Fire Fighter Quarterly Winter 2017.qxp_IAFF_Mag 2/16/17 12:14 PM Page 1

WINTER 2017

Fire Fighter QUARTERLY

ADVANCED CANCER TESTING TECHNOLOGY



GPS Cancer Breakthrough Testing for Cancer Treatment Strategies

IT'S LIKE NOTHING YOU'VE EVER EXPERIENCED.

ATHLETIX™

All-new athletic design with stretch fabrics for body-contoured, less bulky fit, lighter weight, and unprecedented range of motion

KOMBAT STRETCH

New PBI®/KEVLAR® blend outer shell with stretch for athletic performance and premium thermal protection

PBI

New NOMEX® NANO thermal barrier is thinner, lighter, more flexible, more breathable, and quicker drying, without sacrificing TPP

DuPont™ Nomex Nano



New segmented and heat-sealed COMFORT TRIM is far lighter, remarkably flexible, and breathable

3M Scotchlite™ Reflective Material



Breakthrough material technology enables an all-new, body-contoured, athletic design. ATHLETIX.™ It's like nothing you've ever experienced. Details at **globeturnoutgear.com**

ATHLETIC GEAR FOR FIREFIGHTERS.™ GLOBE®

GLOBE, ATHLETIX, and designs are trademarks or registered trademarks of Globe Holding Company, LLC. PBI is a registered trademark of PBI Performance Products, Inc. KOMBAT is a trademark of TenCate Protective Fabrics USA. DUPONT, KEVLAR, NOMEX, and designs are trademarks or registered trademarks of E.I. du Pont de Nemours and Company or its affiliates. 3M, SCOTCHLITE, and designs are trademarks of 3M Company.

Fire Fighter Quarterly Winter 2017.qxp_IAFF_Mag 2/16/17 12:14 PM Page 3

Winter 2017
Fire Fighter Quarterly
vol. 100 no.1







Cover

10 **Innovative Approach Has Great Promise for Cancer Treatment Strategies**
Game-changing GPS Cancer provides advanced treatment options for members

Features

14 **Fighting Back**
Affiliates across the country are fully engaged in fighting back against anti-labor initiatives

20 **IAFF Recovery Center Opens**
The Center of Excellence for Behavioral Health Treatment and Recovery addresses substance abuse and addiction, with an emphasis on post-traumatic stress disorder

22 **Challenges and Opportunities in New Administration and Congress**
The 2017 Alfred K. Whitehead Legislative Conference is an opportune time to advocate directly with members of Congress on key federal issues

Departments

5 **From the General President**
7 **From the General Secretary-Treasurer**
9 **Letters**
12 **Noteworthy News**
18 **What's Our Union Doing for Us?**
23 **Across the IAFF**
35 **On the Road**
36 **Retirees**
42 **Never Forget**
43 **Last Alarm**

Download the IAFF Frontline App
The IAFF app is available for Apple, Android and Blackberry devices. Download the latest update today using this QR Code.



Connect with the IAFF

Visit Fire Fighter Quarterly online at **www.iaff.org/mag**

Fire Fighter QUARTERLY

Harold A. Schaitberger General President
Edward A. Kelly General Secretary-Treasurer

IAFF EXECUTIVE BOARD

1st District
James Slevin
204 E 23rd Street
New York, NY 10010
(212) 545-6978 (Office)

2nd District
Mark Woolbright
115 McMennamy Road
St. Peters, MO 63376
(314) 393-9755 (Cell)
(636) 397-1572 (Office)
(636) 397-3809 (Fax)

3rd District
Jay Colbert
20 Henry Ave.
Somerville, MA 02144-2604
(617) 307-8076 (Cell)

4th District
Andrew K. Pantelis
16701 Melford Blvd.
Suite 124
Bowie, MD 20715
(301) 674-3448 (Cell)

5th District
Thomas Thornberg
23594 Ulysses St. NE
East Bethel, MN 55005
(612) 290-8015 (Cell)

6th District
Michael Hurley
8023 19th Avenue
Burnaby, BC Canada V3N1G2
(604) 219-4966 (Cell)

7th District
Kelly Fox
2216 57th Way NW
Olympia, WA 98502-3451
(360) 791-6201 (Cell)

8th District
Mark Sanders
10527 Winding Way
Harrison, OH 45030-2043
(513) 260-2381 (Cell)

9th District
Ray R. Rahne
3444 S. Newland Ct.
Lakewood, CO 80277
(303) 619-2462 (Cell)
(303) 988-0177 (Home)

10th District
Frank Lima
1571 Beverly Boulevard
Los Angeles, CA 90026-5704
(213) 507-6317 (Cell)
(213) 485-2091 ext. 1 (Office)

11th District
Sandy McGhee
1283 S. Detroit Avenue
Tulsa, OK 74120
(918) 855-8228 (Cell)

12th District
Larry Osborne
8743 Ricardo Lane
Jacksonville, FL 32216-3536
(904) 641-5407 (Home)
(904) 219-8656 (Cell)

13th District
Fred LeBlanc
317 Avenue Road
Kingston, Ontario K7M 1C8
(613) 328-2195 (Cell)

14th District
Danny Todd
3740 Northcliffe Drive
Memphis, TN 38128
(901) 377-6549 (Home)

15th District
David Burry
16 Indian Pond Place
CBS, NL A1X6P8
(709) 744-2709 (Home)
(709) 689-7574 (Cell)

16th District
James B. Johnson
3195 Dayton-Xenia Road
Suite 900-303
Beavercreek, OH 45434-6390
(202) 360-1318 (Cell)

TRUSTEES

Mark S. Ouellette
2681 Sicily Drive
New Smyrna Beach, FL 32168
(386) 314-5837 (Cell)

Alex Forrest
303-83 Garry Street
Winnipeg,MB R3C-419 Canada
(204) 783-1733 (Office)
(204) 791-4980 (Cell)
(204) 255-0383 (Home)
(204) 253-0496 (Station)
(204) 772-2531 (Fax)

Anthony Mejia
2859 Albury Avenue
Long Beach, CA 90815
(562) 989-3667 (Office)
(562) 212-2055 (Cell)

GENERAL COUNSEL

Thomas Woodley
Woodley & McGillivary

Harold A. Schaitberger, Editor
Jeff Zack, Supervising Editor
Jane Blume, Director of Communications, Managing Editor
Mark Treglio, Staff Writer **Kristin Craine**, Staff Writer **Tim Burn**, Staff Writer
Kristin Hazlett, Graphic Designer **Michelle Yuen**, Assistant Graphic Designer
Mesha Williams, Staff Writer **Meghan BouHabib,** Editorial Assistant
Cindy Pinkney, Administrative Assistant
Craig Renfro, Advertising Director • (972) 416-9782 • crenfro@iaff.org

Periodical postage paid at Washington, DC and additional mailing offices.

Published quarterly
Subscription price $18 per year.
Fire Fighter Quarterly (Print)
(ISSN 2333-3669)
Fire Fighter Quarterly (Online)
(ISSN 2333-3685)
Official publication of and

© Copyright 2017 by the
INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS®

1750 New York Avenue, N.W.
Washington, D.C. 20006-5395
Postmasters send changes of address to:
IAFF
1750 New York Avenue, N.W.
Washington, D.C. 20006-5395

Printed in USA

Publications Mail Agreement No. 40065725 Canada Post: Return undeliverables to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

INTERNATIONAL EXECUTIVE STAFF

Jim Lee Chief of Staff

Mathew Golsteyn Chief of Operations

Doug Steele Legal Counsel

Patrick J. Morrison Assistant to the General President for Occupational Health, Safety and Medicine

Jeff Zack Assistant to the General President for Media, Communications and Information Systems

Scott Marks Assistant to the General President for Canadian Operations

Lori Moore-Merrell Assistant to the General President for Member Services, Technical Assistance and Information Resources

James Ridley Assistant to the General President for Education, Training and Human Relations

Kevin O'Connor Assistant to the General President for Governmental and Public Policy

Warren May Assistant to the General Secretary-Treasurer for Finance and Membership

Elizabeth Harman Assistant to the General President for Grants Administration and HazMat/WMD Training

AUXILIARY TO THE IAFF

Terra McKenzie
President
(217) 424-5687
Terra.Mckenzie@adm.com
www.aiaff.com

IAFF CHAPLAIN

Father Thomas Mulcrone

IAFF Headquarters Office
1750 New York Ave. NW
Washington DC 20006
(202) 737-8484 (Office)
(202) 737-8418 (Fax)

IAFF Canadian Office
350 Sparks St. Suite 403
Ottawa Ontario, Canada K1R7S8
(613) 567-8988 (Office)
(613) 567-8986 (Fax)

IAFF FINANCIAL CORPORATION

Carrie Tucker
Chief Operating Officer

E-18 MEDIA

Marty Sonnenberg
Executive Producer

EMERITI OFFICERS

President Emeritus
Alfred K. Whitehead

Secretary-Treasurer Emeritus
Frank A. Palumbo
Thomas H. Miller

Vice President Emeritus
Russell P. Cerami
James L. Hill
Elliott Hastings
Dominick C. DiPaulo
Robert E. Palmer
Charles L. Buss
Gerald O. Holland
Michael J. Crouse
Ernest A. "Buddy" Mass
Terry A. Ritchie
Dominick F. Barbera
Kevin Gallagher
Bruce Carpenter
James A. Fennell
William V. Taylor
Lorne West
James T. Ferguson

Trustee Emeritus
William McGrane
Dennis Lloyd

Our Path to a Stronger Union



Harold A. Schaitberger

Our union is the most bipartisan union in the labor movement. We work with anyone, regardless of political party, to get things done on our members' behalf.

