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Fire Fighter

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Positioned Well and Ready to Work

There's no doubt that this 2016 election was one of the most divisive and negative elections for president of the United States in our lifetimes. The dissension and acrimony over this election divided not only the country, but also our union.

The internal divisions in the IAFF were deep. Your Executive Board knew that, because they, like I do, travel around and talk with our leaders and members. We also conducted comprehensive polls and focus groups. And in very strong terms, our affiliate leaders and members made it clear — taking sides in this presidential election could tear our union apart.

So, as the ones elected to lead this IAFF, we decided to put our union's solidarity and our members' best interests first and, as we've communicated a number of times throughout the election season, we did not endorse a candidate for POTUS. No single candidate was worth destroying the unity that has made this union strong and able to punch way above its weight-class.

I've received emails and texts from a few people internally who have taken issue with our non-endorsement in the race for POTUS. They say we could have made a difference for one candidate or the other. While I respect their passion for wanting to step into the fray of this election and for their willingness to say so, the Executive Board and I respectfully disagree.

If we, the IAFF, had taken a side in the race for president — either side — we would have likely had multiple locals go the other way, and we would have seen an internal civil war among our members. With the incredible changes in the electoral map at the national level in this election, either of those things occurring would have significantly diluted our effectiveness at all levels of politics and would have crippled our ability to influence the election one way or the other.

Taking sides would have also severely damaged our union's biggest strength — our solidarity. While the country remains divided in the wake of the election, and now must begin to heal, our solidarity remains strong in the IAFF.

Remaining neutral also provided us with an advantage now that the election is over — we now have a chance to get things done on our members' behalf with the incoming administration at a time when virtually every other union is facing the prospect of getting nothing accomplished.

I'm not naïve. I know that the new administration and 115th Congress will be challenging for this IAFF, but our union is unique in the House of Labor because of our bipartisan approach to politics at all levels. We are proud of our relationships in the U.S. House and Senate, with friends on both sides of the aisle, in both chambers of Congress. We have already identified that some of our friends are part of the president-elect transition team. And because we have friends in both parties making the laws, we have an opportunity to improve the lives and livelihoods of our members.

We will still need to play aggressive defense on a number of issues and look for opportunities in this difficult environment to move legislation and produce policies that are important to the safety, health and job security of the more than 303,000 members we represent. There will be lawmakers on Capitol Hill we can work with and there will be lawmakers who stridently oppose us. But like we've done through the years, regardless of which political party is in power, we have always found a way to get things done on our members' behalf.

Our union has thrived under Republican presidents and GOP-controlled Congresses. In 1976, I stood in the Rose Garden while President Gerald Ford signed the Public Safety Officers Benefit (PSOB) into law.

A few years later, when Ronald Reagan was president and Senator John Tower (R-TX) chaired the Armed Services Committee, we passed anti-privatization legislation to protect the jobs of fire fighters working in the Department of Defense and we worked with Congress and the White House to develop the Section 7(k) fire fighter overtime standard that remains in place to this day.

Under President George W. Bush, I had the privilege of being in the Oval Office as he signed Hometown Heroes into law. During his administration, with both Houses of Congress in GOP hands, we enacted SAFER, doubled PSOB Benefits, passed the HELPS retiree health care proposal and safeguarded and expanded overtime rights under the FLSA.

The point is that no matter who occupies the White House, or who controls Congress, we always find ways to improve the lives and livelihoods of our members.

As so many of you have heard me say during the time I have had the honor of serving as your General President, so much of our success comes from our political strength and because we always have each other's backs. With the results of this past election, that remains truer than ever.

Whether there is a Republican or a Democrat in the White House, we have always found a way to get things done. And now that this election is over, we are positioned well and ready to work with President-elect Donald Trump and the 115th Congress.



Harold A. Schaitberger

A handwritten signature in dark ink, appearing to read "Harold". The signature is stylized with a large, looped "H" and a trailing flourish.

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Leading Our Union

I want to start by saying what an honor it is to serve as your General Secretary-Treasurer of our great International. After attending my first Executive Board meeting since being sworn in at our Convention in August, I walked away with a renewed respect and admiration for the leadership you've chosen to represent you at the very top of our union.

These are exciting times in the IAFF with burgeoning new initiatives and a rock solid foundation to meet our challenges head on. You have a great team leading you!

2016 Convention

The 2016 Constitution and Bylaws will be published and mailed in the coming weeks to all affiliate presidents. It will also be available in digital form to our membership on our web site. As soon as it's available, we will notify all affiliate leaders by email.

Pursuant to the resolutions passed at our Convention in August, the per capita tax for our members rose 14 cents to \$13.37. This is the lowest per cap increase since the 1970s. The breakdown of those resolutions is below:

Budget Adjustment for Inflation	6 cents
Minimal Resolutions for Local Leadership Awards and Emeritus for Secretary-Treasurer Miller and Vice Presidents Ferguson, Taylor and West	½ cents
Behavioral Wellness & Suicide Prevention	3 ½ cents
Wildland/WUI	1 ½ cents
NFPA Standards Representatives	2 ½ cents
Total:	.14

Also of note is that in 2018, per capita costs for both the Union Activities Justice Fund resolution (passed in 2014) and the Behavioral Wellness and Suicide Awareness and Prevention resolution (passed in 2016) will sunset, reducing per cap by 6 and 3.5 cents, respectively. Since inception two years ago, four recipients have received assistance under the Union Activities Justice Fund for a total of \$35,579.

Further into the future, the resolution providing for the Fallen Fire Fighter Memorial renovation (21 cents) will also sunset. If you have visited the Memorial in Colorado Springs you will agree that your per capita was well invested.

The new denominational balloting used at the Convention worked exactly as expected. The issues that were brought to the Elections Committee for resolution were handled expeditiously by Chair Dave Gillotte (Los Angeles County Local 1014) and Vice Chair Randy Wyse (Jacksonville Local 122). We will apply the lessons learned into our planning and preparation for the elections in 2020.

Form 990 LABOR ORGANIZATION ANNUAL REPORT

Every treasurer or secretary-treasurer has the fiduciary responsibility that includes keeping accurate and up-to-date records for their local. All locals are required to have an Employer Identification Number (EIN) from the Internal Revenue Service (IRS), attainable online through the IRS web site or by calling the IRS directly. Locals are also required to file Federal Form 990 with the IRS. Filing is due the 15th day of the 5th month following the end of the fiscal year (i.e., due May 15 for December 31 year-end). Failure to file for three consecutive years will result in the IRS revoking your not-for-profit status. Loss of this status is recoverable, but it takes an incredible amount of time, energy and effort to be reinstated. It is critical to file yearly. Your local's gross receipts determine which form you are required to file:

- Form 990-N: Gross receipts less than \$50,000
- Form 990-EZ or Form 990: Gross receipts less than \$200,000 and total assets less than \$500,000
- Form 990: Gross receipts greater than \$200,000 and total assets greater than \$500,000

IAFF affiliates fall under the IAFF blanket not-for-profit exemption as a 501(c)5 and must provide us with their EIN, but this does not eliminate requirement to file a Form 990 annually. This issue and many others will be covered in the "Best Practices for Secretary-Treasurers" workshop at the 2017

Vincent J. Bollon Affiliate Leadership Training Summit (ALTS) in Anaheim, California, January 24-26, 2017. The workshop provides a synopsis of secretary and treasurer responsibilities, as well as practical information and resources. A panel of experienced secretary-treasurers will answer questions. ALTS offers a wide variety of workshops designed to help affiliate leaders, both new and experienced, become more effective in their union officer roles. I strongly recommend that all affiliate leaders attend.



Edward A. Kelly

Dues Deductions Alternatives

Legislation prohibiting a union's ability to deduct dues has already passed in several states, and similar legislation has been filed or potentially will be filed in several others. My office is currently surveying all secretary-treasurers of state organizations on whether or not this is a reality or possibility in their states. In order to assist our affiliates struggling with dues deduction or that may face it in the future, we are in the process of exploring innovative ways to help affiliates collect dues and assist in their organizing efforts.

Pensions

Our actuary has informed us that in 2018, the mortality tables will be updated, which may impact actuarial evaluations and projected unfunded liabilities. As we know, this will spawn whitepapers from right-wing think tanks, followed by newspaper editorials and ultimately pension legislation detrimental to post-employment security. Our state affiliates need to be prepared to fight any attacks on our pensions and mobilize accordingly. Politics never takes a break. We need to be educating our allies in office and fostering new relationships before we are lobbying specific bills. Our Pension Department stands at the ready to assist our affiliates.

Change of Office Audit

As a matter of prudent fiscal responsibility, I have hired an outside auditor to conduct a "change of officer" audit. Although I do not anticipate any issues, I believe the organization will benefit from ensuring that we are keeping pace with industry standards and best-practices. The report should be completed in mid-January, and I will report on it to the Executive Board at its February 2017 meeting.

New Secretary-Treasurer Toolkit and Resources

Providing information our affiliate leaders need to do their job is high on my list of priorities. The work our leaders do is difficult enough without having to search high and low for information. In the coming months, the IAFF web site and Secretary-Treasurer Resources toolkit will be updated in order to make it easier to access information.

Politics 2016

Politics by its very nature is polarizing. The 2016 presidential election is widely considered one of the most polarizing in United States history. Do not despair. To quote Eugene Debs, a union leader on the railroads in the late 1800s:

"Ten thousand times has the labor movement stumbled and bruised itself. We have been enjoined by the courts, assaulted by thugs, charged by the militia, traduced by the press, frowned upon in public opinion, and deceived by politicians. But not withstanding all this and all these, labor is today the most vital and potential power this planet has ever known."

The greatest political ally we as fire fighters have ever had, and ever will have, is each other.

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All-Inclusive Union

Dear President Schaitberger:

On behalf of the Elected Human Relations Committee, I would like to thank all the delegates assembled at the 53rd IAFF Convention for their overwhelming unanimous support of Resolution No. 11. The passage of this resolution (as amended) expands the IAFF Elected Human Relations Committee from 12 to 16 members. The addition of these four elected positions, which comprise two LGBTQ members and two disabled/handicapped members, is all-important.

This progressive approach takes our great union to the next step demonstrating our positive commitment to being all-inclusive. I would also like to thank General President Harold Schaitberger, General Secretary-Treasurer Tom Miller, all of the District Vice Presidents, Elected Human Relations Committee members and staff who worked diligently on this resolution.

Our IAFF Elected Human Relations Committee handles many difficult issues with a positive approach, which, in the long run, promotes a more cohesive local union, saves our affiliates countless dollars and enhances unity and success. The hands-on technical assistance program provided by the IAFF Human Relations Committee furnishes direct customized support to members when needed.

I encourage every local, state and provincial organization to establish, within their own internal governance, a Human Relations Committee. Establishing a Human Relations Committee is a proven way to help your local, state or provincial organization sort through the opportunities and challenges that diversity presents. It can assist your organization in resolving conflict and developing a proactive strategy. This same Human Relations Committee can benefit your

local by increasing unity and solidarity among its members, pro-actively promoting diversity and inclusion within your organization and ensuring that all members are represented fairly, equally and without discrimination. It also serves as a resource for your organization on these human relation issues while handling those problems at a low level before they become grievances or litigation.

Your IAFF Elected Human Relations Committee also has many training modules that address establishing a human relations committee, determining your human relations committee's membership, establishing responsibilities, dealing with a budget, accurate minutes, regular reports, effective communications, regularly scheduled meetings addressing complaints and so much more.

We have a wealth of information that our members can access on our IAFF web page at www.iaff.org/humanrelations. Take time and review this information or contact any of the IAFF Elected Human Relations Committee members.

Once again, I would like to thank all the delegates assembled at our Convention for their unanimous support of the resolution and, as always, feel free to contact your District Vice President, state or provincial leaders or any Human Relations Committee member if you need further assistance.

Nick Felton
President

New Orleans, LA Local 632

The Pension Crisis in Arizona

Dear President Schaitberger:

For fire fighters across Arizona, the past two years have involved a series of political issues that no public safety organization would envy. Besides budget cuts, anti-labor sentiment and

oppositional state politics, we faced a steep challenge on the Holy Grail of all issues — preserving our defined benefit system for generations to come.

In Arizona, public safety has for years faced a serious pension crisis. The first part of the crisis is the state's Public Safety Personnel Retirement System itself. Funded at only 47 percent and with very low investment returns year after year, the math on the PSPRS plan has been nothing short of horrific. Given those numbers, the only relief in sight has been for public safety employers to pay 50-75 percent of payroll to fund pension costs. While this may seem like "their problem," the net effect has been years with no raises, reduced staffing, equipment and overtime, all consequences that have hurt our members and our families.

The second component of the Arizona crisis is our politics. As arguably one of the most conservative states in the union, the statewide playing field for years has been slanted away from public safety organizations like ours. In addition, major national right-wing organizations have become deeply rooted in day-to-day Arizona politics. For them, destroying defined benefit plans altogether has long stood at the top of their mission statements. By spending millions of dollars in political races, those groups have begun to wield tremendous power in the halls of our state Capitol.

Going into the pension reform process, we stood eyeball to eyeball with very powerful forces that had the ears of a majority of our lawmakers and Arizona's newly elected conservative governor. During the deliberations, one of the most powerful lawmakers in the state was

quoted, "If this negotiation doesn't work, we will proceed to shut down the pension plans for all new employees." While to some that may seem to be an idle threat, the evidence that it would be true was clear to our leadership. Specifically, these same legislators already had shut down the defined benefit plan for themselves, the elected officials.

With so much working against us, we had some difficult choices to make to win this fight — and we made them. The solution we ultimately supported — along with Arizona's police organizations — involved doing things like adding tiers to

the public safety pension fund, making small changes to contribution rates and adding a defined contribution option for some future public safety workers. This was a difficult fight,

and for much of it the outcome was in doubt. It was not a fight that I sought, but I knew that we had to steer the train or get run over. I understood that "hope" was not a plan to save our system. I deeply appreciate local fire fighter leaders staying the course, in spite of the political risks in making the difficult changes in our pension to preserve it.

The end result? By working out a political compromise, we achieved our goal of saving the defined benefit pension for generations to come. In so doing, we improved Arizona fire fighters' ability to stave off future DB plan attacks and to achieve progress on wages, staffing and positive legislative issues.

The Arizona lesson, from our perspective, is about meeting challenges head on and exercising political strategy that allows an organization like ours to win today in an effort to keep winning tomorrow. Faced with an oncoming train and no easy way to get off the tracks, we boarded the train and took over steering. In the end, we reached a destination we can live with and we avoided getting run down by a speeding locomotive. We are now in a stronger place to fight for a better future for all members.

Bryan Jeffries

President
Professional Fire Fighters of Arizona



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in July through September 2016

Local 2321

Marysville Fire Fighters
President Jason Bellinger
9 members
Marysville, CA

Local 4716

Star Fire Fighters
Presidential Daniel Garringer
12 members
Star, ID

Local 4745

Willow Park Fire Fighters
Association
President Jared Junker
7 members
Willow Park, TX

Local 5078

Coshocton County
Professional EMS Association
President Jennifer Hettinger
36 members
Coshocton County, OH

Local 5097

New Lenox Professional Fire
Fighters
President Dan Vanek
12 members
New Lenox, IL

Local 5101

Shepherdsville Professional
Fire Fighters Association
President Paul Vance
10 members
Shepherdsville, KY

Local 5102

Southern Chester County
Paramedics
President Michael Gerisch
7 members
West Grove, PA

Local 5103

County of Orange Fire and
EMS
President Erica Wood
19 members
Orange, VA

Local 5104

Jarrell Professional Fire
Fighters Association
President Cliff Tschornier, Jr.
6 members
Jarrell, TX

Local 5105

Concord Professional Fire
Fighters
President Phillip Sumpter
10 members
Nappanee, IN

Local 5106

Grand Valley Fire Protection
District
President Anthony Wade
9 members
Parachute, CO

Local 5107

Northstar Professional Fire
Fighters
Association, CA
President Andy Ham
17 members
Truckee, CA

Local 5110

Atoka Fire Fighters
President Raymond Pelletier
11 members
Atoka, TN

Local 5111

Northshore Professional Fire
Fighters
President Sean Thomas
19 members
Lucerne, CA

Correction

In the Summer 2016 issue, Oak Ridge, TN Local 1346 member James Thursby was incorrectly listed as retired. Brother Thursby is an active member of Local 1346.



