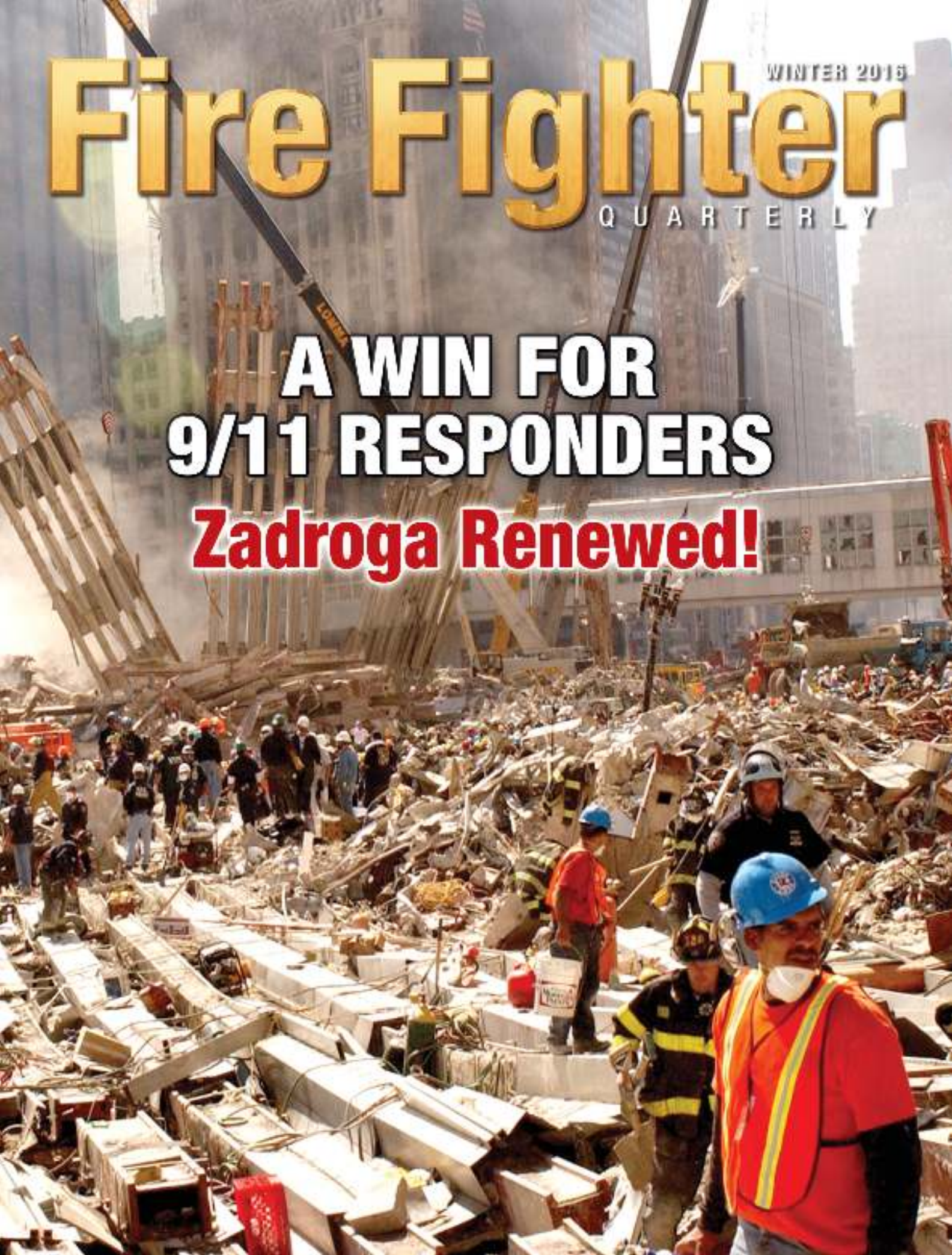


Fire Fighter

WINTER 2016
QUARTERLY

**A WIN FOR
9/11 RESPONDERS
Zadroga Renewed!**





I AM DETERMINED.

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BUT I WILL NOT QUIT.

I AM RELENTLESS.

I RISE TO EVERY CHALLENGE.

I AM AN ATHLETE

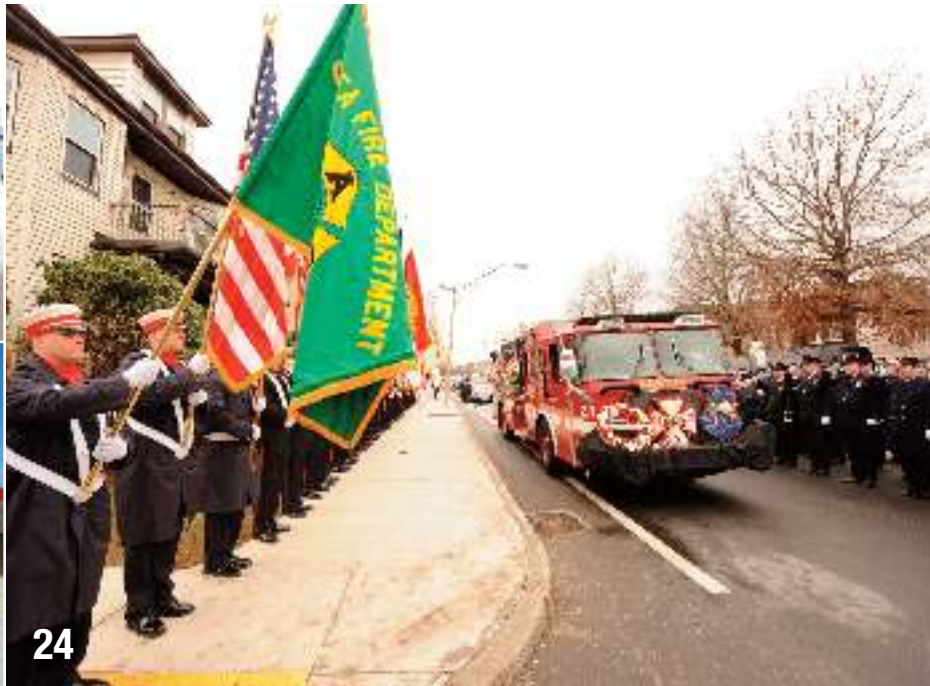


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Fire Fighter

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With the New Year and the first wave of presidential primaries and caucuses, I wanted to take a moment to provide an update on this year's presidential primary season.

As many of you have followed over the past 12 months, we have been engaged in a rigorous process to determine the answers to two questions:

- 1) Is there a candidate the IAFF should endorse for president of the United States?
- 2) If so, when should we make that endorsement?

Over those 12 months, we have held a Presidential Forum with Republicans and Democrats alike invited to address members and leaders, conducted detailed polling and focus group research of our membership across the country, researched the historical policy positions of the candidates and asked the campaigns to complete questionnaires to understand their position on our "basket of issues."

Most of all, however, we have listened to our members and local leaders of this union.

The IAFF Executive Board has had ongoing discussions concerning our endorsement process throughout that time, as well. In December, our Executive Board met to discuss the state of the presidential race, listen to detailed briefings on the final results of our research and to get political updates on all the crucial down ballot elections coming up this year.

I also wanted the chance to hear from every board member about their feelings and what they were hearing from the leadership and membership in their districts about the presidential race and our process.

After a very productive discussion, we reached the consensus that the IAFF will not make an endorsement for the foreseeable future in the presidential election — we are going to let the process continue to work while we engage in an effort to educate and communicate to all of the candidates the issues that are important to our members and this union.

This will be the first time in my tenure as General President that we as an International have not weighed in on any of the early primaries or caucuses.

Organizationally, we will not engage in these contests, but you, as informed, politically active citizens, are encouraged to attend your primary, caucus and candidate events.

I am asking that our affiliate officers not take a position on behalf of the IAFF or their local at this time on candidates in their state's primary or caucus.

I want to make clear that your IAFF Executive Board continues to celebrate and support local autonomy. This

"The IAFF will not make an endorsement for the foreseeable future in the presidential election — we are going to let the process continue to work while we engage in an effort to educate and communicate to all of the candidates the issues that are important to our members and this union."



Harold A. Schaitberger

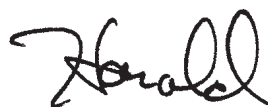
request is simply based on our hope that when we do finally endorse, it will be with one, loud, strong voice, and our gold and black brand that has come to define our union.

Just as we are doing at the national level, we encourage you as IAFF leaders and members to make sure our issues remain as top priorities for all of the candidates.

As you interact with candidates and staff, I encourage you to raise issues important to this union and our great membership, because decisions by the next Commander-In-Chief can have a tremendous impact on your health and safety and work life, including your pension and retirement security, grant programs that provide federal funding to local fire departments, and rising health care costs.

In the meantime, we'll be watching and listening, and continuing to gather information to help make the right choice for the future of this union.

We will keep you updated on where the Executive Board is on a decision as we go forward. Please don't hesitate to contact our Political Department at (202) 824-1584 if you need more information.





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Convention 2016 — It Will Be Here Before You Know It

Convention time is fast approaching, and we are very busy preparing for the 53rd IAFF Convention in Las Vegas. By the time you're reading this issue of the *Fire Fighter Quarterly*, the Convention Call will have been sent via email to all affiliate presidents and secretary-treasurers. The Convention Call contains all relevant information related to delegates, alternate delegates, proxies and resolutions, as well as important deadlines and dates.

Credentials and registration will be entirely online. Credentials will open in early April, and notification will also be sent via email. As always, my staff will be available to assist with any questions or concerns in navigating the system.

There are a number of important items for Convention delegates to remember.

What affiliate presidents and secretary-treasurers need to do now:

- Read all Convention emails. This is the only way Convention information is being disseminated.
- Be current in your per capita and EDF loans. In order to access the online credentialing program, your local must be current in per capita and EDF as of March 31, 2016.
- Know your IAFF web site login (or get one) by going to www.iaff.org. At the top right of the page is the link to either register or reset your login or password.
- Keep your rosters updated (delegate counts are based on local membership between April 1, 2015 and March 31, 2016). We are unable to process roster changes made after March 15, 2016.
- Make sure your roster includes email addresses for all delegates and alternates so that they receive instructions on registering for convention. Otherwise, affiliate leadership will have to contact them by telephone and provide instruction.
- Have your IAFF membership card or order one by emailing membership@iaff.org so you can collect your credentials in the fastest possible way. Do this sooner rather than later. It takes a minimum of 30 days to get a new card. Your membership card is also available on the IAFF Frontline app (see page 3 to download the app).

Two important items to keep in mind when credentialing and registering delegates and alternate delegates:

- Credential delegates and alternates before arriving in Las Vegas. We strongly recommend that attendees are registered (paid) prior to arriving or, at the very least, have the credential portion completed. Here's why: This process requires approval by both the affiliate president and secretary-treasurer. If one is unavailable to complete the credentialing process, delegates and alternates will not be given their credentials to get on the floor.
- To be designated a proxy-carrier, a delegate must be

credentialed and registered (paid) prior to being selected.

If your local plans to submit a resolution, it's important to know that it can be submitted by fax, email or mail no later than June 24. Keep in mind that if you email or fax it, the original must still be submitted and received by July 6. Censure resolutions must be received by June 16. Any resolutions submitted after these dates will be returned. Email resolutions to gst@iaff.org or mail to General Secretary-Treasurer Miller, IAFF, 1750 New York Avenue NW, Washington, DC 20006.

All Convention information will be available on our Convention web site at www.iaffconvention2016.org. If you plan to attend the Convention, check the web site to stay up to date.

We will again put a number of Convention reports, such as the officer reports, financial reports, resolutions, etc., on the Convention web site to make it more convenient for you to take the information back home and share it with your members.

Putting the Convention together requires a massive effort by many people. But it also requires cooperation from all of you. So please do your part to ensure things go smoothly. Convention will be here before you know it!

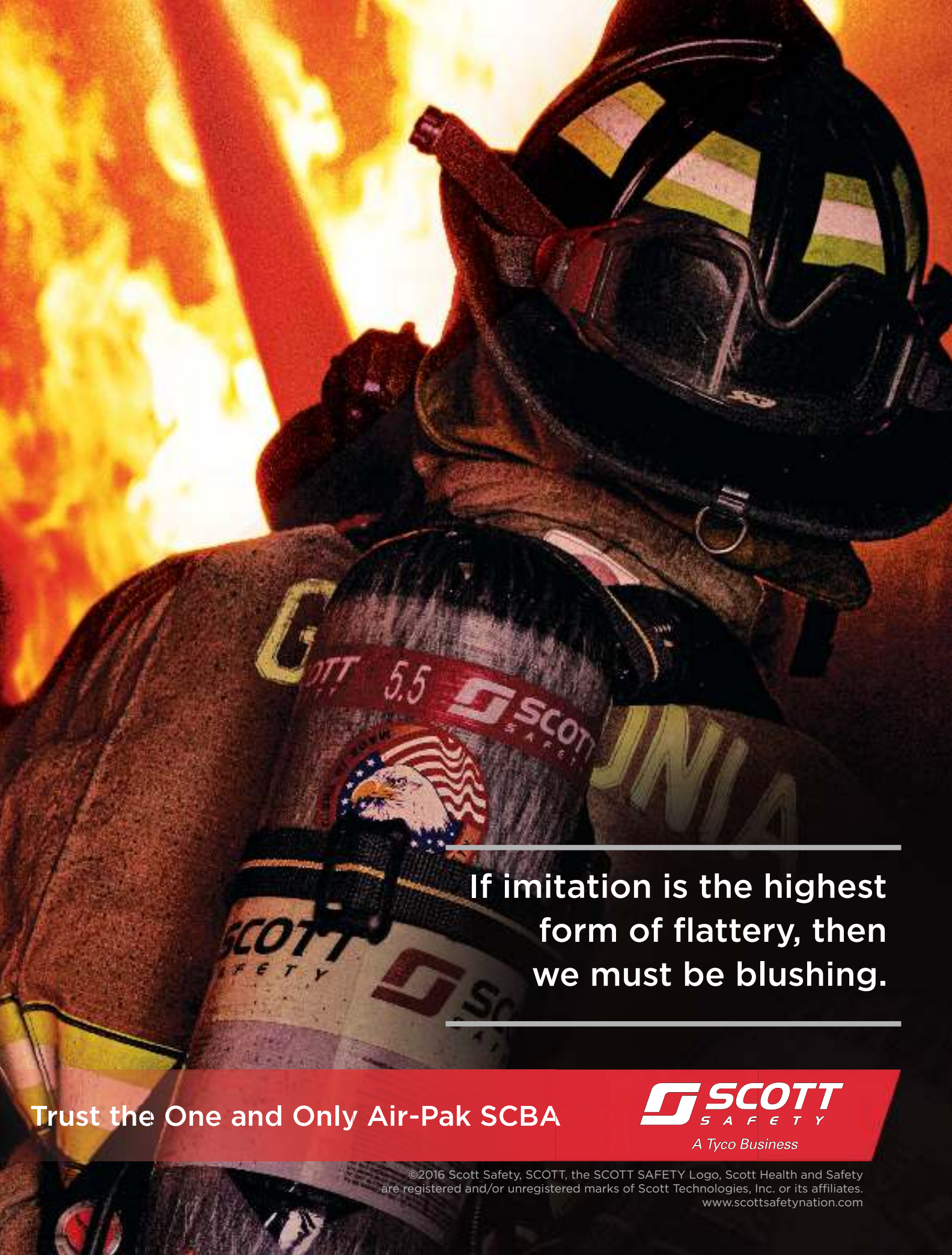
See you in Las Vegas.



Thomas H. Miller

IMPORTANT CONVENTION DEADLINES:

June 24, 2016	All resolutions must be received by the General Secretary-Treasurer
July 2016	All per capita and EDF loans must be paid through July 2016 to be seated at Convention
July 6, 2016	Originals of resolutions received by email or fax must be received by the General Secretary-Treasurer
August 1, 2016	Online process for proxies and alternate proxies must be completed online by 5:00 PM, EDT



If imitation is the highest
form of flattery, then
we must be blushing.

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Supporting Our Fallen

Dear President Schaitberger:

The members of the Amherstburg Professional Firefighters Association Local 3803 would like to express our most sincere gratitude to our IAFF family for the thoughtfulness that was extended in honor of our late president, Jason McLean.

Jason was a proud member of the IAFF, a devoted president to our small local, a gifted fire fighter and a loving husband and father of two young children, Jason and Dylznn.

Unfortunately, on November 10, 2015, Jason passed away from a rare type of cancer at the young age of 40, leaving behind his young family. A trust fund was immediately established for his children in an attempt to assist the family through the undoubtedly hard times that they are now forced to face.

It is hard to find the words to describe the overwhelming feelings that both our local and Jason's widow, Claudette, had through the support shown. We wanted to express our gratitude to those members who attended the funeral service and donated their time to give our brother an honored farewell. And to those who phoned or sent cards, thank you for your kind words.

Lastly, to those who donated to the children's trust fund, thank you for assisting and investing in Brother McLean's children to ensure they are taken care of. It is truly an honor to be a part of this great organization of brothers and sisters.

