into health insurance. Over the years, Local 1563 members have given back cost-of-living increases and higher employee contributions to pensions. None of the concessions are restored.

During County Executive John Leopold's administration four years ago, the County tried to adjust the shift schedule to a 24/48-hour work schedule,

which would result in reducing the number of shifts from four to three and increasing the number of hours per week from 42 to 48. Leopold also wanted to do away with binding arbitration, reduce pension benefits and make health care coverage less affordable to fire fighters and other public employees.

When new County Executive Laura Neuman was appointed in February, contract negotiations had already begun and the two sides were at impasse over the shift schedule. An arbitrator ruled on the side of the fire fighters. Neuman supported the arbitrator's decision and even pledged to hold two fire fighter recruit classes, the first since 2009, to fill vacant positions. ■

Fallen Sandy Hook Elementary Student Honored by UPFFA of Connecticut



Daniel Barden was just seven years old, but he already knew he wanted to be a fire fighter. His dreams were cut short when he was killed during the Sandy Hook Elementary mass shooting in Connecticut on December 14, 2012.

The nearest IAFF affiliate, Fairfield Local 1426, heard about Daniel's aspirations, and made him an honorary member of the local. When Uniformed Professional Fire Fighters Association of

Connecticut (UPFFA) President Pete Carozza and his Executive Board heard about Barden, they unanimously felt that Local 1426's gesture was appropriate, but wanted to do more.

"We knew nothing could make it right, but we wanted to do as much as possible to honor Daniel Barden," says Carozza. The Executive Board decided to make him an honorary member of the UPFFA as well.

All Connecticut affiliates also made

Barden an honorary member of their respective locals.

The UPFFA invited the Barden family to its convention where IAFF General President Harold Schaitberger, IAFF 3rd District Vice President Mike Mullane, UPFFA President Carozza and IAFF Connecticut members presented a special certificate to Daniel's family signifying his membership in the IAFF and UPFFA. ■

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PEMSA-NJ Ratifies Contract With MONOC

The Professional Emergency Medical Services Association of New Jersey (PEMSA-NJ) Local 4610 on November 22 ratified its second contract with the Monmouth Ocean Hospital Service Corporation (MONOC) in a strong victory for labor in New Jersey.

The vote signals a new and hopeful chapter for PEMSAs-NJ, which has faced down sustained management opposition since the local was formed in 2007. The first contract negotiation dragged on for nearly five years, thwarted at every turn by MONOC.

This spring, PEMSAs, with the support of the International, soundly rejected a decertification campaign spearheaded by MONOC, setting the stage for successful contract talks.

PEMSA represents more than 500 emergency medical technicians, critical care transport nurses, paramedics, flight team members and dispatchers working for MONOC — New Jersey's largest mobile health care provider.

Local 4610 President Mary Daley says relations between PEMSAs and MONOC have improved. "This working relationship must continue to seek solutions to difficult problems and be willing to recognize the concerns of both parties before equal ground can be found," she says.

Daley says Professional Firefighters Association of New Jersey (PFANJ) President Dominick Marino was extremely supportive of PEMSAs, along with IAFF First District Vice President Bill Romaka, PFANJ Secretary Jack Doll and the IAFF. "Without this support, the results may have been drastically different," she says. ■

Newfoundland Local President's Suspension Overturned

The IAFF has fought back and won in the case of a Canadian local president who was suspended for advocating improved public and fire fighter safety.

In advance of a September 24 municipal election, Corner Brook, NF Local 1222 ran a newspaper ad urging voters to ask election candidates questions about key safety issues. The ad highlighted safe staffing and NFPA standards, fire fighter skills and the value of the service to the community. It ended with the message, "During this election, please vote to protect us, so we can protect you."

When the newspaper hit the streets, the town slapped Local 1222 President Geoff Sparkes with a one-week suspension. The town claimed Sparkes had violated a policy that restricts City employees from commenting on City issues, despite the fact the ad was clearly identified as coming from the local.

The local, with assistance from the IAFF Canadian Office and 15th District Vice

President David Burry, responded immediately and pledged to fight back vigorously against the discipline.

The case was approved under the IAFF's Legal Guardian Policy, and the local filed a grievance and issued a sharply-worded media release stating the town had "no business" telling the union what it could and could not say when it came to representing its members' interests.

When a new Council was elected, including a new mayor, the grievance was overturned and Sparkes was compensated for lost wages that resulted from the suspension. Warning letters three other local officers received in connection with the ad were also rescinded.

The Corner Brook case is just one example in a growing list of employer attacks against Canadian IAFF locals. The IAFF Canadian Office, in step with IAFF headquarters in Washington, DC, remains prepared to help local and provincial affiliates fight back against any attacks. ■

Missouri Local President Killed in Vehicle Accident



The IAFF is saddened by the untimely death of Rolla, MO Local 3905 President Steve Huffman.

Huffman was killed in a car crash September 18 on Interstate 44 near Doolittle, Missouri.

Highway patrol officers investigating the crash say it appears that Huffman inadvertently steered his truck onto the interstate median and then overcorrected, which caused the truck to spin and roll down an embankment.

Huffman was taken to the Phelps County Regional Medical Center where he was pronounced dead. ■



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District Area Federal Fire Fighters Still Lack Reliable Radios

The Washington Navy Yard mass shooting that left 13 dead and eight wounded on September 16 called attention back to a serious issue with the radios used by National Capital Professional Federal Fire Fighters Local F-121 members and their police counterparts. There are now efforts by Navy District Washington (NDW) management to address the failures, but the improvements are slow in coming.

“Our members are putting their lives on the line on a daily basis,” says IAFF 16th District Vice President Jim Johnson. “Any further delay in deploying an effective communication system is unacceptable.”

“New radios ordered by NDW management arrived two weeks after the shooting, but we are still using the old radios,” says Local F-121 President Greg Russell. This is because the \$8.4 million radio system still has not been tested to determine whether the radios will be more effective than the current ones.

Local F-121 leadership has learned that ManTech has been hired by the NDW to begin conducting radio frequency tests to assess how well they transmit in various locations within the NDW’s nine facilities.

“As promised to us by our fire chief, the National Capital Professional Fire Fighters

is hoping to be included in the field testing process,” says Russell. “We are the ones best positioned to do this testing because we already know where the problem areas are. So far, we have not been given the opportunity to provide our input.”

Thus far, the NDW has not said when it expects the testing to be complete and ready for operation.

Since 2009, NDW fire and police have been responding with faulty radios they cannot depend on.

- Radios at one NDW facility cannot communicate with the radios at another facility.
- Fire fighters and police officers at NDW cannot use their radios to talk to each other.
- The NDW-provided radios cannot be used to communicate with a different emergency response agency, such as other fire departments that may be at the scene of the same emergency providing additional staffing.
- Buildings and electronics sometimes interfere with radios, requiring fire

fighters to serve as runners to communicate with other fire fighters operating in various locations at the emergency scene.

- The mayday button does not work as designed. If pressed, it cannot be depended on to signal others that a fire fighter needs immediate assistance.

“This is an issue that the IAFF takes very seriously,” says IAFF General President Harold Schaitberger. “We have been in contact with U.S. Secretary of Defense Chuck Hagel and the leadership at the Department of Defense (DoD) to ensure they understand the extent of this problem. The International will not rest until all DoD first responders have the adequate equipment, staffing and resources that allow them to do their job.”

The federal facilities that fall under the NDW umbrella include: the U.S. Naval Academy (Annapolis, Maryland), the National Naval Medical Center (Bethesda, Maryland), Carderock, Washington Navy Yard, Joint Base Anacostia-Bolling, U.S. Naval Research Laboratory, Indian Head Naval Surface Warfare Center (Charles County, Maryland), Naval Surface Warfare Center–Dahlgren (Virginia) and the Naval Air Station Patuxent River. ■

After the deadly mass shooting at the Washington Navy Yard on September 16, President Schaitberger and IAFF 16th District Vice President Jim Johnson visited National Capital Professional Federal Fire Fighters Local F-121 President Greg Russell and Local F-121 members at the Navy Yard fire station to discuss the ongoing issue with the faulty radio system.