That doesn't mean that one party hasn't historically been on our side more often than the other. In fact, we all know that more often than not, we can count on certain parties to be there for us on issues related to your work, your rights and protections on the job and to secure your retirements.

But in the United States in the last election, the Democratic Party, the traditional party of labor and people who work for a living — and the supposed party of inclusion — spoke and acted in ways that at times disparaged and talked down to many of those workers who, for decades, had served as the Party's core of support.

The result was a historic shift in the way those former core supporters voted — and a significant number of members of our union were part of that major shift.

The results of this voter shift over the last four election cycles is a deterioration, if not devastation, of elected officials in local, municipal and state legislative bodies. We are now facing another round of attacks on our members' collective bargaining rights, their pension security, their workplace democracy and their political voice as a result of the loss of worker and union-friendly lawmakers.

To try to get the Democrats back in full support of our members and the core issues that address their lives and livelihoods — and communicating that support clearly — we are working at the highest levels to ensure that the Party is committed to broadening its base, using a strong economic message that is truly inclusive of everyone, so it can get back to a winning coalition that puts its arms around all workers, rather than the narrow focus on identity and cultural politics that alienated so many of its core voters in the last election.

At the same time, we are working at the highest levels to develop paths to work with the new Trump administration on issues that affect our members.

In the mist of the controversies — and to some degree, chaos — that is currently embroiling this new administration, we are working toward establishing the relationships with members of Congress and the Trump administration who make decisions about critical issues at the federal level that affect our members and this union.

We already have a good relationship with the new Secretary of Transportation, Elaine Chao, from her time as Secretary of Labor under George W. Bush. That relationship should help us maintain and enhance the HazMat training program that we've built using DOT grant money.

We are opening the door to meet with the new Secretary of Homeland Security, General John F. Kelly, which should help us continue to advocate for policies through that critical department that promotes public safety and provides the grants for staffing, equipment and training that ensure so many of our departments have the fire fighters and equipment needed to do their dangerous work safely and effectively.

And the fact is that, while we know that the new administration and 115th Congress will be challenging for this IAFF, our union is unique in the House of Labor because of our bipartisan approach to politics at all levels.

We have relationships in the U.S. House and Senate, with friends on both sides of the aisle, in both chambers of Congress who will help us, as well. I have already met with House Majority Leader Kevin McCarthy (R-CA) and Senate Democratic Leader Chuck Schumer (D-NY) and bi-cameral and bi-partisan committee chairs and ranking members to garner support for our priority issues and to lay a marker on legislation we oppose.

In addition, we have history on our side. Our union has been able to get things done for our members no matter who is in control at the highest levels of government. Going back to every president since 1976 under President Gerald Ford, when we passed our first Public Safety Officer Benefit (PSOB) into law. In fact, already President Trump has signed one of our legislative priorities into law: a formal authorization of the Urban Search and Rescue program.

That doesn't mean we don't have some serious challenges we are facing. And when we look at some of those challenges and attacks, many Republicans in Congress and across the country aren't proving to be any friends of labor, either.

Republican attacks in Michigan are taking aim at retiree health care. We have Republican-controlled legislatures and governors in Iowa and Missouri attacking collective bargaining and dues deduction. They are singling out our members for pension attacks in Nebraska.

At the federal level, Representatives Steve King (R-IA) and Joe Wilson (R-SC) introduced the National Right to Work Act, H.R. 744, legislation that would undermine unions nationwide by permitting workers to receive the benefits of a union contract without having to pay dues.

However, working with friends on both sides of the political aisle, we are confident that a combination of union-friendly and states' rights advocates in both parties will kill this blatant attack at the federal level.

The real threat remains at the state level, where right to work proposals have advanced in many legislatures, including Kentucky, New Hampshire and Missouri, since the recent election.

While most unions see a significant drop off in membership in right to work states, the IAFF maintains strong membership levels in those places with longer-term and newly passed right to work laws. With union membership sagging to under 11 percent in the nation, no other union comes close to the IAFF's 85 percent representation level in its trade, including in traditional and newly enacted right to work states.

We don't see the drop off because our profession is different from most others. Our members know the importance of having each other's backs. We don't like people who don't pull their weight — because we know it can mean the difference between life and death on the fire ground.

The IAFF believes the best answer to beating right to work laws is a strong union that fights above its weight class on behalf of its members at all levels, and that's just what this IAFF does.

As part of that effort, the IAFF will be introducing a National Collective Bargaining Bill in the 115th Congress pursuant to the unanimous passage of Resolution 38 at our last Convention. We know the odds are against us, but we also know every major success at the national level starts with the first steps in a difficult and long journey, and we are up for the fight. With our enemies attacking us with pension reform and paycheck deception, we will play offense. We will carry the message of work place justice, freedom of speech and the right to organize and bargain collectively through the Halls of Congress and across our great nation.

It may take years, but we will win, and one day every IAFF member will be covered by a collectively bargained union contract.

We will continue to provide extensive training, service and resources to our locals and leaders so they can remain strong and show our members the value of their union dues at home, in the statehouse and at the federal level.

If we continue to fight harder and stronger on our members' behalf than anyone else, our members will continue to have our backs. That's our philosophy, and that's why our union and our members — even in the most difficult environment, not unlike challenges on the fire ground — will ultimately prevail. ■



FIND THE HOT SPOTS. AND THE HEARTBEATS.

The MSA G1 is the first and only SCBA with an integrated thermal imaging camera. So now every firefighter can locate the dangerous areas. A victim or a buddy. And the way out.

Find out more (and request a demo) at
msafire.com/**breathe**



WHEN YOU GO IN, MSA The Safety Company WE GO IN WITH YOU.

© MSA 2016 • ID 5779

Working For You



Edward A. Kelly

During the month of January, the Office of the General Secretary-Treasurer mailed new membership cards to the address of record for all active and active-retired members in good standing. These new cards are effective through 2020.

If you have not received your new membership card, please let us know by emailing membership@iaff.org. Please include your current home address so that we can send a new card to you as quickly as possible.

Also in January, the IAFF launched the updated IAFF Frontline app, which has greatly enhanced the capabilities and tools accessible to our affiliate leaders and members attending IAFF events.

One important feature allows every member to access an electronic version of their membership card. We expect that this step to modernize our operations will benefit our members who are constantly on the move. This change will also increase our capacity to deliver services and assistance to our members during disaster relief operations. I encourage every member to download the IAFF app to your mobile devices.

Labor Organization Bond

Your local's Labor Organization Bond will renew on April 1, 2017. The IAFF provides affiliates with coverage in the base amount of $5,000. Your local may carry additional coverage through the IAFF's broker, Schoenfeld Insurance. If your local carries additional coverage, you should have received an invoice from Schoenfeld Insurance in February to renew your local's additional coverage.

Bond coverage provides indemnity against losses sustained through the failure of any officer or employee to faithfully discharge his/her duties handling the local's funds or property. The cost of any increased bond amount is the responsibility of the affiliate requesting the higher limits.

The Labor-Management Reporting and Disclosure Act (LMRDA) requires unions to maintain a bond of at least 10 percent of its assets at all times. The LMRDA applies to industrial locals and locals representing employees working for private employers (e.g., a private ambulance company). For federal locals subject to the Civil Service Reform Act (CSRA), the same bonding requirement contained in the LMRDA is also mandated by the CSRA. Every local covered by the LMRDA or CSRA must maintain the 10 percent bonding minimum. The only exception to this requirement applies to locals with total assets under $5,000. While not all IAFF affiliates are required to maintain bonding at this level, the IAFF strongly encourages all affiliates to maintain the LMRDA minimum level of bonding to ensure their local's financial security.

Any IAFF state affiliate with locals that represent members working for private employers must also comply with the LMRDA bonding requirements.

The IAFF's broker, Schoenfeld Insurance, offers a substantial discounted rate to IAFF affiliates. For additional information, contact Schoenfeld Insurance at IAFFbond@schoenfeldins.com or (410) 602-2000 ext. 320. Watch your email for correspondence from Schoenfeld Insurance. You must act in a timely manner to maintain or change your local's additional coverage.

Payroll Companies

As IAFF affiliates grow in size and complexity, the need for professional staff and adequate compensation, including salary, for elected leadership increases as well. To best maintain fiscally prudent and ethical management practices, I recommend that our affiliates engage the services of a professional payroll company to manage the record-keeping and disbursement of regular compensation from a state, provincial or local union.

Payroll does not end with the check on payday – there are taxes (federal, state, provincial and local) that need to be withheld and remitted to the appropriate entity. Additionally, unions have regular tax filings to both the federal and state governments. Access to professional expertise can prevent failures related to our fiduciary responsibilities which, in the current environment, lead to complications detrimental to the organization at every level beyond paying interest and penalties to a governmental agency. Also, note that if you are an officer or other responsible party as defined by the IRS, you may be personally liable for payroll taxes not reported or deposited as required.

Affiliate Leadership Training Summit

I was pleased that the Best Practices for Secretary/Treasurers workshop offered at the Affiliate Leadership Training Summit (ALTS) in January in Anaheim, California, was so well-attended. As you know, the secretary-treasurer plays a pivotal role, not only in the day-to-day operations and administration, but also has a fiduciary responsibility to prepare budgets and report the financial condition of the union to the membership.

Local leaders who attended the class learned more about the duties and responsibilities of a secretary-treasurer, reporting requirements and resources, as well as best practices developed by other secretary-treasurers across our great union. I want to thank Assistant to the General Secretary-Treasurer Warren May and the Director of Auditing Ryan Weber for sharing their expertise.