Brother McLean was a dear friend, a beloved member of our department and an incredible asset to our community and will be sorely missed by all who had the privilege of knowing him.

Once again, thank you from the bottom of our hearts for all the support and generosity given.

Sincerely and Fraternally,

Jason Durocher
President
Amherstburg, ON Local 3803

Not Forgotten

Dear President Schaitberger:

We are purposely sending this thank you note in November. We want you to know that even though it had been a couple of months since the Fallen Fire Fighter Memorial, our family is still in awe of the time and energy you gave for our benefit.

Worth the Fight

Dear President Schaitberger:

On behalf of Pueblo Rural, CO Local 3319, I would like to thank Colorado Professional Fire Fighters President Mike Rogers, Secretary-Treasurer Mike Frainier, the IAFF, 9th District Vice President Ray Rahne and Donn

Bowers for the great support everyone has shown to the Pueblo Rural fire fighters. And for your time, compassion and help in every aspect of this hard road that we set out on over two years ago.

We always knew that we could do this and it was all of you that helped



Pueblo Rural Local 1339 Vice President Steven Passig, President Grant Genova and Secretary-Treasurer Rodney DeSiata sign the local's first collective bargaining agreement, which has been two years in the making.

Through your kindness, patience and compassion we heard and witnessed a clear message: "This is what we do and how we show respect. Our fallen deserve NO less!"

We want you to know that our loved one has been gone for almost 12 years now. After the Memorial, our hearts are at peace!

It is evident that our heroes who have fallen are still being honored by the heroes who are courageously still serving.

Our family is filled with gratitude and heartfelt thanks to you for walking with us and supporting us with so many, meaningful acts of kindness!

Family of John B. Cerminara
St. Catharines, ON Local 485

Political Action Works

Dear President Schaitberger:

Houston fire fighters are grateful for the support of the IAFF in our mayoral election. We thank you, 11th District Vice President Sandy McGhee and the rest of the IAFF board and staff and members around the nation for helping elect Sylvester Turner, a long-time friend of fire fighters.

IAFF support gave us momentum in Houston in the fight to protect the wages, benefits and workplace

us. Without you, we never could have made it to this point.

That being said, it is my profound pleasure to inform you that the members of Local 3319 now have our first CBA — the first under the Colorado Firefighters Safety Act. Thank you all so very much again!

In solidarity,

Rodney DeSiata
Secretary-Treasurer
Pueblo Rural Firefighters
Local 3319

protections we have earned.

I could not be prouder of Local 341 members in this election. Since August, we have block walked about 50,000 homes of likely voters. We also ran hundreds of radio ad spots on two top-rated FM stations here, sent a direct mail piece to tens of thousands of targeted voters, and did some online advertising that reached more than 70,000 targeted readers. On Saturday, 460 of our members and Texas fire fighter friends knocked on the doors of about 18,000 voter homes.

Mayor-Elect Turner's margin of victory was about 4,000 votes out of about 212,000 votes cast. Through it all, fire fighters made a difference in this election in Houston.

The IAFF's support in the review and production of our radio ads was especially appreciated. This project reflects well on the evolving communications capabilities of the IAFF and E-18 Media.

Our fight in Texas and around the nation is far from over, but we can breathe a little easier, and with renewed confidence for the political battles ahead.

Alvin White
President
Houston, TX Local 341



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in October – December 2015

Local 2671
Moberly Fire Fighters
President Robbie Berry
22 members
Moberly, MO

Local 3951
North Hudson Fire Officers, NJ
President Scott Marone
94 members
North Hudson, NJ

Local 5068
Lampasas Professional Fire Fighters Association
President Joseph Adams
5 members
Lampasas, TX

Local 5069
Professional Fire Fighter of Mt. Pleasant, TX
President Craig Eudy
17 members
Mt. Pleasant, TX

Local 5071
Harahan Fire Fighters Association
President Lee R. Brown, III
12 members
Harahan, LA

Local 5072
Cascade Professional Fire Fighters, ID
President Ryan Sterling
5 members
Cascade, ID

Local 5073
Boulder City Professional Fire Fighters Association, NV
President Justin Clift
15 members
Boulder City, NV

Local 5075
Tecumseh Professional Fire Fighters, OK
President Chad Larman
3 members
Tecumseh, OK

Local 5077
North View Professional Fire Fighters
President Tyson J. Moser
7 members
North Ogden, UT

Local 5079
Alexander Fire Fighters Association
President Anthony Small
9 members
Alexander, AR

Local 5080
Golden Professional Fire Fighters
President Jeff Hulse
5 members
Golden, CO

Local 5081
Byram Professional Fire Fighters Association
President Marlon Dixon
13 members
Byram, MS

Local 5083
Isle of Wight Professional Fire Fighters and Medics
President Bryan Grasser
17 members
Isle of Wight County, VA



“Today, the work of fire fighters from across this great nation, countless IAFF affiliates and the IAFF has resulted in victory. Congress now recognizes the sacrifices and commitment of the tens of thousands of fire fighters and other patriots who responded after 9/11 by ensuring they will always receive the health care they need and deserve.”

— General President Harold Schaitberger

Path to Victory: Zadroga Reauthorization Passes Congress

For more than a year, the Uniformed Firefighters Association (UFA) Local 94, the Uniformed Fire Officers Association (UFOA) Local 854 and the IAFF have led the charge to reauthorize the James Zadroga 9/11 Health and Compensation Act. From attending rallies and lobbying members of Congress, to working with the media and drumming up grassroots support, the IAFF and its members proved key in the effort to extend the health and compensation programs established by the original Act.

These efforts paid off when — in its last order of business in 2015 — Congress passed the James Zadroga 9/11 Health and Compensation Act and, shortly thereafter, the bill was signed into law by President Obama. The Act was included as part of a large omnibus spending bill to fund the federal government for the remainder of Fiscal Year 2016, passing the House by a vote of 316-113 and the Senate by a vote of 65-33.

The Zadroga Act provides health treatment and compensation to fire fighters and other responders who participated in the response and recovery efforts in the days, weeks and months after 9/11. More than 33,000 individuals are currently sick or injured from their work at the World Trade Center, the Pentagon and Shanksville, Pennsylvania. Diseases detected and treated through the program include aero digestive disorders — such as chronic obstructive pulmonary disease and asthma — certain musculoskeletal disorders and a multitude of cancers. The program also treats responders and survivors for mental health issues, including post-traumatic stress.

General President Harold Schaitberger joined the bill's sponsors, IAFF members and others at a press conference in Washington, DC, on December 18 to celebrate the bill's passage.

"Today, the work of fire fighters from across this great nation, countless IAFF affiliates and the IAFF has resulted in victory," he said, noting the tireless efforts of 1st District Vice President Bill Romaka, Local 854's Richie Alles and Local 94's Jim Slevin. "Congress now recognizes the sacrifices and commitment of the tens of thousands of fire fighters and other patriots who responded after 9/11 by ensuring they will always receive the health care they need and deserve."

"For too long, thousands of sick and disabled fire fighters and other responders watched and waited, worried that their World Trade Center health and compensation benefits would expire," says First District Vice President Bill Romaka. "Now due to the tireless efforts of the IAFF members nationwide, Congress has passed the Zadroga Act and fulfilled its commitment to the heroes of 9/11."

The IAFF had been working throughout the year to reauthorize the Zadroga Act. It was a primary legislative issue at the 2015 Legislative Conference where 700 IAFF leaders lobbied their senators and representatives to cosponsor the legislation. The effort to garner cosponsors continued throughout the year, with the IAFF and local leaders earning a significant number of key cosponsors for the bill, including many conservative Republicans and recalcitrant Democrats.

Steve Cassidy, president of the Uniformed Firefighters Association, Local 94 says, "It took more than a year of very difficult meetings with members of Congress from both parties to pass Zadroga. The

result is that we finally achieved a long-term solution that provides for the medical needs of sick fire fighters for decades to come."

"Passing the Zadroga reauthorization was harder than it should have been," says President of the Uniformed Fire Officers Association Local 854 Jim Lemonda. "The nation's fire fighters owe our gratitude to Representatives Carolyn Maloney, Jerry Nadler and Peter King, as well as Senators Kirsten Gillibrand and Chuck Schumer, for their leadership, courage and determination in passing this bill."



Unfortunately, as is often the case in Washington, DC, passing the legislation proved to be more difficult than simply demonstrating its popularity. Some policy-makers questioned if the programs should be reauthorized permanently, and disagreements surfaced about how best to pay for the legislation. As hurdles were thrown, IAFF members from around the country flew to the Nation's Capital to lobby their legislators personally. Others applied pressure in legislators' home districts, while the IAFF worked to generate press and finalize the deal with House and Senate leaders.

The final bill, as signed into law, reauthorizes the 9/11 Health Program through 2090, essentially making the program permanent, and provides an additional \$4.6 billion for the Victim Compensation Fund, extending the fund for five additional years.

Although a long and winding road, the bill's final enactment demonstrates the power of a dedicated, coordinated and multi-faceted lobbying effort. Even in a Congress widely criticized as broken and unable to legislate, the Zadroga Act was passed through hard work and sheer determination. ■

Last Minute Pension Grab Thwarted by IAFF

At the end of the year, with just days left in the legislative calendar, Senator Orrin Hatch (R-UT) attempted to exploit the financial hardships of Puerto Rico by slipping anti-pension legislation into a year-end spending bill.

Puerto Rico holds more than \$70 billion in public debt and has recently defaulted on \$174 million in payments. In December, it was aggressively lobbying Congress to attach a provision extending Chapter 9 bankruptcy rights via the must-pass spending legislation.

Senator Hatch, chair of the Senate

Finance Committee, has been looking for opportunities to find traction on his SAFE Act, legislation that would turn public pension plans into non-guaranteed annuity payouts while reducing benefits and increasing risks to the taxpayer.

The time-sensitive nature of the Commonwealth's request provided an easy opportunity for Hatch to slip his destructive bill into the large end-of-year spending bill, hoping no one would notice.

The IAFF has been fighting against this bill for years, and was prepared when Hatch wanted to use the Puerto Rico

bankruptcy request as a vehicle for his pension bill. The IAFF fought back hard, making clear the dangers of the Hatch bill on public sector pension plans. The SAFE Act ultimately did not move and the bankruptcy request by Puerto Rico and its allies in Congress was not included in the final funding bill.

The IAFF expects the assault on defined benefit pension plans in 2016 will be just as strong as ever and will continue its offensive on the SAFE Act and work to protect its members' retirement. ■

IAFF Wins Important Delay of Cadillac Tax

In another big win for the IAFF, Congress approved a two-year delay of the Cadillac tax, a 40 percent tax on high-cost health plans that would have taken effect in 2018.

The IAFF had long opposed this onerous tax. In 2010, when Congress was debating the passage of the Affordable Care Act (ACA), the IAFF lobbied aggressively against the tax's inclusion.

Some positioned the tax as a means to lower health care costs and raise money to help fund the law, but the IAFF recognized the scheme for what it was: a blatant attempt to shift health costs from the employer to the worker.

While the IAFF succeeded in watering down the original proposal by delaying implementation until 2018 and including fire fighters in the bill's higher caps for employees working in high-risk occupations, with a number of influential champions in Congress and a shrinking timeline for action, the tax was ultimately included in that original bill.

Fast forward to 2015, and the looming impacts of the Cadillac Tax were already being felt by workers. IAFF members who collectively bargain were seeing their employers threatening to cut costs in the name of the approaching tax, and those without bargaining rights were simply left waiting to see what would happen.

In February of 2015, the IAFF and a group of energized labor advocacy groups met with Representative Joe Courtney (D-CT), the Hill's champion for repealing the Cadillac Tax, agreeing that an effort to fully repeal the tax needed to be pursued aggressively before the end of the year. If nothing was done before then, the 2016 election cycle would close any chance for momentum and action.

In order to send a strong message to Congress, Courtney needed 20 co-sponsors

before the repeal bill could be introduced. Within a matter of weeks, the IAFF and its allies had secured more than 65 co-sponsors, and were off to the races to collect as much support as possible for the repeal effort.

In just 10 short months, the coalition to repeal the Cadillac tax yielded tremendous results. Led by the IAFF, business and other labor groups, the repeal effort took hold as evidenced by the introduction of four separate bills in both the House and Senate. The House gathered up more than 300 bi-partisan co-sponsors, while the Senate had 37 members on record in support of repealing the tax.

In late fall, the Senate also voted to repeal the tax. Although not considered by the House and therefore not passed into law, the vote garnered the support of 90 senators. The message was clear: Congress, whether Democrats or Republicans, supported the repeal.

In November, as the buildup grew to force Congress to vote on eliminating the tax, two things stood in the way of victory: President Obama continued to threaten vetoing legislation carrying any repeal language and the list of legislative vehicles to attach the bill was shrinking quickly.

The first attempt for repeal was to attach the bill to what was known as the "tax extenders," a collection of tax breaks for individuals and businesses that Congress wanted to act on before the year was up. Advocacy groups believed that the more expensive the tax extenders package was, the easier it would be to attach a repeal of the Cadillac tax.

In the end, Congress opted for a smaller package, shutting the door on full repeal.

With time and options running out, it became clear that the year-end spending bill, known as the omnibus, was the only viable option for making headway on the

tax. With the president continuing to threaten a veto on any bill that eliminated the tax, and the price tag for full repeal simply too high of a hurdle to clear on a year-end spending bill, the options were simple. Allies needed to support a two-year delay or get nothing.

The biggest obstacle to repeal has always been the Obama administration, which claims the tax will reduce rising health care costs, a claim that has been clearly debunked. Despite rebukes from the IAFF and its allies, the administration continued to lobby on behalf of the tax until the very last negotiations on Capitol Hill to secure the delay.

The two-year delay passed with large majorities in both the House and Senate voting for the package. The IAFF viewed this as a significant victory for several reasons. A two-year delay defers this fight until a new administration, expected to be much more sympathetic to full repeal. Second, it provides two more years to present the strongest argument possible for full repeal. And it gives fire fighters and first responders more time and space as they enter new contract negotiations with their employers.

The IAFF and its members played a big role in these efforts. Whether it was lobbying Congress and their staffs during the IAFF Legislative Conference or making calls and attending in-district meetings with key congressional staff, IAFF members across the country made this issue a top priority.

Unfortunately, the effort to protect fire fighters' health care is not over. The ultimate objective of repealing this tax remains unfinished, and in 2016 the IAFF is picking up where it left off with one goal in mind — to fully repeal the Cadillac tax. ■

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Putting Big Data to Work for Us

New User-Friendly Tool Helps Assure Adequate Resources and Create Your Personal Health and Exposure Diary

When a group of IAFF affiliate leaders was given the opportunity to voice their views on the impact of big data on their work lives, they didn't pull any punches.

"We get our asses kicked regularly with data," one said.

"There's reality and then there's data," said another, expressing a view shared by many. "Because of the complexity of what's necessary to make [the National Fire Incident Reporting System] NFIRS work, it doesn't get used in the way that it should."

"[NFIRS] seems to be geared more towards what caused a fire and how to prevent it in the future," another weighed in. "It's not really about fire response."

Another said flatly, "If you could make it simple, it would work."

These views confirm the IAFF's strong belief that instead of being victimized by data, we need to influence how it's collected, analyzed and used.

"We know our members don't like filling out those reports after a call," says General President Harold Schaitberger. "So we're working with our partners on a new system to fix that and to be able to put the data collected to use to defend fire department resources and save fire fighter lives with critical health and exposure tracking."

To do that, a new data system needs to be simple, far less time consuming and easier to capture critical information — not just the easiest choices in endless drop down lists. And, it needs to be capable of data exchange with other systems.

That's why the IAFF has continued a partnership with NIST, IAFC, CFAI and others to develop two new data systems.

First, the National Fire Operations Reporting System, known as NFORS, is a

well as evaluating how well fire department resources are deployed — all in an effort to track and minimize fire fighter and civilian injuries and death and limit property losses.

The Fire-Community Assessment

Response Evaluation System, also known as FireCARES, will provide affiliates real-time access to invaluable information to show decision makers exactly what risks fire fighters and the public face, and what they need in their fire departments to do the job safely and effectively.

It includes more than a decade of research on structure fires and related injuries and death, as well as building

footprints, housing and mobile home units, public health and census data, as well as vulnerable populations.

A national fire station file is already pre-loaded in FireCARES. By selecting a station from their community data set, IAFF leaders will be able to see if it's located properly, as well as add the response resources necessary for building a scientifically sound risk profile. FireCARES also offers the opportunity to add your department's response data to the system.

A Community Risk Score that FireCARES



new national data system that, when fully developed, will allow fire fighters to enter information easily on their mobile devices, tablets or station computers, creating not only operational data from a fire, but also includes a retrievable record of events in which they may have been exposed to cancer-causing toxic materials or other health and safety risks that makes it easier to build a health record throughout their careers.

The second data system is an easy-to-use GIS-based tool that offers a user-friendly system for assessing community risks and fire department performance, as



makes possible will be based on the consequences of structure fires, including population demographics, building materials and occupancy type.