IAFF Mobilizes Operation Warm

IAFF affiliates have always made it a core mission to give back to the communities in which they live and work. These community outreach efforts also improve their public image, influence how they are perceived by decision makers and the public, show the value IAFF members bring to their communities and promote their

efforts to help others beyond their jobs as fire fighters and paramedics.

In keeping with this union's longstanding tradition of helping communities everywhere, IAFF affiliates across the country are participating in a community outreach program in collaboration with Operation Warm designed specifically for the IAFF and its members to provide brand-new, made-in-the-USA winter coats to impoverished children.

In accordance with Resolution 20 passed at the 2012 IAFF Convention to support Operation Warm, the IAFF encourages affiliates to get involved in this program and help the millions of children living below the federal poverty line in the United States and Canada. Operation Warm has manufactured 30,000 100-percent made-in-the-USA winter coats



New Castle County, DE Local 4417 helped provide new coats to children in need as part of its Operation Warm campaign.

Washington, DC Fire Fighter Battling Cancer Finishes Marathon

Washington, DC Local 36 fire fighter Preston Williams has been fighting various forms of cancer off and on since January 2008. But Williams isn't letting the cancer win. He just finished his first marathon — the Marine Corps Marathon — in seven hours and 20 minutes.

"We are so proud of Preston's perseverance and his determination to fight the good fight," says Local 36 President Ed Smith.

Williams says the challenge was so difficult he was tempted to quit, but he is glad he kept his eye on prize. "I was going through chemotherapy through much of the time that I needed to be training," says Williams. "Sometimes when I needed to be running five miles, I could only do it by walking."

The Washington, DC fire fighter says he was further boosted by the support of his brother who ran the marathon with him. "Somewhere around mile-marker 17, we saw the bus which would take people

unable to complete the race to the finish line. My brother and I thought really hard about getting on that bus, but we shook it off and encouraged each other to keep going."

In 2008, like many men in the early stages of prostate cancer, Williams was not experiencing any symptoms. He went to get a check up because he had a family history. Williams' positive prostate cancer diagnosis was treated with surgery to remove his prostate. He went more than a year with a clean bill of health.

Then, signs that cancer had returned showed up in follow-up visits with his doctor at the National Institute of Health (NIH). This time, his doctors recommended radiation therapy, which also seemed to work.

But now, the cancer has metastasized throughout his body. Williams has qualified for a trial study which involves pills and chemotherapy.



exclusively for the IAFF. Affiliates that participate have the unique opportunity to launch the first new coat program dedicated to helping millions of children and saving American jobs.

More than 17.5 million children live at or below the federal poverty line in the United States and Canada. Families are often forced to choose between food, shelter and providing a proper winter coat for their child. Operation Warm gives IAFF affiliates the opportunity to be on the frontlines of a movement that is bringing manufacturing jobs back to North America and providing warmth and happiness to suffering children.

For more information about how to get involved, contact Renee Koerner at (610) 388-2500 or email renee@operationwarm.org.

*Canadian affiliates — please inquire for more details on how you can support this program. ■



"My doctors have advised me that my survival is more about controlling the cancer instead of getting rid of it altogether," says Williams.

Meanwhile, the Local 36 member is still working full time at his firehouse. "Doing my job — fighting fires — invigorates me," he says. ■

Assessing Community Vulnerability

Assessing community vulnerability is the focus of the 2nd Edition of the National Fire Protection Association (NFPA) Urban Fire Forum and the Metropolitan Fire Chiefs High-Rise implementation guide on resource deployment that addresses the increasingly broader spectrum of emergency and catastrophic events.

This all-inclusive document includes tools for decision makers to consider when assessing community risk and hazards. The comprehensive white paper includes briefs on the scientific study reports on deployment of resources in residential and high-rise building fires by the National Institute of Standards and Technology (NIST).

In addition to the implementation guide, the NFPA Urban Forum and the Metropolitan Fire Chiefs endorsed a timely policy on response to active shooter events.

The release of these two important position papers was opportune, given the shooting at the U.S. Navy Yard in Washington, DC and other recent active shooter scenarios across the nation that underline the real and present threat and

an obvious need for fire and police departments to organize appropriate and effective responses to these dangerous events.

The NFPA recognizes that today's fire service response extends well beyond fire and medical emergencies to all-hazards response. Yet many decision makers are making uninformed decisions that affect public safety and the outcomes of emergencies that occur daily.

With the release of these resources by the NFPA, elected officials now must consider how changes to resources will affect public safety and fire fighters' ability to respond in an emergency before making decisions

that leave their communities at risk and vulnerable.

The IAFF encourages affiliates to use these materials to educate policy and decision makers in their communities, as well as refer to position statements from the IAFF on active shooter response and rescue task force training.

For more information, visit www.iaff.org/activeshooter.



Emergency personnel transport a 13-year-old boy from the Eaton Centre Mall after a gunman killed one and injured seven. Two of the injured, including the boy, were in critical condition following the incident.



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IAFF Locals Wear Pink in Support of Breast Cancer Awareness Month

Over the last several years, hundreds of IAFF affiliates across North America have participated in events in October in support of Breast Cancer Awareness Month and to raise money for national and local charities dedicated to finding a cure for cancer.



In 2010, the IAFF passed a resolution to support Breast Cancer Awareness Month efforts. For the third consecutive year, the IAFF collaborated with Susan G. Komen for the Cure to offer a "Passionately Pink for the Cure" program for affiliates that choose to support the Komen organization. Money raised by IAFF affiliates that participate is split equally to benefit both Komen and the IAFF Charitable Foundation.

The IAFF also worked with the Canadian Breast Cancer Foundation (CBCF) to

coordinate breast cancer fundraising and awareness efforts in Canada.

In addition, the IAFF held an online "Best Pink T-shirt Design" contest beginning October 1. The contest was open to all U.S. and Canadian affiliates. Jackson Township, OH Local 2280 took the prize for the winning entry with 2,290 votes. Local 2280 will receive a free registration to the IAFF Vincent J. Bollon Affiliate Leadership Training Summit in January 2014 in Lake Buena Vista, Florida.

Throughout October, IAFF affiliates shared hundreds of photos showcasing their breast cancer awareness campaigns. All photos are posted online at www.iaff.org/events/pink2013. ■



Prince Albert, SK Local 510 was among the hundreds of IAFF affiliates supporting Breast Cancer Awareness Month in October.

Young Burn Survivors Learn to Heal and Thrive With Help of Fire Fighters

More than 40 burn survivors from across North America attended the International Burn Camp in the Nation's Capital, an annual event organized by the IAFF Charitable Foundation that helps teenagers cope with their life-changing injuries.

The Burn Camp allows teenage burn survivors to continue in their recovery by allowing them to spend time in a supportive atmosphere rooted in their shared experience.

Each year, the Foundation selects young burn survivors, ages 13-15, and professional fire fighter/camp counselors from regional burn camps across the

United States and Canada to attend the week-long camp in Washington, DC.

The IAFF Charitable Foundation supports IAFF members and their families in their time of need, assisting burn survivors, helping those affected by natural disasters and providing scholarships to the children of fire fighters who have died in the line of duty.

The 2014 IAFF Charitable Foundation International Burn Camp will be September 20-27.

The IAFF Charitable Foundation thanks the participating organizations and affiliates for their generous support (see box on right). ■



Young teenage burn survivors spent a week in the Nation's Capital for the International Burn Camp organized by the IAFF Charitable Foundation.

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- Arlington County, VA Local 2800
- BWI Airport Local 1742
- Fairfax County, VA Local 2068
- Fort Belvoir, VA Local F-273
- Fort Myer, VA Local F-253
- Mississauga, ON Local 1212
- National Capital Professional Federal Fire Fighters Local F-121
- Washington, DC Local 36

Maine Supreme Court Preserves Contract Benefits

In a precedent-setting court case handled under the IAFF Guardian Policy, the Maine Supreme Court ruled that local government employers must continue to honor fire fighter employment benefits under an expired labor contract until the parties agree on a successor contract.