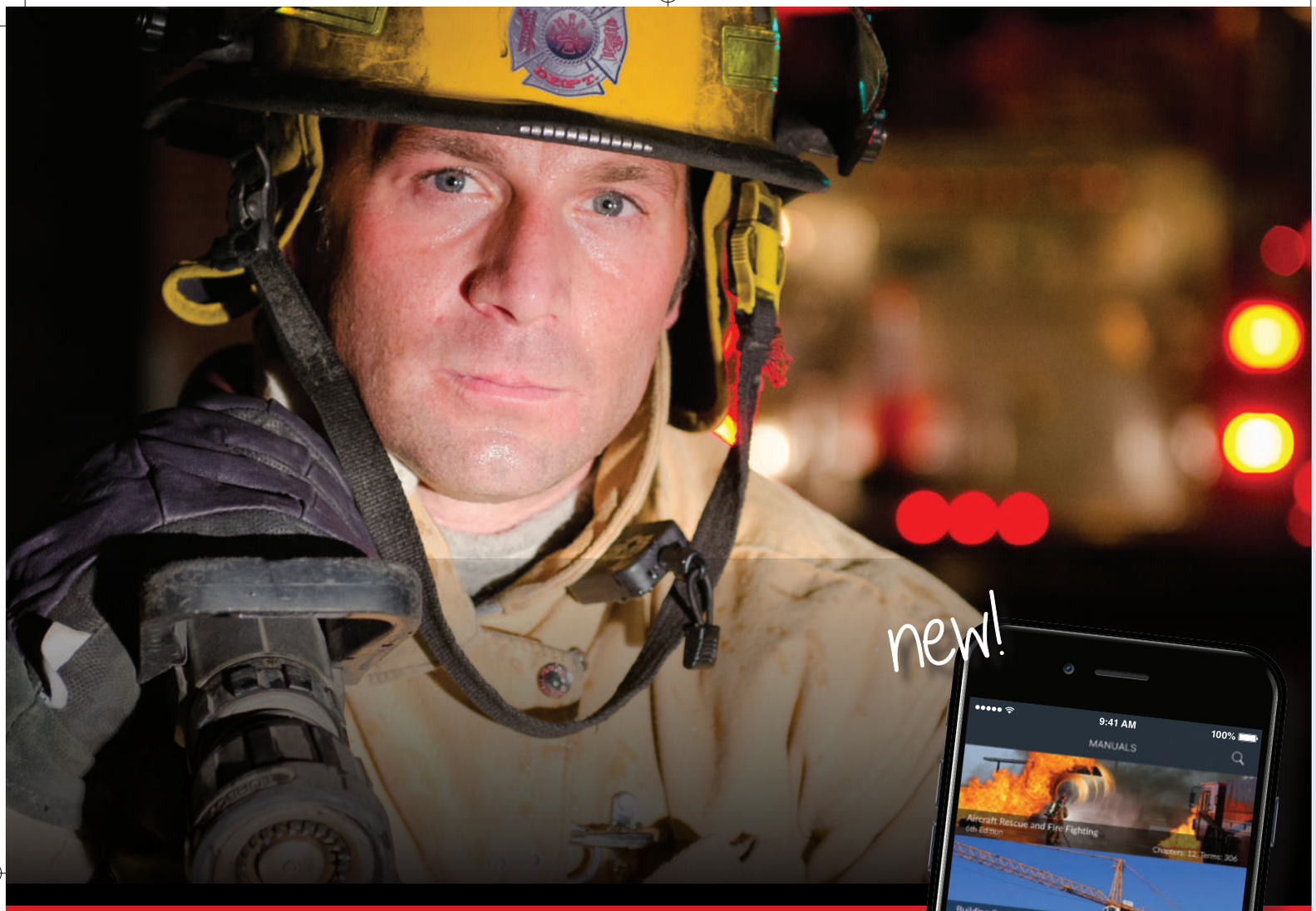
The workshop included a panel of active secretary-treasurers who fielded questions from attendees and engaged in an interactive discussion on topics such as investing reserve money, financial components of the constitution and by-laws and transparent accounting practices. Thank you to panel participants Jerardo Avila (Modesto, CA Local 1289), Kevin Dickinson (Oshawa, ON Local 465), Trey Wells (Mansfield, TX Local 3599), Kevin Weeks (Roanoke, VA Local 1132), Ralph Dowling (Boston, MA Local 718) and our moderator Bill McQuillen (Professional Fire Fighters of New Hampshire).

Dues Deduction Capabilities

With the potential for legislation to be introduced in states throughout the country that removes the ability for public employee unions to deduct dues from members paychecks, our office has been focused on exploring different platforms that would enable dues deduction through other means. We will remain diligent in finding the proper avenue to ensure the lifeblood of our union's success isn't stripped away by those focused on removing the voice of the middle class.

Be you, be strong, be fire fighters!





IFSTA INTERACTIVE DICTIONARY APP

- Contains over 7,500 terms from the IFSTA Library
- Create flashcards and quizzes to test your knowledge
- Easy to use interface

new!



download today!

All terms from the glossaries of new manuals will automatically download to your device at no additional charge.

Download on the App Store

IFSTA
INTERNATIONAL FIRE SERVICE TRAINING ASSOCIATION

IFSTA.ORG/DICTIONARY | 800.654.4055

True Brotherhood

Dear President Schaitberger:

My name is Michael Strouse, and I am a member of Wright-Patterson Air Force Base Local F-88. Last year, I was severely injured in the eyes from toxic chemicals in AFFF foam and have been taken off the job permanently.

My family and I want to thank the members of Local F-88 and the Wright-Patterson Air Force Base Fire Department for their support, love, calls, texts, donations and visits … and just for being there for us during these rough times we are still going through.

This is true brotherhood and I'm so glad to be a part of this great union. Thank you for everything that you do for us and continue to do for us.

Michael and Terri Strouse and Family

Member Re-elected

Dear President Schaitberger:

While reading the Fall 2016 issue of *Fire Fighter Quarterly* and the November election results, my election was not included in the member candidate section. I am happy to report my successful re-election bid to the Rock Island County Board. I also greatly appreciate the financial support given by IAFF FIREPAC to support my re-election efforts.

Thank you brothers and sisters of the IAFF!

Brian Vyncke
Member
Moline, IL Local 581

Stronger HazMat Team

Dear President Schaitberger:

Thank you to the IAFF for choosing our department for the Hazardous Materials Operations course. We wouldn't have been able to run an Operations course this year had it not been offered at little to no cost to our members.

Thanks to your training, we have been able to build a strong working relationship with local industry partners. The training, if offered again to Prince George Fire Rescue will be provided to local industry as well. We have discussed the idea of extending the training opportunity to small locals in the northern region that are too small to be able to host an event such as this.

Once again, the training has strengthened our community and better prepared us for the inevitable. Because we are the Northern Transport hub for both highway and train routes, we have seen increased industrial traffic through our city over the last few years. From the previous trainings, we have managed to build and strengthen our Hazardous Materials Team, which makes our community safer. So, thanks again on behalf of Prince George Fire Rescue and the members of 1372.

We look forward to improving public safety through the opportunities provided by the International.

Fraternally,
John Iverson
Fire Chief
Prince George Fire Rescue

Dean Aussem
President
Prince George, BC Local 1372

Valuable Resources

Dear President Schaitberger:

I wanted to personally thank you for you and the IAFF's staff's assistance in laying the ground work for successfully passing our proposition to remove the sunset and permanently renew our ¼ of one percent sales tax, which represents $5.6 million each to both fire and police budgets.



There is no question that this was a huge team effort. The local leadership and administration in 2014 successfully passed legislation to remove the sunset and permanently renew the tax. This was amended to be placed on the November 8, 2016 ballot.

The Ballot Initiative Training Academy clearly was an outstanding class to prepare for this endeavor. However, the most valuable resource for our leadership has been the IAFF. Thank you for the many conference calls, emails, timelines on the ground and assistance in the days leading up to the election to make sure that we were in fact standing strong and ready!

I know this political climate has been unprecedented with adverse outcomes, but I wanted you to know how grateful Local 514 is for your leadership and support!

Sincerely,
Barbara Sellers
President
Shreveport, LA Local 514

Christmas Joy

Dear President Schaitberger:

Baltimore Fire Officers Local 964 and Baltimore City Fraternal Order of Police Lodge 3 participated in Operation Warm, providing coats to children of need at Morrell Park Elementary/Middle and Hampstead Hills Elementary schools in November and December.

The faces of the children when receiving the coats brought smiles to our faces! For many of them, it was Christmas come early and for others it was the only gift they received this holiday season.

At Morrell Park, we met with Dick Sanford, founder and chairman of Operation Warm. He started this wonderful program in 1998 when he saw children who were in need of coats at a bus stop. He, along with others, handed out 58 coats and the rest is history.

Local 964 also visited local hospitals and shelters, giving presents and providing a Christmas for local families in need. The joy and smiles that come across the children's faces who are confined to a hospital, rehabilitation center or shelter during the Christmas Season is priceless!

Michael B. Campbell
President
Baltimore Fire Officers Local 964



Correction: In the Summer 2016 issue, the "In Memoriam" page on page 50 incorrectly listed Boston Local 718 member Edward Fitzpatrick as Edward Fitzgerald. We apologize for the error.

GPS Cancer: Breakthrough Testing for Cancer Treatment Strategies

Cancer is now the leading cause of death for fire fighters nationwide — 60 percent of the names on the Fallen Fire Fighter Memorial Wall in Colorado Springs are IAFF members who have died from occupational cancer. In fact, research suggests that the prevalance of cancer in fire fighters is 9-12 percent higher than the general population.

Everything — furniture, electronics, drapes, carpet and other household goods — is made of a chemical property that, when on fire, release countless carcinogens that fire fighters breath in or absorb into their skin over the course of their career.