The profile that can be developed will include a Fire Department Performance Score and a Safe Grade in three comparison categories:

- Possibility of civilian injury or death
- Fire fighter injury or death
- Property loss based on how well fire department resources are deployed to match the level of risk

When presenting data from FireCARES to a city council member, for example, it creates a reality-based comparison of your community to other communities and allows affiliate leaders to build the case for making informed decisions.

Early in December, fire service leaders from 10 of the nation's larger metropolitan areas met at a two-day conference in Washington, DC, for intensive briefings and hands-on testing of both NFORS and FireCARES.

"I've been in the fire service for nearly 50 years and I've never seen anything as valuable," says Russell Sanders, Executive Secretary of the Metropolitan Fire Chiefs Association. "It gives you the ability to staff smarter, locate your stations properly and staff the response adequately."

Several fire service leaders at the 10-city conference expressed dissatisfaction with the lack of user friendliness in NFIRS. "The only reason we keep NFIRS is because of the grant money we can get," said the chief of one major metropolitan department.

One key to the value of NFORS for fire

fighters is the new software that enables it — an application that's far more user friendly than anything else before it.

FireCARES, however, is a little different from NFORS. It's a data analytical system that uses historical and real-time data to deliver invaluable information to fire service leaders.

According to Chicago Fire Chief Jose Santiago, it would cost his department almost \$1 million to develop data sets that will be readily available in FireCARES at no cost to his department.

Over the coming months, fire service leaders from the 10 metropolitan areas who attended the conference are participating in a pilot initiative to help provide feedback on how to make the application even more dynamic, practical and user friendly. Both department chiefs and union leaders are actively engaged in the "test drive" of the new applications, which have been under development since 2012.

The goal is to have NFORS up and running in 100 smaller departments and 25 major metropolitan departments by the end of 2016. The ultimate goal is operational effectiveness, which will be achieved by continually working collaboratively with users to accommodate their needs and concerns about the application.

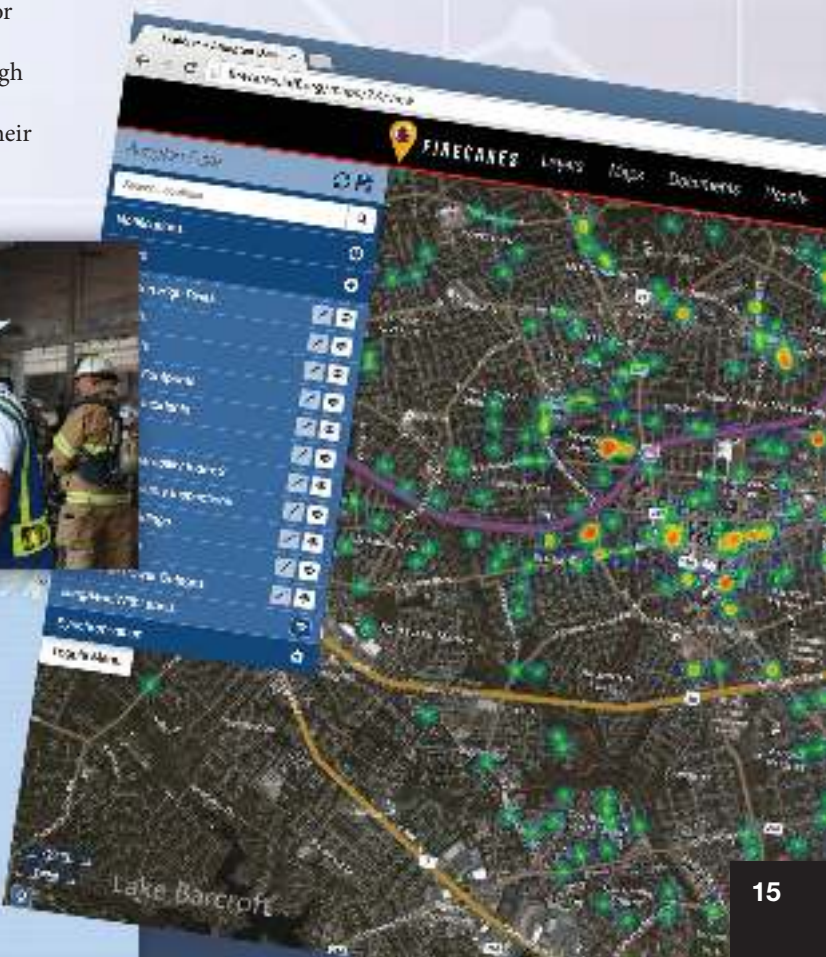
FireCARES is operational now for residential fire assessment. Through login, fire service leaders can view their Community Risk

Scores, their Fire Department Scores and their Safe Grades. Going forward, the NFORS system will feed data into FireCARES so that all analysis is up to date and accurate for local departments.

NFPA 1710 Chair William "Shorty" Bryson notes, "This is our opportunity to stand up and take the next big step in establishing an evaluation tool for showing what staffing is needed and how to improve performance. This will be the future."

"The success of NFORS will be determined by the value fire fighters find in it," says Greg Mears, MD, who led the team that developed the new NFORS application. "We have to make the application and the information that comes from it important to every member of the fire department."

"These systems are simple and easy to use, and they provide information that will give us the leverage we need to keep our members safe from unwise cuts while tracking their health throughout a career, helping with workers' compensation and presumptive issues," says Schaitberger. "But these new data systems only work if our members do their part by providing the critical information that will help keep them safe and healthy and hold communities accountable." ■



Drones Hold Promise, Raise Concerns

On Memorial Day weekend 2015, a drone buzzed over the swollen Blanco River in Wimberley, Texas, recording countless digital images of devastation wrought by the freak flash flood that wiped away scores of riverside homes.

Unmanned Aerial Systems — also known as UAS or drones — are increasingly being used at emergency scenes. While some are a welcome resource, others are interfering with fire operations.

A drone weighing about four pounds was used to assist in the extensive and coordinated search and rescue operation underway following the historic flood that had literally destroyed a countryside vacation spot south of Austin along one of the few clear-running rivers in Texas.

Composed of carbon fiber and resembling a scale model of a stealth fighter equipped with a small propeller, the drone provides about one hour of flying time. Fitted with thermal imaging cameras, the drone was not able to locate any of the missing who were later confirmed dead, but it did locate dozens of abandoned vehicles that had been washed downstream from the river, which had crested more than 40 feet above normal — vehicles not discovered by the manned aircraft or ground search teams frantically combing through the acres of debris. The two-person team controlling the drone captured images and produced a detailed digital map that provided priceless information for the incident command that had requested their assistance in the search.

The Wimberley flood is an example of how the increasingly ubiquitous craft can be successfully used in emergency response. The incident also demonstrated some of the risks and challenges drones present for the fire service.

These drones are by no means the only drones to take to the skies above the Blanco River following the flood, but they were the only ones permitted by the incident commander to be there. Many others buzzing in the sky were either hobbyists or unsanctioned aircraft sent aloft by crews from various organizations.

“There are no clear standards in place for the use of drones in emergency situations,” says IAFF Assistant to the General President for Health, Safety and Medicine Pat Morrison. “Clearly, these unmanned

aircraft offer a new tool for enhancing public safety response, but we need to establish guidelines on how they should be used. You never add a tool without first testing it.”

The uninvited drone flyers may have meant well — perhaps even to help — but all added to on-scene confusion, increasing the risks of a dangerous collision, according to Coitt

structure fires, Hazmat incidents, search and rescue, damage assessment and post-incident reviews.

After a year of studying drones, Kessler says they hold the promise for greatly enhancing situational awareness of a response scene and improving the safety of fire fighters and other emergency personnel. Drones also provide essential



The Austin Fire Department's Robotic Emergency Deployment (RED) Team is researching and developing the future role of drones in the fire service.

Kessler, a member of Austin Local 975 tasked with researching the pros and cons of drones.

Kessler has been temporarily reassigned as the Austin Fire Department's Robotic Emergency Deployment (RED) Team program manager. The RED Team is researching and developing the future role of robotics — including drones — in the fire service. Austin is the first metro fire department in the country to receive a Certificate of Authorization (COA) from the Federal Aviation Administration (FAA).

The RED Team, as well as the IAFF, has taken note of the heightened interest in drones in the fire service. Kessler continues to produce whitepaper reports on his research so that public safety agencies can make informed decisions about deploying drones.

There are several scenarios in which drones appear to improve emergency response with overhead surveillance and data collection, including wildfires, flooding, high rise fires, commercial

data for incident command centers in making better informed decisions both on scene and in the future.

In 2013, a drone, much larger and more expensive, was dispatched to assist fire fighters battling the Rim Fire,



which scorched more than 250,000 acres in the Sierra Nevada Mountains of California.

This was the first time a drone was used in an official emergency capacity in the state, and follow-up reports are fairly positive. The drone located a spot fire that could have threatened a nearby population center. The technology aboard the craft allowed incident command to pinpoint airdrops for water and flame retardant.

Mike Lopez, president of CAL FIRE Local 2881, cautions, however, that it will likely



take years before drones are officially integrated in emergency response in the Golden State.

"Whenever there is a new tool, we must study it extensively to make sure it is the right tool and is actually enhancing public safety."

Lopez says the Predator deployment was a rare event. During wildfires, incident command officials will typically declare a temporary flight restriction preventing all craft, including drones, from interfering with the fire-fighting operation.

In fact, civilian drone users have become an increasing nuisance at the scenes of major fires. In July 2015, a fast-moving fire crossed Interstate 15 in San Bernardino, California, sending drivers fleeing and burning more than 20 cars trapped on the freeway. Cliff Walters, a fire pilot with CAL FIRE Local 2881 tasked with dousing the flames from the air, was delayed from takeoff for at least 15 minutes because several civilian drones were in the air putting the pilots at risk of collision.

"A lot can happen to a fire in just 15 minutes," says Walters. "What we really need is a public education campaign warning these private drone flyers of the dangers of flying over fires."

When flying a drone, it's critical to communicate with and coordinate airspace with manned aircraft in any operation. Too many well-intentioned people are showing up to emergencies without the training required to safely operate their drones. Fire departments need to make it clear to their communities that this is neither helpful nor acceptable.

Aside from their potential in wildfire response and other large incidents, drones probably won't be useful or cost-effective in other scenarios. For one thing, smaller community fire departments may not have enough staff to deploy the two fire fighters needed to safely operate a drone. Also, a drone would be of little use during most small structure fires.

"Drones can be used effectively, but they do have limitations," says Kessler, who sees them as an extension of personal protective equipment (PPE). "They allow us to gain situational awareness without putting fire fighters in dangerous situations."

Currently, no drones are designed specifically for the unique demands of the fire service. Kessler says most fire departments must choose between hobby-grade equipment that costs up to \$1,000 and military surplus craft that cost thousands of dollars.

Kessler's hope is to have a drone specifically designed for emergency response with warning lights and painted red so those on the ground know it's official fire department equipment. Ideally, a public safety drone also would carry a payload that includes an optical zoom lens with infrared capability and nighttime navigational lighting since many emergency responses take place at night.

Further study and clarification of federal

"Drones can used effectively, but they do have limitations. They allow us to gain situational awareness without putting fire fighters in dangerous situations."

and local rules is desperately needed since hobbyists and many local public safety agencies are already deploying drones, creating a potentially dangerous and confusing "wild west" feel to emergency response situations.

The FAA regulates the use of the national air space and, therefore, drones. While drones are permitted for recreational use, any commercial use or government use requires a certificate of authority prior to deployment.

Kessler says the certification process is time-consuming and expensive at approximately \$10,000 per user. Drones are prohibited in airspace above national parks, military bases, in or near airports, flight lanes or in other restricted air spaces. The FAA and federal lawmakers continue to study the rules governing drones as the technology advances swiftly and public interest continues to build.

Amid the heightened interest, the International is well aware and concerned with the matters of privacy and public trust, as well as the powerful and deadly role drones now play on the battlefield and their ability to see and document with astounding accuracy.

"Fire fighters work hard to build trust within their communities, and the public needs to feel comfortable that fire departments are engaged in keeping them safe and not invading their privacy with this advancing technology," says Morrison.

Adds Kessler, "There is a lot of interest in this. I get calls all the time from fire departments across North America. The questions are most often, 'how can we do this?' But you can't just go out and buy one and put it in the tool box. In fact, a drone is not just a tool, it's program development. We're just not there yet."

It's also important for fire departments to have buy in from local officials, incident commanders and the public at large. The Austin Fire Department's RED Team continues to research the operational relevance of drones for emergency response and develop best practices for its applications.

Among the big hurdles for developing a public safety drone program are creating policies and procedures, public perception, funding and education of incident commanders to the realities of drones for emergency deployment. Agencies, fire departments, labor and management will need to work closely together to hammer out the roles of drones in emergency response, abide by the FAA regulatory process and develop best practices.

There also needs to be a clear process for sharing data gathered with incident command. "Flying the drone is just half the job," says Kessler. "You must also be able to understand and interpret the data you're providing."

These very necessary steps in program development are not fun or exciting, but they will be the foundation for program development. ■



Houston Local Building Home for Fire Fighters Battling Cancer

Professional fire fighters know what it means to show up on the worst day of someone's life, help keep them safe and provide comfort. And when a brother or sister in the fire service needs help, fire fighters show up to help their own.

Fire fighters are developing deadly cancers at a much greater rate than the general public. The diagnosis is scary, and the treatment — including countless tests, invasive operations and prescription drug regimens over grueling months and years — will weigh heavily on even the bravest fire fighter.

Houston, TX Local 341 has a first-hand perspective on this growing health issue. Houston is home to the University of Texas MD Anderson Cancer Center, one of the highest-ranked cancer treatment hospitals in the world. In fact, MD Anderson has in recent years become a hub for advanced research and treatment for fire fighters battling deadly cancers.

The hundreds of fire fighters who come to Houston each year to receive cancer treatment often need help while they are there, and Local 341 is stepping up. Houston fire fighters have teamed up with Houston Rotary Fire Fighters to construct a 40-unit apartment facility specifically designed for fire fighters and other first responders and their families to reside during the days and weeks they are being treated at MD Anderson.

“This home will enable them to be with other fire fighters who will have similar treatments and similar stories,” says Local 341 President Alvin White. “And they will

have their family there. If you can keep the family together, hope always remains to overcome the cancer and be victorious.”

There is increasingly more evidence of the scientific link between fighting fires and cancer. Numerous independent studies have confirmed that fire fighters — because of the work they do and the toxins they are exposed to — are at a greater risk of developing cancers than the general population. Fire fighters are twice as likely to develop testicular cancer and are one and a half times more likely to develop multiple myeloma.

years. The diagnosis when it comes is frightening and the treatment is costly, grueling and time consuming.

The vision of the Rotary Fire Fighters Home (RFFH) project began when now-retired Houston Fire Captain Homero Ponce-Lopez realized there was a need for temporary housing for fire fighters battling cancer at MD Anderson. His original plan was to spend his own retirement income to purchase a home for this purpose. But then Local 341 and the Rotarians decided to join and expand his vision.

“We know that more than half of our members whose names are etched on the sacred walls of our Fallen Fire Fighter Memorial in Colorado Springs lost their lives to cancer.”

— General President Harold Schaitberger

“We know that more than half of our members whose names are etched on the sacred walls of our Fallen Fire Fighter Memorial in Colorado Springs lost their lives to cancer,” says General President Harold Schaitberger.

A fire fighter can develop cancer on the job, but often the symptoms marking these deadly diseases lay dormant for many

Local 341 currently has 80 of its own etched on the IAFF Wall of Honor who have died from cancer. Among those names is Captain Anthony Tortorice, who — along with others from Texas — spent weeks helping with search and rescue at Ground Zero in New York after September 11. Tortorice's passing in 2012 from lung cancer served as a galvanizing force for

Local 341 to get involved in Ponce-Lopez's project, according to David Elliott, District Fire Chief for the Houston Fire Department and the Local 341 member tasked with helping find funding for the Rotary Fire Fighters Home construction and opening.

The IAFF and its affiliates across the United States and Canada continue to fight cancer on all fronts. To date, 36 states, eight Canadian provinces and two territories have presumption laws that support fire fighters if they are sick with cancers and other diseases.

Fire fighters need more help through

"It's almost like I hear a sigh of relief when I introduce myself to them and tell them how I can help them. Just knowing that there is somebody here when they are coming from out of town. So it's wonderful to have a familiar face when they come to town"

— Rotary Fire Fighters Home Operations Director Gayle Jircik

those tense and tough days of treatment and fighting for survival. The Rotary Fire Fighters Home is intended to be a model facility for providing the care and assistance fire fighters with cancer and their families can have.

The home will be built on land near the sprawling campus of the University of Texas MD Anderson Cancer Center. Architectural renderings of the planned home show a building that looks a lot like a fire station — just part of the goal to make fire fighters feel at home. The facility will offer stays for fire fighters and other first responders and their families, either free of charge or at a dramatically reduced rate, mitigating one of the many expenses cancer patients incur.