Augusta, ME Local 1650 and the City of Augusta were involved in protracted negotiations when the existing collective bargaining agreement expired in June 2010. The City believed it then had a free hand to implement unilateral changes in the terms of employment, including refusing payments for unused sick leave and clothing allowance and retiree health insurance premiums.

Local 1650 filed an unfair labor practice complaint with the Maine Labor Relations Board which interpreted a state statute as requiring public employers to adhere to the status quo following the expiration of a collective bargaining agreement. Unhappy with that result, the City petitioned a state court to overturn the Board's determination.

Local 1650 President Brian Chamberlin notes, "This was an extremely important

issue to the affiliates in the state to protect the existing rights of our members."

IAFF General Counsel Tom Woodley represented the members' interests.

Subsequently, the Superior Court rejected the City's arguments, finding that the Board had properly exercised its authority over the dispute. In addition, the Court found that the provisions concerning

sick leave and clothing allowance were a form of compensation and, therefore, mandatory subjects of bargaining that must be upheld under the status quo doctrine.

Similarly, the lower court found that it was unlawful to disregard the provision requiring the City to pay 100 percent of health insurance premiums when a fire fighter retired with the required years of service. The Court agreed that health insurance premiums are enforceable as part of the status quo as a future benefit for active employees.

The City further appealed, but to no avail. In May, the high court ruled that the City of Augusta was obligated to abide by the terms in the expired labor contract, and to refrain from making unilateral changes in mandatory subjects of bargaining until the parties entered into a new contract.

With respect to retiree health insurance coverage, the Court stressed: "the retiree

"This was an extremely important issue to the affiliates in the state to protect the existing rights of our members."

benefit, established by the collective bargaining agreement as a future benefit for current employees, cannot be reduced by the City ... without constituting an [unlawful] unilateral modification."

Local 1650 President Chamberlin says, "We are very grateful to the International for the assistance and legal representation it provided. If we had lost this case, the City would have coerced bargaining concessions by threatening to withdraw significant benefits during negotiations over a new contract." ■



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IAFF Affiliates Raise Millions for MDA

The total amount raised for MDA counted after another triumphant MDA “Show of Strength” Telethon broadcast on September 1 exceeds \$59.5 million, with IAFF affiliates raising \$26 million. All of the funds collected will go toward research and to provide assistance to individuals with neuromuscular diseases.

This year, for the first time, the Show of Strength Telethon was broadcast on ABC

and featured many IAFF affiliates and the work they do year-around to assist MDA.

IAFF General President Harold Schaitberger says, “There is no other charity that is closer to the hearts of our members than this one. Until there is a cure, we will continue this nearly 60-year long partnership.”

The IAFF top local fundraisers include Fairfax County, VA Local 2068 (\$602,580),

Houston, TX Local 341 (\$510,464), CDF Fire Fighters Local 2881 (\$455,198), Dallas, TX Local 58 (\$421,507) and Los Angeles County, CA Local 1014 (\$350,322).

Fairfax County Local 2068 broke an MDA fundraising record over the Labor Day Weekend, beating last year’s fundraising total by nearly \$34,000, and becoming the first IAFF affiliate to raise more than \$600,000. ■



General President Schaitberger with MDA advocate and Ms. Wheelchair Texas Foundation Executive Director Angela Wrigglesworth.



Cedar Rapids IA Local 11



Salt Lake City, UT Local 1696



Tulsa, OK Local 176



CAL Fire (Lake Elsinore) Local 2881



Los Angeles City, CA Local 112



Los Angeles County, CA Local 1014



Minot, ND Local 1157



Ketchum, ID Local 4758 and Wood River, ID Local



Congratulations to IAFF Charitable Foundation Fitness Team Members

The IAFF Charitable Foundation Fitness Team running in the Marine Corps Marathon and MCM 10K October 27 consisted of 35 IAFF members who raised more than \$27,000 for the IAFF Charitable Foundation. Many IAFF members have participated in this event for years and raised thousands of dollars for the IAFF Charitable Foundation. For more information about participating in 2014, contact fitnessteam@iaff.org.

In case you missed it...

Canadian Policy Conference Delegates Develop Strategic Messages

Read up on the Biennial Canadian Policy Conference, held July 28-31 in Halifax, Nova Scotia. IAFF local leaders came away from the Conference armed with communication strategies that will help them fight back against employer attacks on pensions and worker rights, such as collective bargaining. For more, go to www.iaff.org/canada/updates/policy_halifax.htm.

The next edition of the Biennial Canadian Policy Conference will be hosted by Calgary, AB Local 255 in 2015. ■

SUPPORT THE IAFF CHARITABLE FOUNDATION

Wall Calendar — The photos featured in the 2014 IAFF Charitable Foundation Calendar were submitted in the IAFF Media Awards Contest conducted annually to honor reporting and photography that best portray the professional and dangerous work of fire fighters and emergency personnel in the United States and Canada. Visit pro-calendar.com/webstore.html to order. ■



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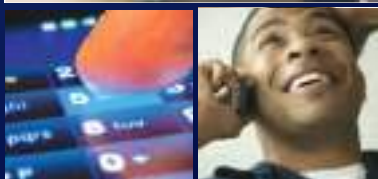
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UnionPlus.org/IAFF1  

Look for IAFF Canada on Facebook and Twitter!

IAFF Canada has made the leap into the world of social media, adding a respected voice to the growing debate about public safety and public service.

In early October, the IAFF Canadian Office launched a Facebook page and Twitter feed as part of a larger strategy to enhance the IAFF's visibility with Canadian members and with the public.

So far, the sites have been a success, allowing the IAFF to share positive messages about the profession and fire fighters' value to their communities with tens of thousands of followers and site visitors, including many of the International's 22,000 Canadian members.

The sites counter growing rhetoric and misleading information that anti-union forces are spreading about fire fighter

wages, pensions and hours of work, and the critical role Canadian IAFF members play in EMS delivery.

The IAFF is encouraging provincial and local affiliates to strategically use social media to engage their respective communities, and their own members, with positive messages about the important role they play and the overall contributions of public sector workers.

The eventual goal is to create an interconnected stream of fact-based posts and tweets about the profession that can be shared as desired by the IAFF and by individual locals and their members.

IAFF Canada's Twitter handle is @IAFFCanada, and the Facebook page can be found by searching the name IAFF Canada. ■

Earn Your Fire Science Degree With Kaplan University

U.S.- and Canada-based IAFF members who enroll in an undergraduate fire science degree program with Kaplan University qualify for a 43 percent tuition reduction that reduces the tuition rate to \$210 per credit.*

Kaplan University works closely with the IAFF to offer programs that help fire fighters strengthen their skills and prepare for career advancement. In addition to the significantly reduced tuition cost, here are a few more time- and money-saving advantages for IAFF members:

- Learning recognition course to help translate your IAFF certifications into Kaplan University college credit, plus an official review of your portfolio at no charge (\$1,500 value)
- Kaplan University scholarships for experienced government and nonprofit professionals interested in a graduate degree
- Tuition reductions for active-duty U.S. military and veterans
- Potential credit for certifications accredited by the International Fire Service Accreditation Congress (IFSA) and/or Pro Board and National Fire Academy courses.



For more information about reduced tuition rates for IAFF members, visit iaff.kaplan.edu or call 866.583.6765.

Kaplan is recognized by the U.S. Fire Administration as an official Fire and Emergency Services Higher Education (FESHE) institution. Kaplan fire science degree programs closely follow the FESHE model, with online courses accessible 24/7.

Fire Science degree programs offered include Bachelor of Science in Fire and Emergency Management, Bachelor of Science in Fire Science and Associate of Applied Science in Fire Science. Other degree programs include Master of Public Administration and Master of Science in Homeland Security and Emergency Management. ■

New Savings Opportunities

The IAFF Financial Corporation (IAFF-FC) is excited to announce a new beginning, an era of increased savings for members through a new IAFF-FC savings program with the IAFF-FC bank program provider and friends at Amalgamated Bank.

The newly enhanced savings program incorporates financial education through quarterly webinars and videos. IAFF members can learn how to reduce debt and increase savings through various tools. To help members save, Amalgamated Bank is also offering members promotional bonuses and rate-driven incentives.