Center of Excellence for Behavioral Health Treatment and Recovery

This Facebook post was written by Indian River County, FL Local 2201 member and Battalion Chief David Dangerfield just hours before his death by suicide on October 15, 2016.



David Dangerfield had been fighting post-traumatic stress disorder for years. He committed suicide on October 15, 2016.

Like all IAFF members, he had responded to any number of traumatic events, many of them tragic. All of this trauma has a cumulative effect, often developing into post-traumatic stress. It's a serious and chronic condition that can ruin the careers of fire fighters and paramedics, destroy families and jeopardize public and fire fighter safety.

While it's always existed, post-traumatic stress is just now becoming more widely recognized as a major issue affecting all ranks in the fire service.

"An alarming number of members are struggling with behavioral and stress-related conditions, but there are very few programs for

treating it," says General President Harold Schaitberger. "We have an obligation to make sure we provide our members every path possible to recover from post-traumatic stress and the damage it can do to their lives and their families."

Behavioral health has always been an important component of the IAFF/IAFC Wellness-Fitness Initiative (WFI). As more has been learned about post-traumatic stress and its impact on members, the IAFF has begun an intensive effort to bring it out of the shadows to help members start the process towards recovery.

"Last year, after we published a cover story in *Fire Fighter Quarterly* [Winter 2015] on the subject, we were inundated with calls from members looking for help," says Assistant to the General President for Health and Safety Patrick Morrison.

Since then, the International has launched an initiative to develop a behavioral health peer-to-peer training program. This summer, the IAFF brought members to the Kitchen Table to tell their stories of recognizing they had a problem and forging their





Post-traumatic stress affects fire fighters and paramedics at double the rate of the general population.

path to recovery [go to www.youtube.com/iafftv to watch this episode of Kitchen Table].

“Once I started my recovery program, I realized I wasn’t the only one who thought like this, that there are other people out there that had the same problems, and that you need to really talk to somebody and ask for help,” said Mike James, a member of Burlington, ON Local 1552 who participated in the Kitchen Table discussion. Before joining the fire service, James served in the Canadian Armed Services as a Clearance Diver. When he lost his close friend and roommate in a diving training incident, he began to struggle with post-traumatic stress and alcoholism, as he suffered from immense survivor’s guilt.

Members struggling with post-traumatic stress, depression, anxiety and substance abuse need treatment from professionals who understand the culture and unique pressures of the job.

However, there is no existing treatment facility that meets this need. The IAFF is filling that critical void with the new IAFF Center of Excellence for Behavioral Health Treatment and Recovery **exclusively for IAFF members.**

Advanced Recovery Systems (ARS) — a leader in behavioral healthcare management — is building and opening this facility, located in Upper Marlboro, Maryland, just outside Washington, DC, to offer treatment for successful recovery from post-traumatic stress and co-occurring addictions and help IAFF members return to the job as quickly as possible.

“The IAFF Center of Excellence will be there for our members — and our members only — to receive the help they need in taking the first steps toward recovery,” says Schaitberger. “They will be able to go there and receive the treatment and support they need to heal from trained professionals who understand their profession and their experiences. It will be a safe haven for members to talk with other fire fighters who have faced or overcome similar challenges.”

ARS has unsurpassed expertise in behavioral health and recovery and is ready to address the specific post-traumatic stress and resulting additional addiction issues that can be caused by the kind of situations IAFF members experience.

“I think going to a place that is run by the IAFF, or a company associated with them, would be really, really good because it’s fire fighters for fire fighters,” said Mike Higgins, a retired member of

Boston, MA Local 718 who also took part in Kitchen Table.

Designed from the ground up, the Center will provide comprehensive and best-practice treatment from clinicians who understand the types of trauma experienced by IAFF members. The 15-acre campus includes a state-of-the-art gym and other features that encourage physical activity to help in recovery and preparing to return to the job.

The Center will use evidence-based approaches for treating post-traumatic stress, including cognitive behavior therapy and exposure therapy, as well as other activities to assist with recovery. Treatment is completely confidential — **Center staff cannot discuss your treatment with anyone — not your fire department, not your local** — unless given explicit permission.

On average, treatment is four to six weeks, with continuing aftercare services. This follow-up treatment is critical to long-term success, and Center staff will work with members and their families to ensure a successful return home and to work, including support network, accountability plans and other resources for continuing recovery.

In addition to providing the highest level of treatment for IAFF members, the Center will serve to train and educate peer support members on the unique challenges presented in the treatment of post-traumatic stress and substance abuse in the fire fighter population, with the ultimate goal of developing needed protocols for fire departments to handle these complex mental health issues.

“Nothing matters more than our members’ health, and this is a critically important action that puts put their health and well-being first,” says Schaitberger.

The Center of Excellence for Behavioral Health Treatment and Recovery is **expected to open in March 2017** in Upper Marlboro, Maryland. For more information, visit IAFFRecoveryCenter.com or call (855) 900-8437. ■

The Center will offer multiple levels of treatment, including:

- Detox
- Residential care, including medical monitoring
- Outpatient care and services
- Intensive in-patient care
- 12-step meetings

24/7 Centralized Call Center | (855) 900-8437

The IAFF and ARS are committed to delivering treatment that produces positive outcomes for members, and are reaching out to the major insurance carriers to explain the Center’s cost-effective approach and promote coverage for this level of care. The IAFF is making it a priority to ensure members are not burdened with large or unexpected expenses after treatment.

New IAFF Leadership Team Meets in Chicago

In September, just days after taking office, the new IAFF Executive Board convened in Chicago to make decisions on business conducted at the IAFF 53rd Convention and begin the work needed for continued Strength, Solidarity and Success. ■

Education: The Key to Union Strength

Registration is now open for the Vincent J. Bollon Affiliate Leadership Training Summit (ALTS), the IAFF's premier education conference scheduled for January 24-26, 2017, in Anaheim, California. ALTS offers diverse educational offerings addressing important issues in the fire service,

including more than 130 breakout sessions, 23 informational sessions and seven pre-conference events to help build skills and become more effective union leaders. ALTS is also an excellent opportunity for affiliate leaders to exchange ideas and network. For more information and to register, visit alts2017.iaff.org. ■



IAFF in Pink

Congratulations to Joplin, MO Local 59, the winner of the 2016 IAFF Best Pink T-Shirt Design contest for breast cancer awareness, with 7,171 votes. Local 59 will receive a free registration to the Vincent J. Bollon Affiliate Leadership Training Summit (ALTS) January 24-26 in Anaheim, California. ■



'Tis the Season for Giving

IAFF Wines make a great gift for legislators, decision-makers, people of influence, friends and family. A portion of the proceeds from your purchase supports the IAFF Charitable Foundation to help us continue programs that protect the health, safety and welfare of our members and their families, as well as provide assistance in their greatest time of need. To order, visit www.iaffwines.com or call (707) 433-2222.* ■



*Please note that shipping is not available to New Hampshire, Pennsylvania, Utah and Kansas, or to Canada.

International Burn Camp Helps Young Burn Survivors Heal

Forty-five teen burn survivors from across North America participated in the IAFF International Burn Camp in Washington, DC in September for a week of sightseeing, new friendships and confidence building. Each year, the IAFF Foundation brings teen burn survivors together with professional fire fighter counselors who understand the strength, courage and peer support these teens need to overcome their injuries and thrive in life moving forward. Campers visited the Smithsonian Institution, toured the Naval Academy in Annapolis and took part in a wreath-laying ceremony at Arlington National Cemetery. Adriana Olvera, a camper from Fresno, California, says, "This camp turned me into a leader. It's changed me to be an outgoing person and not to judge people on how they look. Everybody has their own story." ■



Congratulations to the IAFF Charitable Foundation Fitness Team

Twenty-eight IAFF members participated in the Marine Corps Marathon and MCM 10K on October 30 as part of the IAFF Charitable Foundation Fitness Team. Each Fitness Team member had a fundraising goal of \$1,000. Money raised helps provide scholarships and other support for the families of the fallen, peer support for burn survivors, disaster relief assistance, resources to protect IAFF members' health and safety and other services that help IAFF members and their families. For more information about joining the Fitness Team in 2017, contact fitnessteam@iaff.org. ■



IAFF Charitable Foundation Calendar and Christmas Cards for Sale!

The 2017 Charitable Foundation wall calendar makes a perfect gift. Give one to remind your friends, family, neighbors and elected leaders of the service fire fighters and paramedics provide in communities across North America every day. The wall calendar features photos submitted in the IAFF Media Awards Contest. To order, visit www.pro-calendar.com.

While you're shopping, order your IAFF Christmas cards, too! ■





When they're
not saving lives,
they're living
them.

Firefighters risk their lives daily
to protect ours. And all of us at
Scott Safety strive daily to protect
theirs, and to be the Choice of
the Brave.



Choice of the Brave.

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Highlights of races and ballot initiatives the IAFF and our affiliates played in across the country this election season.

The 2016 election cycle was characterized by the bitterness that branded the presidential campaign, coupled with a zealous anti-establishment feeling among voters, creating a charged atmosphere that affected all candidates in this year's election.

We followed our fundamental principles in politics — putting the membership first and supporting our friends, and crafted a bi-partisan political and advocacy program that was successful and will serve our membership well as the Trump presidency begins and the 115th Congress convenes.

Recognizing that our membership was deeply and emotionally divided between President-elect Donald Trump and Secretary Hillary Clinton, the IAFF remained neutral in the presidential election, because our unity is where this union draws its outsized power with our legislative agenda.

“The IAFF has always found a path to succeed, regardless of which Party controls the White House or the gavels in Congress,” notes General President Harold Schaitberger. “The decision was appropriate both in terms of maintaining the support of our membership and protecting our alliances with the leadership of both parties.”

Election night proved to be a triumphant night for the GOP. In addition to winning the White House, the 115th Congress will have a Republican-controlled Senate (52-48) and a Republican-controlled House (238-193), with four contests yet to be decided. In addition, 32 of the 50 states will have Republican governors.

This new leadership in Washington will bring challenges and opportunities for the IAFF as the Trump

presidency is likely to usher in an era of smaller government and less federal spending. See General President Harold Schaitberger's message on page 5 for examples of how this union has been able to succeed, regardless of the party in charge. We will have to double down on advocacy to protect vital programs, such as the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grant programs, as well as training grants. The next Congress will also be more focused on state rights, which will make advancing issues — including collective bargaining — much more difficult. On the other



hand, this could help in battling congressional efforts to meddle in the management of state and local pension plans.

By concentrating resources and efforts on down ballot races, we honored our principle of supporting our friends, regardless of party affiliation, with mixed success. In Missouri, our gold and black brand stood behind incumbent Senator Roy Blunt (R), who also serves as vice chair of the Republican Caucus. Blunt has worked closely with the IAFF in efforts to repeal the Cadillac Tax and fend off attacks on the pension system.

In Arizona, the IAFF backed John McCain (R) who, as the chair of the Senate's Commerce and Science Committee,

worked to enact both SAFER and FIRE Act legislation and has remained a stalwart champion and advocate of both programs over the intervening years.

Working with affiliates in Illinois and New Hampshire, we helped elect longtime friends Representative Tammy Duckworth (D-IL) and Governor Maggie Hassan (D-NH), respectively, to the U.S. Senate against entrenched incumbents. And the California Professional Firefighters backed Attorney General Kamala Harris in her successful bid to replace retiring Senator Barbara Boxer.

Our bi-partisan approach to the election cycle is also seen in a number of House races in which we supported

★ Victories on the Ballot

November 8 brought to a close a successful campaign by IAFF members to enact collective bargaining in Westminster, Colorado. The city had a long history of anti-union behavior, including enforcing a mini-Hatch Act depriving fire fighters the right of political action. This election, residents stood with their fire fighters voting Yes on Ballot Initiative 2 by 58 percent.

Senate Bill 25, enacted in 2013, provided recognition and meet and confer rights for Colorado fire fighters. The law also created a mechanism for IAFF locals to pass local collective bargaining ordinances through legislation or referenda and ensured that members could engage politically in these referendum elections.

Local 2889 ran a multi-tiered political program to convince voters to "Vote Yes on 2." President Ron Taylor led IAFF members, family and friends from surrounding communities to pound the pavement, knocking on 12,000 doors asking residents for their support and vote.

Union members hammered home the campaign's message of enhancing public safety and ensuring fire fighters have the proper gear and training to serve their community and keep themselves safe through collective bargaining — taking the politics out of the public safety equation and giving fire fighters a voice and process to bargain for better wages, benefits and working conditions.

Under the leadership of Kent Grosse, an officer of West Metro, CO Local 1309 and strategic campaign specialist for the Colorado Professional Fire Fighters (CPFF), the local sent six mailings — each targeting more than 40,000 registered voters. The door-to-door and mail efforts were supplemented with a massive online political campaign reaching 32,000 households.

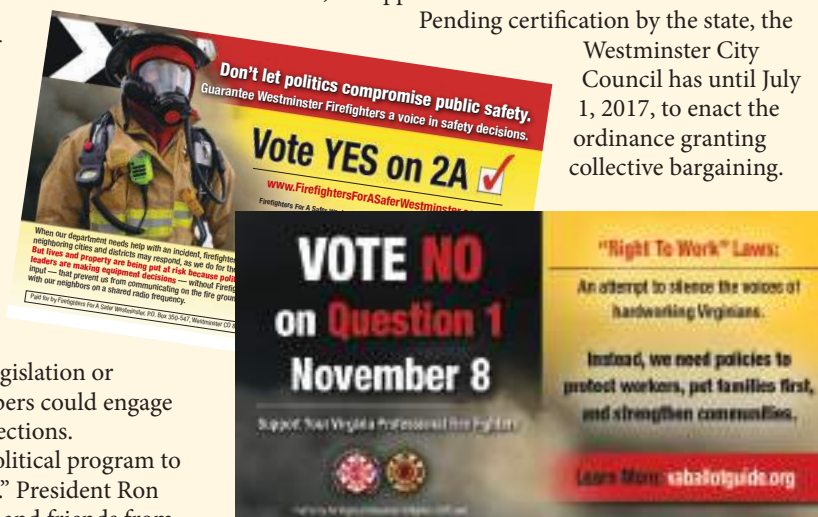
The IAFF provided assistance in the campaign efforts — compiling voter targeting information and creating direct mail and online campaigns.

By the end of the campaign, Local 2889 had earned

media appearances on Denver television news stations and convinced the majority of the city's At-Large City Council members, as well as prominent community leaders, to support the initiative.

Pending certification by the state, the

Westminster City Council has until July 1, 2017, to enact the ordinance granting collective bargaining.



Voters in Texarkana, Texas also granted members of Local 367 collective bargaining rights, while Hagerstown, MD Local 1605 won full binding arbitration.