The health and safety of members has always been this union's number-one priority. The IAFF has taken the lead in promoting studies and research programs on cancer in the fire service as part of continuing efforts to prevent and reduce cancer and cancer deaths. The IAFF has also been successful in 35 states and 11 provinces in getting presumptive laws passed that recognize many cancers as job-related diseases.

"We know why our members are contracting cancer. It's the toxins they're exposed to as part of the job," says General President Harold Schaitberger. "But the one area where we need to do more is in treatment for our members."

The need to learn more about the correlation between fire fighting and occupational cancer and innovative treatment protocols was the intent of Resolution 48 passed at the 2016 IAFF Convention calling for a Cancer Summit.

In October, researchers, physicians, epidemiologists and other subject matter experts, along with affiliate leaders from the United States and Canada, convened for the IAFF Cancer Summit in San Francisco. It was here that NantHealth Chairman and CEO Dr. Patrick Soon-Shiong first talked to the IAFF about a revolutionary new approach to fighting cancer that uses the latest in genomic and proteomic analysis and leverages the body's own immune system to customize treatments for cancer patients.

This new advancement — the GPS Cancer profile — is the only test that measures the exact amount of critical proteins present on the surface of a cancer cell from the patient's tissue sample. Drugs work on proteins, so whether a drug will be effective for a cancer patient or whether the patient's tumor is resistant to a drug is determined by what proteins are expressed on the surface of a cancer cell.

That's how GPS Cancer can predict a patient's response to drugs used to treat cancer before the patient actually is exposed to the drug, rather than trial and error as we do today. Historically, on average, three out of four of a patient's first treatments fail. Someone with a life-threatening cancer that can't be treated surgically may realistically have only one shot at treatment. There may not be six months to figure out that a treatment is not working.

About NantHealth

Founded in 2010 with headquarters in Culver City, California, NantHealth is a next-generation, evidence-based, personalized healthcare company enabling improved patient outcomes and more effective treatment decisions for critical illnesses.

NantHealth's unique systems-based approach to personalized healthcare integrates novel diagnostics with large-scale, biometric and phenotypic data to track patient outcomes and deliver precision medicine. ■

"Every cancer is unique," explains Dr. Soon-Shiong. "What works for one patient may not work for another. Oncologists can use the results of the GPS Cancer profile to develop personalized treatment plans based on the unique characteristics of each patient's cancer."

For example, GPS Cancer was used to assess the tumor of a lung cancer patient after the patient had been told that traditional therapies would give her little hope, and that she should begin to get her affairs in order. GPS Cancer results revealed a particular drug that might help, but which is typically not used in her type of cancer. The patient's physician followed the guidance provided by GPS Cancer and the treatment was provided to the patient. She is cancer-free six months later.

The GPS Cancer profile is a combination of comprehensive tests that analyze DNA, RNA and specific proteins in a patient's tumor in order to identify the unique drivers of an individual's cancer to determine whether a particular cancer will respond to chemotherapy, targeted therapy, or immunotherapy before a patient is treated. Compared with other genomic testing, which may have panels of 10 to 400 genes (DNA only), GPS Cancer sequences the entire genome, consisting of more than 20,000 genes and three billion base pairs.

GPS Cancer also goes beyond DNA, assessing protein expression through RNA sequencing and quantitative proteomics. This advanced molecular technology replaces outdated tests that are still used by many oncologists and provides them with the most information available about a person's unique tumor. As many oncologists are still learning about this cutting-edge technology, NantHealth has a dedicated team available to educate physicians on behalf of patients to ensure the profile can be ordered when appropriate. Much like smart phones have quickly changed the way individuals connect with their personal network, GPS Cancer will change the way physicians access cancer information for those appropriate for the GPS Cancer profile.

Intrigued by the opportunity to provide this ground-breaking molecular profiling technology to IAFF members that could assist physicians in their efforts to save their lives, following the Cancer Summit, the IAFF began working towards an alliance with NantHealth.

In December, a group of affiliate leaders from 11 locals with self-insured health plan coverage, along with their medical advisors, visited NantHealth's headquarters in Culver City, California, to see the facility and meet with Dr. Soon-Shiong and his team to discuss in depth the technological approach, and how IAFF members in the United States and Canada could gain access to the GPS Cancer profile.

The IAFF Executive Team, with input from local leadership, made the decision to endorse a partnership with NantHealth and support local efforts to provide members access to GPS Cancer through local-level self-insured health plan coverage or through a supplemental benefit (available later this year). GPS Cancer is already being covered in many cities, and partnerships with locals will be established throughout the United States and Canada over the course of 2017.

"This advanced technology is already providing unprecedented insights in the drivers of each patient's cancer," says Schaitberger. "These insights are supporting personalized cancer treatment strategies today, and could one day help lead to a cure. We have a chance to save members' lives with this innovative approach that supports physicians with decisions about the best options for cancer treatment."

What Is GPS Cancer?

GPS Cancer is a unique, comprehensive molecular profile offered by NantHealth. GPS Cancer integrates whole genome (DNA) sequencing, whole transcriptome (RNA) sequencing and quantitative proteomics, providing oncologists with unprecedented insight into the molecular signature of each patient's cancer to inform personalized treatment strategies.

- Includes whole genome sequencing of over 20,000 genes and three billion base pairs
- Incorporates whole transcriptome sequencing of over 200,000 RNA transcripts
- Leverages the power of quantitative proteomics
- Compares a patient's tumor genome to their normal genome
- Assist in selecting the right drug to fight an individual's cancer ■

The Man Behind the Method



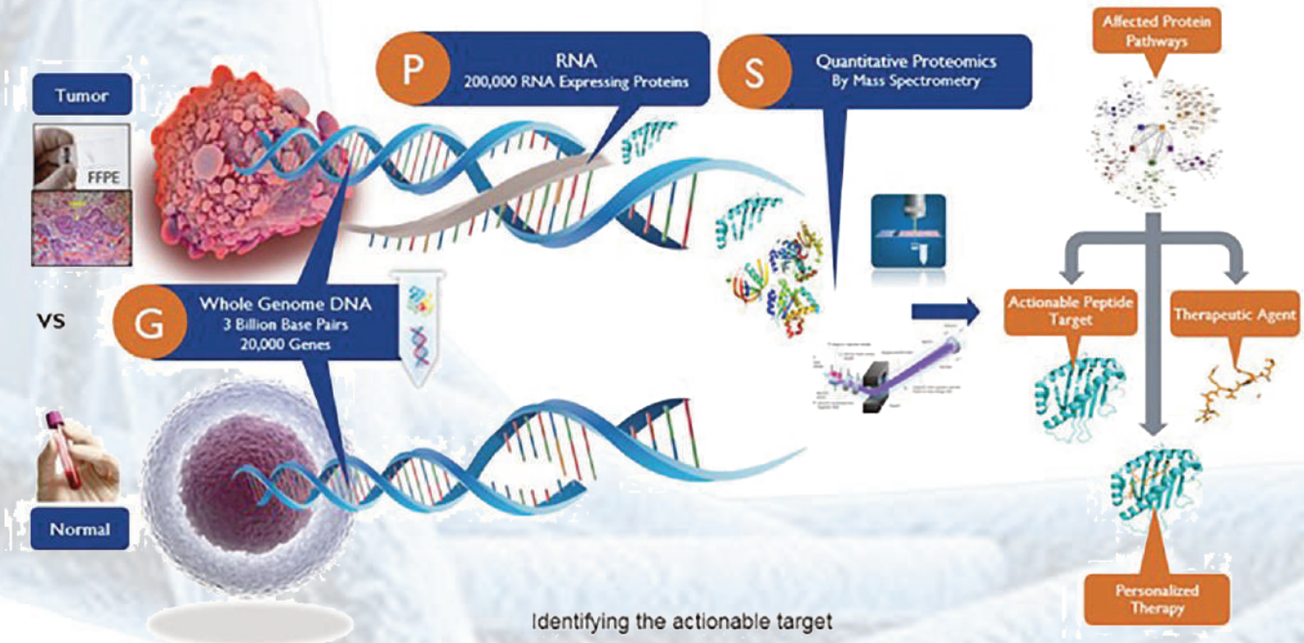
NantHealth CEO and Chairman Dr. Patrick Soon-Shiong, a physician, surgeon and scientist, has pioneered novel therapies for both diabetes and cancer, published more than 100 scientific papers, and has over 230 issued patents worldwide on groundbreaking advancements spanning myriad fields.

He performed the world's first encapsulated human islet transplant, the first engineered islet cell transplant and the first pig to man islet cell transplant in diabetic patients. He invented and developed Abraxane, the nation's first FDA-approved protein nanoparticle albumin-bound delivery technology for the treatment of cancer. Abraxane was approved by the FDA for metastatic breast cancer in 2005, lung cancer in 2012 and pancreatic cancer in 2013. Abraxane is now approved in many countries across the globe with sales of approximately $1 billion.

Dr. Soon-Shiong received his degree in medicine from the University of the Witwatersrand and a master's degree in science from the University of British Columbia. He is a board certified surgeon and a fellow of the American College of Surgeons and of the Royal College of Physicians and Surgeons of Canada.

Dr. Soon-Shiong was also honored at the Vatican in April 2016, where he received the 2016 Pontifical Key Visionary Award. ■

"Every cancer is unique. What works for one patient may not work for another. Oncologists can use the results of the GPS Cancer profile to develop personalized treatment plans based on the unique characteristics of each patient's cancer." — Dr. Patrick Soon-Shiong



For more information, visit www.GPSCancer.com or contact the GPS Care Center at 1-888-730-7972 or GPSCancer@Nanthealth.com

Fire Fighter Quarterly Winter 2017.qxp_IAFF_Mag 2/16/17 12:14 PM Page 12

Urban Search and Rescue to Become Law

In one of its last acts before recessing for the winter holidays, Congress passed S. 2971, the National Urban Search and Rescue Response System Act of 2016. The bill, which has been an IAFF priority for nearly a decade, was subsequently signed into law by President Obama in one of his last presidential actions.