To get started, Amalgamated Bank is offering a cash bonus to open a checking account (with access to more than 40,000 free ATMs), as well as special rates on money market accounts, certificates of deposit and debt consolidation loans.

Amalgamated Bank has an incredible history of supporting working people. Started by the Amalgamated Clothing Workers in 1923, it has been a true partner to unions, becoming the first bank to offer working people a personal checking account, the ability to transfer funds internationally and to borrow without collateral. Throughout its 90 years, Amalgamated Bank has kept its commitment to working people. Today, the Bank supports working people by advocating for workers' rights and supporting a fair banking system, and remains the largest majority union-owned and unionized bank in America.

Recently Amalgamated Bank even helped save fire fighter jobs. When both Allen Park, Michigan, and Scranton, Pennsylvania faced bankruptcy, Amalgamated Bank stepped in to help secure financing.

The Bank is well-capitalized and is in a period of growth. It recently launched a series of new products, including mobile banking, external funds transfer and pop money (sending money from an Amalgamated Bank account to another person using their account number, email address or cell phone number).

For more information, visit amalgamatedbank.com/iaff or www.IAFF.org and click member benefits on the left hand navigation bar. ■

IAFF 2014 Conferences

Online registration is now available for the Vincent J. Bollon Affiliate Leadership Training Summit (ALTS) and Ernest A. "Buddy" Mass Human Relations Conference, to be held back-to-back in Lake Buena Vista, Florida, the week of January 26, 2014.

ALTS is the IAFF's premier education conference, and the Human Relations Conference is celebrating its 25th anniversary. Both conferences offer an excellent forum for networking with other affiliate leaders from across North America, and provide affiliate leaders with knowledge on union and human relations issues.

Union Officer Leadership Track

The IAFF is working with its Higher Education Partner - Kaplan University - to secure college credit for this specific workshop track. When registering, select "Union Officer Training" on January 27 and January 28 to enroll.

Pre-Conference Events

The Affiliate Leadership Training Summit features five pre-conference events:

- Advanced Strategic Communications
- Fire Ops 101 (Train-the-Trainer)
- New Leadership Seminar: Maximizing IAFF Resources
- Business Excellence Training
- Non-Verbal Communications for Fire Fighters

Information Sessions

The Affiliate Leadership Training Summit also offers multiple Information Sessions. When registering, select the Information Session you want to attend. Information Sessions are optional, informal panel discussions held on pertinent topics at the conclusion of regularly scheduled workshops on January 26.

For more information or to register, visit www.iaff.org/et/alts/alts_2014/

VINCENT J. BOLLON Affiliate Leader Training Summit

JANUARY 26-28, 2014

ERNST A. "BUDDY" MASS Human Relations Conference

JANUARY 29-30, 2014

IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in July, August and September 2013.

Local 2844

Lower Merion Professional Fire Fighters Association
President Daniel Gilbert
13 members
Lower Merion Township, PA

Local 3237

Sulphur Springs Professional Fire Fighters Association
President Danny Haywood
15 members
Sulphur Springs, TX

Local 4947

Winter Garden Professional Fire Fighters
President Jason Schneider
33 members
Winter Garden, FL

Local 4950

ST. Tammany Fire District #3 Association
President Daniel Rodriguez
9 members
Lacombe, LA

Local 4951

Colorado River Fire Fighters Association
President Andrew Baker
18 members
Rifle, CO

Local 4953

Cedar Professional Fire Fighters
President Timothy J. Johnson
3 members
Cedar, MI

Local 4954

Plainsboro Prof. Fire Fighters Association
President Matthew Collins
4 members
Plainsboro, NJ

Local 4955

Stratmoor Hills Fire Department
President Brad Aragon
5 members
Colorado Springs, CO

Local 4956

Hamilton County EMS Association
President Jay Mack
8 members
Aurora, NE

Local 4957

Hubbardston Professional Fire Fighters
President Martin Scott
3 members
Hubbardston, MA

Local 4958

Smith County Professional Fire Fighters ESD #2
President Ryan Cobb
3 members
Winona, TX

Local 4959

Uniformed Fire Alarm Dispatchers Benevolent Association
President Faye Smyth
188 members
New York, NY

Local 4961

Mills Professional Fire Fighters
President Ross Trotter
8 members
Mills, WY

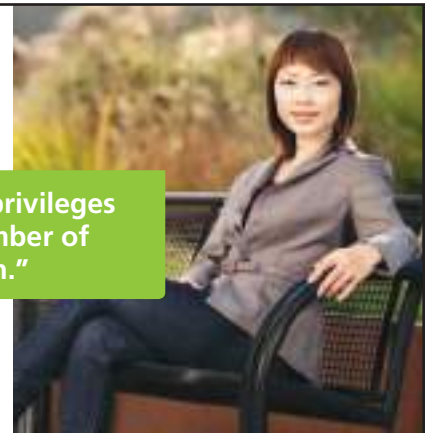


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It's Not Too Late to Request HazMat/WMD Training

Because the IAFF receives all of its HazMat/WMD training funding from U.S. federal agencies and the Canadian government, it can offer this curriculum at no cost to fire departments.

IAFF training is like no other training you've ever had. All IAFF HazMat training programs are developed by fire fighters, for fire fighters and are delivered by fire fighters. More than 100 professional master instructors from across North America provide a customized training approach to departments in their own jurisdictions using equipment they use in the field.

The IAFF offers numerous training programs covering all levels of emergency response, including HazMat/WMD, Confined Space, Specialty and Refresher training. Curricula are continually updated to meet or exceed changing regulations and standards. In addition, students can earn certification through the National Board on Fire Service Professional Qualifications (The Pro Board).

To request training in the United States, provide a request letter signed by the local president with a brief explanation of the need for training, general timeline for delivery, the number of students and contact information. A sample letter is online at www.iaff.org/et/request.htm.

In Canada, the IAFF offers the First Responder Operations course for fire fighters and EMTs/paramedics who respond to chemical, biological, radiological, nuclear (CBRNE) or hazardous materials (HazMat).

To request training, send an email to hazmat@iaff.org. ■



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PAPER2013

IAFF Mourns Loss of MDA Champion Shaun Probert

The IAFF is saddened to report the death of Shaun Probert, a member of Shaker Heights, OH Local 516 and spokesperson for the Muscular Dystrophy Association (MDA). Probert lost his battle with ALS (Lou Gehrig's) November 2.

"Shaun faced the challenges of his disease with strength and courage," says IAFF General President Harold Schaitberger. "We have lost a friend and a beloved member of this union. Our thoughts and prayers are with Shaun's family."

As a full-time fire fighter for the City of Shaker Heights, Probert spent 18 years participating in MDA's Fill-the-Boot campaign. He retired from the Shaker Heights Fire Department in May 2010 due to his illness, but remained dedicated to raising awareness for debilitating neuro-muscular diseases, working closely with MDA and speaking to fire fighters and others about the importance of finding a cure.

"Shaun touched many lives and many people throughout his life," says Local 516 President Martin O'Neill. "He will be dearly missed."

In 2012, Probert was named IAFF-MDA spokesperson, speaking at the IAFF 51st Convention in Philadelphia. He replaced previous MDA spokesperson Kelly Crush, a fire fighter from Wichita Falls, TX Local 432 who died in March 2012 from ALS.

Speaking to the more than 2,000 delegates assembled at the IAFF Convention, Probert said, "I will never give up this fight."

Probert was diagnosed with ALS in 2009, one year after undergoing minor back surgery. A few weeks after the surgery, he noticed he was having difficulty lifting the same weight that he had lifted prior to the surgery. At first, Probert ignored the weakness in his left arm, but by summer, he became concerned enough to see a doctor, who found herniated disks in his neck but thought that the weakness would go away. But by the spring of 2009, the weakness had worsened. After ruling out all other illnesses, the doctors diagnosed Shaun with Lou Gehrig's disease in August of 2009.

The diagnosis was devastating to Shaun as he knew that he would not be around to see his young daughters grow up, and



would have to leave his job as lieutenant – a job that he loved.