Each of the 40 units will be a fully functioning two-bedroom apartment with kitchen and bath, giving families room to relax during lengthy medical stays. In addition to the

accommodations, President White says Local 341 members, Rotarians and other IAFF affiliates will be encouraged to donate their time to take shifts helping patients and their families with details such as transportation to and from the airport and medical appointments and meals.

The services for the home will be modeled after the work the Rotary Fire Fighters provide for fire fighters now. "It's almost like I hear a sigh of relief when I introduce myself to them and tell them how I can help them," says Rotary Fire Fighters Home Operations Director Gayle Jircik. "Just knowing that there is somebody here when they are coming from out of town. So it's wonderful to have a familiar face when they come to town."

But fire fighters do not yet have a home to call their own. The Rotarians have arrangements with other long-term care facilities in the Houston area. The future Rotary Fire Fighters Home will offer fire fighters a chance to be together to share their stories, experiences and challenges.

MD Anderson has taken an interest in this home and in fire fighter cancers in particular. Fire fighters come to MD Anderson from across the country and the world to be treated for their cancers. Medical professionals are learning that there are specific cancers that are unique to the fire service.

According to Elliott, the new home will allow doctors at MD Anderson to corral fire fighter patients in one area so that they can observe them and focus their research on fire-fighter specific cancers.

The project to build the Rotary is currently in the fundraising stage. IAFF affiliates across Texas and in other states have begun stepping up with support.

The International stands behind the project as well. It is expected that during the IAFF Convention in Las Vegas, Nevada, in August, a resolution will be introduced encouraging affiliates and their members to make contributions to help raise the estimated \$13 million needed to construct the Rotary Fire Fighters Home. ■

54.8

Percent of the names on the IAFF Fallen Fire Fighter Memorial Wall of Honor who have died from cancer.

1.53

Number of times fire fighters are more likely than the general population to develop multiple myeloma.

57

Average life expectancy of a fire fighter in years.

67

Percent of cancer patients who survive at least five years.

36

Number of states with cancer presumption.

20

Possible latency period in years between exposure to carcinogens and the appearance of malignancies.

35-45

Average length of stay in days by fire fighters being treated at hospitals for cancer.

300

Expected number of fire fighter cancer patients the Rotary Fire Fighters Home will be able to serve each year.

Ground Game Seals Big Win for Houston Local 341 Members

Aggressive political action and a strong grassroots campaign by Houston, TX Local 341 paid huge dividends in a December run-off election in the race for mayor. Hundreds of Houston members walked the neighborhoods, knocking on doors and talking to voters to help their endorsed candidate, Sylvester Turner, win on election day.

"I could not be prouder of our members," says Local 341 President Alvin White. "This election shows what one team working together can accomplish."

In addition to block walking nearly 50,000 homes of likely voters, Local 341 ran hundreds of radio spots on two top-rated FM stations, sent direct mail to tens of thousands of targeted households and bought online advertising reaching more than 70,000 people. On election day alone, nearly 500 members and friends knocked on 18,000 doors.

Turner, who has been a strong ally of Houston fire fighters in his years in the state legislature, defeated challenger Bill King by just 4,000 votes out of 212,000 votes cast. King maintained that the city of Houston is in trouble because of the fire fighter pension plan, and had made it clear that he would take aim at public pensions if elected.

11th District Vice President Sandy McGhee says, "Local 341 did a great job. Our members made the difference in this election."

"Our Houston brothers and sisters worked tirelessly to get out the vote, and the hard work showed in a big win in a mayoral race with big stakes for our members," says General President Harold Schaitberger.

Brian Wilcox, a member of the Local 341 Executive Board who led the ground game effort, is a graduate of the IAFF Political Training Academy. He and Local 341 Trustee Sean Dailey, along with other members of



Members of Houston Local 341 block-walked more than 50,000 homes, ran hundreds of radio ad spots, sent direct mail to tens of thousands of targeted voters and used online advertising to reach more than 70,000 targeted readers — with their efforts paying off in the mayoral election.

the Executive Board, were the engine behind the grassroots operation.

"The Political Training Academy made all the difference," says Wilcox. "It taught us how to be effective with the resources available to us. We couldn't compete financially, but we had a brand and a voice that matters. When fire fighters talk, people listen."

Over the months leading to the election, more than 75 percent of Local 341 members engaged in the campaign in some fashion, including an epic number of members who went door-to-door and worked to get out the vote. Members of the Executive Board hit all 94 fire stations to get the membership involved. "We said, 'if you care about your pensions, you need to get out there and help us.' Together, we showed City Hall that fire fighters are a force to be reckoned with," says White.

Initially, Turner appeared to be the frontrunner in the race, but as the pension issue became the focal point, he was suddenly the underdog — and the only candidate not talking about pension reform.

"He was the only one standing up for fire fighters," says White.

He adds, "We are grateful for the support of the IAFF in this election and never would have succeeded without our union's help," says White. "When we asked for assistance, we had the full support of the International. This is what membership in the IAFF is about."

"We thank General President Schaitberger, Sandy McGhee and the rest of the IAFF board and staff, and members around the nation for helping us elect Turner."

Over the last two election cycles, in city after city — Alexandria, Virginia; Boston, Massachusetts; Charlotte, North Carolina; Chicago, Illinois; Detroit, Michigan; Indianapolis, Indiana; Philadelphia, Pennsylvania; Portland, Maine; Quincy, Massachusetts; Salt Lake City, Utah; San Francisco, California; Washington, DC — IAFF locals have helped elect friendly mayors to office, and their efforts are now paying off for members across the country. ■



Yorkton Local Lends A Helping Hand

In late 2015, members of Yorkton, SK Local 1527 donated their time for Habitat for Humanity, building a home for an underprivileged family in the community. It was the fifth home the Yorkton fire fighters have helped build in the past four years for the charity, which is dedicated to eliminating sub-standard housing by building homes in partnership with the community for working families in need. ■

Saskatoon Local 80 Members Sing Praises of Holiday Fundraiser

What started as a friendly discussion between a fire fighter and a local radio DJ while playing racquetball in 1984 has turned into a musical tradition that has assisted needy families in Saskatoon, Saskatchewan for over 30 years.

The fire fighter was Saskatoon Local 80 member Larry Labuik, and the DJ was local radio celebrity Denny Carr, whose “Secret Santa” campaign promised a toy for every child. The two discussed how Saskatoon fire fighters could help Carr with his heartwarming holiday initiative.

Thirty-one years later, the members of Saskatoon Local 80 are still raising funds for the Secret Santa campaign by touring city streets on a float and singing Christmas carols to the delight of citizens and onlookers. Local 80 members raise an average of \$25,000 annually while braving temperatures colder than -40 in some years.

If the carolling sounds like a cold endeavour, it warms the hearts of the many Saskatoon fire fighters who participate every year, says Local 80 Secretary Clint Belitsky. “It’s become a strong and proud tradition for the members of Saskatoon Local 80 to be a part of.”

Carr died of cancer in 1999, but the campaign lives on through the CJWW Denny



Carr Secret Santa Foundation, which has expanded to include food hampers in response to growing need in the city of 222,000. Currently, over 800 Saskatoon families receive food or toys through the initiative.

Saskatoon Local 80 fire fighters donate several days to the Secret Santa each year, attending City Hall for the Secret Santa campaign kick-off, building food hampers, and then delivering the hampers and toys to the families in need.

Approximately one week before Christmas each year, Local 80 members board their float and carol from 9:00 a.m. until the wee hours, regardless of the weather conditions or the bitter cold temperatures.

Over the years, Labuik — now retired — passed the torch to fellow Local 80 member Jim Lindsay, who has passed it to current Local 80 member Ron Yourk, who now sits on the board of the Denny Carr Secret Santa Foundation.

The first year they participated, six Saskatoon members sang carols at local restaurants to raise money to buy toys for Carr’s initiative. In 2015, 30 members were aboard the float and raised \$30,000. In 2014, a new float was built and designed in large part by fire fighter David Butterfield, with all the carolling fire fighters helping out on their own time. ■

Canadian Members Rally Around Alberta Fire Fighter Battling Leukemia

IAFF members in Alberta and across Canada are rallying in support of Bo Cooper, a Fort McMurray, AB Local 2494 member who is facing an ongoing battle with leukemia.

Cooper, who is fighting T-Cell leukemia for a third time, is currently in a Bethesda, Maryland hospital undergoing an experimental treatment that is unavailable in Canada. The groundbreaking T-Cell therapy, which began January 22, is viewed as his last chance at a cure for the disease.

Cooper is just 26 and has been a fire fighter with Local 2494 since 2009. He married his wife, Irish, in May 2015 and his father, Rob Cooper, is a captain and 19-year veteran of the Fort McMurray Fire Department.

Because the treatment is not approved in Canada, it is not covered by the Canadian health insurance system. As a result, IAFF members have begun a massive fundraising campaign to cover the cost of

Bo’s treatment, which may top \$900,000 (Canadian). The campaign has enjoyed an outpouring of support, including donations, well-wishes and ad hoc fundraising events including hockey games, pub crawls, dog grooming, online auctions, coffee mugs, wrist bands and car magnets.

On January 23, the members of Red Deer, AB Local 1190 held a boot drive for the fund, raising \$7,500, while a group of local women calling themselves “Bo Girls” is selling cabbage rolls online and at fire stations to raise funds.

In November, Fort McMurray Local 2494 Secretary Rob Van Hecke established an online fundraising campaign using GoFundMe.com. The site has raised \$285,000 of the total

amount raised for Bo, which currently stands at \$690,000 (Canadian).

Van Hecke says he is amazed at the support Bo has received so far. “I’m grateful to everyone who has donated to Bo’s cause or organized a fundraising event



Bo Cooper



to help offset his medical costs. I hope more people will take a moment to learn about Bo’s battle and consider doing what they can to help a fire fighter in need.”

To learn more or make a donation, visit www.gofundme.com/bocooper. In addition, a Bo Cooper Leukemia Treatment Fund Facebook page features photos, videos and status updates.

A team from Discovery Life, which is part of the Discovery Channel, has been following Cooper’s treatment and will be making a documentary about his case. ■

Cambridge Fire Fighter Is Sole Survivor on CBS Reality Show

Jeremy Collins, a member of Cambridge, MA Local 30, had always been a big fan of “Survivor.” He applied for 10 years before being chosen for Season 29 “Blood vs. Water” in Nicaragua in 2014, along with his wife, Val. In the same season, Collins competed with two other IAFF members: father and son fire fighters Keith and Wes Nale from Shreveport, LA Local 514. Keith — now retired — admits he was never a huge fan. It was his son, Wes, who would watch it every week and wanted to be a contestant.

When all three were eventually voted off in Season 29, none expected to get a second chance at the \$1 million prize less than a year later, but viewers voted for Collins and the elder Nale to compete again in Season 31 “Second Chance” in Cambodia.

This time, Nale stayed in the game for 37 days, but it was Brother Collins who took home the prize. “He did a good job,” says Nale. “He’s a good guy, and if it wasn’t going to be me, I’m glad it was him.”

“People liked the idea that I was a fire fighter with two kids,” says Collins, who trained for the show by restricting his diet, working out in sweats and using a sauna. “I think it helped win me a spot on the show again.”

Unbeknownst to the other players, Val was pregnant with their third child when



From left: Cambridge, MA Local 30 member and winner of “Survivor” Jeremy Collins; Fire fighters Jeremy Collins and Keith Nale compete side by side on “Survivor”; Shreveport, LA Local 514 member and “Survivor” competitor Keith Nale.

Collins left for Survivor the second time. During a particularly tense part of the show, when it was down to three contestants, he revealed that they were expecting. “I didn’t plan on sharing that information unless I thought it could potentially help me, and I think it did,” says Collins.

He says being a fire fighter definitely helped prepare him for the show. “You spend a lot of time with people in close quarters. You have to know how to get along with people, even when it gets ugly at times. I think that environment definitely



primed me for all types of situations.”

Returning from the show, Collins headed straight back to work. Days later, Val gave birth to their son, Remy. “It was an unreal time for me,” he says. “I got back from winning Survivor on a Wednesday, was invited down onto the field for a Patriots game on Sunday and my son was born on Monday.” ■

Missouri Local Builds Strong Retiree Group

By the time most fire fighters reach age 55, they’ve retired from the job, but the bond between fire fighters never severs. Retirees can still stay connected and involved post-retirement.

Six years ago, retirees from Professional Fire Fighters of Eastern Missouri Local 2665 created the Local 2665 Retirees Group with just 40 members. Since then, the group’s membership has grown to 179.

“Local 2665 retirees are a great group who want to not only be of service to their fellow retirees, but to continue to be of service to the local,” says Kim Besserman, a retired member of Local 2665 and chair of the retiree group.

The group takes the most pride in paying for floral arrangements at retiree funeral services, paid for through group dues and fundraising. The group also provides an honor guard and a memorial bell for these services.

Equally important is for these retired members stay engaged in Local 2665 business and to use their half votes — as permitted by Local 2665 by-laws — for



Members of the Local 2665 Retirees Group provide ongoing support for active members.

officer elections, by-law changes and other important motions directly affecting the local.

There are also opportunities for retiree group members to participate and assist with political campaigns, union hall upkeep and organized social events.

“When we decided to form this group, the first thing we did was to create a list of by-laws to outline our processes and a four-member committee to administrate the group,” says Besserman.

“Local 2665 retirees are a great group who want to not only be of service to their fellow retirees, but to continue to be of service to the local.”

For other affiliates interested in starting their own group, Besserman suggests establishing regular meetings, a line of communication and some common goals. ■

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Honoring IAFF 3rd District Vice President A. Michael Mullane

The New Year began on a somber note as the entire IAFF membership said goodbye to a legend in the labor movement — IAFF 3rd District Vice President A. Michael Mullane — after his death on January 1, 2016, from post gallbladder surgery complications.

He was a loyal, tough and dedicated union leader who was a mentor to countless others. He lobbied politicians for the betterment of all fire fighters, he fought on behalf of big and small locals and never turned down a member who needed help.

Speaking at the memorial service, IAFF General President Harold Schaitberger said, “For me, my remembrance will be the man who I could always count on to give it to me straight, no candy-coating, no reluctance. He was always the guy I could count on to take the floor at convention, or at a Board meeting, when we needed the support for a critical issue.

“If I had to sum him up in one word, [it would be] ‘honorable,’” Schaitberger continued. “It is hard to imagine our great union going forward without this man who served on the Executive Board for 31 years, longer than any vice president in our union’s 98-year history.”

The sentiment was felt throughout the IAFF’s membership as fire fighters, family and friends stood in a line, extending several city blocks to attend Mullane’s wake at Florian Hall — Boston Local 718’s union hall — and thousands gathered at Saint Brendan’s Church in Dorchester, Massachusetts, January 8 to honor his memory.

Professional Fire Fighters of Massachusetts President Edward Kelly, Boston Local President Richie Paris, 1st Vice President Emeritus Kevin Gallagher and Mullane’s nephews — Local 718 member Neal Mullane Jr. and Massport Fire-Rescue Local S-2 President Arthur Miner Jr. — also spoke eloquently about how they will remember the legendary labor leader.

In a letter to the Local 718 membership, Local 718 President Richie Paris said, “As fire fighters we call each other ‘Brother’ and ‘Sister,’ and Mike didn’t use those words lightly. We were his family. He opened his heart, his hand and home to any Brother in need. As a union leader, he committed his entire life to each of our families.”

Raised in a family of public servants, Mullane was no exception. He began his service when he joined the U.S. Navy immediately after graduating high school.

When he completed his military service, he



joined the Boston Fire Department and was assigned to Engine 21 in Uphams Corner, becoming a member of Boston Local 718 in October of 1969. He retired 43 years later in August 2012.

Right away Mullane developed a passion for fighting for better working conditions, wages and benefits on behalf of his Boston brothers and sisters. And, at just 28 years of age he became Boston Local 718’s president. Every Boston member since has benefited

from his steadfastness as a leader and determination to take care of his members above all else.

His dedication to duty and loyalty to the membership continued after he was elected 3rd District Vice President, serving professional fire fighters in Connecticut,



Maine, Massachusetts, New Hampshire, Rhode Island and Vermont. It was a position he held for more than 30 years.

Indeed, loyalty was very important to Mullane. After the countless contracts he helped negotiate, fire service-friendly legislation he helped pass and steps he took to ensure that fire fighter families received any care they needed, it was clear his loyalties were 100 percent tied to the

membership. In return, he received the same consideration from his members.

To honor Mullane's memory, Schaitberger called on those attending the memorial service to do as Mullane would do.

He said, "But, now as only Michael would say, if he were standing in the back of the church where he would normally be located, 'Enough of this. Stop the talking and just take care of the guys, okay?'" ■






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Overcoming the Odds in the Louisiana Governor's Race

In politics, sometimes the impossible is possible.

In Louisiana, when term limits prevented Bobby Jindal (R) from running for a third term as governor, speculation swirled about who might be his successor. It was assumed by many —Republicans and Democrats alike — that the next governor would be Republican nominee U.S. Senator David Vitter, because Louisiana has long been a solid red state.