The bill, introduced by Senators Portman (R-OH) and Carper (D-DE), will for the first time codify into law the National Urban Search and Rescue Response (US&R) system. Established in 1989 by the Federal Emergency Management Agency (FEMA) to provide a dedicated federal search and rescue resource, the system has never enjoyed the protections of law.

Despite the bill's enactment, the US&R system remains dramatically underfunded. The IAFF has long argued that $36.28 million is insufficient to fund all 28 national US&R teams. The final bill does not contain this limitation, and the IAFF will continue its hard work to increase the system's funding. ■

NFPA Issues Tentative Interim Amendment to Change PASS Alarm Sound

The National Fire Protection Association (NFPA) has issued a Tentative Interim Amendment (TIA) that requires PASS manufacturers to change the PASS alarm sound required in the current edition of NFPA Standard 1982—2013 for PASS devices manufactured after December 21, 2016, to a new, more audible PASS alarm sound. This impacts stand-alone PASS devices and PASS alarms that are integrated with SCBA.

The 2013 edition of the NFPA PASS standard implemented a standardized PASS alarm sound for all PASS devices. In 2015, the NFPA committee responsible for PASS began to hear concerns from fire departments and fire fighters that the new standard alarm sound was harder to hear than the older PASS alarm sounds.

The Tentative Interim Amendment requires all PASS manufacturers to implement the new universal PASS alarm sound that is more audible to comply with NFPA 1982, 2013 Edition. ■

Federal Fire Fighters Exempt From Hiring Freeze

When President Trump issued a Presidential Memorandum freezing all federal hiring, federal IAFF affiliates expressed concern that while the language in the Memorandum seemed to exempt positions necessary for public safety, the federal system lacked clarity about exactly what those positions are.

"Any curtailment in hiring federal fire fighters leads to degradation of the federal fire service's ability to respond to those citizens in need at our nation's military installations, veteran's hospitals and research laboratories," says General President Harold Schaitberger.

The IAFF alerted Secretary of Defense James Mattis about the importance of adequate on-board staffing at the nation's military installations in order to protect the mission readiness and critical structures necessary for the Department of Defense (DoD) to safeguard the nation, and requested a specific exemption for fire fighters.

Within 24 hours, the IAFF learned that DoD was working through an internal process to grant the requested exemption. ■

PFFNH President Dave Lang Named IAFF Political Director

The IAFF has selected Professional Fire Fighters of New Hampshire (PFFNH) President Dave Lang to be the new IAFF Political Director. Lang fills the position left open by David Billy, who announced his retirement after 28 years of service.



Dave Lang

"I am confident that Dave will continue to elevate our political operations and FIREPAC program to even greater heights," says General President Harold Schaitberger.

Lang joined the Hampton Fire Department in 1980, and was immediately inspired to get involved with Hampton Local 2664. Less than a year later, he was elected to his local's board of directors.

He went on to serve as Local 2664 president for 17 years. When he was promoted to lieutenant, Lang joined the officer's union, Hampton Supervisory Association Local 3017, and was soon elected president. In 2000, he was elected president of the Professional Fire Fighters of New Hampshire, a position he has held until now.

As a union leader, Lang has been a champion of many issues affecting members, including better health care benefits for active and retired fire fighters, retirement plans and increased fire fighter training.

At the International level, he has served in many capacities, including IAFF 3rd District Field Service Representative, Partnership in Education Program (PEP) instructor and sat on the IAFF Convention Policy Committee in 2014.

Lang's political skills and accomplishments have been honed through his activities on the local and state level and will help guide the IAFF's political operations with state and federal election cycles.

"I am looking forward to building on an already incredibly successful political action program," says Lang. "The IAFF's bipartisan approach ensures that the International is always in the position to do great things."

Lang assumed his new role February 27. ■

Kelley Lopez Named New Director of Labor Issues

The IAFF is pleased to announce that longtime IAFF staff member Kelley Lopez will be the new Director of Labor Issues and Collective Bargaining. Lopez is filling the position currently held by Jim Tate, who is leaving May 1 to spend more time with his family.



Kelley Lopez

Lopez has served the IAFF for the last 18 years as a research assistant in the Labor Issues and Collective Bargaining Department.

"This department provides critical and key services to our affiliates," says General President Harold Schaitberger. "As I was considering candidates for this position, I knew I needed someone familiar with our current operations and the challenges our members face. Kelley Lopez fits the bill."

Lopez says, "In my new position, I am looking forward to continuing to assist IAFF leaders and provide the tools they need to negotiate contracts and preserve their benefits."

Lopez joined the IAFF in 1999. Her brother, Kevin Riordan, is an Arlington County, Virginia fire fighter and member of Local 2800. ■

Media Awards Contest Opens April 1

The IAFF will begin accepting entries in the 2017 IAFF Media Awards Contest beginning April 1, 2017. The Media Awards Contest recognizes affiliates for their best work in communicating with their members and the public and honors reporting and photography that best portray fire fighters and paramedics as dedicated all-hazards responders. The deadline for entries is June 1, 2017.

Visit www.iaff.org/mediaawards, call (202) 824-1588 or email mediaawards@iaff.org for more information. ■

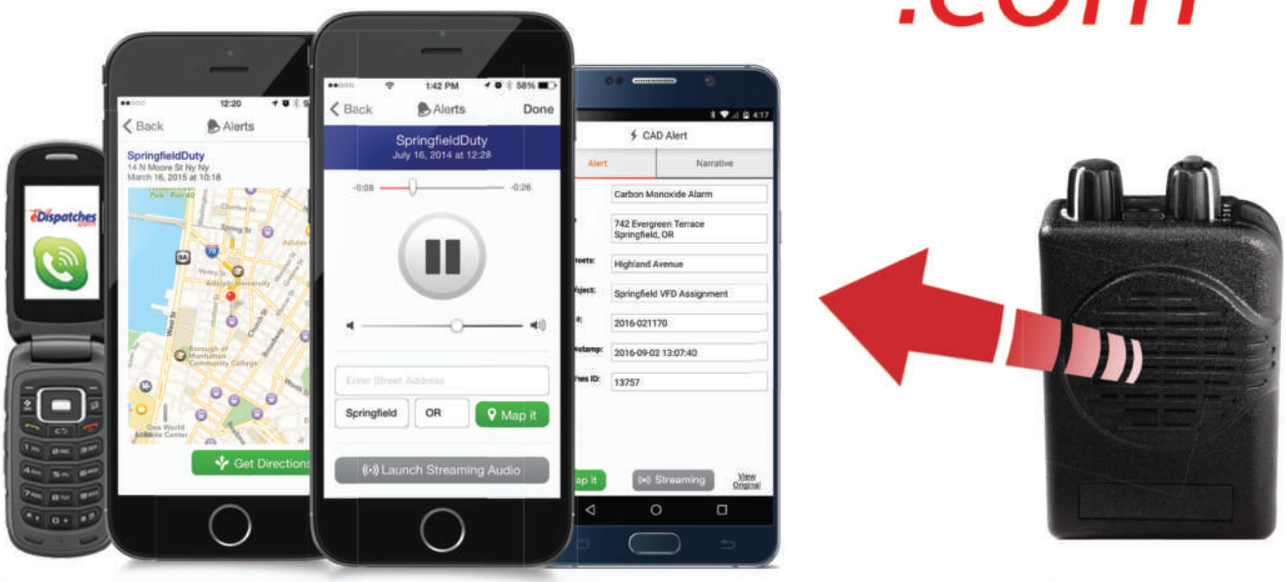
Celebrating a Century

Boston, MA Local 718 President Richie Paris (standing, far right), 3rd District Vice President Jay Colbert (standing, far left), Boston Fire Commissioner Joe Finn (standing, left), Boston Mayor Marty Walsh (standing, right) attended the celebration of Boston Fire Lieutenant William "Bill" Coakley's 100th birthday, held last October at the Boston Fire Training Academy by the "Liar's Club." Coakley, who joined the Boston Fire Department in 1945 and retired in 1981, is seated with his two daughters. ■



Proven Reliable Since 2004!

eDispatches.com®





Serving IAFF Departments Across North America Who "Never Miss A Call"

No Dispatch Involvement

Audio Tone-Out Dispatch to Any Phone
App • Phone Call • Text • CAD
Streaming Audio • Mass Messaging
Compatible with Analog & Digital

973.453.5810 | www.edispatches.com | sales@edispatches.com

eDispatches should be used as auxiliary notification and is not intended to replace traditional communications systems

Fire Fighter Quarterly Winter 2017.qxp_IAFF_Mag 2/16/17 12:14 PM Page 14

★ Affiliates Fully Engaged in ★ FIGHTING BACK Efforts

In the very first weeks of the New Year, IAFF affiliates were already putting boots on the ground to stop anti-labor initiatives in many state legislatures that are designed to chip away at worker rights and benefits, including reducing retiree health care, pension reform and right-to-work initiatives.

"The IAFF and our state affiliates are using all available resources to beat back these attacks," says General President Harold Schaitberger. "Our friends in the state legislatures are behind us and we are working in coalitions with other labor groups where appropriate."

"The IAFF and its state affiliates are using all available resources to beat back these attacks. Our friends in the state legislatures are behind us and we are working in coalitions with other labor groups where appropriate."

Reforms in Michigan Take Aim at Retirees

After successfully pushing to bring right-to-work to the state, Michigan billionaire businessman and lobbyist Dick DeVos announced at the West Michigan Policy Forum in September 2016 that government employees' retiree health insurance and pension reform was his new number-one priority. The reforms, as DeVos described them, would amount to a serious reduction in retirement benefits for public employees, including IAFF members.