Although ALS had damaging effects on his body, it did not take away his ever-present smile, quick wit or his fight against his life-changing illness. He continued to live life to the fullest with his daughters and his fiancée, Debbie, who has three children of her own. While he was no longer able to collect money for MDA through the Fill-the-Boot campaign, he spoke freely about his disease, as well as about his daughter, Katie, who was diagnosed with a Mitochondrial Disease in 2003. ■

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Is Your Employer Properly Calculating Your Overtime Rate?

The Fair Labor Standards Act (FLSA), the federal wage and hour law that mandates overtime compensation, requires that when employees work overtime hours, they are paid one and one-half times their regular rate of pay for all overtime hours worked.

To determine how much overtime an employee is owed under the law, it is important to know how the “regular rate” is calculated.

Many employers incorrectly believe that regular rate is synonymous with “base rate” — and that an employee only needs to receive one and one-half times his or her base rate or base salary to be properly compensated for overtime. To the contrary, the term “regular rate” is much broader, taking into account the majority of payments received by an employee.

To determine the amount of overtime that an employee is owed, the employer must first take the total remuneration that the worker received during that period and then divide that amount by the number of hours that the employee was compensated for working. The result of this equation is the employee’s “regular rate.” It is this total rate of pay that is multiplied by 1.5 to determine the overtime rate of pay.

Perhaps the most common and unnoticed violation of the federal wage and hour law occurs when a local government employer fails to include a form of pay received by an employee when determining the proper overtime rate, resulting in the employee being underpaid because the overtime rate is too low.

Under the law, most payments received by an employee are presumptively included when calculating an employee’s regular rate for overtime purposes. There are only a handful of narrow exceptions that are not included in the calculation. Some of these exceptions include pay for time when an employee is not working (such as holiday pay), discretionary bonuses (such as Christmas bonuses) and reimbursements (such as uniform allowances and gas mileage reimbursements).

Among the types of pay that a fire fighter or paramedic could typically receive that **would be required** to be included in calculating the employee’s overtime rate include:

- Education incentive pay
- Longevity pay
- EMT pay
- Paramedic pay
- HazMat pay
- Special assignment pay
- Sick leave buyback
- Acting pay

Any payments provided for in a collective bargaining agreement are not “discretionary” and, therefore, should be included.

If an employer miscalculates an employee’s regular rate, the law provides for back pay retroactive two years prior to the date that the employee sues, as well as double damages. If the employer has committed a “willful” violation, the worker can recover damages going back three years.

Under its FLSA Policy, the IAFF has

successfully litigated several cases alleging regular rate violations. It is very common for employers, particularly fire departments, to fail to include pay that a union member receives outside of his or her base pay when calculating the employee’s overtime rate. IAFF members who are having their overtime pay impermissibly lowered in violation of federal law should contact their IAFF District Vice President for further assistance from the IAFF. ■

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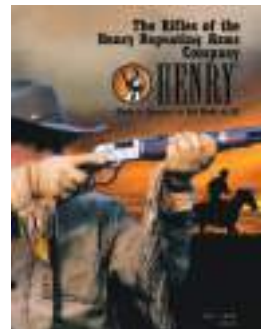
- The original art was hand-cut by engraver Rob Bunting. The scenes and tribute text were mechanically transferred and impressed directly onto the nickel plated receiver cover to maintain all the original elements.
- The right side features 24 kt. gold plated bannering highlighting **IN TRIBUTE TO AMERICA'S BRAVEST**. The main panel depicts a firefighter heroically rescuing a child from the flames. A 24 kt. gold plated American flag adorns the front panel.
- The left side features the iconic Maltese cross, a symbol of bravery, complete with 24 kt. gold plate and the unique flame style scroll pattern on the edges. The front panel states **SERVICE VALOR COURAGE** while below a firefighter's helmet with shield number **343** pays tribute to the firefighters killed on September 11, 2001. It's the ultimate demonstration of unity within the brotherhood of firefighters, career and volunteer, who have perished in heroic service to others.
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A Salute to Dedication, Service and Courage

ALABAMA L0117 Birmingham: Shawn Jackson, Tony Manzella, L1833 Huntsville: Robert Bufkin, Eugene Harwell, Bruce Potter, L3973 Leeds Fire Fighters Association: Johnny Denson, Eric Muzer, L4636 Fort Payne Fire Fighters Association: Neal Tolbert, Michael Twilley Captain/EMT II

ALBERTA L0209 Edmonton Fire Fighters Union: Dean Adam, Dennis Drongal, Doug Luard, Lance Neufeld, Glen Penny, Ray Royer, L0237 Lethbridge: Tom Bond, Brian Kristjanson, Warren McEwen, Brad Peake, L0255 Calgary: Paul Babcock, Gary Burns, Ralph Cheshire, Kim Fidyk, Larry Fisher, G. L. Hay, Donald Huska, R. Trevor Kerr, E. Look, Bruce McLeod, Earl Moffat, Peter Moffat, Darren Paget, William Peters, Paul Robinson, Greg Schmidt, Jamie Turner, Chris Veenman, Kenneth Wilson, L0263 Medicine Hat: Gordon Baumbach, Ken Grisak, Allan Lannon, Blaine Renner, Randy Zaiser, L2770 Grande Prairie: Kathy Blais, Gordon Stevens

ARIZONA L0479 Tucson: Robert Denst, Thomas Knapp, Max Parks, Dan Wallace, L0493 Phoenix: John Barton, Ronald Folkwein, Joe Gorraiz, Stephen Kreis, George Leech, Bill McGonigle, Daniel Moreno, Corinne Pankratz, Michael Sandulak, Jimmy Toon, Kelly Walker, Lamar Whaley, Robert Wise, Roy Wojtak, Lex Worthy, Joel Yates, L1505 Flagstaff: Anthony Casali, L2260 Mesa: Gary Johnson, Michael Wolfe, L3066 United Yavapai: Jeff Knotek, L3504 United Pima Fire Fighters: David King, Martin Samaniego, L3560 Sun Lakes: Paul Wilson, L3690 Sedona-Verde: William Maxwell, L3878 United Maricopa County Fire Fighters Association: Timothy Borgwardt, Christopher Burrows, Rick Hanson, L4125 Green Valley: Steve Holt, L4191 United Professional Fire Fighters Of Kingman: Bob Masche, L4913 Fry Fire District: Jeff Spencer

ARKANSAS L0033 Fort Smith: Robert Bennett, Rick Rainwater, L0034 Little Rock: James Willis, L0879 Hot Springs: Randy McGrew, L2030 Jacksonville: Jeromy Edgin, Scott Moon, L3007 Springdale: Dave Creek, S0024 Western Arkansas State: Jimmy Jones, John Orrison

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ONTARIO L0142 London: Jeffrey Adams, Wayne Brown, Gary Tapp, David Warren, **L0162 Ottawa:** Jim Flinter, Michel Fournier, Monty Malloy, Robert Neault, Mark Tugnett, **L0169 Peterborough:** Lloyd Hutchinson, **L0193 Thunder Bay:** Alan Gray, Brian Matson, Richard Morden, Les Newman, Jon Swaggert, **L0284 North Bay:** Gaetan Marcil, **L0288 Hamilton:** Joseph Augustyniak, Danny Glover, Harry Hoehne, Edward McGrane, Sylvia Pranitis, Peter Stoddart, Michael Tyler, **L0447 St. Thomas:** Rodger Willson, **L0455 Windsor Professional Fire Fighters:** Joseph Durocher, Terry Gifford, Donald Goodger, Philip Lippold, Roland Maure, Allan Wood, **L0457 Kitchener:** Richard Kelsey, Klaus Stuetz, **L0460 Brantford:** Norman Booth, Tim Horne, Joel Nelson, **L0467 Guelph:** Carlo Mann, **L0477 Woodstock:** Gerald Barron, **L0486 Chatham Kent:** Barb Dawson, **L0492 Sarnia:** Graham Emslie, Bruce Sparks, **L0497 Belleville:** Lyle Quennell, **L0498**