In other ballot initiatives, Shreveport, LA Local 514 was successful in passing a proposition to remove the sunset provision and permanently renew a ¼ of one percent sales tax to provide more than \$5.6 million in funding for police and fire budgets.

In Virginia, voters rejected a constitutional measure on the ballot to codify the state's existing Right-to-Work law into the constitution. Voters overwhelmingly approved (80-20 percent) a second measure providing an option to localities to exempt from taxation the real property of the surviving spouse of any law enforcement officer, fire fighter and search and rescue or EMS personnel killed in the line of duty.

"These victories demonstrate that affiliates across the country can use the referendum process to secure bargaining rights and other protections affecting members," notes General President Harold Schaitberger. ★

“Up and down the ballot for Democrats, Republicans and Independents, and on ballot issues and referenda, we showed up with money, marbles and chalk. We worked together and our efforts made a difference.”

— General President Harold Schaitberger

incumbent friends in both parties. In spite of pressure from Democratic leadership — which targeted an array of labor- and IAFF-friendly GOP House members in their bid to win the majority — we steadfastly supported the re-election efforts of Carlos Curbelo (FL/26), David Joyce (OH/14), Lee Zeldin (NY/1), Elise Stefanik (NY/21), John Katko (NY/24), Ryan Costello (PA/6), Peter Roskum (IL/6) and our own Mike Bost (IL/12), a retired member of Murphysboro, IL Local 3042. On the other side of the aisle, we supported Representative Rick Nolan (MN/8) and helped him retain his seat. And we successfully worked to unseat five incumbents — Scott Garrett in New Jersey, Bob Dold in Illinois, Crescent Hardy in Nevada and John Mica and David Jolly in Florida who were not on our side.

If your local was successful in local elections, winning public support for ballot initiatives and fire fighter-friendly candidates, let us know — email feedback@iaff.org

North Carolina demonstrated that their endorsement and support of Governor-elect Cooper was predicated on his qualifications and policies and not on partisanship.

The Professional Fire Fighters of West Virginia helped propel Jim Justice into the governor’s mansion in an otherwise very red state. In Washington, Oregon and Montana, our gold and black brand cemented the re-election bids of fire fighter-friendly Governors Jay Inslee, Kate Brown and Steve Bullock.

In Nevada, our affiliates scored multiple victories, flipping both the state Senate and House to union-friendly Democratic control and winning two hotly contested congressional seats. In New Mexico, Democrats won control of the House, and now control both chambers, creating a checks and balances on the state’s Republican governor.

Unfortunately, in spite of a valiant effort, the GOP won control of the Kentucky House and the Iowa Senate, where two of our members, Chris Brase and Jeff Danielson, were up for re-election. Brase lost his race and Danielson won. Both states have very right wing, anti-union governors, and their House and Senate served as a firewall against harmful, anti-labor legislation. In other states, our support, money and resources protected fire fighter-friendly majorities, ensuring that our rights and benefits will be protected.

At the municipal level in Baltimore, our members helped catapult Democratic State Senator Cathy Pugh to victory as the city’s next mayor. The IAFF was the only union to back Pugh in the hotly contested primary. And, in the general election, Baltimore members rallied the rest of labor to ensure her victory. The city and Baltimore Local 734 have battled for several years over pension issues. Mayor-elect Pugh has pledged to favorably resolve the dispute.

The IAFF also had a number of members or family members on the ballot, running for a mix of local, county and state offices. Most notably, 34 of 48 members or family members won their state legislative races, with 14 of those wins coming from New Hampshire. See page 17 for a detailed list of reported outcomes provided by members of the IAFF.

Overall, the IAFF FIREPAC winning percentage this cycle is 87 percent.

“Up and down the ballot for Democrats, Republicans and Independents, and on ballot issues and referenda, we showed up with money, marbles and chalk,” says Schaitberger. “We worked together and our efforts made a difference.” ★



“I am pleased that we were able to take Mica out,” says Schaitberger. As chair of the Transportation and Infrastructure Committee, Mica tried to eliminate the IAFF’s hazardous materials training grant. “We beat him on that issue, and we also exacted our revenge at the polls on Election Day.”

In North Carolina, Attorney General Roy Cooper (D) is leading Governor Pat McCrory (R) by just under 5,000 votes. However, unless McCrory concedes the election, a statewide recount may ensue since the margin of victory is less than 10,000 votes, which allows the losing candidate to request a recount. The results will be certified by the state on November 18, at which time Governor McCrory could ask for a recount. The Professional Fire Fighters and Paramedics of North Carolina strongly backed Cooper’s candidacy. By remaining neutral in the Senate contest, our members in

2016 ELECTION RESULTS — IAFF Member Candidates for Public Office

Name	State	Local	Office Sought	✓ = won
Marshall Bailey	AL	L403, Tuscaloosa	County Commissioner	
Dom Bei	CA	L1109, Santa Monica	City Council	
Jeff Griffith	CA	L2881, CAL FIRE	Palomar Health Board	✓
Danese Pimentel	CA	L2881, CAL FIRE	School Board	✓
Jeff Tomchik	CT	L801, Danbury	State Representative	
Robert Conley	FL	L2546, Suncoast	Fire Commissioner	✓
Carlos Gimenez	FL	L587, Miami	Mayor, Miami-Dade County	✓
Steve Trompke	FL	L2546, Suncoast	Fire Commissioner	✓
Wengay Newton	FL	Brother of Member	State Representative	✓
Matt Willhite	FL	L2928, Palm Beach County	State Representative	✓
Clift Tsui	HI	Family Member	State Representative	✓
Chris Brase	IA	L608, Muscatine	State Senate	
Timi Brown-Powers	IA	Spouse of Member	State Representative	✓
Jeff Danielson	IA	L1366, Cedar Falls	State Senate	✓
Steve Gorman	IA	L15, Council Bluffs	State Representative	
Timothy Kacena	IA	L7, Sioux City	State Representative	✓
Jake Ellis	ID	L149, Boise	State Representative	
Mike Bost	IL	L3042, Murphysboro	Member of Congress	✓
Scott Orban	IL	L56, Streator	County Board	
Brian Vnycke	IL	L581, Moline	County Board	
Kathy Willis	IL	Family Member	State Representative	✓
Mark Cantanzarite	IN	L362, South Bend	County Council	✓
Dan Forestal	IN	L416, Indianapolis	State Representative	✓
Randy Frye	IN	L416, Indianapolis	State Representative	✓
Duane Suttles	KY	L3882, State Fire/Rescue Training	City Council	
Paul Jacques	MA	L848, Attleboro	State Representative	
Paul Moody, Jr.	MA	L792, Quincy	State Representative	
Tom Cochran	MI	L421, Lansing	State Representative	✓
Henry Yanez	MI	L1557, Sterling Heights	State Representative	✓
Margaret Fernandez	MN	Spouse of Member	State Representative	
Mike McDonnell	NE	L485, Omaha	State Senate	✓
Nick Angelo	NH	L1451, Rochester	State Representative	
Fred Doucette	NH	L2892, Salem	State Representative	✓
Jeff Goley	NH	L856, Manchester	State Representative	✓
Chris Golomb	NH	L1045, Concord	State Representative	
Ray Labrecque	NH	L789, Nashua	State Representative	
Larry Laflamme	NH	L2088, Berlin	State Representative	✓
Mark MacKenzie	NH	L856, Manchester	State Representative	✓
Sean Morrison	NH	L2664, Hampton	State Representative	✓
Mike O'Brien	NH	L789, Nashua	State Representative	✓
Mark Pearson	NH	Family Member	State Representative	✓
Mark Proulx	NH	L789, Nashua	State Representative	✓
Kevin St. James	NH	L3491, Exeter	County Commissioner	✓
Tim Soucy	NH	L789, Nashua	State Representative	✓
Dan Sullivan	NH	L856, Manchester	State Representative	✓
Rio Tilton	NH	Family Member	State Representative	✓
Ken Vincent	NH	L2320, Somersworth	State Representative	✓
Andrew White	NH	L3197, Lebanon Permanent	State Representative	✓
Gordon Wilson	NH	L789, Nashua	State Representative	
Steve Witkun	NH	L2892, Salem	State Representative	✓
Mike Sprinkle	NV	L731, Reno	State Representative	✓
Dwon Daniels	NY	L714, Niagara Falls	Coroner	✓
Kelly Ann Gallagher	OH	Family Member	County Common Pleas Judge	
Stephen Casey	RI	L732, Woonsocket	State Representative	✓
Deborah Fellela	RI	Family Member	State Representative	✓
Michael Marcello	RI	Family Member	State Representative	
Mary Messier	RI	Family Member	State Representative	✓
Michael Morin	RI	L732, Woonsocket	State Representative	✓
Stephen Ucci	RI	Family Member	State Representative	✓
Jim Powers	SD	L814, Sioux Falls	State Representative	
Barbara Cooper	TN	Family Member	State Representative	✓
Larry Miller	TN	L1784, Memphis	State Representative	✓
Nathan Clark	VA	L539, Portsmouth	City Council	✓
Scott Nelson	WI	S6, Minneapolis/St. Paul Airport	State Representative	
David Palmer	WV	L12, Wheeling	City Council	✓

2016 ELECTION RESULTS — IAFF & FIREPAC Supported Candidates

U.S. HOUSE OF REPRESENTATIVES

Italicized names are new members of Congress

State	Race	Party	Candidate	✓ = Won	State	Race	Party	Candidate	✓ = Won	State	Race	Party	Candidate	✓ = Won
Alabama	CD/7		Terri Sewell	✓	Florida	CD/2		<i>Al Lawson</i>	✓	Massachusetts	CD/1		Richard Neal	✓
Arizona	CD/1		<i>Tom O'Halleran</i>	✓		CD/7		<i>Stephanie Murphy</i>	✓		CD/2		Jim McGovern	✓
	CD/3		Raul Grijalva	✓		CD/9		Darren Soto	✓		CD/3		Niki Tsongas	✓
	CD/5		<i>Andy Biggs</i>	✓		CD/10		<i>Val Demings</i>	✓		CD/4		Joseph P. Kennedy III	✓
	CD/7		Ruben Gallego	✓		CD/13		<i>Charlie Crist</i>	✓		CD/5		Katherine Clark	✓
	CD/9		Kyrsten Sinema	✓		CD/14		Kathy Castor	✓		CD/6		Seth Moulton	✓
California	CD/2		Jared Huffman	✓		CD/16		Vern Buchanan	✓		CD/7		Michael Capuano	✓
	CD/3		John Garamendi	✓		CD/20		Alcee Hastings	✓		CD/8		Stephen Lynch	✓
	CD/5		Mike Thompson	✓		CD/21		Lois Frankel	✓		CD/9		William Keating	✓
	CD/6		Doris Matsui	✓		CD/22		Ted Deutch	✓					
	CD/8		Paul Cook	✓		CD/23		Debbie Wasserman Schultz	✓	Michigan	CD/1		Lon Johnson	
	CD/9		Jerry McNerney	✓		CD/24		Frederica Wilson	✓		CD/5		Dan Kildee	✓
	CD/10		Jeff Denham	✓		CD/25		Mario Diaz-Balart	✓		CD/6		Fred Upton	✓
	CD/11		Mark DeSaulnier	✓		CD/26		Carlos Curbelo	✓		CD/7		Gretchen Driskell	
	CD/12		Nancy Pelosi	✓		CD/27		Ileana Ros-Lehtinen	✓		CD/9		Sander Levin	✓
	CD/13		Barbara Lee	✓							CD/12		Debbie Dingell	✓
	CD/14		Jackie Speier	✓	Georgia	CD/2		Sanford Bishop	✓		CD/13		John Conyers	✓
	CD/15		Eric Swalwell	✓		CD/4		Hank Johnson	✓		CD/14		Brenda Lawrence	✓
	CD/16		Jim Costa	✓		CD/5		John Lewis	✓	Minnesota	CD/1		Tim Walz	✓
	CD/17		Mike Honda			CD/13		David Scott	✓		CD/2		Angie Craig	
	CD/19		Zoe Lofgren	✓	Hawaii	CD/1		Colleen Hanabusa	✓		CD/3		Terri Bonoff	
	CA/20		Jimmy Panetta	✓		CD/2		Tulsi Gabbard	✓		CD/4		Betty McCollum	✓
	CA/24		<i>Salud Carbajal</i>	✓	Idaho	CD/1		James Piotrowski			CD/8		Rick Nolan	✓
	CA/25		Brian Cafaro			CD/2		Mike Simpson	✓	Mississippi	CD/2		Bennie Thompson	✓
	CD/26		Julie Brownley	✓	Illinois	CD/1		Bobby Rush	✓	Missouri	CD/1		Lacy Clay	✓
	CD/27		Judy Chu	✓		CD/2		Robin Kelly	✓		CD/5		Emanuel Cleaver	✓
	CD/28		Adam Schiff	✓		CD/3		Daniel Lipinski	✓		CD/6		Sam Graves	✓
	CD/29		Tony Cardenas	✓		CD/4		Luis Guterrez	✓	Montana	CD/1		Denise Juneau	
	CD/30		Brad Sherman	✓		CD/5		Mike Quigley	✓	Nebraska	CD/2		Brad Ashford	
	CD/31		Pete Aguilar	✓		CD/6		Peter Roskam	✓	Nevada	CD/1		Dina Titus	✓
	CD/32		Grace Napolitano	✓		CD/7		Danny Davis	✓		CD/3		<i>Jacky Rosen</i>	✓
	CD/33		Ted Lieu	✓		CD/8		<i>Raja Krishnamoorthi</i>	✓		CD/4		<i>Ruben Kihuen</i>	✓
	CD/34		Xavier Becerra	✓		CD/9		Jan Schakowsky	✓	New Hampshire	CD/2		Ann McLane Kuster	✓
	CD/35		Norma Torres	✓		CD/10		<i>Brad Schneider</i>	✓	New Jersey	CD/1		Donald Norcross	✓
	CD/36		Raul Ruiz	✓		CD/11		Bill Foster	✓		CD/2		Frank LoBiondo	✓
	CD/37		Karen Bass	✓		CD/12		Mike Bost	✓		CD/3		Tom McArthur	✓
	CD/38		Linda Sanchez	✓		CD/13		Rodney Davis	✓		CD/4		Chris Smith	✓
	CD/40		Lucille Roybal-Allard	✓		CD/15		John Shimkus	✓		CD/5		<i>Josh Gottheimer</i>	✓
	CD/41		Mark Takano	✓		CD/16		Adam Kinzinger	✓		CD/6		Frank Pallone, Jr.	✓
	CD/42		Ken Calvert	✓		CD/17		Cheri Bustos	✓		CD/8		Albio Sires	✓
	CD/43		Maxine Waters	✓		CD/18		Darin LaHood	✓		CD/9		Bill Pascrell, Jr.	✓
	CD/44		Isadore Hall		Indiana	CD/1		Peter Visclosky	✓		CD/10		Donald Payne, Jr.	✓
	CD/45		Mimi Walters	✓		CD/5		Susan Brooks	✓		CD/11		Rodney Frelinghuysen	✓
	CD/46		<i>Lou Correa</i>	✓		CD/7		Andre Carson	✓		CD/12		Bonnie Watson Coleman	✓
	CD/47		Alan Lowenthal	✓	Iowa	CD/1		Monica Vernon						
	CD/49		Doug Applegate	U		CD/3		Jim Mowrer		New Mexico	CD/1		Michelle Lujan Grisham	✓
	CD/50		Duncan Hunter	✓	Kentucky	CD/3		John Yarmuth	✓		CD/3		Ben Ray Lujan	✓
	CD/51		Juan Vargas	✓	Louisiana	CD/2		Cedric Richmond	✓	New York	CD/1		Lee Zeldin	✓
	CD/52		Scott Peters	✓	Maine	CD/1		Chellie Pingree	✓		CD/2		Peter King	✓
	CD/53		Susan Davis	✓		CD/2		Emily Cain	✓		CD/4		Kathleen Rice	✓
Colorado	CD/1		Diana DeGette	✓	Maryland	CD/2		Dutch Ruppersberger	✓		CD/6		Grace Meng	✓
	CD/3		Gail Schwartz			CD/3		John Sarbanes	✓		CD/7		Nydia Velazquez	✓
	CD/6		Morgan Carroll			CD/4		<i>Anthony Brown</i>	✓		CD/8		Hakeem Jeffries	✓
	CD/7		Ed Perlmutter	✓		CD/5		Steny Hoyer	✓		CD/9		Yvette Clarke	✓
Connecticut	CD/1		John Larson	✓		CD/7		<i>Elijah Cummings</i>	✓		CD/10		Jerrold Nadler	✓
	CD/2		Joe Courtney	✓		CD/8		<i>Jamie Raskin</i>	✓		CD/11		Dan Donovan	✓
	CD/3		Rosa DeLauro	✓										
	CD/4		Jim Himes	✓										
	CD/5		Elizabeth Esty	✓										
District of Columbia	CD/1		Eleanor Holmes Norton	✓										