DeVos holds a lot of sway with state Republican lawmakers in his state as his family is the largest contributor to their campaigns. And his wife, Betsy, was confirmed as Secretary of Education.

That's why the Michigan Professional Fire Fighters Union (MPFFU) and other labor unions took his words seriously and reached out to Governor Rick Snyder and members of the state legislature.

"Our members are at greater risk for cancer, post-traumatic stress and serious injury than the average worker," says MPFFU President Mark Docherty. "It is critical that we protect their retiree health benefits so the care is there when they need it."





Michigan members pack the steps of the State Capitol to stop attacks on retiree health care.

As the state legislature's lame duck session — a short session at the end of the year before newly-elected state legislators assumed office — began, legislation was introduced that would have prohibited retiree health care as a subject of collective bargaining, eliminated traditional retiree health coverage in favor of tax-deferred health savings accounts and required current workers and retirees to pay 20 percent more in health insurance premiums.

Supporters of the legislation argued the proposal was in response to an estimated $11 billion in unfunded post-retirement health care liabilities at the local government level.

The MPFFU and others maintained that because all retiree health plans are bargained at the local level and because, depending on municipality, some plans are more stable than others, the issue was too complicated to solve during the short lame duck session.

With assistance from the IAFF, the MPFFU launched a campaign fully explaining the position of its members and the pitfalls of passing the proposed legislation. And just as Michigan fire fighters were set to lead a December 6 rally protesting the legislation, state lawmakers agreed to pull the proposed bills off the table.

Post-rally, the MPFFU met with Governor Snyder, who said addressing retiree health care costs is still a priority for him.

Therefore, Snyder has created a task force to examine the issue and has invited the MPFFU to be a part of it.

"Our position is and will remain that while it is important to have fiscally solvent retiree health care plans, we cannot agree to reform that equates to a reduction in benefits for our members," says Docherty.



Kentucky members fill the halls of the state legislature in an attempt to stop passage of right-to-work and anti-dues deduction bills.

Attacking Collective Bargaining in Iowa

In Iowa, Governor Terry Branstead and some state legislators want to create a health insurance pool for all public employees, removing plan structure and design from collective bargaining.

But, perhaps the biggest challenge the Iowa Professional Fire Fighters (IPFF) is facing are direct attacks on collective bargaining. At the time of publication, no bill had been introduced; however, the IPFF is anticipating various pieces of legislation aimed at making changes to arbitration procedures, eliminating dues deduction and changes to mandatory subjects of bargaining.

"Our members are at greater risk for cancer, post-traumatic stress and serious injury than the average worker. It is critical that we protect their retiree health benefits so the care is there when they need it."

"Working with other labor groups, we are reaching out to legislators to explain how changes will impact public safety in Iowa," says IPFF President Doug Neys. "Our friends in the Senate and House have promised that the IPFF will be included in any discussions about collective bargaining-related legislation."

Singling Out Members in Nebraska

In Nebraska, lawmakers are also targeting retirees.

The Retirement Security Initiative, headed by former San Jose, California Mayor Chuck Reed, who is a champion of 401(k)-style pension plans, is pushing the state General Assembly to pass Legislative Bill 30. If passed, LB 30 would move Omaha and Lincoln fire fighters and police officers to a hybrid 401(k) plan.

Nebraska Professional Fire Fighters (NPFF) President Darren Garrean says the bill's sponsors have not said why Omaha and Lincoln are specifically targeted, but speculates that perhaps the Retirement Security Initiative felt it unwise to take on all of labor.

"If LB 30 does go up for a vote, we expect a serious debate on the floor," says Garrean. "The NPFF has a lot of friends in the General Assembly who will fight for us. We will be doing everything we can to stop passage."

The committee hearing on the bill was held February 7.

Fire Fighter Quarterly Winter 2017.qxp_IAFF_Mag 2/16/17 12:14 PM Page 16

Right-to-Work Proposals

Several states are also facing fights over right-to-work proposals.

In Kentucky, the Republican Party held supermajorities in the state House and Senate after the November elections. And Governor Matt Bevin, a Tea Party Republican, has been in office since 2014.

Feeling emboldened, the first order of business for Governor Bevin and the state legislature was to pass right-to-work legislation (House Bill 1) and anti-dues deduction legislation (Senate Bill 6).

As soon as the anti-labor bills were sent to committee, the Kentucky Professional Fire Fighters (KPFF) joined the Kentucky AFL-CIO to rally on the steps of the state capitol in Frankfort. Hundreds of union members made their opposition to the legislation clear.

"We fought the legislation from every angle," says KPFF President Joe Baer. "But, Governor Bevin and supporters of the bills were determined to push the legislation through as quickly as possible."

When the hearing for HB 1 — which prevents unions from requiring mandatory dues for all workers who benefit from union representation — was scheduled, conservative group Americans for Prosperity held a pre-hearing breakfast in order to pack the room and lock out the KPFF and other unions.

Similar tactics were used to ensure the passage of the anti-dues deduction legislation (SB 6), which sought to prevent dues deduction from being withheld from paychecks.

"Still, we were able to get the most damaging language removed before the bill was sent for a vote," says Baer. Deductions will still be allowed, but the bill calls for changes in reporting requirements for PACs.

It took less than five days for the state legislature to pass HB 1 and SB 6. Both pieces of legislation contained emergency clauses to ensure the legation would be effective immediately.

Meanwhile, the KPFF is preparing for the next attack. Governor Bevin is expected to call special sessions on tax reform and pensions. Bevin wants all employees hired after 2014 to be moved to a 401(k)-style plan.

The cards are stacked against IAFF members in Missouri, as well.

"Under the previous administration, we could depend on the governor to veto any of the really harmful legislation," says Missouri State Council of Fire Fighters (MSCFF) President Sherwood Smith. "We no longer have that guaranteed firewall, which makes it more difficult to stop any attacks on labor."

"Elections do matter," says IAFF 2nd District Vice President Mark Woolbright. "And we seem to be feeling the impact even more than usual after November's elections, not just in Missouri, but throughout the IAFF's 2nd district. Our state legislators appear to take this last election cycle as a mandate to attack public sector labor unions."

Despite 350 union members — including MSCFF members — filling the House Economic Development Committee room in staunch opposition, Governor Greitens signed right to work legislation into law on February 6. The new law prohibits labor unions from collecting dues as a condition of employment.

Still, the fight to stop right to work is not over. On behalf of all of the state's labor groups, the Missouri AFL-CIO filed a rarely-used referendum petition seeking to freeze the law and put it before voters in 2018. Union members have until August 28, the day the right to work becomes effective, to collect enough signatures (approximately 90,000).

Another fast-moving bill is SB 21, legislation that seeks to limit dues deduction. If passed, public employee labor unions can only deduct union dues from paychecks with annual written consent. It would also require annual consent from dues-paying members to allow dues to be used for political purposes.

The MSCFF is also watching SB 210, which seeks to weaken labor from every direction conceivable, including reducing collective bargaining rights and removing the right to paycheck dues deduction. For now, though, this legislation has very little movement.

"Elections do matter, and we seem to be feeling the impact even more than usual after November's elections, not just in Missouri, but throughout the IAFF's 2nd district. Our state legislators appear to take this last election cycle as a mandate to attack public sector labor unions."

MSCFF, with assistance from the IAFF, is lobbying its friends in the state legislature to, at a minimum, alter the existing language of the bill to minimize the effect on members. General President Harold Schaitberger also met with Governor Greitens to discuss membership concerns.

Threats at the Local Level

Efforts to pass right-to-work is not just happening in the states, but is also a threat at the local level.

West Chester, OH Local 3518 has been working with the Ohio AFL-CIO and other labor groups to stop the Township Trustees from passing a local right-to-work ordinance.

"Our Township is very conservative, so businesses and management often garner more support than the labor unions," says Local 3518 President Jeff Moore. "We are working with the same coalitions we used to stop Senate Bill 5 a few years ago. For now, it appears the ordinance initiative is going nowhere."

In talks with the trustees, Local 3518 and coalition members have made the case that right-to-work often drives down wages, increases workplace injuries and fatalities and lowers community standards.

Further, it remains unclear whether or not federal law prevents localities from implementing right-to-work at the local level. A few municipalities that have also tried to pass local ordinances are still in litigation.

At a January 24 trustee meeting attended by more than 100 union members, the West Chester Township Trustees agreed to table the issue until the courts make their final determinations on the issue. ■

Fire Fighter Quarterly Winter 2017.qxp_IAFF_Mag 2/16/17 12:14 PM Page 17



Fire Fighter Quarterly Winter 2017.qxp_IAFF_Mag 2/16/17 12:14 PM Page 18

New Hazmat Training for 2017

The IAFF is updating existing programs and creating new courses to address the ongoing challenges of hazardous materials response.



Innovative new courses that include both direct deliveries featuring a blended learning approach in classroom settings and web-based training development will be available from the IAFF later this year.

A new Emergency Response to HazMat program under development will focus on an integrated whole community approach with an emphasis on HazMat dangers in rail transport that includes fire fighters, emergency medical technicians, law enforcement, emergency managers, skilled support personnel and private sector organizations. The two-day instructor led operations component is preceded by web-based awareness level training. Participants who successfully complete the training — expected to be released in the fall of this year — will receive a Pro Board certificate of completion.

In addition, the IAFF is overhauling Confined Space Operations (CSO) and Confined Space Rescue (CSR) programs to be available this summer. The revised courses includes a six-hour online learning module as the course pre-requisite or stand-alone course for those looking for refresher or general knowledge training. Following completion of the online course, students take part in the two-day Confined Space non-entry rescue program followed by the three-day Confined Space Rescue course.