Kingston: Bryan Cornfield, Barry Leaver, **L0527 Sudbury:** Kevin Basto, Brian Belland, William Boivin, Fernand Bourque, John Brazzoni, Roger Brubacher, Gerald Burnham, Clifford Curry, Roger Eaton, David Fortier, Patrick Gorman, Ernest Gregoire, Ronald Hache, Robert Hyndman, David Liard, Allan Moxam, Michael O'Reilly, Lonsdale Parker, Robert Plante, Walter Prechtoko, Jacques Rancourt, Taavi Saaremets, Tony Thibeault, **L0536 Brockville:** Randy Burke, Royal Metcalfe, **L0791 Waterloo:** Jerome Voisin, **L1068 Brampton:** Douglas Burley, Gord Fowler, Stephen McNamara, **L1182 Thorold:** Larry Robertson, **L1212 Mississauga:** Bette Brown, Karen MacKinnon, Thomas Pryde, **L1328 Quinte West:** Douglas Yarrow, **L1552 Burlington:** Mark Alderman, Dan Ansell, Dennis Floresco, Mike Hicks, James Perro, Gerald Savroch, Peter Wignall, **L1581 Midland:** Norman LeMieux, **L1582 Oakville:** Mike Boyle, Ron Darichuk, **L1632 Pickering:** Gerry Pedwell, **L2036 Whitby:** Harold Bonnetta, James Corner, **L3327 Halton Hills:** Doug Andrews, Dave Ford

OREGON L0845 Albany: Charles Harris, Philip McPherson, **L0851 Eugene:** Michael Anderson, Jim Drew, Faye Forhan, Don Gray, Jon Hanson, Tom Saraceno, **L0890 Klamath Falls:** Gary Dugan, **L1062 Gresham:** Steve Best, **L1159 Clackamas County:** David Armstrong, Rich Doggett, Theodore Jones, Stuart McVey, Michael Temple, Micheal Wilson, **L1660 Tualatin Valley:** David Allen, Art Blaisdell, **L1817 Rogue Valley Professional Fire Fighters Local 1817:** David Slawson, **L2240 Corvallis:** Stephen Bowen, **L3099 McMinnville:** Dwight Stum

PENNSYLVANIA F0061 Philadelphia Naval Shipyard: Bret Weinberger, **L0010 McKeesport:** Edward Drye, **L0022 Philadelphia:** John Bilkins, John Bloomer, Bernard Booker, Robert Bowman, Dirk Brown, John Butterly, George Butts, Gerald Carpenter, Francis Cassidy, James Chandler, Leonard Cola, George Collins, Stephen Conlow, Patrick Curran, Oliver Davies, Nicholas Disantis, Paul Flanagan, David Fleming, William Ford, Charles Gellak, John Grillone, Asa Grimes, Anthony Grugan, Gary Halasa, Francis Hanna, Carl Hauser, John Hawthorne, Joseph Hood, Frederick Hurt, Michael Iraci, Arthur Johnson, William Johnson, John Keenan, Thomas Kerr, George Kiefer, James Kniele, Stephen Kurczewski, Veronica Lake, Kenneth Lane, Richard Leposki, Robert Lewandowski, Thomas Loftus, John Lonergan, Henry Magee, Edward Mahoney, John Melniczek, Donald Montgomery, James Mullin, Freddie Murray, Dennis O'Neil, Brian Palek, Milton Peak, William Phillips, Richard Porter, Gerard Prodoehl, Adolph Raco, Stanley Ratay, Norman Ray, Gerald Reardon, Daniel Roats, Thomas Rush, Norman Schmidt, Kenneth Schnitzer, Timothy Tygh, Gary Vertlieb, Raymond Vozzelli, Michael Wahl, Dennis Wells, Thomas Weston, Anthony Williams, Oscar Williams, David Witulski, John Wright, **L0428 Harrisburg:** Bradley Myers, Donald Pelton, **L0735 Bethlehem:** Wayne Bonney, Kenneth Jones, **L4791 The Wyomissing Professional Fire Fighters:** Linwood Ohlinger, **L4904 Northampton Township Career Fire Fighters Association:** Nicholas Pasqualone

RHODE ISLAND L0799 Providence: Melissa Talbot, **L0850 East Providence:** Stephen Roca, **L1261 Pawtucket Fire Fighters:** Albert Scanlon, **L1363 Cranston:** Edward Duggan, Kevin Hodnett, Wallace Houghton, David Mizzone, Kevin Morris, **L1651 North Kingstown:** Thomas Finnerty, **L2050 Smithfield:** John Coyne, **L2334 North Providence:** Greg St. Jean, **L2722 Cumberland:** William Mooney, **L2748 Warwick:** Stephen Campagnone, Ronald Driscoll, Jeffrey Hall

SOUTH CAROLINA L0061 Charleston Fire Fighters Association: Milton Green, **L0369 Spartanburg:** Charles Watson, **L4693 Mount Pleasant Fire Fighters Association:** Mitchell Craven, **L4948 Surfside Beach Professional Fire Fighters Association:** Thomas Richards

SOUTH DAKOTA L1040 Rapid City Fire Fighters Union: Casey Warren, **L1724 Watertown:** Michael Oletzke

SASKATCHEWAN L0181 Regina Professional Fire Fighters Association: Ken Clarke, Robert Donison, Rick Jeske, Rob

Olson, Larry Richter, Darrell Ritmiller, Wayne Ubell, Leonard Zinkewich, Garnet Zummack

TENNESSEE L0140 Nashville: Patrick Armstrong, James Guess, David Powell, **L1346 Oak Ridge:** Jeffrey Collins, Michael Slay, **L1784 Memphis:** Darnell Ellis, Paul Newsom, Calvin Patton, Henry Posey, David Rutledge, Jimmy Tucker, Lynn Washington, **L3180 Clarksville:** Robert Cruise, **L3748 Cleveland Professional Fire Fighters:** Steve Hixon, **L4238 Wilson County:** Lenard Allison, **L4501 Gallatin Fire Fighters Association:** John Smith

TEXAS L0058 Dallas: Gregory Harper, Robert Hernandez, Michael Hudgins, Ken Murphree, Brian Partington, **L0170 Cleburne:** Richard Knutson, **L0341 Houston:** Larry Archibald, Dennis Barr, Gilbert Becerra, Gary Bennett, Roland Chavez, Victor Cuevas, Michael Curry, Gregory Doggett, Mark Evans, Eloy Garza, Rock Graham, Jerome Gregory, Kenneth Hale, Robert Hale, Richard Irwin, Gary Josephson, Angelo Moreno, Ronnie Palmer, Joseph Pradier, Jesse Ramos, Robert Roberts, Remigio Rodrigues, Michael Roquemore, Teohta Sanders, Terry Seynaeve, Donald Sims, Joseph Smith, Cedric Steptoe, James Wathen, Walter Wood, Melvin Young, **L0399 Beaumont:** John Parfait, **L0432 Wichita Falls:** Gualo Acosta, Troy Andrews, Leroy Chaddick, **L0440 Fort Worth:** Frank Alfredo, Fernando Gonzalez, Joe Lowery, Kenneth Nealy, **L0624 San Antonio:** Bohumir Kubecka, Douglas Moore, **L0872 Laredo:** Carlos Cabello, **L0975 Austin:** Aubrey Brasfield, Brian Caswell, James Dedear, Keith Johnson, Randall Larsen, Michael Light, James Mathison, Marion McKibbin, Christopher Nicholes, Kathryn Tourtellotte, Warren Weidler, **L0997 Greenville:** Daniel Ehrhart, **L1291 Denton:** Kenneth Gold, **L1954 Richardson:** Dennis Baum, Greg Boyer, **L2149 Plano:** Roy Brockway, Jonathan Everett, Mark Nugent, Roger Nunneley, **L2182 Carrollton:** Russell Hughes, Robert Kirby, John Robason, Gary Vanover, **L2602 McAllen:** Jaime Castaneda, **L2999 Duncanville:** William Campbell, Kade Long, **L3358 Rowlett:** Earl Gregory, Ron Simmons, Richard Strange, **L3548 Euless:** Steve Mayo, **L3606 Lewisville:** Terry Wilcox, **L3713 Port Neches:** Larry Singleton, **L3885 North Richland Hills:** David Botvidson, Randy Faulkner, Larry Harris, Joe Hopkins, James Wood, **L3991 Georgetown:** Marcus Shields, **L4146 Stephenville:** Earl Allgood, **L4255 Sugar Land Professional Fire Fighters:** Craig Swinghammer, **L4331 Longview Professional Fire Fighters:** Robert Kerridge, Scott Rice, **L4405 Professional Fire Fighters Association of Midland:** Rick Butler, Vincent Hancock, **L4511 College Station Professional Fire Fighters Association:** Pat Quinlan, **L4701 Atlanta Texas Professional Fire Fighters Association:** Paul Tyson