2016 ELECTION RESULTS — IAFF & FIREPAC Supported Candidates

U.S. HOUSE OF REPRESENTATIVES

Italicized names are new members of Congress

State	Race	Party	Candidate	= Won	State	Race	Party	Candidate	= Won	State	Race	Party	Candidate	= Won	
New York (cont.)	CD/12		Carolyn Maloney	✓	Oregon	CD/1		Suzanne Bonamici	✓	Utah	CD/3		Jason Chaffetz	✓	
	CD/13		<i>Andriano Espaillet</i>	✓		CD/2		Greg Walden	✓		CD/4		Doug Owens		
	CD/14		Joseph Crowley	✓		CD/3		Earl Blumenauer	✓	Vermont	CD/1		Peter Welch	✓	
	CD/15		Jose Serrano	✓		CD/4		Peter DeFazio	✓		Virginia	CD/1		Rob Wittman	✓
	CD/16		Eliot Engel	✓		CD/5		Kurt Schrader	✓			CD/3		Robert Scott	✓
	CD/17		Nita Lowey	✓	Pennsylvania	CD/1		Robert Brady	✓	CD/4			<i>Donald McEachin</i>	✓	
	CD/18		Sean Patrick Maloney	✓		CD/2		<i>Dwight Evans</i>	✓	CD/5			Jane Dittmar		
	CD/19		Zephyr Teachout			CD/6		Ryan Costello	✓	CD/8			Don Beyer, Jr.	✓	
	CD/20		Paul Tonko	✓		CD/7		Patrick Meehan	✓	CD/10		Barbara Comstock	✓		
	CD/21		Elise Stefanik	✓		CD/9		Bill Shuster	✓	CD/11		Gerald Connolly	✓		
	CD/22		Kim Myers			CD/10		Tom Marino	✓	Washington	CD/1		Suzan DelBene	✓	
	CD/23		Tom Reed	✓		CD/11		Lou Barletta	✓		CD/2		Rick Larsen	✓	
	CD/24		John Katko	✓		CD/13		Brendan Boyle	✓		CD/6		Derek Kilmer	✓	
	CD/25		Louise Slaughter	✓		CD/14		Mike Doyle	✓		CD/8		Dave Reichart	✓	
	CD/26		Brian Higgins	✓		CD/15		Charlie Dent	✓		CD/9		Adam Smith	✓	
						CD/17		Matt Cartwright	✓		CD/10		Denny Heck	✓	
North Carolina	CD/1		G.K. Butterfield	✓	Rhode Island	CD/1		David Cicilline	✓	West Virginia	CD/1		David McKinley	✓	
	CD/3		Walter Jones	✓		CD/2		Jim Langevin	✓		CD/2		Mark Hunt		
	CD/4		David Price	✓	South Carolina	CD/6		James Clyburn	✓		CD/3		Evan Jenkins	✓	
	CD/8		Richard Hudson	✓					Texas	CD/8		Kevin Brady	✓	Wisconsin	CD/1
	CD/12		Alma Adams	✓	CD/9		Al Green	✓		CD/2		Mark Pocan	✓		
Ohio	CD/3		Joyce Beatty	✓	CD/10		Michael McCaul	✓		CD/3		Ron Kind	✓		
	CD/6		Bill Johnson	✓	CA/15		<i>Vincente Gonzalez</i>	✓		CD/4		Gwen Moore	✓		
	CD/9		Marcy Kaptur	✓	CD/18		Sheila Jackson Lee	✓				Tom Nelson			
	CD/10		Michael Turner	✓	CD/20		Joaquin Castro	✓							
	CD/11		Marcia Fudge	✓	CD/29		Gene Green	✓							
	CD/12		Pat Tiberi	✓	CD/30		Eddie Bernice Johnson	✓		Oklahoma		Tom Cole	✓		
	CD/13		Tim Ryan	✓	CD/33		Marc Veasey	✓							
	CD/14		David Joyce	✓	CD/34		Filemon Vela	✓							
	CD/15		Steve Stivers	✓		CD/35		Lloyd Doggett		✓					
CD/16		James Renacci	✓												
Oklahoma	CD/4		Tom Cole	✓											
	CD/5		Steve Russell	✓											

U.S. SENATE

Italicized names are new members of Congress

State	Party	Candidate	✓= won	State	Party	Candidate	✓= won	State	Party	Candidate	✓= won
Alaska		Lisa Murkowski	✓	Illinois		<i>Tammy Duckworth</i>	✓	Ohio		Ted Strickland	
Arizona		John McCain	✓	Indiana		Evan Bayh		Oklahoma		James Lankford	✓
Arkansas		Connor Eldridge		Iowa		Patty Judge		Oregon		Ron Wyden	✓
California		<i>Kamala Harris</i>	✓	Louisiana		Foster Campbell	Run-Off	Pennsylvania		Katie McGinty	
Colorado		Michael Bennet	✓	Maryland		<i>Chris Van Hollen</i>	✓	South Dakota		John Thune	✓
Connecticut		Richard Blumenthal	✓	Missouri		Roy Blunt	✓	Vermont		Pat Leahy	✓
Florida		Patrick Murphy		New Hampshire		<i>Maggie Hassan</i>	✓	Washington		Patty Murray	✓
Hawaii		Brian Schatz	✓	New York		Chuck Schumer	✓	Wisconsin		Russ Feingold	
Idaho		Mike Crapo	✓								

GOVERNORS

Italicized names are new governors and (I) = Incumbent

State	Party	Candidate	✓ = won	State	Party	Candidate	✓ = won
Indiana		John Gregg		Oregon		Kate Brown	✓
Missouri		Chris Koster		Vermont		Sue Minter	
Montana		Steve Bullock	✓	Washington		Jay Inslee	✓
North Carolina		<i>Roy Cooper</i>	✓	West Virginia		<i>Jim Justice</i>	✓

IAFF Holds Summit to Address Occupational Cancer Concerns

Efforts to prevent, reduce cancer and cancer deaths includes training, prevention and research.

Researchers, physicians, epidemiologists and other subject matter experts, along with affiliate leaders from the United States and Canada, discussed occupational cancer concerns in the fire service as part of an IAFF Cancer Summit held in San Francisco October 20-21.

The two-day Summit, held pursuant to Resolution 48 passed at the 2016 IAFF Convention, was convened to review current studies on the proven scientific evidence showing the correlation between fire fighting and occupational cancer and to identify gaps in cancer research and determine where additional studies are needed.

The Keynote Speaker, Dr. Patrick Soon-Shiong, Chairman and CEO of NantHealth, which develops healthcare solutions and more effective treatment decisions for critical illnesses, focused his remarks on Cancer MoonShot 2020, a revolutionary new approach to fighting cancer that uses the latest in genomic testing and leverages the body's own immune system to customize treatments for cancer patients.

The project also has the support of Vice President Joe Biden, head of the President's Cancer Moonshot Task Force charged with supporting cancer research and enabling progress in treatment and patient care through the use of federal and private investments. This presentation generated much discussion about how the IAFF can use Moonshot 2020 in the diagnosis and treatment of members.

Occupational physicians and researchers from the National Institute for Occupational Safety and Health (NIOSH), the National



Cancer Institute, the National Fire Protection Association (NFPA), Johns Hopkins University, the University of California-San Francisco, the University of Illinois and IAFF affiliate leaders were among those giving presentations addressing presumptive legislation, exposures to flame retardants and other toxic materials and the physiological effects of these exposures on fire fighters.

California state Senator Mark Leno, who was instrumental in changing flammability standards in California to reduce the amount of flame retardants in furniture, also spoke at the Summit.

As part of efforts to prevent and reduce cancer and cancer deaths in the fire service, the International will continue to focus on communication, training and prevention, as well as fostering a shift in fire service culture to modify behaviors that will reduce cancer risk.

For more resources and IAFF cancer awareness and prevention efforts, contact the IAFF Health and Safety Division at (202) 737-8484. ■

A Stronger IAFF

Empowering our affiliates to build and strengthen their locals and bring new members into this union.

A strong and growing membership is what gives this union the power and influence that ensures and safeguards better and safer working conditions, improved wages and a secure retirement for our members.

Having a unified voice and greater influence also means having the resources to ensure public and fire fighter safety and to raise the standards for all fire fighters and fire departments across North America.

As part of a strategic organizing plan, the IAFF has initiated a pilot program targeting Georgia, a state with more than 6,000 professional fire fighters not currently in a local or in departments without an IAFF local.

Working with the Professional Fire Fighters of Georgia (PFFG), General President Harold Schaitberger and 12th District Vice President Larry Osborne have assembled a team of seasoned district representatives to work on the ground to help empower affiliate leaders to build and strengthen their locals while reaching out to the thousands professional fire fighters and paramedics in the Peach state who do not yet belong to the IAFF.

In addition to field operations, this IAFF-PFFG initiative includes a social media component featuring a Facebook ad campaign in the Atlanta metro region targeting professional fire fighters to promote the benefits of IAFF union membership and highlight how successful local unions can be, especially through the political and governance process, when everyone is all in working together.

In June, affiliate leaders in Georgia, along with district service representatives and IAFF staff, met for a two-day leadership engagement seminar on recruiting, organizing and communications. Going forward, each Georgia local has been paired with a service representative to address local issues and build an affiliate-specific strategic action plan that focuses on recruiting new members into their locals.

One of the biggest challenges for affiliates in Georgia — and for many locals across the country — is the lack of a dues deduction program. The IAFF is now beta testing an online

New IAFF-FC Programs Protect You and Your Family

The IAFF Financial Corporation (IAFF-FC) Insurance Division has added new programs to help protect you and your family.

- **LifeLock® Identity Protection** is more than just credit monitoring. Lifelock helps safeguard your good name. Call 1-800-416-0599 for more information and note that you are an IAFF member.
- A new **Pension Protection Plan** covers you and your family if you have a serious disabling sickness or injury and can no longer work.
- **Workplace Assault** provides lump-sum cash benefits payable directly, in addition to other benefits received from your department or municipality.



- **Auto & Homeowners Insurance** from Liberty Mutual includes auto, homeowners, renters and motorcycle insurance, as well as many other products, at a discount for IAFF members. Call 1-800-835-0894 for more information.

The IAFF-FC Insurance Division can also assist locals with group products, such as coverage for Life, Disability, Medicare and other coverages. Get the best price, service and coverage — visit www.iaffc-insurance.com or call 866-423-3757. ■

Visit our new Marketplace at www.iaffc-insurance.com

Continued on Page 21

Responding to the Interface

With more members having to respond to Wildland Urban Interface (WUI) fires, the IAFF is making sure they are equipped and trained to safely and effectively respond to the challenges of WUI fire fighting.

On May 3, 2016, IAFF members in Fort McMurray were called to a massive wildfire surging through their city of more than 60,000 in northern Alberta, Canada, and consuming thousands of homes and sending residents fleeing.

"We were stunned by the speed and unpredictability of the wildfire that engulfed our city," recalls Fort McMurray Local 2494 President Nick Waddington.

Dangerously raging wildfires like this one are no longer confined to California, Texas and Florida. Wildfires are occurring with greater frequency near and within urban settings across North

America as a warming climate and expanded development continue to encroach on

wilderness areas. This evolving trend is endangering more urban residents and threatening the safety of fire fighters.

Members of Austin, TX Local 975 learned quickly of the hazards of interface wildfires in 2011 when historic drought conditions helped spark numerous wildfires that traveled through greenspaces and into several suburban Austin communities. The Steiner Ranch fire, just one of numerous wildfires near Austin that year, destroyed 23 homes in a gated residential community atop a canyon a few miles southwest of Austin, a city that has seen explosive residential growth, as well

The threat to property posed by WUI fires is much greater than with standard structure fires. Interface fires move swiftly and unpredictably and can engulf dozens of homes and even entire neighborhoods.

as gradually increasing average temperatures in the last two decades.

"We found out about the reality of urban interface fires the hard way in Austin," says Randy Denzer, a member of Local 975 and a battalion chief in the Austin Fire Department.

The International is addressing this increasing threat to the wildland urban interface (WUI), the borderlands and areas within woodlands and urban areas, head on.

Delegates at the IAFF 53rd Convention in Las Vegas passed Resolution 46 in support of

expanding resources directed at wildland fire fighting. In addition, the International has been awarded a Federal Emergency Management

Agency (FEMA) Fire Prevention and Training grant to develop a WUI fire fighter training program.

More than 46 million homes in 70,000 communities are located in the WUI. But only about a third of fire departments within these areas provide the proper training and equipment to fight these fires, according to the National Fire Protection Association.

The IAFF Urban Interface training course will focus squarely on the science behind wildfires and tactics for prevention and attack using available tools, says IAFF Director of Wildland Fire Fighting Safety and Response Rick Swan.



"There are other wildfire training courses, but none focus on helping first due fire fighters respond to interface wildfires," he says.

The WUI course will be offered online, as well as include a full day of field training. The goal, according to Swan, is to provide easily accessible training to as many fire fighters as possible so they have the basic skills needed to safely operate in the urban interface environment and successfully defend homes while suppressing wildfires.

Waddington notes, "We routinely assist in fighting wildfires outside of town, but this was the first one to turn into a structure fire inside the city. We learned a lot that day and we realized more training is needed."

Following the 2011 wildfire season, Denzer worked with the city and fire department to develop and teach basic wildland firefighting and WUI firefighting courses. Today, all Austin members, as well as many of those in surrounding fire departments, are trained to combat WUI fires.

"It's not just a problem in Texas," says Denzer, who sits on the IAFF Wildfire Task Force and is now helping develop the WUI fire fighter training course. ■

A Stronger IAFF

Continued from Page 20

payment option that offers mobile-enabled online access for signing up new members and establishing recurring dues payments.

While this long-term initiative is still in its early stages, we are seeing results. For example, Atlanta Local 134 has increased its membership 13 percent in two months. The next phase — already in the works — is to build leadership and eventually charter new locals throughout the state in fire departments where there is no organized IAFF local.

In the coming months, the IAFF will continue hold additional seminars and events to reinforce the message about the power that the IAFF and its affiliates have to make our members' lives better and public and fire fighter safety stronger when we all stand strong together. ■

New NFPA 1710 Explainer Video

Our new explainer video on the NFPA 1710 Standard helps educate policy makers about the science behind proper staffing.