The IAFF is also updating its two-day Frontline Safety class featuring case studies and safety techniques, including situational awareness and safety leadership, to help change the safety culture and keep first responders injury free and healthy. Activities are designed to make students aware of on-scene dangers, as well as fire station safety. The revised training will be available this spring.

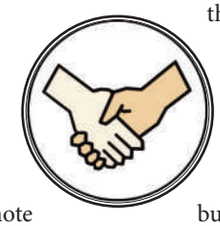
Funding for these and other HazMat-related training programs is provided from various federal sources and a limited number of deliveries are available each year free of charge. To request training, contact your local president or district vice president. ■

Improving Labor-Management Relationships

LMA training promotes effective cooperation between labor and management.

Labor-management relationships can be difficult. Positive, productive labor-management relationships are not a given, but cultivating them can be challenging. To assist affiliates, the IAFF and the International Association of Fire Chiefs (IAFC) has developed a training initiative — the Labor-Management Alliance (LMA) — geared to improve labor-management relationships.

This labor-management relations training is offered at the IAFF Affiliate Leadership Training Summit (ALTS). In addition, thanks to a federal grant from the Federal Mediation and Conciliation Service — an independent agency whose mission is to preserve and promote labor-management peace and cooperation — the IAFF has been able to provide customized training for 12 affiliates.



In a time of exceptional uncertainty, Fresno, CA Local 754 needed training when contract negotiations soured and both the local and the fire department had new leadership.

Carlton Jones was a new president and Kerri Donis had just been appointed to her position as fire chief when several heart-breaking events occurred. A member was severely injured after falling through the roof of a burning home and shortly thereafter, another member was killed in an off-duty accident.

President Jones and Chief Donis faced the immediate challenge of uniting and improving morale on both the management and labor sides of the department.

IAFF leaders and IAFC chiefs serving as LMA facilitators were sent to assist with the immediate issues and help the two sides maintain a cohesive relationship going forward.

"The training was key to successfully getting through this period," says Jones. "The trainers did not tell us what we should do, but guided us through the process. We knew what we wanted and needed help getting there. And we did."

"It was important for us to understand both the management and the labor point-of-view on the issues," says Auburn, ME Local 739 President Michael Scott. Local 739 leadership received training to help resolve conflicts with the city administration. "The trainers taught us that it is not best to fight over every point we disagree on. Rather, it is important to understand both sides and determine how they can be brought together to solve a problem," he says.

> "We had our contract negotiations soon after the training. The process went so smoothly that it was over in record time. Both sides were able to discuss wants and needs in a productive way. It all came together."

"We had our contract negotiations soon after the training," says Scott. "The process went so smoothly that it was over in record time. Both sides were able to discuss wants and needs in a productive way. It all came together."

At the end of the training, the two sides signed off on the guiding principles of the LMA program, which include recognizing both labor and management have the same goals to provide effective public safety. Maintaining a steady flow of communications was critical, and creating a labor-management committee helped identify and address issues.

In the months since the training, positive labor-management relations for both locals has continued.

For more information, contact the IAFF Education Department at education@iaff.org. ■


COOLER UNDER PRESSURE
Turnout gear using GORE® moisture barriers maximizes breathability to help reduce heat stress that interferes with firefighter performance and safety.
We can't change the working conditions, but we can engineer gear that works best in them. That's our commitment.
YOUR SAFETY. YOUR PERFORMANCE. OUR COMMITMENT.
GORE® PARALLON™ LINER SYSTEM
GORE® CROSSTECH® MOISTURE BARRIER
GORE® RT7100 MOISTURE BARRIER
FDIC Booth #1016
GoreProtectiveFabrics.com
©2016 W. L. Gore & Associates, Inc. CROSSTECH, PARALLON, GORE, and designs are trademarks of W. L. Gore & Associates

You Are Not Alone — Help Is Here

The new IAFF Center of Excellence for Behavioral Health Treatment and Recovery Opens March 5 in Upper Marlboro, Maryland.

Our members respond to any number of tragic events, and post-traumatic stress is a natural response to the accumulation of what they experience on a daily basis.

Left unaddressed, this acute stress reaction may lead to substance abuse and can develop into Post-Traumatic Stress Disorder (PTSD) — a potentially disabling condition that can impact one in five fire fighters at some point in their career. A host of additional behavioral health issues can also emerge, including anxiety, depression and even suicide.

Unfortunately, the stigma associated with behavioral health is the number-one obstacle to seeking help.

Our union has a strong history of being the leader in the fire service for advocating for the health and safety of our members. We have made it a priority to raise awareness of behavioral health issues, reduce the stigma, and provide the necessary support and access to resources to assist our members struggling with post-traumatic stress and co-occurring addictions.

However, no facility that provides specialized treatment exclusively to our members from professionals who understand the culture and unique pressures of the job has existed — until now!

We have partnered with Advanced Recovery Systems (ARS) — a leader in behavioral healthcare management and addiction treatment — to build this IAFF Center of Excellence.

Designed with fire fighters in mind, the Center's surroundings, facility and furnishings reflect the familiar look of the firehouse.

The facility, which sits on a 15-acre campus, will provide our members the specialized treatment plans for successful recovery from addiction, with an emphasis on post-traumatic stress, from medical professionals who understand the fire service culture and the unique pressures of the job; support research on and educate peer support members and mental health professionals on best practices; and will help develop needed protocols for fire departments to handle these complex mental health issues.

Understanding the behavioral and physical effects of the job is critical to keeping our members safe so they can continue to keep our communities safe. "We are tremendously proud of what we have been able to build for our members and the kind of quality care we are now providing to our members who need help," says General President Harold Schaitberger.

For more information about the Center, including FAQs, a flyer for posting in your firehouses and infographics to use on your web site and social media, visit IAFFRecoveryCenter.com.

This information can be shared with EAPs, peer counselors, fire chiefs, community mental health providers who work with fire fighters, human resources managers, medical directors and insurance contacts. ■

The Center offers multiple levels of treatment:

- Detox
- Intensive in-patient care
- Residential care
- Medical monitoring
- Outpatient care and services
- 12-step meetings

24/7 Call Center

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



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

ADVANCED RECOVERY SYSTEMS
an advanced approach to patient care

NOW OPEN!

The IAFF Center of Excellence for Behavioral Health Treatment and Recovery

Treatment exclusively for IAFF members • Completely Confidential
Addiction • Substance Abuse • PTSD



24/7 Call Center and Dedicated IAFF Line
(855) 900-8437

YOU ARE NOT ALONE — HELP IS HERE

www.IAFFRecoveryCenter.com

Our Mission: To offer treatment for successful recovery and help IAFF members return to the job.

IAFF LEGISLATIVE CONFERENCE

Focuses on Challenges, Opportunities in New Administration and Congress

Never before has it been so important for affiliate leaders to strengthen relationships with their legislators.

At the federal level, the upcoming 2017 Alfred K. Whitehead Legislative Conference is an opportune time to advocate directly with members of Congress on key federal issues. Both the U.S. House of Representatives and U.S. Senate will be in session during the conference.

For IAFF leaders, the conference this year will be of particular significance as we hear first-hand from members of Congress and the new Trump administration about what lies ahead politically and on the legislative front.

"With every administration — some more, some less — we have always been able to find a path to get business done on behalf of our members," says General President Harold Schaitberger," recognizing that "we will be fighting back against efforts to undermine our members' jobs and benefits."

The many threats now facing our members and the fire fighting profession at the federal level include tax reform, funding for the Assistance to Firefighters (FIRE Act) and Staffing for Adequate Fire and Emergency Response (SAFER) grants programs and the National Right to Work Act — key issues that will be at the forefront of the Legislative Conference.

Of particular concern to our members is making sure the FIRE Act and SAFER grant programs are reauthorized as both are due to sunset this year. In addition, there is potential that Congress will tax American workers' health care plans, a move that would negatively impact paychecks for many IAFF members. Currently, premiums paid for employer-provided health care are excluded from taxation. The exclusion both reduces the cost of health care for the average worker and provides a strong incentive for employers to offer health insurance. However, many powerful lawmakers in Congress want to limit this exclusion.

Reform proposals vary in size and scope. The Republican Study Committee proposes to replace the current tax exclusion for employer-provided health care with a standard deduction for both individual and family plans. Former Representative Tom Price, now the U.S. Secretary of Health and Human Services, has a plan to cap the exclusion at $8,000 for individuals and $20,000 for families, without indexing for inflation. Meanwhile, House Speaker Paul Ryan has introduced his own plan to cap the exclusions without specifics on how it would get done.

"With every administration — some more, some less — we have always been able to find a path to get business done on behalf of our members. We will be fighting back against efforts to undermine our members' jobs and benefits."