But, Democratic nominee John Bel Edwards, State House Minority Leader, with the support of the IAFF, the Professional Fire Fighters Association (PFFA) of Louisiana and other labor groups, exceeded expectations and won the gubernatorial race with 56 percent of the vote.

Supporting any candidate is difficult, at best, and especially so for Louisiana IAFF members because of very strict Hatch Act laws. The penalty for any Louisiana public employee caught actively involved in a political campaign is automatic termination.

"We cannot do what IAFF members do in other states, such as wearing the gold and black at campaign events or going door-to-door, drumming up support for our preferred candidate," says PFFA President Chad Major.

However, there are no restrictions on retired members, the IAFF and friendly groups like AFL-CIO Louisiana. Retired members can, for

example, encourage active and retired members to go to the polls and vote for Edwards.

PFFA Secretary-Treasurer Stacy Birdwell, a retired member of Shreveport Local 514, says, "Social media and emails proved to be an invaluable resource when it came to reaching out to our members."

And the IAFF, through FIREPAC, made contributions to groups planning media campaigns supporting Edwards.

In addition to the support from the IAFF and the PFFA, Edwards' conservative leanings on social issues such as gun control made him a more universal candidate. So much so that then-Lieutenant Governor Jay Dardenne (R), who lost his own bid in the governor's race during the primary, crossed party lines and endorsed Edwards. Once that happened, several other Republicans followed his lead.

After Edwards took office, the new governor appointed Dardenne as his Chief of the Division of Administration.

And his opponent, Senator Vitter, could not escape the repercussions of admitting his involvement in a high-end prostitution ring. In 2007, his phone number was found in the records of the DC madam who operated the escort agency in question.



Had Edwards not won the election, Louisiana IAFF members feared that Vitter would make good on his promise to attack their state pension plan.

"There are several state retirement plans, but ours is the only one that remained unchanged, despite several attempts over the past few years to strip down our benefits," says Major. "Vitter had made campaign promises to 'do what Jindal couldn't' if he were elected."

During his campaign, Vitter also promised to reduce the amount of state funds that went to finance programs, including hazardous duty pay for fire fighters, sheriffs and police.

"Edwards has been and will continue to be a better friend to fire fighters," says Major. "Still, with a Republican majority in the state House and Senate, his election will not clear a path to victory on all of our issues. However, I do believe he will be a great help to us."

Edwards officially took office January 9, 2016. ■

Benefits of a Unified IAFF

Introducing legislation, passing mill levies and other ballot measures, electing fire fighter-friendly candidates and enacting collective bargaining is just a short list of what can be accomplished when our local, state and provincial, and federal affiliates work collectively.

"Only by standing together at every level can we improve our members' lives and livelihoods and keep them and our communities safe," says General President Harold Schaitberger.

State and provincial affiliates are the unified voice for all members when it comes to advocating for fire fighters on state or provincial-wide issues. Examples of those wins demonstrate the power we have when state and provincial associations are unified.

In a huge win for IAFF members in Ontario, the Ontario Professional Fire Fighters Association's (OPFFA) lobbying efforts led the provincial legislature to introduce the Supporting Ontario's First Responders Act in mid-February. If passed, the legislation will create a presumption that post-traumatic stress is work-related for fire fighters and other first responders, leading to faster access to resources and treatment.

Ontario Minister of Labour Kevin Flynn, after meeting with the OPFFA to learn

more about why fire fighters are at greater risk for post-traumatic stress due to their routine exposure to traumatic events, is a strong supporter of the legislation.

"We are honored that Minister Flynn is on our side," says OPFFA President Carmen Santoro. "We look forward to working with our provincial leaders to pass this legislation."

Affiliates in Ohio quickly galvanized when, as one of his first acts as governor, John Kasich cut in half the amount of state funds set aside for local governments. Knowing that local municipalities would subsequently be making budget cuts — including to fire department resources — the Ohio Association of Professional Fire Fighters (OAPFF) established a fund for helping affiliates in efforts to pass levies or other revenue-generating initiatives to keep their members on the job and fire stations open.

Additionally, the OAPFF has designated Legislative Director Jim Carney and Communications Director Doug Stern as union representatives available to assist locals with campaign efforts. "Since starting this program, we have helped save jobs and reopen firehouses," says Stern, "as well as preserve public safety in our communities."

The program has helped Violet Township Local 3558 successfully campaign for the passage of a mill levy, allowing the

Township to hire more fire fighters and open a new fire station. The OAPFF also worked with Sylvania Local 2243 to pass a levy allowing members to start providing EMS transport.

Similarly, the Colorado Professional Fire Fighters (CPFF) provides a variety of services to its affiliated locals.

"We provide support, funding and expert advice on how to pass initiatives and elect friendly politicians," says CPFF President Mike Rogers. "One of our state officers, Kent Grosse, who has attended the IAFF Political Training Academy, Communications Training Academy and Affiliate Leadership Training Summit, has been extremely helpful in passing that knowledge on to our locals."

The CPFF has worked with Lafayette Local 4620 to elect two fire fighter-friendly city council members and convince voters to pass collective bargaining. The CPFF also supported Larkspur Local 4855, Platte Canyon Local 4997 and Boulder Rural Local 4515 in winning mill levy campaigns to increase fire department staffing.

The CPFF has also helped pass state initiatives to cover medical treatment for fire fighters who have heart attacks in the line of duty, provide assistance in case of medical hardship and sponsor training events. ■

Status of Anti-Union Supreme Court Case Now Uncertain

Justice Scalia's Death Could Turn the Tide in *Friedrichs* Ruling

The last few years have seen a steady rash of attempts to dismantle unions in states throughout the country.

At the national level, the attacks on unions were thought to be on the fast track because of a case known as *Friedrichs v. California Teachers Association*. In that case, efforts by the Center for Individual Rights and other anti-union groups appeared to be poised for success, until the death of Justice Antonin Scalia February 13.

Scalia was considered the swing vote in *Friedrichs*, a case that directly took on the ability of unions to collect agency fees from public employees who choose not to join a union, but still benefit from representation. It was expected that the Court would rule 5-4 to overturn the nearly 40-year precedent established by the Court's 1977 decision in *Abood v. Detroit Board of Education* that allows the use of fair share fees (those who don't pay full dues but still receive full representation) for public sector unions.

Friedrichs argues that these agency fees — which cannot be used for political purposes — violate First Amendment rights because collective bargaining is “inherently political.”

General President Harold Schaitberger says, “*Friedrichs* is nothing other than an attack against organized labor as part of the ongoing, well-coordinated and orchestrated attempt by the Koch brothers, National Right to Work Committee and other anti-union groups to weaken unions, including ours.”

In fact, the Plaintiff's strategy to ask the lower courts to rule in the union's favor in

order to fast-track the case to the Supreme Court — where the Conservative majority appeared on the brink of overturning *Abood* — seemed to be working pending the anticipated ruling in June. The nine Supreme Court justices heard oral arguments January 11 on the issue.

The IAFF had filed an amicus brief in *Friedrichs* to support fair share fees and to prevent a ruling that would destroy the decades of progress made through collective bargaining because *Friedrichs* would put public sector employees into a right to work type model that allows nonmembers to get the benefits of union representation for free (whether unions who no longer collect agency fees — sometimes known as “fair share” fees — would have to provide representation to non-paying workers would likely have been tested further if *Friedrichs* were to prevail).

While a bad ruling in this case would not take away workers' rights to bargain (in states that allow collective bargaining) — nor would it prevent workers from organizing — it would make it harder on public sector unions, the workers they represent and their ability to negotiate.

“Simply put, our union's strength comes from solidarity and numbers — we're strongest when all members of a fire department are in a local,” says Schaitberger. “When our numbers in a local drop, our leaders have a harder time getting things done. That's why freeloaders are strongly discouraged within our ranks.”

While the implications of Scalia's death are unclear because of the political maneuvering that is going on surrounding the confirmation of a new justice to fill his seat, his passing before a public announcement of the decision appears to Court scholars to leave the justices evenly divided at 4-4 on this case. If the decision ends in a 4-4 tie, it likely means that the ruling in support of the union by the lower courts will remain in force, sparing a bad ruling — for now.

Some speculate that the Court will request re-arguments in the case in the next term after Scalia's successor is confirmed. Still others believe a new case to test this same law will be pushed through the courts quickly in an attempt to get this issue before the Supreme Court again soon. With the Senate insisting it will not even consider approving a new justice until a new president is elected, the delay could stall the lawsuit well into 2017.

To make sure the IAFF is ready, the International has been building tools and resources for affiliates and leaders to ensure the case would have minimal impact on this union and the ability to provide continued strong representation for members.

“In the meantime, we will continue to do what we've always done at the local and national level — represent the members, provide education and resources on critical issues, communicate the value of union membership and deliver what their dues are paying for,” says Schaitberger. ■

IAFF Urges Federal Ban on Toxic Fire Retardant Chemicals

The IAFF is urging the Consumer Product Safety Commission (CPSC) to ban products that contain a toxic class of fire retardant chemicals linked to heightened levels of cancer among fire fighters.

The chemicals — called organohalogenes — are found in countless common household products, including children's toys, furniture, mattresses and the casings around electronics.

In testimony December 9 before the CPSC in Washington, Assistant to the General President for Occupational Health, Safety and Medicine Pat Morrison said, “This is the largest health-related issue facing the fire fighting profession.”

Fire fighters are exposed to organohalogenes in their daily lives just as the rest of the population, but have a much higher risk of suffering the negative, cancer-causing effects — from the air they breathe, during the overhaul of flames and absorption through skin during and after working on a fire.

Other groups petitioning the CPSC for a ban include the American Academy of Pediatrics, the National Hispanic Medical Association, the Learning Disabilities Association of

America, Consumers Union and Consumer Federation of America.

In March 2015, the CPSC agreed to consider the petition to ban organohalogenes, a key step towards improving fire fighters' safety and health. The federal agency is now engaged in a comments period where advocates and opponents are offered the opportunity to make their case. The American Chemical Council, which represents chemical manufactures, testified in opposition to a ban.

Morrison noted in his testimony that in most U.S. workplaces, occupational exposure levels have greatly declined in the past few decades because of government action, training and good business practices.

However, the working environment remains extremely hazardous for fire fighters. In fact, according to a recent study by the National Institute for Occupational Safety and Health (NIOSH), fire fighters have higher levels of flame retardant chemicals in their bodies than the general population,

The IAFF is working diligently toward banning the use of toxic flame retardants and requiring manufacturers to begin using safer

alternatives through the standards-setting process and by seeking greater regulations of the chemicals themselves.

During his remarks to the CPSC, Morrison noted that setting standards and passing regulations must work in tandem as the chemical industry has a history of skirting chemical bans by making slight, inconsequential changes and renaming products.

The IAFF was asked to respond to several specific questions posed by CPSC commissioners regarding flammability and health-related issues surrounding organohalogen flame retardants, and has provided detailed responses and will continue to follow all steps in the process.

“When toxic flame retardants burn — and they do burn — it creates a serious health risk for our members,” says General President Harold Schaitberger. “There is significant scientific data that show the association between fire fighting, exposure to deadly toxins and cancer.”

The IAFF remains committed to eliminating the use of toxic flame retardants, along with efforts of IAFF state and provincial affiliates. ■

Highlights From ALTS and HRC 2016

The Vincent J. Bollon Affiliate Leadership Training Summit (ALTS) and the Ernest A. "Buddy" Mass Human Relations Conference in Lake Buena Vista, Florida, provided education and networking opportunities for local leaders from the United States and Canada.

1. Workshops on Fire Safety Standards and Codes and Surviving the Fire Ground were webcast live from ALTS. Members in all 50 states and Canada watched the webcast, which are now posted on IAFF TV (www.youtube.com/iafftv). The webcasts were promoted as a "Safety Stand Down" for members to watch at their fire stations, union halls, individually or on the go.
2. The IAFF Frontline app was the primary source of information and materials for both ALTS and the Human Relations Conference. Attendees received personalized schedules, news and updates, workshop and event evaluations and more on their mobile device. Attendees who downloaded the Frontline app and completed the evaluations were entered in drawings to win an iPad mini. The six winners are: Andrew Shank (Mitchell, SD Local 4166); Peter Nowak (Jersey City Fire Officers, NJ Local 1064); David Prietto (Hemet, CA Local 2342); Amie Flowers (Hamilton County, IN Local 4416); Benjamin Graham (Amherst, MA Local 1764); and Lucas Kotschi (Madison, WI Local 311).
3. More than 1,400 affiliate leaders registered for ALTS — a record for the East Coast conference. ALTS offered 131 workshops, 23 information sessions and five pre-conference events, including a session on "Creating Videos to Tell Your Story," which taught participants to use their smart phones, tablets and video cameras effectively.
4. The Human Relations Conference, featuring a keynote address from Reverend Terrence L. Melvin, president of the Coalition of Black Trade Unionists (CBTU), drew 325 attendees. Elections for the Human Relations Conference Committee were also held, with new seats filled by Barbara Sellers, president of Shreveport, LA Local 514, and Anita Paratley, a member of San Francisco, CA Local 798.
5. The Exhibit Center at ALTS and HRC featured more than 25 booths, including IAFF departments, for attendees to learn more about services available from the International.



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MDA's Big Reveal

The Muscular Dystrophy Association (MDA) has unveiled a revitalized brand reflecting a renewed commitment to accelerate treatments and cures for the kids, adults and families it serves. In addition, MDA has for the first time named a young adult as its new National Goodwill Ambassador. This is the first time in the ambassador program's 64-year history that a child hasn't been selected to serve in this role, signaling a new era in which people with muscular dystrophy are living longer than ever with diseases once only considered pediatric.

To mark the occasion, MDA announced the re-energized brand and new logo January 29 at Carnegie Hall in New York City — at the site of the first MDA national telethon — at an event that was also webcast live on Facebook.

The renewed mission will focus on maintaining and strengthening MDA as the fire fighter charity of choice, as well as recruiting more IAFF members to

participate in Fill-the-Boot campaigns and other fundraising efforts. In the next five years, MDA also plans to send 20,000 kids to the week-long MDA summer camps, at no charge to their families.

In addition, MDA hopes to increase spending on research for drug development and clinical trials, and increase the number of families who receive MDA care and support. The first possible treatments for the most prevalent form of muscular dystrophy — Duchenne muscular dystrophy — have recently come before the Food and Drug Administration, and more new treatment options and clinical trials are expected

in the next five years than in the previous five decades.

IAFF members have shown an unwavering commitment to defeating muscular dystrophy and related life-threatening diseases for more than 60 years, raising more than \$558 million to save and improve the lives of families fighting muscle disease. ■



The renewed mission will focus on maintaining and strengthening MDA as the fire fighter charity of choice, as well as recruiting more IAFF members to participate in Fill-the-Boot campaigns and other fundraising efforts.



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Newfoundland Set to Act on Presumptive Legislation

A long and hard-fought battle for fairness has finally paid off for IAFF members in Canada's eastern-most province.

A Liberal Government was elected in Newfoundland and Labrador on November 30, shortly after pledging that it would establish presumptive legislation for occupational disease coverage for the province's fire fighters.

While the details of the province's presumptive legislation have yet to be hammered out, early discussions identified modeling it after New Brunswick's legislation, which was enacted in 2009 and covers 10 types of cancer plus heart injury.

The enactment of presumptive legislation in Newfoundland and Labrador will mean that the legislation will exist in all eight provinces and two territories in which there are IAFF locals. In addition to St. John's Local 1075 members, Newfoundland and Labrador's legislation will benefit members of Corner Brook Local 1222 and Stephenville Local 1852.

"We are extremely delighted to finally be on the brink of this important advance for our members and their families," says St. John's Local 1075 President Doug Cadigan, who spearheaded the political action effort that led to the commitment.

Cadigan says he is grateful to Premier Dwight Ball for his attention to the issue during the campaign, and notes the hard work behind the scenes by Local 1075 Secretary John Stamp and other local executive members, as well as the work of 15th District Vice President David Burry and former Local 1075 member Rick Dehann.

He adds that while fire fighters will be holding the new government's feet to the fire to make sure they keep their promise, early signs are positive as the issue was listed as a priority in a December 14 "mandate letter" Premier Ball wrote to Eddie Joyce, the Minister Responsible for Fire and Emergency Services. It is hoped that the legislation will come forward during the first session of the legislature in early 2016.

Presumptive legislation facilitates workers' compensation benefits for fire fighters by deeming certain cancers and other diseases to be a direct result of working in the profession for a certain number of years.

In Canada, presumptive legislation was first enacted in Manitoba in 2002 following a lobby effort by the province's IAFF members. Other provinces and territories followed suit, except Newfoundland and Labrador, where the previous Progressive Conservative



St. John's, NL Local 1075 President Doug Cadigan (left), was among those who successfully lobbied Liberal Leader Dwight Ball (right) for a commitment on presumptive cancer legislation.

government refused to act on the issue for over a decade despite studies that show fire fighters experience certain cancers in greater numbers than other workers, despite what was happening elsewhere in Canada and despite recommendations by various panels studying the issue.