For years, affiliates have battled politicians who make decisions on how many fire fighters a community has, based on budget figures developed by number crunchers. In most cases, this flawed approach leaves the community short of the number of fire fighters needed to successfully protect the residents and businesses they serve.

The IAFF has been leading the charge on scientific research to help community leaders better understand how to best protect the taxpaying public.

NFPA 1710, the internationally accepted standard on minimum crew size and



operational staffing for career fire departments, is often tough to explain, even for IAFF members.

The IAFF has produced a new explainer video on the NFPA 1710 Standard as a tool for conveying the message that proper staffing levels are essential for keeping communities safe.

Watch the video at: www.youtube.com/iafftv. ■

RESPONDING TO CIVIL UNREST

With the increase in civil disturbances across the U.S., IAFF members — while not the immediate target — face the difficult task of responding to fire and medical emergencies associated with these events while also keeping themselves safe.

Under the First Amendment to the U.S. Constitution, Americans have the right to come together and collectively express, promote, pursue and defend their ideas. But on occasion, these assemblies go beyond a peaceful gathering and escalate to civil disturbances where public safety becomes a concern.

In legal terms, civil disturbances are acts of violence and disorder detrimental to the public law and order.

For decades, fire fighters have stood side-by-side with law enforcement when responding to unrest in communities as these events can involve fire and potential harm to citizens.

In Ferguson, Missouri, in 2014, following the initial shooting and after release of the grand jury decision that the police officer under investigation for the shooting of Michael Brown would not be indicted, IAFF members worked around the clock as dozens of fires were set all over the city and businesses were torched and looted. Similar acts of violence and arson occurred in other cities across the nation.

“It isn’t something that we are used to dealing with as fire fighters,” says Jeff Proctor of the Professional Fire Fighters of Eastern Missouri Local 2665. “It really took a toll on a lot of our members, mentally and emotionally. We’re trying to do our job and we’ve got police officers standing on our fire trucks with assault rifles.”

In 2015, after the funeral service for Freddie Gray — who was injured while being transported by Baltimore police and then fell into a coma and eventually died from his injuries — protests broke out across the city of Baltimore, Maryland. Violence and arsons continued throughout the night, with 150 vehicle fires, 60 structure fires and 27 drugstore lootings. A state of emergency was also declared.

Baltimore, MD Local 734 President Rick Hoffman noted the change in atmosphere. “These days, you have to keep your eyes and ears open. No one in a fire fighter uniform expects to

be treated like police. We used to say that we could go anywhere. No one used to fear for their life.”

Hoffman cites community involvement as one of the factors that has allowed his members to remain safe and do their job. “If you are not in the community reaching out, opening the bay doors, inviting people into your house — you’re doing a disservice.”

In Dallas, Texas, on July 7, 2016, a suspect ambushed a group of police officers, killing five and injuring nine others. The shootings happened at a protest against the police shootings of two men in separate cities days earlier.

“IT REALLY TOOK A TOLL ON A LOT OF OUR MEMBERS, MENTALLY AND EMOTIONALLY. WE’RE TRYING TO DO OUR JOB AND WE’VE GOT POLICE OFFICERS STANDING ON OUR FIRE TRUCKS WITH ASSAULT RIFLES.”

President of Dallas, TX Local 58 James McDade recalls this incident as one that has made a lasting impact on his members. “Our paramedics who responded were in the direct line of fire. It turned into a war zone right before our eyes.”

Immediately after the event, Local 58 was equipped with ballistic gear and all calls were assisted by law enforcement. According to McDade, a few members were threatened by citizens, and it was not uncommon for cars to follow ambulances to scenes. “The police force was overworked and understaffed, and there were times when we would have to advise our members to get in their engines and get the heck out of there.”

Days following the shootings, there was an outpouring of support for police and fire fighters. People from all over the neighborhood brought food, water and thanked the men and women in uniform for their service.

"Our citizens have been great overall — the good has far outweighed the bad," says McDade. "We get cards, letters, baskets — people want us to know that they support us. But our response protocol is vital to keeping our members safe, and unfortunately, sometimes it takes incidents like this to realize that we — too — are exposed every time we go out."

More recently, in Tulsa, Oklahoma, protests broke out over the fatal police shooting of Terrance Crutcher, but none rose to a level beyond isolated acts of violence. Tulsa, OK Local 176 President Jim Nance attributes this to the local's relationship and engagement with the community.

"Our previous engagements and investments in the community really paid off," says Nance. "We've been extremely active in reaching out to our neighbors, talking to city councilors, making sure we are visible and approachable." President Nance also gives credit to the local's active relationship with the Tulsa Police Department.

On September 20, after a police officer shot and killed Keith Lamont Scott in Charlotte, North Carolina, protesters took to the downtown area, dominating national news. A state of emergency was declared and the National Guard called in. Demonstrators persisted in protests and marches for a full week after the shooting.

"It's very shocking when it's happening in your own community," says President of Charlotte, NC Local 660 Tom Brewer. He admits the events that unfolded were surreal — as protestors became violent and looting began — but Local 660 members felt prepared in this instance.

"We've trained specifically for community protests," Brewer explains. "When the Democratic National Convention was held in Charlotte in 2012, we trained on how to deal with protesters and a crowd."

Local 660 member Mike Clumpner is a 25-year veteran of the fire service, a 22-year paramedic veteran and has been working in law enforcement as a SWAT operator for eight years. Clumpner has a PhD in homeland security policy and has extensively studied events such as large-scale civil unrest.

"These events can turn hostile in minutes. Fire fighters and paramedics are all of the sudden mixed in with law enforcement and it is very hard to distinguish who is law enforcement and who is a fire fighter," says Clumpner. "Protests are very dynamic, fast-moving and can quickly become a hostile environment."

The IAFF has been at the forefront of

establishing key criteria for protocols for emergency preparedness and interoperable communication standards for responding to large-scale public events that can potentially turn into active shooter scenarios.

"These dangerous events are, unfortunately, occurring more frequently for our members," says General President Harold Schaitberger. "Their response under these extreme conditions reflects our members' perseverance to get the job done."

"WE'VE TRAINED SPECIFICALLY FOR COMMUNITY PROTESTS. WHEN THE DEMOCRATIC NATIONAL CONVENTION WAS HELD IN CHARLOTTE IN 2012, WE TRAINED ON HOW TO DEAL WITH PROTESTERS AND A CROWD."

Because law enforcement is typically the lead in these situations, communication and coordination with law enforcement are crucial. Civil unrest events can change quickly. Protocols have to be dynamic, integrated and clearly documented in order to keep members safe under extreme conditions.

In September this year, leaders of the largest metropolitan fire departments, along with representatives from the IAFF, participating in the National Fire Protection Association (NFPA) Urban Fire Forum (UFF) endorsed a new Civil Unrest Position Paper and Sample Standard Operating Procedure to serve as comprehensive resources for responding to incidents similar to the civil unrest that has occurred in cities across the United States over the past several months.

Both a whitepaper and sample SOPs on civil unrest are available at www.nfpa.org. ■



Entrepreneurs Seek to Speed Technologies to **FIRE FIGHTERS**

In the next few years, turnout gear will likely be smarter and fire fighters safer. That's the hope for a budding coalition of federal agencies, technology entrepreneurs and the IAFF.

Turnout gear imbedded with sensors that detect the types and levels of toxic exposures during a call, gather and store biometric and situational data to study and trace a fire fighter's long-term health profile is just one example of the products that are being developed by technology companies and introduced to the commercial marketplace.

Other examples include wearable sensors that provide incident command with real-time situational awareness of all personnel and apparatus on scene and smart LED lighting imbedded in turnout gear for optimal visibility that adjusts to the situation on the fire ground.

The U.S. Department of Homeland Security (DHS), the Center for Innovative Technology (CIT) and the IAFF are working to determine if these commercial products can and should be redesigned and offered to the vast first responder market, including police and fire.

"If there is technology out there that can make fire fighters safer and more effective on the job, then we need to do our part to help test it, improve it and let the fire service know about it," says General President Harold Schaitberger.

The CIT has partnered with TechNexus, a venture collaborative of entrepreneurs and engineers, and DHS to launch Emerge 2016: Wearable Technology for First Responders. This is an expansion of a successful program that began last year that uses business incubators to speed the delivery of innovative wearable technologies to first responders.

In October 2016, at a symposium in Washington, DC, Emerge announced 10 companies — from a pool of more than 250 applications — that have been selected to receive accelerated market development using federal grants.

"Normally it takes about three to five years for a technology idea to develop into a product that is then sold in the commercial

marketplace," says David Irie, chief technology officer for CIT. "We found it is even more challenging for tech companies to break into the first responder marketplace."

Irie notes that while the defense industry has a vast and predictable system for development and procurement of technology, no such system exists for the first responder marketplace. This has made it difficult for promising technologies to successfully enter the fire service market and benefit fire fighters.

The primary goal of the Emerge program is to speed up the current round of technologies to the marketplace, according to Brendan Karp, chief of staff for TechNexus, but the longer-term goal is to begin to create a system of development and procurement for the first responder market.

Karp says, "DHS came to us two years ago and said 'we need to build an industrial base for first responder technologies.'

Emerge is a good first step in that direction."

The challenge is that entrepreneurs solve problems they see, but not enough technology entrepreneurs are exposed to the needs of fire fighters, police and other first responders, or the vast market potential.

A key to success in getting products into the first responder marketplace is making sure fire fighters and other first responder stakeholder groups have the opportunity to provide input from the very beginning. Fire fighters can confirm if there is in fact a need for a certain technology, and if that technology will be helpful or harmful in the challenging fire environment.

The new technologies are intriguing, though there remain huge challenges in getting new wearable technologies to fire fighters on the job, including making sure they meet NFPA standards.

"You can't just add things to turnout gear, then send fire fighters out on a call," says Assistant to the General President for Health, Safety and Medicine Patrick Morrison. "Our message to this Emerge program is to give us these technologies so we can look at them, talk about them with our peers, test them and even let B shift break them." ■



TECHNOLOGIES UNDER DEVELOPMENT THROUGH EMERGE PROGRAM

- Software that integrates data from wearables and sensors to give responders real-time situational awareness. The platform can operate on existing smartphones, smartwatches and tablets that active officers can use to then plan, execute and review operations. Features of the software include real-time personnel tracking, two-way text-based communication, video sharing and event replay.
- Exposure tracker application where public safety workers and fire fighters can document incidents involving health-compromising environments and leverage both biometric and situational data to build a long-term health profile that can be acted on to keep fire fighters and other first responders safer.
- A mobile vehicle-to-vehicle platform that uses acoustic sensors and location data to connect people, vehicles and places within cities. The data generated routes emergency vehicles and civilian traffic around incidents and builds historical patterns for traffic and property data to help cut down on emergency vehicle collisions.
- Multi-modular integration for first responders and soldiers with skin-level remote physiological monitoring. This provides a comprehensive plug-and-play wearable situational awareness and communications platform that allows you to integrate any combination of computing, communications, and sensor and actuator devices into a wearable ensemble.

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Canadian Members Escort WTC Relic Through Atlantic Canada

When air traffic was grounded across North America on the morning of September 11, 2001, the people of Gander, Newfoundland famously opened their homes and hearts to thousands of stranded travellers whose planes were forced to land there.

The bonds formed between the travellers and their hosts are commemorated every year, and for the 15th anniversary, the town was gifted with a piece of steel beam from the World Trade Center. As the steel relic made its way eastward through Atlantic Canada, it was escorted by numerous motorcycle riders, including IAFF members from several locals.

The relic, from the World Trade Center's South Tower, left New York on September 6 in a trailer and arrived September 8 at the U.S.-Canadian border crossing at Houlton, Maine, where it was welcomed on the Canadian side by an entourage that included members of Fredericton, NB Local 1053 and others.

Local 1053 member Glenn Sullivan says he received a heads-up about the initiative from Steve Crawford, a member of Moncton, NB

Local 999 and fellow motorcycle rider who was rallying IAFF members to join in the convoy. Sullivan and a number of Fredericton members biked with the piece as it made its way east through New Brunswick.

"As we rolled down the highway, it tugged at the heartstrings," Sullivan says of the ride. "It hit home to me, because it was going to my home province of Newfoundland. We all know what Newfoundlanders are like and the effort they put in those days after 9-11. It's also a symbol of our brothers who made the ultimate sacrifice on 9-11."

The members of Corner Brook, NL Local 1222 organized an honour guard for the steel piece as it passed through on the TransCanada Highway, with fire trucks parked on a bridge above the route. Local 1222 member Jack Kenney escorted the piece for the remaining four hours of its journey, which totalled 2,400 km (1,500 miles) across the two countries.

Sydney, NS Local 2779 President Rick Foote caught up with the piece at a stop in North Sydney, just before the convoy



This steel piece from the World Trade Center completed its journey from New York City to Gander on the 15th anniversary of September 11.

boarded the ferry to Newfoundland and Labrador. It arrived in Gander on September 11 to a huge welcoming ceremony.

The steel piece will be used to build a monument at Gander Airport. ■

Anne Arundel County Local 1563 Helps Special Needs Kids Become Fire Fighters for a Day

Anne Arundel County, MD Local 1563 partnered with Maryland Best Buddies to give area special needs teenagers the opportunity to be fire fighters for a day.

"We have seen what an amazing job Maryland Best Buddies do in getting special needs youth out in the community, but the program's organizers are always looking for new experiences for their youth," says Brian Holtslander, Local 1563 Communications Director and event co-organizer. "We thought it would be great to show them some of what we do."



The fire fighter for a day program was designed similar to the IAFF Fire Ops 101 program. Participants came to the Anne

Arundel County Fire Training Academy and suited up in turnout gear.

Each of the participants was paired with a Local 1563 member who walked them through several fire fighting scenarios, including water drills, spraying foam on staged vehicle accidents, victim rescue, fire engine rides and an emergency medical scenario.

Maryland Best Buddies pairs area youth with intellectual and developmental disabilities with same-age volunteers who help them live independently and get more involved in the communities. ■

Canadian IAFF Members Exercise for a Good Cause With Push-ups Challenge

IAFF members across Canada got a little exercise while raising awareness about post-traumatic stress and showing support for a charity that helps military personnel and first responders.

Hundreds of Canadian members, including a group at the IAFF 53rd Convention took part in the 22 Pushups | 22 Days Challenge, doing 22 pushups on 22 consecutive days to raise awareness about post-traumatic stress.

Launched by Wounded Warriors Canada, a charity that provides services to military families and first responders, the campaign was so popular that the original fundraising goal of \$22,000 was quickly exceeded, and now stands at \$80,000.



Members from across Canada participated in the 22 Pushups | 22 Days Challenge to raise awareness about post-traumatic stress in the fire service.

Similar to the Ice Bucket Challenge that raised funds and awareness in 2014 for ALS charities, social media played a key component in the campaign as members uploaded videos and pictures of their daily push-ups, some of them humorous in nature.

Leduc, AB Local 4739 President Doug Britton, who participated in the challenge in August posted a video on social media of his Weimaraner pup, Dante, giving him a hard time on Day 3.

Britton says it was important to participate in the challenge as he has lost first responder friends to suicide, and that post-traumatic stress is an important issue. "If I can do anything to help people come forward and get help and raise awareness, I'll do that," he says, adding that several of his members also took part in the challenge as did his fire chief.

As the name implies, the initiative lends itself to individuals and groups challenging each other to participate. IAFF Canadian Office staff completed the challenge in September. ■

Local F-263 Wins More Than \$600,000 in Back Pay, Legal Fees

Following a six-year battle with the Department of the Navy — and after confirmation by the Federal Labor Relations Authority (FLRA) — the Federal Firefighters of Hawaii Local F-263 has received \$614,636.18 in back pay and legal fees.