UTAH L0593 Provo: Roger Gourley, **L1654 Ogden:** Bradley Miller

VERMONT L2287 Montpelier: Mark Tillinghast, **L4439 Brattleboro Professional Fire Fighters:** Dale Shipp

VIRGINIA F0025 Tidewater Federal Fire Fighters: Noah Clifton, Robert Gajdek, Mark Shultz, **F0173 Fort Eustis:** Charles Butler, **F0253 Fort Myer:** James McConkey, **L0068 Norfolk:** Paul Daniels, Wayne Wallace, **L0794 Newport News:** Benedict Burbic, **L0995 Richmond:** Keith Andes, **L1132 Roanoke:** Richard Alley, Phillip Chitwood, James Hylton, Timothy Jordan, S. F. Lambrucati, Eric Manuel, **L1146 Lynchburg Fire Fighters Association:** Walter Bailey, Derrick Carwile, Barry Crabtree, Linda Eagle, John Ginther, James Jones, Carla Mann, David Mason, Robert Ore, Curry Rice, Barney Roakes, Ron Sanders, Michael Smith, Rodney Smith, Richard Ware, **L2068 Fairfax County Professional Fire Fighters And Paramedics:** Dean Cox, Sally Fitzpatrick, Ronald Mastin, James Potter, Christopher Thompson, **L2449 Chesapeake:** Michael Haynes, Robert Pugh, Mark Simmons, Dan Terry, Ben Williams, **L2498 York County & City of Williamsburg Professional Fire Fighters:** Robert Sibley, **L2532 Danville Professional Fire Fighters Association:** Larry Barton, Dennis Ganey, **L2800 Arlington County:** Duane Baravechia, Benjamin Barksdale, Edward Blunt, Jonathan Brown, Stan Browksi, Eugene Cowan, James Daugherty,

Andrew DePuy, Edward Hannon, Jay Ivan, Ronald Kerere, Jeffrey Liebold, Carl Lindgren, Glenn Mayhew, Stephen McCoy, Lewis Ryan, Scott Shifflett, John Smith, Robert Spring, Robert Wirtz, **L2801 Suffolk Professional Fire And Rescue:** Ronnie Simpson, Jamie Smith, **L2803 Chesterfield County Professional Fire Fighters Association:** Glen Mead, David Powell, **L3401 Winchester:** H. Donald Whitacre, **L3468 Staunton:** Chris Pugh, Jeffery Simmons, **L3756 Loudoun Career:** Dennis Phebus, **L4202 Hanover:** James Kegley

WASHINGTON F0282 Puget Sound Federal Fire Fighters: Luis Rivera, **L0027 Seattle:** Preston Bhang, Gilbert Campbell, Leslie Davis, Larry Jensen, Jeffrey Myer, **L0029 Spokane:** Michael Cappellano, Chuck Serquina, **L0106 Bellingham:** Don Paton, **L0315 Hoquiam:** Michael Lunceford, **L0452 Vancouver:** Robert Smith, **L0468 Olympia:** Michael Fife, Dennis Lee, **L0469 Yakima:** Abel Castilleja, **L0726 Pierce County Professional Fire Fighters:** Baron Banks, Shawn Bertrand, Daniel Bickel, Lonni Gilbertson, Jack Grier, Robert Johnson, Lynn Miller, Bryan Pearson, **L0864 Renton:** Brian McGee, **L1257 Seatac Airport:** Gilbert Smith, Randy Wong, **L1604 Bellevue:** Russell Caney, Laura Kemp, Melissa Ledbetter, Dean Scholdt, Dave Spencer, **L1828 Snohomish County Fire District 1 Professional Fire Fighters:** Dennis Oftedahl, Michael Smith, **L1984 Lynnwood:** Glen Webster, **L2032 East Jefferson Professional Fire Fighters:** Mel Christensen, **L2444 Camas:** Lawrence Saari, **L2916 Professional Fire Fighters Of Spokane County Fire District 9 & 10:** Charles Oliver, **L2933 Clallam County Fire District 3:** Jeff Upchurch, **L3427 Skagit County Paramedic Association:** James Carpenter, Carl Johnson, James Porch, **L3701 Spokane Valley Chiefs Association:** Wayne Howerton

WEST VIRGINIA L0313 Morgantown: S. Cover, **L0317 Charleston:** John Dearnell, **L0318 Fairmont:** Richard Geldbaugh, Michael Satterfield, Roger Wilson, **L0466 Princeton:** Morley Barker, **L0837 South Charleston:** Mark Simmons

WISCONSIN L0141 Green Bay: Richard Annen, Todd Selissen, **L0215 Milwaukee:** Dennis Dineen, Ronald Johnson, Glenn Mish, Jeffrey Venus, Peter Wellinghoff, Deran Williams, **L0407 Waukesha:** John Watt, **L0414 Kenosha Professional Fire Fighters:** Kevin Carbon, Gregory Peterson, **L0487 Eau Claire:** Steve Hanson, **L1004 West Allis:** Richard Krueger, **L1923 Wauwatosa:** Donald Catenacci, **L1963 Greenfield:** Reed Mattila, **L2051 Brookfield:** Robert Baird

WYOMING L0279 Cheyenne: Randy Reiling, Maurice Rose, **L1499 Rock Springs:** Allen Bird