Cadigan says IAFF members are also pleased with a commitment by the recently elected Liberal government to address ongoing concerns about a province-wide 9-1-1 emergency dispatch system that was implemented in 2014. ■

IAFF Produces New Video Programming

In December, the IAFF premiered the pilot episode of "Kitchen Table," a new video program formatted to replicate the station visits General President

Harold Schaitberger makes throughout his travels across North America.

In addition to the dozens of videos created, "Kitchen Table" is the second video program series developed in 2015 as



one more means of communicating to members on important issues affecting their lives and livelihoods. The pilot episode features a discussion on how generational differences, technology and

social media have changed the way IAFF members want to receive information from their union.

"IAFF Dispatch," a video news magazine released last spring, features segments on the work of the IAFF on behalf of its membership.

Watch episodes of "Dispatch" and "Kitchen Table" on IAFF-TV at www.youtube.com/IAFFTV. ■

IAFF 53rd Convention Is August 15-19

Planning is well underway for the 2016 IAFF Convention! Scheduled for August 15-19, 2016, in Las Vegas, Nevada, the Convention theme, Strength • Solidarity • Success, speaks to the importance of standing strong and unified so that the IAFF continues to grow and improve the lives and livelihoods of its members. "We all have to stand together to get the job done for the members we protect and represent," says General President Harold Schaitberger. "There is strength in numbers, and when we speak with one voice in working toward common goals, our efforts are more likely to be successful."

Look for more information in the coming weeks about the IAFF 53rd Convention at www.iaffconvention2016.org.



Jay Colbert Elected 3rd District Vice President

Jay Colbert has been elected as the new Third District Vice President, completing the unexpired term of A. Michael Mullane, who tragically and unexpectedly passed away January 1. Colbert was sworn into office on January 28 at IAFF headquarters.

Nominations for the Third District Vice President Special Election ended at midnight on Wednesday, January 27. Nominations were received for Brother Jay Colbert, a member of Somerville Local 76 and Secretary-Treasurer of the Professional Fire Fighters of Massachusetts, as well as Brother Peter Carozza, a member of Waterbury Local 1339 and President of the Uniformed Fire Fighters Association of Connecticut.

Brother Carozza on Tuesday January 26 withdrew in writing his candidacy and nomination for eligibility to run for Vice President of the Third District. Therefore, General Secretary-Treasurer Thomas Miller cast a single ballot on behalf of Brother Jay Colbert, electing him by acclamation as IAFF Third District Vice President.

"On behalf of General Secretary-Treasurer Thomas Miller and the entire IAFF Executive Board, I want to welcome District Vice President Colbert to this important leadership position," says General President Harold Schaitberger. "I am confident that he will represent the Third District in an outstanding fashion. We all look forward to working with him in accomplishing the work of our great union."

"I have big shoes to fill," says Colbert, who hopes to follow in the footsteps of his great



friend and mentor. "There will never be another Michael Mullane," he says. "But I will do the very best I can. It is an honor and a privilege to serve as Third District Vice President."

Colbert joined the fire service in 1988 after graduating from the University of Massachusetts School of Business. "I didn't have any Fortune 500 companies knocking on my door," says Colbert, who had several friends who were fire fighters. He decided to take the test, and has loved being a fire fighter ever since.

Currently the secretary-treasurer for the Professional Fire Fighters of Massachusetts (PFFM), Colbert also served as president of Somerville Local 76 for 12 years, and was PFFM District 6 Vice President and legislative agent. He attended the Harvard University Trade Union program in 2012 and has been the chair of the state Joint Labor Management Commission for five years. ■

Kelly Fox Elected IAFF 7th District Vice President

Washington State Council of Fire Fighters (WSCFF) President Kelly Fox has been elected IAFF 7th District Vice President, completing the unexpired term of Ricky Walsh. He was officially sworn-in in Florida just prior to the IAFF Executive Board meeting.

Nominations for the 7th District Vice President position ended at midnight Wednesday, January 6. Nominations were received for Fox and Boise, ID Local 149 President Gregory Womack. The voting closed January 29 and ballots were counted on February 1, with Fox receiving 6,391 votes and Womack 1,701 votes.

"On behalf of General Secretary-Treasurer Tom Miller and the IAFF Executive Board, I want to congratulate Kelly Fox on his new position as IAFF 7th District Vice President," says IAFF General President Harold Schaitberger. "We look forward to seeing what we can accomplish together on behalf of the 300,000 members of this great union."

"I am truly honored to represent the interests of the members in all four states in the 7th District," says Fox. "I stand ready to continue to provide a high-level of service, education and training opportunities and service models that have been beneficial to our members and I look forward to supporting the International and its programs."

Inspired by a friend who was already in the fire service, Fox joined the Olympia Fire



Department and Local 468 in 1982.

He quickly developed a passion for the fire service and the labor movement. In 1985, he was elected president of Local 468 and to his first WSCFF Executive Board position in 1990.

Just six years later, Fox was elected WSCFF president, a position he has held for nearly 20 years. During his tenure, Fox has worked with his members to improve retiree medical benefits, protect member pensions and lobby to pass important legislation.

Fox has great support from his family, especially his wife, Donna, and his son Dillon Fox (a member of Tacoma, WA Local 31) and stepson Connor Waite (a member of Northwest Valley, AZ Local 4361). Fox also has six siblings, one of whom is also a fire fighter. Jason Fox is a member of Maple Valley, WA Local 3062. ■

An advertisement for the IAFF APP. It features a large graphic of a smartphone and a tablet displaying the app's interface. The text "IAFF APP" is prominently displayed in large, bold letters. Above the devices, it says "Available on iOS and Android". At the bottom, there are two QR codes, one for Apple and one for Android, with the respective logos below them.

Understanding the Mortgage Process

Getting a mortgage can be a daunting task. With new contract terms to learn and a variety of loan types, rates and terms to choose from, the process can be overwhelming. Thankfully, getting a better understanding of home financing can help bring peace of mind.

Because home ownership comes with greater responsibility than renting, be sure you can answer yes to these questions:

- Do you have a stable income so that you can afford your monthly house payments?
- Are you prepared for unexpected home repairs?
- Do you plan on living in the home for several years?

Know Your Credit Score

Your credit score plays a major part in determining what interest rate you receive when getting a mortgage. The higher your credit score, the lower your interest rate will likely be — meaning lower monthly payments and paying less on what you borrow.

Review your credit score with the three major credit bureaus — Equifax, TransUnion and Experian — and verify that your credit history accurately reflects your credit card past, loan payments and other debt.

If your credit score is lower than you'd like it to be — and you have some time before you apply for a mortgage — you can improve it by paying off debt. Among other factors, your revolving credit plays a particularly significant role in your credit score. Strive to keep it at 30 percent or lower by paying down your balances.

If you haven't built up much credit, consider getting a new credit card. You can build a history of making payments on time and paying your balance in full.

Compare Loan Options

There are three categories of mortgages:

- **Fixed-rate mortgage**, offering a set interest rate over the life of the loan. This type of loan can help ensure financial stability if you plan to be in your home at least five years.
- **Adjustable-rate mortgage (ARM)**, which usually offers a lower interest rate for the first few years of the loan before being adjusted.
- **Jumbo mortgage**, applying to loan amounts greater than \$417,000.

When selecting a mortgage type, consider your down payment amount, income level and long-term financial outlook.

Apply for a Mortgage

You can prequalify for a mortgage before you even have a house picked out. In fact, it's a good idea to get your mortgage lined up so that sellers know you are a serious buyer.

To start the process, submit a mortgage application for a fixed or adjustable rate loan. Nationwide specialists can call to verify your information and determine if you're prequalified for the loan.

Once you're prequalified, carefully review the contract terms and conditions of your home loan program. You'll receive a loan estimate of your closing costs, along with a settlement cost to your home loan toolkit. ■

For terms and conditions, please call 1-888-630-9099 or visit our web site at www.iaff-fcadvantage.com for details.

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Legislative Conference Focuses on 2016 Political Landscape

Online registration is open for the 2016 IAFF Alfred K. Whitehead Legislative Conference, scheduled for April 3-6, 2016, in Washington, DC.

In this important election year, you'll learn more about the political landscape in 2016, the presidential election, as well as key Senate and gubernatorial races. In addition, you'll find out more about IAFF priority legislation, advocate directly with legislators on key federal issues, hear from major national political figures and network with other IAFF leaders from across the country.

Registration for the Legislative Conference is available online only — no Conference brochures will be mailed. Stay tuned for additional and updated information.

To register, visit
www.iaff.org/legcon.



New Government Is Welcome Backdrop for Canadian Legislative Conference

Excited optimism is in the air as the IAFF plans for the 23rd Canadian Legislative Conference April 17-20 in Ottawa.

The conference, to be held at the Delta Ottawa City Centre Hotel, will be the first to take place in a new political era ushered in by Canada's new Liberal Government and Prime Minister Justin Trudeau.

During the election campaign, Trudeau pledged to the IAFF that his party would act on a number of legislative priorities if elected, including the establishment of a national Public Safety Officer Compensation (PSOC) benefit for the families of fallen fire fighters.

Trudeau, whose Liberal Party was elected by Canadians on October 19, also pledged to the IAFF that his government would establish a national action plan for post-traumatic stress in first responders and investigate fire fighter safety shortfalls in the National Building Code of Canada.

The 23rd Canadian Legislative Conference gives Canadian IAFF members a chance to meet their MPs, many of whom



are newly elected, and to ensure the Liberal Government intends to follow through on its commitments.

The Conference also allows Canadian members to raise other issues with the new government, such as the need for comprehensive national fire service statistics.

Complete information about the Conference, including the legislative

agenda and hotel and conference registration, will be emailed to Canadian affiliate leaders.

The IAFF is also pursuing a funding extension for the Canadian Haz-Mat & CBRNE Training Initiative, a partnership with the federal government that has trained close to 4,000 Canadian first responders to a recognized level of Haz-Mat response since 2009. The program is continuing into early 2016, and 19 communities have recently expressed interest in the training. The program, which provides training free to municipalities thanks to federal government funding, has already been extended twice past its original five-year timeframe.

The Canadian office is currently preparing to meet with Public Safety Minister Ralph Goodale to highlight the success and merits of the program and secure another funding extension. The IAFF also anticipates raising the issue during the federal government's pre-budget consultation exercise, which is currently taking place. ■

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Phil Gauer Joins IAFF as Deputy Director

The Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grants fund vital programs that help keep fire departments fully staffed, trained and equipped. To ensure affiliates have access to federal grant funding that helps members stay safe on the job and perform at the highest level, Phil Gauer, a former local president for Akron, OH Local 330, has joined the IAFF as Deputy Director for Grants Administration.

"Federal grants are incredibly important for the IAFF in keeping our members safe and in making the communities they serve safer," says General President Harold Schaitberger. "Brother Gauer will be a big asset as we continue to make sure affiliates have access to and benefit from these federally funded programs in the years to come."

Gauer will use his extensive knowledge as a hazardous materials lieutenant and skills as a



Phil Gauer

union leader to assist affiliates in grant writing and applications. Serving as a master HazMat instructor since 1994, he has been a grant peer reviewer since the inception of the FIRE Act program in 2001.

Gauer has served as a district field service representative in the 8th District and is currently the 2nd District Vice President for the Ohio Association of Professional Fire Fighters (OAPFF). ■

Amalgamated Bank Commits to Five Principles of Responsible Banking

Amalgamated Bank, the leading national progressive bank that offers a comprehensive suite of financial services, has announced it will commit to "Five Principles of Responsible Banking," a new gold standard for responsible behavior in the banking sector:

Resurrect Our Industry's Mission:

Empowering People. Banks can be a tremendous power for good. When banks act as stewards of a family's financial security, no other industry's role is more vital to widening access to the American Dream. The banking industry must return to its founding mission of creating financial opportunity for everyone, not just for executives or shareholders. The economy thrives when financial empowerment is shared. Through affordable and accessible products and services, banks can reclaim your role in making sure that the mission of financial empowerment becomes a reality.

Customer Trust Must Come First.

Banking relies on trust. A robust system of lending, saving and investing is central to a strong economy. Customers must trust their banks are never drifting from their fiduciary responsibility to maximize customers' financial opportunities. Breeding an internal corporate culture founded on an unwavering commitment to protecting customer trust is at the core of maximizing financial opportunity and preventing systemic financial failure.

Regulation is Not the Enemy. Banks have been given an extraordinary responsibility. With that opportunity,

along with the government's insurance of deposits, come regulations designed to protect consumers. Rather than challenge sensible regulation, responsible banks should embrace such measures as tools designed not only to safeguard consumer confidence, but to protect the solvency of an industry with inherent risks, and to preserve the integrity of the overall financial infrastructure.

Find Value in Economic Justice. Banks' interest in broad-based economic empowerment should include advocacy on policy beyond customers' banking needs. The benefits of banking should not be reserved for the few, while the rest of America incurs its risk. Whether it is wage fairness, equitable housing programs, or better access to financial services for the unbanked or underbanked, banks should be forceful advocates for public policy that allows for the creation of financial opportunity up and down the economic ladder.

Embrace Transparency. Banking can be a complicated business. But too often that is by design, rather than necessity. Banks must embrace transparency and corporate governance standards that bolster consumer confidence and allow for real public accountability. An opaque banking system will always undermine banks' legitimacy by its inability to inspire trust or empower those who need services most. Banks must take an active role in educating consumers on personal finance and in improving financial literacy in the most economically vulnerable communities.

Amalgamated has sent a copy of these principles to its fellow bankers with a letter from Amalgamated's CEO and President Keith Mestrich, calling on these institutions to join Amalgamated in committing to these principles.

"In today's America, bankers are often seen as uncaring," says Mestrich. "The industry has lost consumer trust and has done very little to earn it back. At Amalgamated, we're trying to change that.

He adds, "We believe earning trust starts by committing to paper our corporate principles, such as supporting sensible regulation that instills consumer confidence, being forceful advocates for creating financial opportunity for all and welcoming transparency and corporate governance standards that allow for true accountability. We hope other banks and financial institutions agree and share our public focus on creating opportunity for all Americans, regardless of the size of their bank account."

In 2015, Amalgamated Bank became the first bank to institute a \$15 an hour minimum wage for all of its employees. It has since launched a #RaiseTheWage campaign, encouraging other businesses to pay a fair and living wage.

For nearly a century, Amalgamated Bank has been a financial institution with a purpose: affordable and accessible banking for all. Offering customers nationwide the products and services of a major financial institution, Amalgamated is committed to the values on which it was founded. For more information, visit amalgamatedbank.com/iaff. ■

FrontLine Plan Auto Increase Helps Members Save More

Those who participate in the IAFF Financial Corporation (IAFF-FC) Frontline Plan or Nationwide-administered plan and have vowed to save more money for retirement in 2016 will soon have a new tool to help achieve this goal.

Nationwide's new Auto Increase option allows participants to now decide how much to increase their per-pay contributions each year. This feature is designed to make it easier to make periodic increases in deferrals with the ability to select the increase date, dollar amount or percentage.

Once the increase goes into effect, Nationwide will send an email notice to

participants, specifying the new contribution amount and explaining how to adjust (or opt out of) the increase in the future.

Participants always remain in control of their contribution amount, subject to regulation, and have the discretion to adjust contribution levels at any time of the year — regardless of their enrollment in the Auto Increase option.

The first step in helping participants succeed through the plan is making sure they know about the many features designed to help them. Auto Increase and other features Nationwide offers make it easier for

participants to manage their retirement account. Nationwide remains committed to helping IAFF members prepare for and live in retirement.

For more information, contact Rebecca Gill at Nationwide at (614) 435-8329 or gillr4@nationwide.com. ■

Information provided by retirement specialists is for educational purposes only and not intended as investment advice. Retirement specialists are registered representatives of Nationwide Investment Services Corporation, member FINRA.
NRM-13567A0-IF

Fairfax County Local Donates Fill-the-Boot Artifacts to Philanthropy Exhibit

As part of a press event held on Giving Tuesday on December 1, 2015, Fairfax County, VA Local 2068 President John Niemiec and MDA Coordinator Joel Kobersteen helped document the story of the MDA Fill-the-Boot program, participating in a "deed of gift" ceremony to officially donate a fire fighter's boot used to collect donations, as well as other Fill-the-Boot promotional items. Fairfax County Local 2068 was chosen as it has raised record-setting amounts to benefit MDA.