Local F-263 President Reid Shimabukuro describes this victory as a “landmark decision for federal locals.”

In August 2010, the Federal Fire Department at Navy Region Hawaii hired 11 Health Aide and Technicians (job series 0640) and placed them in fire stations to work alongside federal fire fighters (job series 0081). These newly hired employees worked the same hours as their fire fighter counterparts.

Fire fighters in the federal sector are governed by the Federal Firefighter Pay Reform Act, which pays fire fighters for 38 hours of (in tour) overtime in a bi-weekly pay period. The pay reform does not apply to the 0640s.

In January 2011, the union filed the Class grievance on behalf of all 11 series 0640 employees, hired Labor Attorney Peter Trask and took the position that these employees



were not classified as “0081 fire fighters” and, therefore, should be paid overtime for all time after eight hours in a day, 40 hours in a week.

The Department of the Navy spent the next three years researching the merits of the case. After this delay, the case ultimately ended up in arbitration in October 2014. In December 2014, the arbitrator awarded the class of employees back pay for three years.

The Department of the Navy and the Federal Fire Department failed to comply with the arbitrator’s award and decision, forcing the union to file an Unfair Labor Practice (ULP) against Navy Region Hawaii (Department of the Navy) for failing to comply with the arbitration order.

The FLRA investigated the ULP and found sufficient evidence to file a charge against the Department of the Navy. The union filed a subsequent ULP against the Defense Finance and Accounting Service (DFAS) for alleged interference in the back pay award.

In July 2016, the FLRA, Local F-263, Department of the Navy Southwest Region and the Defense Finance and Accounting Service all agreed to the amount owed to each employee and a date by which each employee will receive their back pay.

Local F-263 reports that the Department of the Navy has since paid the union \$67,303.64 in legal fees and more than \$547,000.00 in back pay, plus interest, to all 11 employees. ■

The Past Re-purposed

An old firehose has been put to good use in a Toronto fire station, where it’s been turned into a large decorative Canadian flag. The patriotic piece is on the wall of Toronto Fire Station 332 on Adelaide Street West. ■



Mississauga Local 1212 Promotes WFI With Open House

Affiliates across Ontario are stepping up efforts to improve wellness-fitness programs for their members. Mississauga, ON Local 1212 hosted a successful Wellness-Fitness Initiative (WFI) Open House October 26 for local leaders across the Greater Toronto area.

Local 1212 Vice President Ryan Coburn says more than 50 IAFF leaders and members from 17 locals attended the day-long event to get more information about WFI and how to develop and provide programs for their departments.

“We saw this as an opportunity for locals to learn about the WFI,” he explains. “We have a very strong WFI Committee and Peer Fitness Team, and have the knowledge and experience to offer locals that are just starting WFI and Peer Fitness programs.”

The key objective of the event was to bring health and wellness leaders together to highlight wellness-fitness as a pillar in fire fighter health and to recognize both physical and emotional well-being as part of the total health perspective.

Affiliates were encouraged to use the IAFF WFI logo on all fitness initiatives, their web sites and to direct members to the WFI resources available from the IAFF.

Among the attendees were two deputy chiefs, a signal to Coburn that wellness-fitness is much more than just a labor issue.

“This was a very informative Open House,” he says. “We discovered that IAFF leaders want more opportunities to discuss programs and funding issues to learn best practices for their locals.” He adds, “Many locals are still trying to find appropriate implementation strategies for their department.”

Attendees also heard from an IAFF member who recounted his experience with post-traumatic stress. Canadians, like their counterparts in the United States, are



Mississauga Local 1212 Vice President and WFI Co-chair Ryan Coburn welcomes fire fighters from across Ontario to the WFI Open House.

becoming more aware of the prevalence of post-traumatic stress in the fire service and impact it can have on careers, families and even fire departments.

Ontario lawmakers are listening.

In April, the Ontario government passed the Supporting Ontario’s First Responders Act (Bill 163) that creates a presumption that post-traumatic stress disorder diagnosed in first responders is work-related. ■



Richmond, BC Local 1286 Helps Raise Funds for New Hospital Wing

Richmond, BC Local 1286 was recognized by the Richmond Hospital Foundation as the winner of its 2016 Community Cares Award. The local’s 217 members donated \$250,000 to the foundation through payroll deductions, which helped build a new wing in the hospital. From left: Local 1286 President Cory Parker and Treasurer Jim Dickson. ■

Congratulations to the Winners in the 2016 Media Awards Contest

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 Affiliate Publication (circulation less than 1,000)

First Place

FIREWIRE Magazine 1

Produced by Jeff Allen

Submitted by San Bernardino County, CA Local 935

This quarterly magazine published by San Bernardino County, CA Local 935 provides excellent content to the public, politicians and members.

Second Place

The Feederline 2

Produced and submitted by Greensboro, NC Local 947
Feederline informs members on issues affecting their jobs and keeps them up to date on how their union is working for them at the local, state and national level.

Honorable Mention

The Hamilton County Fire Fighter

Produced by Anthony L. Murray, Travis Hawkins and Creative Services

Submitted by Hamilton County, IN Local 4416

This publication highlights the local's activities and provides effective content to members.

Best Affiliate Publication (circulation more than 1,000)

First Place

The California Professional Firefighter 3

Produced and submitted by California Professional Firefighters

This quarterly publication combines good design and content to capture the attention of its readership.

Second Place

The Capital City Fire Fighter 4

Produced and submitted by Washington, DC Local 36

The Capital City Fire Fighter highlights the efforts of the union to protect members' rights through the collective

bargaining process, including a special feature on a historic win for the affiliate earning back overtime pay for members.

Honorable Mention

2881 Fire Wire

Produced and submitted by CAL FIRE Local 2881

This well-designed publication provides members with information on fire service events, projects and union activities.

Best Electronic Communication

First Place (tie)

"Changing The Rules Of The Game"

Produced by Tara Cardoso and Sergio Ornelas

Submitted by: Palm Beach County, FL Local 2928

This engaging video updates members on the progress regarding fire fighter cancer issues – including the affiliate's participation in a cancer-related study with the University of Miami.

First Place (tie)

"Cancer Awareness for Fire Fighters"

Produced by Boston, MA Local 718 and the

Boston Fire Department

Submitted by Boston, MA Local 718

This moving video uses a creative and powerful concept to educate members on the dangers of cancer and measures to protect against the disease.

Second Place

"JFRD Close Calls"

Produced by Mike Peery

Submitted by Jacksonville, FL Local 122

Fire fighters share their experiences on the fire ground to help others learn lessons that could protect them if faced with similar life-threatening situations.

Honorable Mention

"The California Professional Firefighter Digital Edition"

Produced by Lou Paulson

Submitted by California Professional Firefighters

This simple, user-friendly mobile app puts all of CPF's newsletter publications in digital form, making it easy for members to access anytime and anywhere.

Honorable Mention

"Professional Firefighters of Nevada Flipboard"

Produced and submitted by Professional Fire Fighters of Nevada

This Flipboard organizes Nevada's fire-related news in one place for members to access whenever they want.

Best Affiliate Public Relations or Political Campaign or Project

First Place (tie)

"Correct the FDNY's New Discriminatory Employment Practices"

Produced by Steve Cassidy and Butler Associates Public Relations with support from E-18 Media

Submitted by Thomas Butler, Butler Associates Public Relations

This campaign raises awareness about the lack of disability protections faced by nearly 2,000 new FDNY members.

First Place (tie)

"Houston Mayoral Election"

Produced by Alvin W. White Jr., Brian Wilcox

and Sean Dailey

Submitted by Houston, TX Local 341

Houston Local 341 developed this public relations campaign for the city's mayoral election, successfully helping the local's endorsed candidate win office.

Second Place

"Local 22 Helps Elect New Mayor"

Produced and submitted by Philadelphia, PA Local 22

Philadelphia Local 22 members led a well-organized campaign to help elect long-time supporter and Council member Jim Kenney as mayor.

Honorable Mention

"Public Safety Bond 2015"

Produced and submitted by Coeur D'Alene, ID Local 710

Coeur D'Alene Local 710 produced a successful two-part campaign urging citizens to support public safety issues and a \$6 million bond to replace aging equipment and add new fire fighter positions.

Honorable Mention

"LA City Council Endorsement Campaign"

Produced by Jimmy Blackman, Jessica Tarman-Nassour, Irma Pomposo and Frank Lima

Submitted by Los Angeles City, CA Local 112

Los Angeles, CA Local 112 successfully helped elect several endorsed candidates during a contentious city council election.



Honorable Mention

"Supplying Aid to Victims of Emergency"

Produced by Lou Paulson

Submitted by California Professional Firefighters

This media campaign increases awareness of the Supplying Aid to Victims of Emergency program that establishes and reinforces the positive image of fire fighters and helps fire departments and their labor partners better serve their community.

Honorable Mention

"JAFF and Caden Project 2015"

Produced by John Long

Submitted by Jacksonville, FL Local 122

Jacksonville fire fighters partnered with the Caden Project to deliver bears from Build-A-Bear to a local children's hospital.

Best Community/Education Outreach Campaign

First Place

5 6

"Safe Pools Rule!" and

"Check Your Seats in the Heat"

Produced and submitted by Las Vegas, NV Local 1285 and Henderson, NV Local 1833

Las Vegas and Henderson fire fighters collaborated on a campaign to reduce the number of drowning incidents in their communities. The locals also collaborate on a captivating video detailing the dangers of leaving children and pets inside vehicles during the hot summer months.

Second Place

"Anchorage Survivors"

Produced and submitted by Anchorage, AK Local 1264

This public education campaign increased public awareness about the number of cardiac arrest cases happening in the community and the action needed to reduce incidents.

Honorable Mention

"Tower of Terror"

Produced and submitted by National City, CA Local 2744

National City fire fighters transform a training tower into a Halloween haunted house, attracting 2,500 visitors for a safe and enjoyable event.

Honorable Mention

"College World Series Safety"

Produced and submitted by Omaha, NE Local 385

This video for the College World Series provides the public with tips for staying safe in the ballpark.

Honorable Mention

"All Risk: Kennewick Fire Department"

Produced by Garrett Todd and Rawli Rodriguez

Submitted by Kennewick, WA Local 1296

This video is used as a recruiting tool for the Kennewick Fire Department and details the services provided to the community.

Best Affiliate Special One-Time Annual Publication or Project

First Place

"50 Years of Protecting California"

Produced by Mike Lopez

Submitted by CAL FIRE Local 2881

To celebrate its 50th Anniversary, CAL FIRE Local 2881 created a commemorative book chronicling the history of the union.



Second Place (tie)

"Capital City Fire Fighter: Lieutenant Kevin McRae Special Edition"

Produced and submitted by Washington, DC Local 36

Following the line-of-duty death of Lieutenant Kevin McRae, Washington, DC Local 36 created and distributed a special edition of its magazine newsletter to honor his memory.

Second Place (tie)

"Presumptive Disability Initiative"

Produced and submitted by Greensboro, NC Local 947

Greensboro, NC Local 947 developed an educational fact sheet to educate Greensboro City Council members and the North Carolina General Assembly on the lack of presumptive protections for fire fighters in the state.

Honorable Mention

"Ocean City Local 4269 Annual Report"

Produced by Ryan L. Whittington

Submitted by Ocean City, MD Local 4269

This report provides the citizens of Ocean City, MD an overview of the work fire fighters and paramedics perform each day.

Honorable Mention

"Live Incident Map"

Produced by Frank Ramagnano, James Coones and Matt Holtom

Submitted by Toronto, ON Local 3888

This web-based application shows all active calls that Toronto Local 3888 fire fighters are working.

Honorable Mention

"Fully Involved"

Produced by George and Lou Ann Lindblade,

Christine McAvoy

Submitted by Sioux City, IA Local 7

This 200-page hard cover book has 500 plus photos covering the history of the Sioux City Fire Department in Sioux City, Iowa.

Best Social Media Video

First Place

"Beyond The Call"

Produced by Matt Davis

Submitted by London, ON Local 142

This emotional video addresses the dangers of post-traumatic stress and sparks a dialogue on the issue.

Second Place (tie)

"Camp Ignite"

Produced and submitted by Maple Ridge, BC Local 4449

In this video, a young woman is encouraged to pursue a career in the fire service and to attend Maple Ridge Firefighters' Camp Ignite.



Second Place (tie)

"Check Your Seats in the Heat"

Produced and submitted by Henderson, NV Local 1883

This public service announcement (PSA) educates the public on the dangers of leaving pets and children in hot cars during the summer months.

Honorable Mention

"In the Line of Fire"

Produced by Lou Paulson

Submitted by California Professional Firefighters

CAL FIRE Battalion Chief Paul Duncan guides his family to safety as he works the devastating Valley Fire. Duncan, a member of CPF and CAL FIRE Local 2881 is featured in the "In the Line of Fire" video series.

Best Social Media Campaign

First Place

"PTSD Talk"

Produced and submitted by Winnipeg, MB Local 867

Fire fighters share their experiences with post-traumatic stress in a series of well-produced videos, putting an important conversation in the mainstream.

Second Place

"Left in Smoke"

Produced Corey Rose

Submitted by Denver, CO Local 858

Fire fighters speak out on the link between fire fighting and cancer in a three-part video series.

Honorable Mention

"Arsonist Parole Denied"

Produced by Jimmy Blackman, Ralph Terrazas, Adam VanGerpern and Frank Lima

Submitted by Los Angeles City, CA Local 112

Los Angeles City Local 112 lobbies elected officials to



deny the parole request of an arsonist for setting fire to a North Hollywood restaurant in 1981 that killed fire fighter Thomas Taylor.

Honorable Mention

"Fire Safety First"

Created by James Kennedy and Dan Vieira

Submitted by Toronto, ON Local 3888

Through a series of social media infographics and accounts, Toronto Local 3888 encourages citizens to put fire safety first at special events and on holidays.

Best Fire Service Photo Taken by an IAFF member

First Place

7

"At The Panel"

Photo by Jim Marabello

Submitted by Fitchburg, MA Local 3128

This image captures Fitchburg fire fighter Sean Roy adjusting the setting on the first due pump while flowing multiple lines at a three-alarm fire.

Second Place

8

"Car Rescue"

Photo by Kyle Martin

Submitted by Bangor Township, MI Local 1682

Bangor Township fire fighters work to rescue a civilian from a car accident.

Honorable Mention

"Quick hit"

Photo by Scott A. LaPrade

Submitted by Leominster, MA Local 1841

A Detroit fire fighter uses a hand line to give the top floor of a hoarders' home a quick hit.

Honorable Mention

"Park Rescue"

Photo by Matthew Gerber

Submitted by Green Bay, WI Local 141

Green Bay fire fighters drive through flames to rescue citizens trapped in a park.

Honorable Mention

"Crews battle wind-driven grass fire in Surrey"

Photo by Shane MacKichan

Submitted by Surrey, BC Local 1271

Surrey crews stop a fast-moving grass fire from spreading to any other surrounding structures.

Best News Story, Series or Feature

First Place

"Alarms Sounded Over Philadelphia Fire Department's Aging Fire Trucks and Ambulances"

Written by Aubrey Whelan, Philadelphia Inquirer

Submitted by Philadelphia, PA Local 22

This investigative report details the sorry state of

Philadelphia's aging fire apparatus and the risks to public safety as a result.