YUKON TERRITORY L2217 Whitehorse: Robert Jack, Ray Kitz

NEVER FORGET

In Memorium of Those Who Have Served

Local	Name	Local Name, State	Local	Name	Local Name, State	Local	Name	Local Name, State
F0085	Michael Lee	Federal Fire Fighters, CA	L0077	Ronald Hootman	Saint Joseph, MO	L0809	Jack Denning	Pasadena, CA
L0002	Harry Barbee	Chicago, IL	L0077	Joseph Mays	Saint Joseph, MO	L0834	Donald DeCarlo	Bridgeport, CT
L0002	Dennis Bell	Chicago, IL	L0103	David Stilfield	Sedalia, MO	L0858	Ronald Hielt	Denver, CO
L0002	Paul Cale	Chicago, IL	L0112	Jeffery Johnson	Los Angeles City, CA	L0858	Ralph Johnson	Denver, CO
L0002	Thomas Clarke	Chicago, IL	L0112	Mario Martinez	Los Angeles City, CA	L0858	James Kittleson	Denver, CO
L0002	John Collins	Chicago, IL	L0112	Matthew McKnight	Los Angeles City, CA	L0867	Garnet Drennar	Winnipeg, MB
L0002	James Collins	Chicago, IL	L0122	Ralph Mashburn	Jacksonville, FL	L0867	Al Kroeber	Winnipeg, MB
L0002	David Edwards	Chicago, IL	L0122	Joseph Moore	Jacksonville, FL	L0867	William Stelmach	Winnipeg, MB
L0002	Michael Godsel	Chicago, IL	L0124	Robert Oman	Fort Wayne, IN	L0911	Patrick Nagel	Birmingham, MI
L0002	Edward Groya	Chicago, IL	L0135	Francis Becker	Wichita, KS	L0916	John Loggins	Eastchester, NY
L0002	Nicholas Hughes	Chicago, IL	L0140	Isaac Blackwood	Nashville, TN	L0964	Frank Johnson	BFOA, MD
L0002	Robert Janus	Chicago, IL	L0140	Peyton Donoho	Nashville, TN	L0964	Frank Novak	BFOA, MD
L0002	Daniel Maslowski	Chicago, IL	L0140	Clifton McElroy	Nashville, TN	L0964	Harry Walsh	BFOA, MD
L0002	William McDermott	Chicago, IL	L0140	Robert Owens	Nashville, TN	L1038	William Moore	Allegheny County, PA
L0002	Donald McGinty	Chicago, IL	L0157	Bob Collins	Oklahoma City, OK	L1073	Edward Hunt	Middletown, CT
L0002	William Naatz	Chicago, IL	L0157	Jack Hightower	Oklahoma City, OK	L1073	Wayne Sheehan	Middletown, CT
L0002	James Pelozza	Chicago, IL	L0157	Chester Williams	Oklahoma City, OK	L1158	Fred Maier	Clearwater, FL
L0002	Raymond Rohlfis	Chicago, IL	L0181	Jamie Andrusyk	Regina, SK	L1219	William Passeck	Naugatuck, CT
L0002	Leonard Sims	Chicago, IL	L0215	Rich Cherweznick	Milwaukee, WI	L1315	Michael Draves	Midland, MI
L0002	Larry Smith	Chicago, IL	L0215	Leslie Lund	Milwaukee, WI	L1403	Fernando Figueredo	Metropolitan Dade, FL
L0002	Larry Strickland	Chicago, IL	L0317	Harry Love	Charleston, WV	L1441	Richard Skeen	Franklin Township, OH
L0002	James Thompson	Chicago, IL	L0317	Yearl Thompson	Charleston, WV	L1463	Charles Cavaco	Hawaiian Islands, HI
L0002	William Uelman	Chicago, IL	L0341	David Stoneham	Houston, TX	L1463	Wallace Higa	Hawaiian Islands, HI
L0002	Michael Vinci	Chicago, IL	L0399	Wayne Willett	Beaumont, TX	L1526	Paul Rubino	Franklin Park, IL
L0002	Richard Ziolko	Chicago, IL	L0455	Charles Doherty	Windsor, ON	L1590	Walter Hayes	Wilmington, DE
L0004	Phil McClaskey	Des Moines, IA	L0455	Gary Fleming	Windsor, ON	L1590	Thomas Kalinowski	Wilmington, DE
L0017	Donald Quick	Davenport, IA	L0455	Bernard Glabb	Windsor, ON	L1590	Benjamin Sowinski	Wilmington, DE
L0022	Kenneth Andrews	Philadelphia, IA	L0455	John Hillis	Windsor, ON	L1651	Robert Taylor	North Kingstown, RI
L0022	Joseph Carey	Philadelphia, IA	L0455	Stan Scaife	Windsor, ON	L1664	Carl Pitts	Montgomery County, MD
L0022	Robert Carson	Philadelphia, PA	L0479	Franklin Huber	Tucson, AZ	L1689	Richard Morgan	Fremont, CA
L0022	William Daniels	Philadelphia, PA	L0486	Marlene Juttens	Chatham Kent, ON	L1742	James Hockett	BWI Airport, MD
L0022	John Finley	Philadelphia, PA	L0493	Timothy London	Phoenix, AZ	L1784	James Bumpus	Memphis, TN
L0022	Thomas Goodwin	Philadelphia, PA	L0499	Felix Redka	Cambridge, ON	L1784	Jerry Ferrell	Memphis, TN
L0022	Francis Harkins	Philadelphia, PA	L0499	Mike Tooze	Cambridge, ON	L1784	Billy Gibbs	Memphis, TN
L0022	Mark Henderson	Philadelphia, PA	L0506	Raymond Egan	Berwyn, IL	L1784	John Greer	Memphis, TN
L0022	Michael Keen	Philadelphia, PA	L0506	Vernon Pechous	Berwyn, IL	L1784	Allen Loux	Memphis, TN
L0022	Calvin MacAnally	Philadelphia, PA	L0506	Emil Urban	Berwyn, IL	L1784	Lawrence Lum	Memphis, TN
L0022	Samuel Overbey	Philadelphia, PA	L0526	Michael Stone	Lexington, KY	L1784	Matthew Profit	Memphis, TN
L0022	Harry Smedley	Philadelphia, PA	L0556	Alan Burney	Hammond, IN	L1891	Robert Richardson	Boynton Beach, FL
L0030	Kevin O'Boyle	Cambridge, MA	L0627	Gerald Rohrbaugh	York, PA	L2157	Doyle Smith	Gainesville, FL
L0034	Ronald Mann	Little Rock, AR	L0632	Tommy Ashby	New Orleans, LA	L2200	Justin Bradbury	Thompson, MB
L0034	Gavin Wright	Little Rock, AR	L0632	Scott Blanchard	New Orleans, LA	L2338	Robert Otto	La Grange, IL
L0036	Terrence Boston	Washington, DC	L0632	John Klumpp	New Orleans, LA	L2598	Paul Robinson	Prince William, VA
L0036	Leo Handley	Washington, DC	L0632	Gerald Lopinto	New Orleans, LA	L2800	Charles Theodore	Arlington County, VA
L0036	Keith Webb	Washington, DC	L0632	Fred Schmidt	New Orleans, LA	L2928	Heather Mahoney	Palm Beach County, FL
L0036	Franco Welch	Washington, DC	L0632	Walter Stutson	New Orleans, LA	L3005	Thomas Frey	Bolingbrook, IL
L0042	Gerald Griffith	Kansas City, MO	L0707	George Grover	Pensacola, FL	L3005	William Phenegar	Bolingbrook, IL
L0042	Norman Grimes	Kansas City, MO	L0718	John Howard	Boston, MA	L3005	Kevin Sullivan	Bolingbrook, IL
L0042	James Karther	Kansas City, MO	L0718	William Loughnane	Boston, MA	L3005	Darrel Swienton	Bolingbrook, IL
L0042	Weldon Poarch	Kansas City, MO	L0718	Joseph Reardon	Boston, MA	L3148	Robert Meyer	Midlothian, IL
L0049	Frank Totterer	Bloomington, IL	L0734	Russell Hassell	Baltimore, MD	L3905	Steve Huffman	Rolla, MO
L0073	Daniel Fitzgerald	Saint Louis, MO	L0734	William McDermott	Baltimore, MD	L4624	Bruce Ballard	West Jordan, UT
L0073	Joseph Hoedel	Saint Louis, MO	L0734	William Rock	Baltimore, MD	L4667	Earle Giles	Teton County, ID
L0073	George Hohmann	Saint Louis, MO	L0793	Anthony Moye	Columbia, SC			

LAST ALARM



We Honor Those Who Lost Their Lives in the Line of Duty

L357	John Morrow	Evansville, IN	11.20.76
L357	Elmer Debes	Evansville, IN	12.11.82
L357	Theodore P. Lander	Evansville, IN	9.17.85
L3888	Barry J. White	Toronto, ON	1.21.09
L3888	Robert H. Chrisp	Toronto, ON	5.14.10
L2068	Mark C. Baban	Fairfax Co., VA	1.30.12
L455	Mario Piva	Windsor, ON	8.9.12
L3133	Harold B. Hollingsworth	Central Jack, MO	4.7.13
L2881	Christopher L. Douglas	CDF Fire Fighters Sacramento, CA	7.5.13
L792	John Thomas Austin	Quincy, MA	7.8.13
L1403	Rafael Herrero	Metro Dade Co., FL	7.10.13
L1253	Gordon Ratcliffe	Cranbrook, BC	7.19.13
L3653	David A. Brier	Middleboro, MA	7.22.13
L1805	Robert W. Hamel	Clark Co., WA	7.25.13
L135	Nathan L. Winter	Wichita, KS	7.30.13
L452	Carl Murray	Vancouver, WA	7.30.13
L970	Juan Pablo Casanova	Brownsville, TX	8.10.13
L2460	Joseph C. Darr	Chillicothe, MO	9.4.13
L1833	David T. Robinson	Huntsville, AL	9.12.13
L4420	Keith Wisnowski	Pasco Co., FL	9.21.13
L2294	Iran D. Rivers	Hillsborough Co., FL	9.22.13
L734	Russell H. Skarda	Baltimore, MD	9.24.13
L4409	Brandon Mitchell Underhill	Lake Valley, CA	9.29.13
L3918	Michael C. Osiecki	South Fire District, CT	10.13.13
L1285	John T. Delucchi	Las Vegas, NV	10.19.13
L3666	Kevin W. Jenkins	Frederick Co., MD	10.19.13

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

Fire Fighter

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