The Natural Museum of History/Smithsonian has built an exhibit on the history of charity, philanthropy and giving in America. As part of the exhibit, the Smithsonian asked for assistance in collecting artifacts and objects specific to MDA Fill-the-Boot campaigns. ■



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ALABAMA L0117 Birmingham—Troy Ammons, Jody Franklin, William Hess, Ronald Jennings, Brian McKee, David Murray, David Russell, **L0454 Gadsden**—Jimmy Kilgore, Robert Maltbie, **L1288 Homewood**—Curtis Harris, **L2676 Northport**—Grady Hallman, **L2949 Scottsboro Professional Fire Fighters Association**—Steven Griffith, **L4066 Irondale**—Howard Curtis, William Milsted, **L5049 Pelham Fire Fighters Association**—Todd Hill

ALBERTA L0209 Edmonton Fire Fighters Union—Chris Camarta, Keith Fenton, Robert Findlay, Don Gyepesi, Steven Hamilton, Michael Johnson, Alan Sagert, Dean Troyer, **L0237 Lethbridge**—Monica Lanham, **L0255 Calgary**—Don Ady, William Daniel, David Gordon, Rick Huseby, Barry Koeffling, R. Barry MacDonald, Ross Martin, Patrick O'Hare, Mark Shalom, Mark Simpson, Cameron Sondergaard, Kevin Thurm, Gerald Trofin, Tony Wells, William Yeats, **L2494 Ft. McMurray**—Sterling Heath

ARIZONA L0479 Tucson—Scott Krause, **L0493 Phoenix**—Kevin Boyle, Floyd Ferner, Richard Gandara, Lon Leonelli, Angie Pineda, David Rehnke, Timothy Stilwell, Mike Worrell, **L2260 Mesa**—Chindo Arciniega, Wes Kemp, Leon McClelland, James McCollum, Nikki Sullivan, Tim Sullivan, **L2974 Lake Havasu**—Jeff Kemp, **L3066 United Yavapai**—Gary Cordes, Dean Hinshaw, Scott Moore, Daniel Ness, Darrin Osborne, Douglas Pierson, Daniel Sanders, Randy Stazenski, Davin Vanatta, JP Vicente, **L3560 Sun Lakes**—Tim Kelly, **L3752 Professional Fire Fighters of Casa Grande**—John Smith, **L3924 Avondale Professional Fire Fighters Association**—Steve Mangus, Arthur Snapp, **L4005 United Goodyear Fire Fighters**—William Bishop, **L4543 Desert Hills Professional Fire Fighters Association**—Susan Smith

ARKANSAS L0034 Little Rock—Harold Davies, Ronnie Hudson, **L2866 Fayetteville Fire Fighters Association**—Andrea Mooneyham

BRITISH COLUMBIA F0003 Esquimalt—Stephen Stark, **L0018 Vancouver**—Stephen Chila, Joe Fumich, Norman Leuszler, Rod McKinnon, Michael Seggie, Danny Wilson, **L0256 New Westminster**—Greg Dunn, Les Gilbert, Derek House, Brent Joel, Brad MacPherson, Dave Price, Doug Quinn, Ivan Turra, Richard White, **L0323 Burnaby**—Terry Bingley, Mark Fletcher, Steve Howes, Daniel Kennedy, Cindy Maltman, Randy McCluskie, Darcy O'Shea, Boni Prokopetz, Allan Sayle, Scott Wren, **L0559 Prince Rupert**—Rodney Gowe, **L0730 Victoria**—Jeffrey Zigay, **L0913 Kamloops**—Brad Smith, **L0967 Saanich**—Graeme Mann, **L1271 Surrey**—Rick Czerny, Larry Friesen, Michael Sabberton, **L1286 Richmond**—Glen Cameron, Ron Hemsted, **L1298 Powell River**—Thomas Baker, **L1782 Coquitlam**—Ian Blagi, Douglas Copeland, Bary Leece, Greg Martin, Norm Shideler, Robert Vass, Kelly Weisner, **L4768 Mission Professional Fire Fighters Association**—Kelly Douglas, Norm MacLeod, Blaine Odenbach

CALIFORNIA F0314 USAF Plant 42 Federal Fire Fighters—James Ross, **L0112 Los Angeles City**—D'Lisa Davies, Keoki DePorter, Edward Martin, **L0145 San Diego**—Lisa Akens, Daniel Arthur, Christopher Bach, Maria Cabrera, Benjamin Castro, Wayne Cross, Antonio Diaz, Noel Edwards, Max Galligar, Leslie Gallo, Patrice Hutchinson, Brian Kidwell, David Lee, Gregory Lloyd, Hugo Magallanes, Brenda Monteleone, Mark Navarro, Kyle Passini, Broderick Perkins, Kenneth Rodriguez, Marcus Tarver, Glenn Thomas, Paul Vandeveld, Milo Vaughns, Theodore Visser, **L0456 Stockton**—Michael

Dunn, **L0522 Sacramento**—Jeffrey Bourke, Michael Deutsch, Michael Dumford, Jeffrey Lamb, Robert Moor, Edward Morell, Jeffery Reager, Steven Runke, Thomas Sakaris, Christopher Siler, **L0689 Alameda**—Allyn Richterman, Richard Waggener, **L0778 Burbank**—Michael Boufford, Alan Burgess, Thomas Crawford, Timothy Dopenberg, **L0809 Pasadena**—Carlos Alderete, Donald Cervantes, **L0935 San Bernardino County**—Stewart Anderson, William Lanham, Frank Ojeda, Greg Robinson, **L1014 Los Angeles County Fire Fighters**—Dale Baker, Paul Biren, Collin Cook, Antonio Dominguez, Steven Garner, Scott Hagin, Micol Leyva, Jerry McClelland, William McHale, Keith Nash, Brian Novak, Clark Pearson, Robert Pegler, Juan Reynoso, Robert Salvucci, Timothy Scott, Robert Wilkinson, Tom Wootton, Robert Zomphier, **L1165 Santa Clara County**—Christopher Aleksunas, George Martinez, Dave Riggert, Shawn Stevenson, William Taylor, Paul Van Hook, **L1171 Santa Clara**—Kevin Buchanan, Wendy Domster, Eddie Estavillo, Mark Selves, **L1186 Fire Fighters Local 1186**—Marcus Banks, John Barry, Thomas Brue, James Brunson, Donald Clark, Sean Fields, Dennis Hooten, Mike Humphrey-Parris, Steve Meisenheimer, Todd Swanson, Ross Warner, Frank Wells, **L1227 Berkeley**—Eugene Taylor, **L1230 Contra Costa County**—Troy Auzenne, John Foster, **L1272 Watsonville**—Darrel Flanagan, Fernando Tapiz, **L1289 Modesto**—Jesse Nicasio, Tim Tietjen, **L1301 Kern County**—Clayton Flad, Darryl Hill, Roy Stephenson, **L1430 Ontario**—Joe Sanchez, **L1592 Roseville Fire Fighters**—Scott Akeson, **L1689 Fremont**—Robin Brabb, **L1775 Marin Professional Fire Fighters**—Roger Sprehn, **L1874 Manteca**—Robert Jacobsen, Robert Marty, **L1906 Lompoc City Fire Fighters**—John Moore, **L1934 Redding**—Kevin Ward, **L2005 Garden Grove**—Cory Chalmers, Brad Devrieze, Steven Erickson, John Green, Jeffrey Guyer, Mark Heinold, John Herrera, James Hughes, Russell Lacy, Terry McGovern, Mark Nunley, Carlos Sosa, Dennis Standrod, Lester Webster, Paul Whittaker, **L2384 Orange City**—Joseph Albers, **L2384 Orange City**—Jeffery Worthy, **L2400 San Mateo County**—Kenneth Mitchell, Kent Thrasher, **L2881 Cal Fire Local 2881**—Craig Brown, Paul Dochmaschewsky, Keith Fisher, Anthony Fox, Richard Gonzales, Robin Hamelin, Michael Jarske, Timothy McCann, Dennis Mills, Robert Neal, Doug Netzel, Cortland Rounds, Annette Shimer, Fredrick Westrip, **L2899 Anaheim Fire Fighters Association**—Kevin Harris, **L3354 Huntington Beach**—Thomas Faye, Tony Smith, **L3501 Vacaville**—Emad Guirguis, **L3523 San Luis Obispo City Fire Fighters**—Greg Logan, **L3601 Palm Springs Fire Safety Unit**—Ron Cummings, Mark Hunter, Jon Krohngold, Bradley Mullen, **L3719 Visalia**—Adam Arakelian, **L3729 North Tahoe P.F.F.A.**—Toby Gunning, **L3757 Corona Fire Fighters Association**—Mitchell Carney, Christopher Cox, **L4409 Lake Valley Professional Fire Fighters Association**—Scott Swift, Larry Trauner, **L4488 Lakeside Fire Fighters Association**—Carl Chiodo, James Kirkpatrick, Scott Smith, Charles Tockstein

COLORADO L0003 Pueblo—Bob Medina, **L0858 Denver**—Steve Garrod, Kenneth Ramos, Leon Scott, **L1309 West Metro Fire Fighters**—Michael Seidler, James Ziemer, **L2376 Thornton**—Edward Humann, **L3566 Loveland**—Timothy Morrison, Phil Thrasher

CONNECTICUT I0069 Pratt & Whitney Aircraft—Willie Looney, **L0786 Stamford Professional Fire Fighters Association**—Ted Panagiotopoulos, **L0801**

Danbury—Gary Arconti, **L0944 Milford**—Stephen Mantie, **L0992 New Britain**—Michael Maloney, **L1042 Greenwich**—William Ingraham, **L1073 Middletown**—Dennis Bradley, John Ricci, John Woitowitz, **L1339 Waterbury**—Gerald Zarrella, **L1522 New London**—Marc Melanson, **L1548 East Hartford**—Kenneth Beliveau, Scott Elkins, George Law, David Olschefske, Frank Schiavone, Thomas Spiller, John Tuller, **S0015 Connecticut Police and Fire Union**—Billy Cockfield, Brian Long, John Martinez, Carl Oltsch, Frederica Weeks

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PENNSYLVANIA **L0022 Philadelphia**—John Durkin, James Mason, Joseph McGraw, Kenneth Pearson, Thomas Stanton, Edward Thomas, **L0104 Wilkes Barre**—Jeffrey Berlew, **L0293 Erie**—Michael Hahn, Michael MacWhirter, Steven Malinowski, **L0299 Altoona**—David DeBernardis, **L0302 Allentown**—Scott Henrick, **L0655 Bradford**—Christopher Angell, Matthew Rettger, **L0735 Bethlehem**—Thomas Bokan, John Hayes, Jesse Sterner, Richard Zimmerman, **L1803 Reading**—Scot Landis, Frank Nefos, **L1976 Greenville**—Dale Hightree, **L3539 Beaver Falls**—Gerald Weatherly

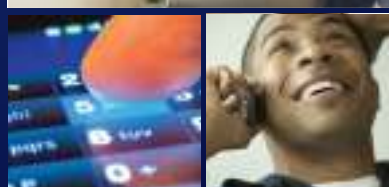
RHODE ISLAND **F0100 N.E.T.C. Naval Base - Newport**—John Ziemanis, **L0799 Providence**—John Healey, Carmine Vita, **L1080 Newport**—Clarence Page, **L1261 Pawtucket Fire Fighters**—Michael Kean, Richard Lemay, Robert Thurber, **L1363 Cranston**—Michael Ray, **L3372 Central Coventry Fire District**—Charles Bowen, Richard Gmelin, Russell Giles, David Godin, Andrew Perra, **L3984 North Smithfield**—Kevin Mathieu, **L4824 Hopkins Hill Fire Fighters**—Steve Woods

SASKATCHEWAN **L0080 Saskatoon**—Phil Adair

SOUTH CAROLINA **L3617 Midway Professional Fire Fighters Association**—Mark Mercer, **L4345 Horry County Fire Fighters**—Stacy Roberts, **L4614 Myrtle Beach Professional Fire Officers Association**—Chris Collins

SOUTH DAKOTA **L0814 Sioux Falls**—John Daniels, Wade McKenney, **L1040 Rapid City Fire Fighters Union**—Edward Cromwell, John Niehaus

TENNESSEE **L0140 Nashville**—Phillip Barber, Janelle Driver, Donna Faircloth, Ramona McKenzie, Bret Melton, Ned Poarch, Larry Prater, Randall Thomas, Barry Vance, Tony Wallace, **L1784 Memphis**—William Cathey, Kimberly Cochran, Jerry Johnson, Michael Nist, Steven Strickland, Randy Strong, **L1850 Jackson**—Owen Cobb, Joseph Cole, Kevin Cronin, Mark Ferguson, Charles Flynn, Scott Foust, John Gitchell, John Long, Terresia Reasons,



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L3460 Hendersonville—Clyde Chambers, Gerry Goacher, **L3748 Cleveland Professional Fire Fighters**—Joseph Pierce, **L3758 Franklin Fire Fighters**—Michael Burns, **L4144 Lebanon**—Walter Vanatta
TEXAS **L0058 Dallas**—Tracy Beard, Richard Brown, Samuel Dickey, Richard Ewing, Michael Hamilton, Brian Hyles, Michael Johnson, David McFarland, Kevin Strickland, Anthony Warrick, **L0170 Cleburne**—Michael Duckworth, Neil Laws, R. Scott Oesch, **L0341 Houston**—Michael Anderson, Douglas Berry, George Beutell, Kenneth Boles, Carlton Brantley, Randy Brown, Brian Burgess, Roberto Calderon, Robert Coker, Greg Cooper, Lorenzo Diaz, James Falco, Howard Harris, Daniel Kopfensteiner, Lance Lindsley, Kazimierz Maziarz, Vernice McIntyre, Glenn Miller, Eddie Parrott, Kelvin Reeves, Antonio Rodriguez, Rudolph Rodriguez, Kenneth Rosette, Bradford Stewart, Gary Vincent, Riley Wedgeworth, Jarvis Williams, James Wisnoski, **L0399 Beaumont**—William Singletary, **L0440 Fort Worth**—Doni Evans, **L0571 Galveston**—Steve Feldman, Ramiro Sanchez, **L0624 San Antonio**—Paul O'Campo, James Powell, Jay Sikes, Daniel Zertuche, **L0872 Laredo**—Leopoldo Morales, Gabriel Valdez, **L0883 Tyler**—Rodney Barbee, **L0906 Marshall Fire Fighters Association**—Robert Cole, **L0965 Denison**—Steve Franks, J. Steve Hayes, Dennis Snider, **L0970 Brownsville**—Armando Balboa, Jose Casarez, Cesar Cepeda, Luis Hernandez, **L0975 Austin**—Jeffrey Pine, **L1173 Baytown**—Michael Ryan, **L1204 Bryan**—Patrick Childers, Ponch Gonzales, Kit Hickman, Mark Loftus, John Renick, **L1259 Texas City**—Gary Boatright, **L1291 Denton**—Mark Klingele, Robert Westbrook, **L1293 Garland**—Clay Carr, **L2073 Irving**—Laurence Clifton, Paul Davis, Benny Hatchel, **L2149 Plano**—F. Jeff Amadon, L. Scott Kerr, **L2999 Duncanville**—Michael Hunt, **L3034 Lufkin**—Danny Hartfield, **L3113 Grapevine**—Carl Nix, **L3207 Weslaco**—Israel Flores, Felipe Luna, David Martinez,

L3493 Palestine—Dean McInnis, **L3606 Lewisville**—Steve Carter, **L3823 Weatherford**—Burt Anderson, Donald Hampton, **L4133 The Colony**—Kenneth Adamcik, Rocky Testerman, **L4146 Stephenville**—Rickey Hyde, **L4243 Southlake**—Ron Testerman, **L4964 Pearland Professional Fire Fighters**—Marc Faber
UTAH **L2970 West Valley City**—Scott Davis, Charles Reardon, Dale VanTussenbrook, Michael Western
VERMONT **L2905 Hartford Career Fire Fighters Association**—Raymond Bushey
VIRGINIA **F0025 Tidewater Federal Fire Fighters**—Joshua Astor, John Friis, **L0068 Norfolk**—Royce Munger, Timothy Payne, James Slaughter, **L0539 Portsmouth**—David Bell, Dale Harrington, Troy Monday, **L0995 Richmond**—Melvin Cash, Wayne Newcomb, **L1132 Roanoke**—John Dixon, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Karrie Boswell, Thomas Feehan, Mark Gauntner, Thomas Griffin, Felecia Manns, **L2449 Chesapeake**—Winford Evers, Stephen Lynn, **L2499 Bristol**—Michael Montgomery, **L2598 Prince William Professional Fire Fighters Inc.**—Everett Estes, **L2702 Fairfax City**—James Jeckell, Adrian Munday, Joseph Tutt, **L2803 Chesterfield County Professional Fire Fighters Assn.**—Leroi Bagley, Frank Chinn, Stuart Dalton, Donald Houtsma, Mark Sacra, Archer Williams, **L2924 Virginia Beach Professional Fire Fighters**—Gregory Banton, Gregg Benshoff, Patrick Humphries, John Truitt, Steven Valentine, **L3194 Roanoke County P.F.F. And Paramedics**—Tom Bier, Ken Martin, Stephen Simon, **L3217 Metropolitan Washington Airport Authority**—William Compher, Christopher Gardner, Timothy Imperio, John Main, Mark May, Henry Neyhouse, David Nixon, Mark Spangler, James Spieles, William Tall, Ralph Walker, Douglas Waskiewicz, Gregory Wood, **L3698 Accomack County**—David McCready, **L3756 Loudoun Career**—Kristy Morgan