Second Place

"Great Falls Firefighters Always Striving to be Better"

Written by Jenn Rowell, Great Falls Tribune

Submitted by Great Falls, MT Local 8

Reporter Jenn Rowell spends the day with Great Falls, MT Local 8 fire fighters and shares her experience with readers. Her reporting helped fire fighters build a better relationship with the local newspaper and made a difference with budget negotiations.

Honorable Mention

"Fire Officials Remind Drivers to Move Over"

Produced by Jacob Long, KSDK

Submitted by Professional Firefighters of Eastern Missouri

Many motorists panic at the sound of sirens and forget how to properly yield to an emergency vehicle. This piece aims to show the proper way to yield to emergency responders and what could happen if not done correctly.

Best Editorial or Opinion Blog on Fire Service or Labor Issues

First Place

"Show Firefighters Loyalty"

Produced by Nadine Robinson, The Sault Star

Submitted by Sault Ste. Marie, ON Local 529



MEDIA AWARDS 2016

Through her relentless efforts, the author highlights the errors and inconsistencies of the fire chief's reports to council and media regarding the recruitment process and the slashing of 25 percent of frontline personnel.

Second Place

"Series of Blogs"

Produced by Labor Committee, Third Rail

Submitted by Seattle, WA Local 27

This series of blogs provides valuable information and raises awareness on anti-labor laws in an effort to get more members involved in political action.

Honorable Mention

"A Day in the Life of Toronto's Firefighters"

Written by Kate Fane, Torontoist

Submitted by Toronto, ON Local 3888

Toronto reporter Kate Fane shares her Fire Ops 101 experience with her readers.

Best Photo Published in a Newspaper, Magazine, Web Site or Trade Publication

First Place

"Amtrak 188"

Photo by Tom Kelly IV, Philly Fire News

Submitted by Tom Kelly IV

Philadelphia Local 22 fire fighters respond to the horrific Amtrak 188 crash that stopped trains traveling along the Northeast Region and killed eight passengers and injured more than 200 others.

Second Place

"Hitting It Hard"

Photo by Glenn Duda, Fire News

Submitted by Glenn Duda

A Bridgeport, CT Local 834 fire fighter battles a large house fire.

Honorable Mention

"Everything is OK"

Photo by Mark C. Psoras, The Reporter Newspaper

Submitted by Montgomery Twp., PA Local 4890

A Montgomery Township, PA Local 4890 fire fighter comforts a young child who was involved in a multi-vehicle collision and rescued without life-threatening injuries.

Honorable Mention

"Matheson Tractor Trailer Collision"

Photo by Andrew Collins, The Mississauga News

Submitted by Mississauga, ON Local 1212

This photo captures Mississauga, ON Local 1212 fire fighters making a difficult rescue after a car collided with a tractor trailer.

Honorable Mention

"Establishing an Attack"

Photo by Charlie St. Amand, Sentinel & Enterprise

Submitted by Tony Alario

Gardner, MA Local 2215 fire fighters extinguish a six-alarm fire at a vacant factory.

Honorable Mention

"Honoring Our Fallen"

Photo by Shelli Farley, The Claremore Progress

Submitted by Claremore, OK Local 1077

Claremore, OK Local 1077 President Chris Hayes presents

the American flag to Captain Jason Farley's widow during a memorial service.

Best Television News Story, Feature, Video or Documentary

First Place

"Left in the Smoke"

Produced by Corey Rose, 9 News KUSA Denver

Submitted by Colorado Professional Fire Fighters

News anchor Corey Rose highlights the growing issue of cancer in the fire service in a three-part series.

Second Place

"Fire Escape Plan"

Produced by Jennifer (Jen) Waugh, WJXT

Submitted by Jacksonville, FL Local 122

In a public outreach campaign, Jacksonville Local 122 fire fighters instruct citizens how to protect their homes in case of a fire.

Honorable Mention

"Fire Ops 101"

Produced by Julie Pursley, Glenn Weeling, and Terri

Cope-Walton, WRTV

Submitted by Indianapolis, IN Local 416

Indianapolis, IN Local 416's Fire Ops 101 event educated members of the media and political leaders on the difficulties of the fire service and the support needed for training and equipment.

Honorable Mention

"Long Hours, Little Sleep, But Fighting for Safety of City Is Worth it for Fire Fighters"

Produced by Dakarai Turner and Tony Marsala, ABC 2 WMAR Baltimore

Submitted by Baltimore, MD Local 734

Reporters gain the perspective of Baltimore fire fighters assigned to Engine 31 on April 21, 2015, when violent riots broke out and learned how the men and women of the fire department helped to protect the city. ■

Media Awards Contest Helps Toronto Local 3888 Connect With Media, Politicians and Public

Since 1949, Toronto, ON Local 3888 has conducted its own Media Awards Contest to honor journalists who produce insightful, unusual and dramatic coverage of the work Toronto fire fighters do every day protecting their community. Each year, Local 3888 holds an awards luncheon for members, the media and local politicians.

"The positive public perception of our city's fire fighters is directly linked to how our members and our union are portrayed in the media," says

Toronto Local 3888 Vice President Damien Walsh, who also chairs the local's Media Relations Committee. Walsh works closely with Secretary-Treasurer and Chair of the Member Communications Committee James Coones to gather submissions and select winners.

"This contest is very important as it allows us to make connections with local media, develop personal relationships and recognize them for their coverage of Toronto fire fighters," says Walsh.

In addition to the Media Awards, three "Off-Duty" awards are presented to Local 3888 members who give above and beyond their regular duties while serving their community through various efforts – from responding to a sudden emergency to ongoing community involvement while off-duty.

Walsh notes that including these special awards can result in added media attention for the fire fighters and the work that they do.

The luncheon provides a unique opportunity for Local 3888 to invite both the media and local politicians to

engage in an informal setting, without any agenda pushing from either side. At this year's awards luncheon, a prominent local media anchor and the wife of a Toronto Local 3888 member served as the master of ceremonies, furthering media interest and increasing publicity.

Walsh, Coones and other members of the Media Relations Committee flag stories throughout the year that might be contenders for the awards. Local members are



Award winner Kate Fane of Torontoist Magazine receives her Media Award for Best Web Blog from Toronto Local 3888.

recognized with awards for "Best Photo by a Fire Fighter" and "Best Article by a Fire Fighter," which are chosen from submissions to Local 3888's own magazine, Fire Watch.

"It takes a good team to go through the submissions, but we really see the value in forging these relationships," says Walsh. "We encourage other locals to start their own Media Awards Contest. It is such a great tool to strengthen our connection to the community." ■

Thousands Gather for Final Farewell to Fallen Wilmington Local 1590 Brothers Chris Leach and Jerry Fickes

More than 5,000 fire fighters, family and friends filled the Chase Center on the Riverfront October 1 for a joint Memorial Service paying final tribute to Wilmington Local 1590 Lieutenant Chris Leach and Senior Fire Fighter Jerry Fickes Jr., who gave their lives in the line of duty on September 24, 2016.

Vice President Joe Biden, whose hometown is Wilmington, was among the honored guests. Speaking to the families of the two fallen brothers, he said, "On behalf of President Obama and the entire country, our hearts go out to you."

Biden assured the families, "One thing we know for sure is that this brotherhood and sisterhood of fire fighters will never ever leave you. They will be there for you for anything you ever need."

Thanking Vice President Biden, General President Harold Schaitberger remarked, "What an incredible honor to have you here to celebrate Chris and Jerry's selfless service to their community. Thank you for always being there for all of our members who are on the frontlines across our nation."

To the Chris' and Jerry's families, friends of the two fallen brothers and to their crews on Squad 4 and Engine 6, Schaitberger offered his sincere and heartfelt condolences on behalf of the IAFF, General Secretary-Treasurer Ed Kelly, the entire Executive Board and all



Chris Leach

Jerry Fickes Jr.

302,000 members across the United States and Canada. "We want you to know that we are here, standing with you and we will be here for you in the days, weeks and months to come."

He continued, "September 24 will be the day remembered as the day we lost Lieutenant Chris Leach and Senior Fire Fighter Jerry Fickes. Chris and Jerry knew it, and all of you from so many cities and communities here today with our brothers and sisters in Wilmington know your chosen profession is a dangerous occupation. You don't talk about it in those terms, you don't focus on it day in and day out, but you know the potential realities of this calling you all signed up for."

Following his remarks, Schaitberger joined General Secretary-Treasurer Ed Kelly, 4th District Vice President Andrew Pantelis and Wilmington Local 1590 President Bruce Schweiger to present the IAFF Medal of Honor to the Leach and Fickes families.

Also speaking at the Memorial were Wilmington Local 1590 President Bruce Schweiger, Wilmington Fire Chief Anthony Goode, John Carney (D-DE), Senator Tom Carper (D-DE) and family members of the fallen brothers.

Schweiger thanked all the current and retired Local 1590 members and Executive Board, the IAFF, the staff of the Wilmington Fire Department, and all the public safety entities who assisted during the difficult week.

Of Chris and Jerry, he said, "Deep down, they were identical. Both loved their families, both loved fire fighting and both worked hard to make themselves better and everyone around them better."

Promising to always be there for both families, he said, "We have to stay strong together."

The house fire that took the lives of Leach and Fickes also injured four other fire fighters, one of whom is still in the hospital. Beatriz Fana-Ruiz, 27, who was temporarily living in the row house, has been arrested and charged with two counts of murder in the first degree, four counts of assault in the second degree, one count of first degree arson and seven counts of reckless endangering in the first degree.

Leach and Fickes will be remembered forever, their names etched on the black granite walls of the IAFF Fallen Fire Fighter Memorial in Colorado Springs, Colorado. ■

UFOA Local 854 Mourns Deputy Chief Michael Fahy

The IAFF is saddened by the loss of United Fire Officers Association (UFOA) of New York Local 854 member Michael J. Fahy, a 17-year veteran with the FDNY, Fahy, 44, was killed in the line of duty on September 27, 2016.

A battalion chief of the 19th Battalion, Fahy was dispatched to a home in the Bronx with a report of a possible gas leak. Serving as incident commander, Fahy was outside the home when the house exploded. He was struck and killed by flying debris.

"Each member we lose in the line of duty is heartbreaking," says General President Harold Schaitberger. "The IAFF sends its deepest condolences to all who knew him well. We will always remember his dedication to duty and leadership."

IAFF 1st District Vice President Jim Steven says, "Respected by all who knew



Michael J. Fahy

him, Local 854 members will miss his professionalism and his friendship. Our thoughts remain with the Fahy family."

Fahy comes from a proud fire fighter family. His father, Thomas Fahy, retired in 2001 after 33 years of service.

Michael Fahy first earned his law degree and became a lawyer, but could not ignore

his calling to the fire service, joining the FDNY in 1999. He quickly rose through the ranks, serving as lieutenant and captain before he was promoted to battalion chief in 2012.

Fahy had passed the promotional exam for deputy chief in 2013, and fire department management honored his memory by posthumously promoting him to that position. ■

Vancouver Members on the Frontlines of Opioid Crisis

For decades, Vancouver's Downtown East Side has been known as Canada's skid row — a rough neighbourhood where human misery is the tragic result of an ongoing cycle of poverty, homelessness and drug abuse.

As Fentanyl and other dangerous new opiates further infiltrate the already-depressed area, Vancouver, BC Local 18 has seen a huge spike in the number of drug overdoses, which is stretching an understaffed and overworked fire department's resources even further.

In June, Vancouver Firehall No. 2 responded to a record 1,000 calls, the vast majority of which were medical emergencies from drug overdoses. In the first eight months of this year, Vancouver members responded to 2,287 overdose incidents — an average of 286 per month — and administered Naloxone, a powerful opiate antidote, 60 times so far in 2016.

Local 18 shared its views on the issue with the Standing Committee on Health, a Canadian government panel made up of MPs that is currently studying the nation's opioid crisis. In a brief to the Committee, Local 18 President Rob Weeks laid out the toll the crisis is taking on fire department resources, including its impact on his members' mental health.

"Vancouver fire fighters are seeing the devastating results of this first hand," he wrote. "We are witnessing the tragic human toll of this crisis on a daily basis,

dozens of times a day, in fact. It takes a toll on an individual's mental health to see such helplessness and suffering up close on a daily basis, to work extremely hard but to feel that you're having little or no impact on a problem that is growing exponentially."

In follow-up testimony before the Health Committee October 18 in Ottawa, Local 18 Political Action Committee Chair Chris Coleman and member Lee Lax gave a gritty account of what

Vancouver members see on the Downtown East Side on a daily basis.

Vancouver fire fighters responding to overdose calls feel abandoned by the city, which has so far

failed to adequately address their mental health needs. Lax noted that mental health and housing issues are at the root of the drug problem, which won't improve until those issues are addressed.

Responding to so many medical calls in one six-block area is also having a ripple effect on emergency response across a wider area of the city, as frontline apparatus often have to come in from other areas to handle simultaneous emergencies, increasing response times.

Despite booming construction and sharp population growth, there are fewer fire



PHOTO BY RAFAL GERSZAK

In the first eight months of this year, Vancouver members responded to 2,287 overdose incidents — an average of 286 per month.

fighters in Vancouver today than 20 years ago. Local 18 is working hard at the local level to advocate for increased resources.

According to the Coroner's Office, the percentage of illicit drug deaths in the province in which Fentanyl is involved rose from 5 per cent in 2012 to 30 per cent in 2015 to 60 per cent so far in 2016. Abuse of the drug is also becoming a problem in other parts of Canada, including Ontario, which recorded 162 overdose deaths in 2015 and Atlantic Canada, which recorded 32 deaths.

The rise in overdose calls also presents other hazards for first responders. The IAFF assisted Edmonton, AB Local 209 with post-exposure protocols after a patient suffering a drug overdose vomited in the face of a member who was providing emergency medical services, including providing post-exposure medical evaluation and reporting protocols and information on the infectious disease status of the patients fire fighters respond to help. ■

FSPPPF Officers Re-elected to Fourth Term

Federation of State and Provincial Professional Fire Fighters (FSPPPF) delegates re-elected all three executive board members at the fall meeting in Bozeman, Montana. This is the fourth term for Chairman Peter Carozza, Vice Chairman Lou Paulson and Secretary-Treasurer Thomas Roate.

Each state and provincial affiliate has two delegates who meet at least twice per year to discuss issues facing affiliated locals and their members. Meetings include reports from each provincial and state affiliate, as well as education and training opportunities on topics ranging from pension and health care to political

action. These educational opportunities very often work like train-the-trainer programs so leaders can bring what they learn back to their affiliated locals.

"Since we have added these trainings, attendance at our meetings has increased," says Carozza.

FSPPPF meetings also are an opportunity for provincial and state affiliate leaders to discuss effective strategies for addressing current and future issues. "It's common for political



challenges to spread from state-to-state or from province-to-province," says Carozza. "As delegates share their stories, they can also relay what strategies work and what strategies fell short. We learn from each other."

Going forward, Carozza, Vice Chairman Paulson and Secretary-Treasurer Roate are working to increase communication among delegates in order to coordinate efforts toward common goals. ■

OPFFA Urges Province to Move Forward on EMS Issues

The Ontario Professional Fire Fighters Association (OPFFA) is lobbying the provincial government to establish province-wide simultaneous fire-ambulance dispatch as a means of improving emergency medical response times while showing that the increased use of fire department resources in EMS is a cost-efficient way to improve patient care. The OPFFA is also asking the province to amend the provincial Ambulance Act and remove restrictions that prevent professional fire fighters who have paramedic certification from using those skills just because they arrive on a fire truck instead of an ambulance.

The OPFFA's lead role in advancing the EMS issue on behalf of the province's professional fire fighters is another example of how the unified voice of a provincial or state affiliate resonates louder in the political arena.