WASHINGTON **F0282 Puget Sound Federal Fire Fighters**—Mark Peterson, **F0283 Fort Lewis**—Christopher Barnard, Glenn Rex, **I0024 Hanford**—Darrel Dabbling, Robert Hodgson, Michael Stiman, **L0027 Seattle**—Wendy DeMeter, Albert Sprague, **L0029 Spokane**—John Biddle, William Donahoe, Charles Hanan, Robert Hanna, Lisa Jones, Shannon Morse, Arthur Nichols, William Reeves, Wilburn Shamblyn, Debbie Stussi, John Trautman, June Watson, **L0046 Everett**—Robert Downey, Joseph Means, **L0106 Bellingham**—Keith McLean, John Scurlock, **L0452 Vancouver**—Virginia Chapman, **L0726 Pierce County Professional Fire Fighters**—Judy Murphy, **L1537 Anacortes**—Derryl Schuetz, **L1762 Mercer Island**—Robert Villalobos, **L1828 Snohomish County Fire District 1 Professional Fire Fighters**—Daniel Tobin, **L2024 South King County Professional Fire Fighters**—Kevin Crossen, Chris Ingham, **L2394 Mason County Professional Fire Fighters**—Robert Williams, **L2409 Tumwater**—Jeff Bostick, John Carpenter, Doug Meier, Darlene Raffelson, **L2459 Kenmore Professional Fire Fighters**—Mike Loutsis, **L2545 Kirkland**—Mike Haschak, **L2639 Aberdeen**—James Streifel, **L2898 Seattle Fire Chiefs**—Dennis Schmidt, **L3828 Cowlitz 2 Fire & Rescue Career Fire Fighters Association**—John McDowell
WEST VIRGINIA **L1155 Saint Albans**—Carl Mitchell
WISCONSIN **L0215 Milwaukee**—Gregory Browne, Kim Gropp, John Kielpinski, Patrick Norton, Paul Tomczak, Jeffrey Young Eagle, **L0311 Madison**—Randy Prude, **L0368 Manitowoc**—Daniel Hrudka, **L0407 Waukesha**—Michael Bohlmann, **L0580 Janesville**—Thomas Fuller, Jeffery Mayhew, Jody Stowers, **L2025 West Bend**—Daniel Bruesch, Jonathan Coutts, Jeffrey Petermann
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		Federal Fire Fighters	NJ	L0157	Curtis Tinsley	Oklahoma City	OK	L1348	Jack Hunter	Muncie	IN
L0002	Eugene Abbott	Chicago	IL	L0157	Rick Yarbrough	Oklahoma City	OK	L1348	Monty Scamihorn	Muncie	IN
L0002	Frederick Becker	Chicago	IL	L0215	Walter Radke	Milwaukee	WI	L1348	Bobbie Scroggins	Muncie	IN
L0002	Richard Bendy	Chicago	IL	L0255	Ryan Bjolverud	Calgary	AB	L1349	Rudolph Bridges	Mobile	AL
L0002	William Breitfuss	Chicago	IL	L0280	Sean Hagadorn	Syracuse	NY	L1349	Willie Clark	Mobile	AL
L0002	Russell Cangelosi	Chicago	IL	L0287	Louis Noest	Long Beach	NY	L1463	Thomas Aoki	Hawaiian Islands	HI
L0002	Frank Clark	Chicago	IL	L0287	John Spahr	Long Beach	NY	L1463	Tanner Meyer	Hawaiian Islands	HI
L0002	James Cody	Chicago	IL	L0323	Mike Kovalick	Burnaby	BC	L1463	John Rosa	Hawaiian Islands	HI
L0002	James Fant	Chicago	IL	L0332	R. E. Holmes	Asheville	NC	L1522	Armondo Esposito	New London	CT
L0002	Arthur Hausman	Chicago	IL	L0333	Charles McGrath	Springfield	OH	L1563	Andrew Covahey	Anne Arundel County	MD
L0002	Oliver Kroll	Chicago	IL	L0362	Richard Lentz	South Bend	IN	L1563	Michael Golden	Anne Arundel County	MD
L0002	Robert Kucharski	Chicago	IL	L0416	Christopher Bertrand	Indianapolis	IN	L1590	Paul Donohue	Wilmington	DE
L0002	Robert Landers	Chicago	IL	L0416	Richard Flaherty	Indianapolis	IN	L1590	William Kozlowski	Wilmington	DE
L0002	George Link	Chicago	IL	L0416	Joel Johnston	Indianapolis	IN	L1590	Douglas Rifenburgh	Wilmington	DE
L0002	Walter Lynch	Chicago	IL	L0416	Kenneth Morris	Indianapolis	IN	L1619	Carla Blue	Prince George's County	MD
L0002	Calvin Madsen	Chicago	IL	L0416	Samuel Scott	Indianapolis	IN	L1619	Elizabeth Grauel	Prince George's County	MD
L0002	Richard Martinez	Chicago	IL	L0416	Stuart Wright	Indianapolis	IN	L1619	George Hild	Prince George's County	MD
L0002	Martin McCafferty	Chicago	IL	L0452	Gary Baker	Vancouver	WA	L1619	James Mullikin	Prince George's County	MD
L0002	Francis McCarthy	Chicago	IL	L0452	Gary Hart	Vancouver	WA	L1619	Patricia Strunck	Prince George's County	MD
L0002	Joseph Murphy	Chicago	IL	L0452	Richard Vandyck	Vancouver	WA	L1651	William Burbank	North Kingstown	RI
L0002	Timothy O'Leary	Chicago	IL	L0479	Andy Herreras	Tucson	AZ	L1651	Gilbert King	North Kingstown	RI
L0002	Patrick O'Toole	Chicago	IL	L0479	Libero Leoni	Tucson	AZ	L1689	Carl Mills	Fremont	CA
L0002	Ralph Paluck	Chicago	IL	L0522	William Galoosis	Sacramento	CA	L1784	Joe Caldwell	Memphis	TN
L0002	John Roudebush	Chicago	IL	L0528	Timothy Vail	Niagara Falls	ON	L1784	Carl Dowdy	Memphis	TN
L0002	James Schaefer	Chicago	IL	L0587	Fernando Ordenez	Miami	FL	L1784	Clarence Feathers	Memphis	TN
L0002	George Schneider	Chicago	IL	L0632	Gary DeLucca	New Orleans	LA	L1784	Donald Guess	Memphis	TN
L0002	Lawrence Slater	Chicago	IL	L0632	Danny Morreale	New Orleans	LA	L1784	Joe Hill	Memphis	TN
L0002	Roger Stillman	Chicago	IL	L0632	Wilbert Roth	New Orleans	LA	L1784	Jerry Houston	Memphis	TN
L0002	Kenneth Tracy	Chicago	IL	L0644	Develon Puckett	Lincoln	NE	L1784	Patrick Howell	Memphis	TN
L0002	Edward Tunney	Chicago	IL	L0718	Ralph Ciavattone	Boston	MA	L1784	Freddie Hutchison	Memphis	TN
L0002	James Wulff	Chicago	IL	L0718	Herman Donaldson	Boston	MA	L1784	Edward Pollan	Memphis	TN
L0022	Michael Boffa	Philadelphia	PA	L0718	William Doyle	Boston	MA	L1784	Fred Rutschman	Memphis	TN
L0022	William Brightcliffe	Philadelphia	PA	L0718	A. Michael Mullane	Boston	MA	L1784	John Simmons	Memphis	TN
L0022	Thomas Devine	Philadelphia	PA	L0718	John Nicholas	Boston	MA	L1784	Douglas Totty	Memphis	TN
L0022	John Fleming	Philadelphia	PA	L0718	Val Piazza	Boston	MA	L1817	Ken Griswold	Rogue Valley	OR
L0022	Joseph Gleason	Philadelphia	PA	L0718	Roy Stanley	Boston	MA	L1847	Bryant Carpenter	Wilbraham	MA
L0022	John Groetzinger	Philadelphia	PA	L0734	Donald Gow	Baltimore	MD	L1908	Michael Evans	Clark County	NV
L0022	Norbert Jamison	Philadelphia	PA	L0734	George Ryer	Baltimore	MD	L1908	William Trelease	Clark County	NV
L0022	Howard Killion	Philadelphia	PA	L0734	Lonnie Schwink	Baltimore	MD	L1994	Steve Beyer	Westwood	MA
L0022	Paul Loro	Philadelphia	PA	L0747	Lawrence Waters	St. Petersburg	FL	L2068	Robert Clark	Fairfax County	VA
L0022	William Serody	Philadelphia	PA	L0809	James Branch	Pasadena	CA	L2068	Kenneth McDaniel	Fairfax County	VA
L0022	James Stinson	Philadelphia	PA	L0851	James Felton	Lane	OR	L2068	Clifton Rogers	Fairfax County	VA
L0022	John Valentino	Philadelphia	PA	L0858	Richard Ingraham	Denver	CO	L2068	John Sullivan	Fairfax County	VA
L0029	Terry Barnett-Canfield	Spokane	WA	L0858	George Southern	Denver	CO	L2141	Robert Nash	Alexandria	VA
L0042	Michael Daniel	Kansas City	MO	L0867	Thomas Hardy	Winnipeg	MB	L2498	Teresa Dinse	York County & City of Williamsburg	VA
L0042	George Kienzie	Kansas City	MO	L0867	Pete Kryba	Winnipeg	MB	L2498	Edward Thompson	York County & City of Williamsburg	VA
L0042	Ival Pruter	Kansas City	MO	L0867	John Melnick	Winnipeg	MB	L2533	Ronald Mullen	Branford	CT
L0049	Donald Swibaker	Bloomington	IL	L0867	Gerry Raiche	Winnipeg	MB	L2612	James Rogers	Sedgwick County	KS
L0065	Wayne Haynes	Knoxville	TN	L0935	Dave Lodarski	San Bernardino County	CA	L2829	Frank Glaser	Redmond	WA
L0073	Jay Versen	Saint Louis	MO	L0995	Eugene Compton	Richmond	VA	L3181	Ted Kimbrough	Fayetteville	TN
L0076	Robert Quinn	Somerville	MA	L0995	Horace Hughes	Richmond	VA	L3531	Louis Trasport	Polk County	FL
L0080	Darren Grindheim	Saskatoon	SK	L1032	Timothy Brennan	Medford	MA	L3775	Al Hentsch	East Joliet	IL
L0089	Joseph Chiado	Clarksburg	WV	L1066	John Ferry	Jersey City	NJ	L3803	Jason McLean	Amherstburg	ON
L0089	Jeffrey Webb	Clarksburg	WV	L1066	Thomas Pilovsky	Jersey City	NJ	L3874	George Redner	Monmouth-Ocean	NJ
L0094	Jeffrey Wallen	UFA Of New York	NY	L1080	Michael Blank	Newport	RI	L4146	Mickey Belew	Stephenville	TX
L0112	Steven Robinson	Los Angeles City	CA	L1080	Peter Booth	Newport	RI	L4488	Corey Palmore	Lakeside	CA
L0122	Douglas Abdul Haqq	Jacksonville	FL	L1080	David Jackson	Newport	RI	L4805	Zachary Clevenger	Montgomery County	KY
L0140	Rufus McKenzie	Nashville	TN	L1124	David Nondorf	Valparaiso	IN				
L0140	Thomas Morris	Nashville	TN	L1132	Charles Wells	Roanoke	VA				
L0157	Elray Autrey	Oklahoma City	OK	L1230	Jaad Ajlouny	Contra Costa County	CA				
L0157	Ernie Beam	Oklahoma City	OK	L1236	Curtis Dulohery	Dekalb	IL				
L0157	Lee Sloan	Oklahoma City	OK	L1271	Graham Symonds	Surrey	BC				

LAST ALARM



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L411	Robert C. Kennedy	York, ON	3/31/80	L854	John Gallagher	New York, NY	7/26/15
L1582	Clifford G. Reed	Oakville, ON	4/21/92	L181	Ludovick L. Geni	Regina, SK	7/26/15
L162	Harvey Bellinger	Ottawa, ON	10/25/93	L288	Earl F. Smith	Hamilton, ON	8/1/15
L1137	Thomas Timmins	Etobicoke, ON	12/10/95	L112	Steven L. Robinson	Los Angeles, CA	8/9/15
L1595	Bruce G. Bamlett	Vaughan, ON	3/21/97	L255	Francois J. Rivest	Calgary, AB	8/17/15
L1908	Darnell Brown	Clark Co., NV	2/16/99	L854	Thomas J. Thompson	New York, NY	8/17/15
L341	Joseph A. Ary	Houston, TX	5/5/02	L181	Andrew D. Boa	Regina, SK	9/15/15
L455	Arthur G. Laslett, Sr.	Windsor, ON	1/20/05	L854	Gary J. Gates, Jr.	New York, NY	9/29/15
L2928	Shawn M. Thurman	Palm Beach Co., FL	1/26/05	L76	Robert F. Quinn	Somerville, MA	10/4/15
L162	J. Edward Tremblay	Ottawa, ON	12/11/08	L1768	Anthony T. Colarusso	Plymouth, MA	10/20/15
L112	Gary M. Stameisen	Los Angeles, CA	12/4/10	L94	Nicholas Demasi	New York, NY	10/21/15
L58	Thomas M. Johnson	Dallas, TX	5/6/11	L752	Lawrence Berenz	North York, ON	10/25/15
L2081	Dennis M. Walker	Hackensack, NJ	6/15/11	L1132	Jesse D. Clingenpeel	Roanoke, VA	11/5/15
L94	Virginia Culkin-Spinelli	New York, NY	12/19/11	L162	Norman L. Grant	Ottawa, ON	11/11/15
L626	Peter J. Chambers	Scarborough, ON	10/10/13	L344	Vincent H. Smith	Detroit, MI	11/19/15
L854	Thomas J. Greaney	New York, NY	1/5/14	L344	Walter R. Szelag	Detroit, MI	11/20/15
L113	Donald Cooper	Toronto, ON	1/25/14	L854	James Costello	New York, NY	11/25/15
L440	William M. Thompson	Fort Worth, TX	4/28/14	L786	Richard E. Saunders	Stamford, CT	11/28/15
L3888	Terry M. Thompson	Toronto, ON	8/16/14	L1684	Scott Carroll	Oxnard, CA	11/30/15
L94	Daniel Heglund	New York, NY	9/22/14	L411	Karl Lewis	York, ON	11/30/15
L94	Cornell L. Horne	New York, NY	10/5/14	L3086	Mark Zielinski, Sr.	Matteson, IL	12/4/15
L2568	John M. Templeton	Marshfield, MA	1/22/15	LF-282	Michael C. Stewart	Puget Sound-Keyport, WA	12/7/15
L1664	Patrick J. Hollern	Montgomery Co., MD	2/1/15	L2612	James O. Rogers	Sedgwick Co., KS	12/10/15
L525	Daniel Corrigan	Santa Barbera, CA	3/4/15	L2	Daniel V. Capuano	Chicago, IL	12/14/15
L94	Gregory A. Chevalley	New York, NY	4/24/15	L42	Daniel D. Rapp	Kansas City, MO	12/16/15
L244	Gilbert D. Pohl	Albuquerque, NM	5/2/15	L76	Paul M. Sullivan	Somerville, MA	12/19/15
L2143	Wayne C. Douglas	Fort Saint John, BC	5/21/15	L1271	Randy T. Piticco	Surrey, BC	12/22/15
L995	Thomas R. Brandon, Jr.	Richmond, VA	5/29/15	L20	Patrick Wolterman	Hamilton, OH	12/28/15
L2	Edward P. Toomey	Chicago, IL	6/5/15	L95	Kenneth K. Harris	Oak Park, IL	1/11/16
L854	George D. Eysser	New York, NY	6/13/15	L336	Scott D. Bruggeman	Middletown, OH	1/18/16
L411	John R. O'Grady	York, ON	7/19/15	L359	Marlon D. Coutee, Sr.	Gary, IN	1/21/16

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◀ NAVY COTTON POLO

100% cotton pique knit with white accent stripe on collar and cuffs. Three pearl-rim buttons. Red, white and blue logo embroidered on left chest. International Association of Fire Fighters text on right sleeve in white. M-4XL

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100% cotton asphalt gray shirt with large maltese design on front. S-3XL

Item F1235 - \$26⁹⁹



◀ BLACK CHEVRON T

100% cotton shirt with large diamond plate chevron maltese on back and 1-color coordinating maltese logo on left chest. S-3XL

Item F1237 - \$26⁹⁹

14OZ. CERAMIC TUMBLER ▶

Insulating, dual wall ceramic travel tumbler. White with green and black Union Fire Fighter design. Includes black silicone sipping lid.

Item F754 - \$15⁹⁹



15 OZ. GLASS TUMBLER SET ▶

Set of 2 double old fashion glasses with Union Fire Fighter design in gold.

Item F756 - \$12⁹⁹

◀ DELUXE BRASS COASTER SET

Set of 4, felt-backed satin brass coasters with antique brass maltese emblem in center of black leather. Includes solid walnut holder.

Item F755 - \$110⁹⁹



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