OPFFA President Rob Hyndman says it has had good dialogue with the provincial government on the issue, and hopes to soon move forward with the use of existing resources in Ontario's fire service to provide a cost-effective solution to chronic problems with pre-hospital care.

"Report after report on land ambulance from the provincial Auditor General has shown that the continuous influx of money into the system has failed to produce results," Hyndman says. "Our proposal will demonstrate that the use of paramedic-trained fire fighters not only makes sense from a service delivery perspective but is the most fiscally responsible as well."

The OPFFA proposes that a hybrid EMS delivery model with a paramedic on a fire

truck will result in response times under six minutes, 90 per cent of the time, and that the model should be facilitated by adding flexibility in the current funding arrangement. Other opportunities they believe should be explored are diversion strategies that can free up ambulances and reduce delays caused by patient offload at hospitals.

The OPFFA proposes that a hybrid EMS delivery model with a paramedic on a fire truck will result in response times under six minutes, 90 per cent of the time.

In Ontario, land ambulance services operate separately from fire departments, and paramedics are not represented by the IAFF. While municipalities fund fire services on their own, the province pays for half the cost of ambulance services. The province does not set standardized target response times, but allows municipalities to set their own.

The OPFFA's advocacy on EMS issues is met with loud rhetoric from within the paramedic community, which calls for evidence-based decision-making even though there are no objective criteria to measure patient outcomes and the lack of simultaneous dispatch in most cities prevents a fair comparison of fire department and ambulance response times.

A 2013 report of the province's Auditor General painted a woeful picture of land ambulance response, with a majority of

municipalities failing to meet their own target response times for the most serious medical calls. It also found that while provincial funding for ambulances doubled between 2005 and 2012, the number of patients transported only increased by 18 per cent.

An OPFFA-driven pilot project that involved six test sites proved that

simultaneous dispatch of fire fighters gets help to the scene of a serious medical emergency quicker. In Barrie for example, simultaneous notification got help at the scene of all medical calls an average of 100 seconds faster. It also showed that and fire fighters can arrive on scene 2:41 minutes prior to ambulance services 76 per cent of the time.

The OPFFA also points to many examples across North America where fire departments play integral roles in extremely effective EMS delivery models. In Canada for example, a number of Alberta cities provide full EMS including patient transport, while in Winnipeg, adding a primary-care paramedic to each fire apparatus has decreased EMS response times significantly while saving the city millions. ■



Federal Members Gain Voice in Department of Defense

After three years of hard work, the U.S. Department of Defense (DoD) has granted IAFF members who serve as DoD employees National Consultation Rights (NCR).

While NCR differs from collective bargaining rights, it does require DoD to give qualifying labor organizations the opportunity to comment each time the Department is considering a change in regulations or operating procedures.

"Of course not everything relates to fire fighting," says 16th District Vice President Jim Johnson who represents all

federal IAFF members. "But when operations do affect fire protection, DoD officials recognize and respect IAFF members' input."

To qualify for NCR, federal codes regarding the DoD allow National Consultation Rights for labor organizations with more than 3,500 employees.

Three years ago, Johnson reviewed the list of IAFF members who are DoD employees and determined there are more than enough to qualify for NCR. However, when DoD officials reviewed

its own list, they said there were not enough IAFF members to meet the minimum requirement.

Finally, after much back and forth, the DoD acknowledged in September 2016 that the IAFF met the minimum requirement and granted NCR.

On the immediate horizon, the IAFF will have the opportunity to comment on the rewriting of DoD's fire protection regulations and review the DoD's occupational medicine examinations and changes to the DoD's performance evaluation system. ■

Guide to Home Warranties

Some homeowners opt to purchase home warranties to protect themselves from paying large out-of-pocket fees should anything break in their new homes, but is it worth purchasing one?

What is a home warranty?

A home warranty is a service agreement that homeowners can buy to cover specific home repairs. So instead of finding and hiring contractors or a repairperson to fix a home appliance, home warranty companies will pay for the repair or facilitate the replacement of the item for you. There are usually limitations for replacement, so you'll need to review the terms and conditions of your service agreement carefully.

What does a home warranty cover?

The repairs covered under a home warranty vary depending on the policy purchased. Home warranty policies don't cover items included in your homeowner's insurance policy, but some typical repairs that may be included in a home warranty include:

- Large home appliances (washing machine, dryer, microwave, refrigerator, stove, etc.)
- Central air conditioning and heating systems
- Plumbing and sewage

Additional repairs, such as pools and well pumps, can be added, depending on the homeowner's needs.

How much does a home warranty cost?

A home warranty policy can range from \$20 to \$50 a month, depending on your coverage. You may also need to pay a trade service call fee before a contractor is dispatched to your home. The fee is typically \$75 to \$100, and if it takes more than one "trade" to fix the item that's broken — for example, if you need HVAC and electrical repairs — you'll have to pay the fee multiple times to repair one appliance.

Are home warranties worth it?

Hiring a repairman, electrician or handyman can cost \$80 an hour, on average, before adding the costs of parts or

materials. If you have trusted contractors for repairs, then getting a home warranty may not be the best option for you. If you want to take the guesswork out of how long the repair may take, any possible follow-up issues and finding the right contractor, then having a home warranty policy may be worth it. In addition, if you

purchase an older home that may require more maintenance, a home warranty may work best for you.

For information about mortgages from Nationwide, call 1-888-630-9099 or visit nationwide.com/iaffmortgage. ■

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Detroit Local Brings Hundreds of EMS/Paramedics Into IAFF

Even before the city emerged from the nation's largest municipal bankruptcy, Local 344 began developing a proposal for a fully integrated fire-based EMS model as part of the planning for restructuring the fire department.

That vision is now a reality. On October 19, the city's EMS/EMT and paramedic union voted overwhelmingly to join Detroit Local 344, expanding union membership by 240 new members.

"This is a big moment for this union and a real shot in the arm," says Local 344 President Michael Nevin. "We have rebuilt the Detroit Fire Department through unification and solidarity."

The move to add EMS workers to Local 344 marks the latest milestone in the recovery period for Detroit members following the city's emergence from the

largest municipal bankruptcy in U.S. history in 2014.

Working with the IAFF, Detroit Local 344 leadership conducted a strong campaign to educate EMS union workers on the benefits of representation by the IAFF.

"They saw us do something no one in this town thought we would be able to do," says Nevin. "We were able to work with the mayor to

reopen our contract and negotiate for pay raises and other benefits

changes. It was clear that no other union besides the IAFF should be representing fire fighters and EMTs."

Already, Nevin is taking steps to bring these new members into the Local 344

medical plan, which he expects to be completed by spring of 2017. He also plans to move aggressively to boost EMT pay and to improve their pensions.

Detroit EMS had for years been



The Detroit Local 344 Executive Board works in the field on Devil's Night 2016. From left: Treasurer Verdine Day, Vice President William Harp, President Michael Nevin and Secretary Thomas Gehart.



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represented by the Police Officers Association of Michigan (POAM), which left members woefully underrepresented. POAM did not have standard union processes of bylaws and elections and instead were led by appointed representatives who accomplished little for them.

EMTs began working with Nevin and Local 344 in January. The first step was to gather petition signatures from POAM members to initiate the decertification process.

The effort culminated in an election by three unions — Local 344, POAM and a smaller paramedics union — in a bid to represent the EMS workers. The final vote was not even close — Local 344 defeated POAM by nearly a two-to-one margin.

In recent weeks, other unions have quietly followed POAM EMTs to seek Local 344 representation.

“We were able to work with the mayor to reopen our contract and negotiate for pay raises and other benefits changes. It was clear that no other union besides the IAFF should be representing fire fighters and EMTs.”

“We are focused 100 percent on Detroit fire fighters and paramedics,” says Nevin. “These hard-working public employees are literally burning rubber off their rigs keeping Detroit and its citizens safe. They deserve more than what they have been getting and we intend to make sure this changes.”

The city of Detroit continues a slow recovery from its massive bankruptcy restructuring. As part of the final plan to shave more than \$18 billion in debt, a federal bankruptcy judge in 2014 instituted cuts in pay and benefits for both current and retired members of Local 344.

In the adjustment, all unions were compelled to renegotiate their contracts. Local 344, one of the last holdouts, inked a five-year collective bargaining agreement, which included a 7.5 percent pay increase, plus 2.5 percent increases in the final three years. The new pay structure, however, came on top of a City-imposed, 10-percent pay cut on all public employees.

The bankruptcy and restructuring were tumultuous times for all of Detroit and its unions. But Nevin says Local 344 is gaining strength and even leading the way toward a strong and more unified coalition of public safety unions.

“The city is, in fact, bouncing back,” he says. “Detroit is the life blood of Michigan and the city is rebuilding and moving in the right direction.” He strongly believes that the improvement stems from sticking to the IAFF credo of maintaining strength

and solidarity among the rank and file.

Nevin has organized the presidents of the public safety unions in Detroit to form the Coalition of Public Safety Unions, bringing together Detroit’s police and fire unions.

“The coalition is beginning to restore and make positive adjustments for our public safety members in wages and health care, as well as other impactful issues,” he says. ■

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Fill-the-Boot Program Continues to Bring Big Dollars for MDA

Affiliates hold Fill-the-Boot campaigns to raise money for the Muscular Dystrophy Association (MDA) throughout the year, and combined will raise more than \$26 million this year.

“For more than 60 years, our members have been working hard for MDA, filling the boot on behalf of this great charity,” says General President Harold Schaitberger. “They know that what they do truly makes a difference in the lives of so many.”

The time-honored tradition of filling the boot has spurred friendly competition among locals vying for the top fundraising spot. To date, Fairfax County, VA Local 2068 is the number-one fundraising local for 2016, collecting \$521,509. A close second, Dallas, TX Local 58 raised \$519,244.

In addition to supporting this great cause, Fill-the-Boot campaigns can be extremely effective in increasing the level of public support for fire fighters in the communities they serve.

Helping propel Local 2068 into the top spot, members broadened their efforts to include a social media campaign and used MDA's online donation tool, which generated \$3,000 to cap off the Fill-the-Boot ground effort.

“We collected on our county's busiest streets over the course of Labor Day weekend,” says Local 2068 Fill-the-Boot Coordinator Joel Kobersteen. “And we knew our brothers and sisters in Dallas Local 58 had raised big numbers this year, and that we had to work harder to be number one.”

Because of the Texas heat, Dallas Local 58 conducts its Fill-the-Boot campaign for three days in April. “While we were just shy of being in the top spot, all of our members worked hard to bring in more than a half million dollars for MDA,” says Local 58 President Jim McDade.

In third place, Houston, TX Local 341 collected \$445,541. Local 341 President Marty Lancton says he is proud of his members and is already looking to energize them for next year.

“We are also looking for ways to educate and motivate our new members to work hard for MDA,” says Lancton. As part of this effort, Local 341 produced a video of stories from some of its most dedicated members about the difference Fill-the-Boot efforts have

made in the lives of neuromuscular disease patients. “It was really effective,” he says.



The 2017 Affiliate Leadership Training Summit (ALTS), to be held January 24-26 in Anaheim, offers workshops designed to help locals establish a Fill-the-Boot campaign or expand and improve existing programs. Learn more at alts2017.iaff.org.



More than 1,200 locals participate in the Fill-the-Boot program, and many increased their totals over 2015.

West Jordan, UT Local 4624 more than doubled the previous year's total, raising \$21,430. Local 4624 MDA Coordinator Nate Reach attributes the success to the competitive nature of the members. “We all want to do our best at everything, so I made it a competition,” he says. The fire crew that collected the most would win a trophy. Each of the 12 crews collected at least the minimum goal of \$1,000, but the winning crew collected more than \$3,000.

In Midlothian, Texas, Local 3685 members made a few changes that Local 3685 President Michael Barker says helped increase the amount raised to \$11,837 (\$8,837 more than 2015).

Focusing on higher traffic areas helped, but what really made it successful was efforts to increase the level of public support for the city's fire fighters — and MDA.

“We have become increasingly active in the community, participating in various events,” says Barker. “Our citizens appreciate and trust us, and are happy to contribute to this great cause.” ■

More than 60 Years Strong — In addition to Fill the Boot, IAFF contributions from year-round local events help support MDA's efforts to raise awareness and provide professional and public education. Fire fighters also dedicate countless hours every year at MDA Summer Camps across the country.

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L0002	Reno Corradin	Chicago	IL	L0157	Carl Slayton	Oklahoma City	OK	L1132	Jeffrey Beckner	Roanoke	VA
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L2194 ..Lawrence C. LavigueurSouthbridge, MA 3/31/95	L2881 ..Arthur M. KruckmanCal Fire – Sacramento, CA ..4/18/16
L113Walter ChurchmackToronto, ON3/17/01	L1212 ..William A. DawsonMississauga, ON6/5/16
L2881 ..Robert A. LeeCal Fire – Sacramento, CA6/1/02	L1212 ..Gerald J. Lacasse Mississauga, ON7/31/16
L2881 ..Donald G. CooperCal Fire – Sacramento, CA 10/26/04	L3888 ..Gino De AmicisToronto, ON8/11/16
L2881 ..Darwin J. VargasCal Fire – Sacramento, CA8/5/06	L905Don Baxter, Sr.Nanaimo, BC8/16/16
L2881 ..John R. YoungCal Fire – Sacramento, CA ..3/23/08	I-24William S. WhitneyHanford, WA.....8/25/16
L2315 ..Brian C. NolteDavie, FL2/24/10	L849Gilles G. RacineCornwall, ON9/2/16
L2881 ..David G. LezchukCal Fire – Sacramento, CA ..5/11/11	F-65Donald F. MartinHalifax, NS.....9/5/16
L3393 ..Jonathan M. SappCabarrus Co., NC2/26/13	L2346 ..Frederick C. Lewis, Jr.Centerville-Osterville, MA.....9/8/16
L2917 ..Ronald K. McKinneyJacksonville, TX11/17/14	L52Eric C. Gustafson.....Meridian, MS9/9/16
L803Mel McEachenBrandon, MB12/31/14	L209Bob D. McGillEdmonton, AB 9/17/16
L1137 ..Charles Bud Exton.....Etobicoke, ON1/10/15	L1364 ..Ryan OslerVentura Co., CA9/21/16
L2881 ..Larry E. GrafftCal Fire – Sacramento, CA3/9/15	L1590 ..Jerry W. Fickes, Jr.Wilmington, DE9/24/16
L1212 ..Robert W. BellMississauga, ON4/9/15	L1590 ..Christopher M. LeachWilmington, DE9/24/16
L18William A. HunterVancouver, BC9/19/15	L854Michael J. Fahy.....UFOA-New York, NY9/27/16
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Item F813 - \$37⁹⁹

NEW Navy Unisex V-Neck T

Super soft, 100% cotton v-neck.
Navy with IAFF maltese
printed in white on left chest. S-2XL

Item F1244 - \$13⁹⁹



NEW Long Sleeve Oxford Shirts

Classic long sleeve, button down oxford shirts with IAFF maltese logo embroidered on left chest. Choice of black shirt with gold logo or white shirt with black logo. M-4XL

Black - Item F1245 or White - Item F1246 - \$66⁹⁹



NEW Black Stylish Lightweight Hoodie

100% polyester double-knit performance fleece pullover hoodie with contrasting charcoal gray lined hood, open bottom and knit cuffs.

Union Made in USA. S-3XL

Item F1247- \$53⁹⁹

Visit us online today to view our entire line of ready-made and customizable merchandise.

For more information, Call 1-800-562-5766 (ext. 105) or, send email to: customerservice@iaffonlinestore.com