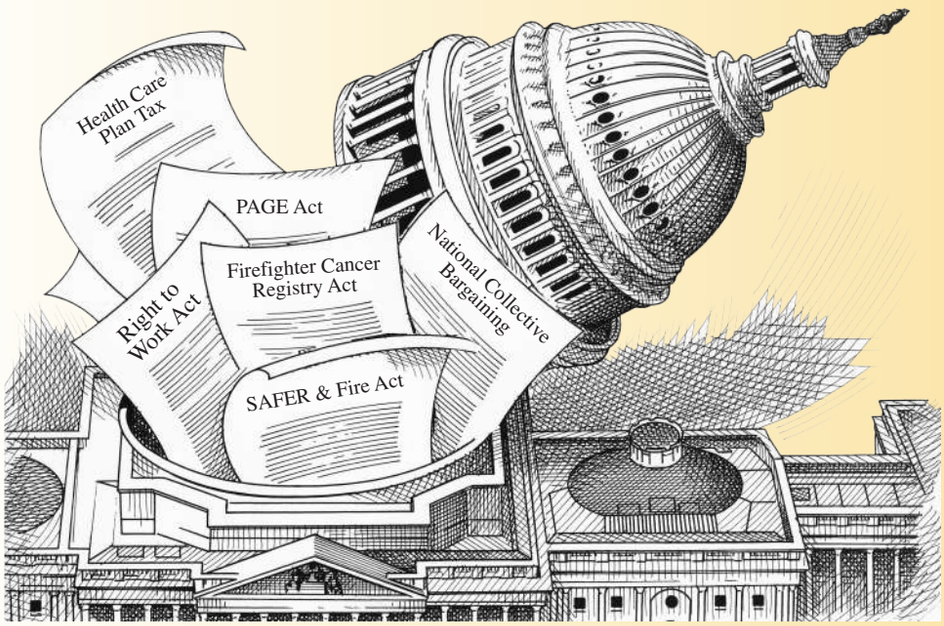
— General President Harold Schaitberger

While many attacks on federal employees and their unions are expected in the coming months and years, the most immediate threat is the Promote Accountability and Government Efficiency Act (PAGE Act), which would make federal workers at-will employees, meaning they can be removed or suspended from their jobs without notice or right to appeal for no cause at all. The legislation also eliminates union official time.

The 115th Congress also has its eye on federal right to work legislation modeled on state right to work laws that have left public employees vulnerable and can significantly weaken public employee unions. The legislation, if passed, would destabilize unions nationwide by permitting workers to receive representation and the benefits of a union contract without having to pay dues.

Currently, 28 states have enacted right to work laws.

But the IAFF isn't just playing defense. The IAFF and its allies in Congress are actively urging Congress to pass the Firefighter Cancer Registry Act of 2017, which would create a national registry specifically for fire fighters, to be managed by the Centers for Disease Control and Prevention, to improve data collection and research on cancer in the fire service.



The registry is needed to substantiate the strong link between fire fighting and cancer. Unfortunately, studies conducted so far have been limited to small sample sizes and underrepresent certain demographic groups, including women and minorities. Many studies also lack key data, such as years on the job and types of emergency responses throughout a career. The registry will help paint a clearer picture of the high rate of cancer among fire fighters, paving the way for better programs for treatment and prevention.

Several major national political figures will address the 2017 Legislative Conference. A full day is also set aside for affiliate leaders to meet directly with legislators on the key issues.

The Conference, held at the Hyatt Regency Capitol Hill, includes the annual Congressional Reception and we expect a sizeable crowd of elected officials to attend. ■

Fire Fighter Quarterly Winter 2017.qxp_IAFF_Mag 2/16/17 12:14 PM Page 23

Wilmington Local 1590 Member Ardythe Hope Honored in Public Memorial Service

Fire fighters, family and friends filled the Chase Center on the Riverfront in Wilmington, Delaware December 10 for a memorial service paying final tribute to Wilmington Local 1590 member and Senior Fire Fighter Ardythe Hope, who died December 1 from injuries sustained in a September 24 row house fire when — without warning — the floor collapsed, trapping Hope, Lieutenant Christopher Leach and Fire Fighters Jerry Fickes and Brad Speakman.

Tragically, Leach and Fickes were both killed when the floor collapsed, while Hope and Speakman were hospitalized with life-threatening burns. Speakman was released after 41 days, but Hope's injuries were too severe and she did not survive.

Speaking on behalf of General President Harold Schaitberger — who was out of the country and, despite every effort, unable to return for the service — General Secretary-Treasurer Ed Kelly assured everyone gathered, "We want you to know that we are here, standing with you, and that we will be here for you in the days, weeks and months to come."

To the families of Brothers Christopher Leach and Jerry Fickes, Kelly said, "I am here to give you the sincere and heartfelt condolences of the International Association of Fire Fighters." He also acknowledged Brad Speakman, who attended the service along with his Local 1590 brothers and sisters.

Kelly described Hope — now a lieutenant — as the definition of courage, strength and fortitude. "She was the definition of what this profession stands for," he said. "She will be an inspiration to us going forward."



Ardythe Hope

A star track athlete growing up and a 23-year career fire fighter, Hope was also a mother to three daughters and was pursuing her nursing degree.

"She lived a life of honor, duty and service," said Kelly. To the family, he said, "We love you and we will always be here for you."

Following his remarks, Kelly presented the IAFF Medal of Honor to the Hope family. Hope's name will join Jerry Fickes' and Chris Leach's on the walls of the IAFF Fallen Fire Fighter Memorial in Colorado Springs, where she will always be remembered and never forgotten. ■

Data Breach Fatigue: The Dangers of Becoming Complacent

The rise is data breaches in recent years has led to data breach fatigue — the misperception that hacking events and identity loss are just unavoidable realities of everyday life.

According to Chris Christians of LifeLock Breach Services, "With this type of attitude regarding one's relative vulnerability to being a data breach victim, organizations really put themselves at risk."

Christians has worked with companies on breach solutions, a vast majority of them with under 1,000 employees. Many were breached by a low-tech, but very potent W-2 phishing scam, where just one employee made the mistake of passing along vital personnel information.

"Unfortunately, even if companies invest in various technologies or infrastructure to manage security, the hackers will typically find an end-around," he says. "We hear the all-too-common stories of companies having no action plan for when a breach hits."

He recommends LifeLock identity theft protection, which can help protect employees before a breach and can also assist with any issues if a breach or other identity theft incident occurs.

From his experience, smaller non-Fortune 500 companies face even more risk as they are typically not as prepared and less educated on preventative measures. Also, lower-tech phishing scams, such as the W-2 one, have typically been more successful because employees are more prone to passing information along because they know most of the people in the company and are not as suspicious of the requests.

"For these small-to-medium sized businesses, it's a far better investment in time and money to be proactive and have an identity theft protection solution in place before something happens," says Christians. "The hackers and their schemes are not going away anytime soon. Again, it's not about waving a white flag surrendering to fate — it's about being proactive and protecting your people."

Learn more about LifeLock identify protection at **www.lifelock.com**. ■

Fullerton Members Pack City Council Meeting

When the Fullerton City Council called a special meeting at the end of January, two items on the agenda had the potential to significantly impact members of Fullerton, CA Local 3421. But those efforts were quickly squashed when 200 IAFF local leaders at the Affiliate Leadership Training Summit in Anaheim showed up for the meeting.

One proposal called for merging the Fullerton and Brea fire departments under a Joint Powers Authority (JPA) agreement. Local 3421 was concerned about the potential merger as it would likely void its current Memorandum of Understanding (MOU) and potentially reduce benefits and protections bargained in good faith.

"We worked hard to negotiate an agreement that included adequate retiree medical care and other benefits critical to our members," says Local 3421 President Jon Fugitt. "It was important that we protect the provisions of our agreement by opposing the merger."

A second proposal would have implemented recommendations of an ambulance deployment study commissioned with the eventual goal of creating a local EMS system that included reducing four-person staffing on fire apparatus in order to staff ambulances.

"With the help of the IAFF and the support of our brothers and sisters, both proposals are off the table," says 10th District Vice President Frank Lima. "On behalf of all of the members of the 10th District, I thank everyone for their assistance."

Fugitt says, "We asked our brothers and sisters at ALTS to support our efforts, but we were blown away by the incredible turnout for this meeting."



Both the Fullerton and Brea City Councils decided not to move forward with the merger and while Local 3421 must continue to discuss the development of an EMS system with the City Council, the Council agreed not to reduce staffing on trucks and engines in order to staff the ambulances. ■

Highlights From ALTS 2017

The Vincent J. Bollon Affiliate Leadership Training Summit (ALTS), held in Anaheim, California, January 23-26, provided education and networking for local leaders from across the United States and Canada.

1. Two sessions — "Active Shooter Incidents: Responses and Lessons Learned" and "Addressing PTSD Through a Peer Support Program" — were webcast live so that all members across North America could watch from their firehouses.

2. ALTS 2017 offered attendees seven pre-conference workshops, including "Creating Videos Using Your Smartphone/Tablet."

3. The Exhibit Center at ALTS 2017 housed more than 30 booths, including IAFF departments for attendees to learn more about services available from the International.

4. The newly updated IAFF Frontline app was the primary source of information and materials for the conference. Attendees who downloaded the app and completed their workshop and evaluations were entered in drawings to win an iPad mini. The winners are: Jarrod Infante, Dixon, CA Local 4665; Chris Ingalls, Riverside City, CA Local 1067; Vincent Rosatti, Hillsboro, OR Local 2210; and Edmondo St. Cyr, Burbank, CA Local 778.

5. A record of 1,787 affiliate leaders from across the United States and Canada registered for ALTS 2017.

6. The conference featured 136 workshops, including new workshops such as Cancer Prevention Tools, Cardiovascular Disease in the Fire Service, Disaster Relief, Responding to the Interface, Solar Safety and Advanced MDA Fundraising Campaigns, as well as 26 Information Sessions on a variety of relevant topics.

7. A "Train the Trainer" Fire Ops 101 was offered as one of seven pre-conference workshops to teach affiliate leaders how to prepare for and run a successful and effective Fire Ops 101 event in their own community.

8. Visit the ALTS post-conference web site for workshop presentations and handouts at alts2017.iaff.org















The IAFF is grateful for the generosity of all event sponsors in helping to make ALTS 2017 a success.

Platinum Sponsor

IAFF Financial Corporation

Gold Sponsors

Kaplan University

TenCate protectivefabrics

Silver Sponsor

Galloway

MSA The Safety Company

Additional Sponsor

Nationwide

Safety Concerns Resurface Following Deadly Oakland Ghost Ship Fire

The Ghost Ship warehouse building was fully engulfed in heavy black smoke and flame by the time Oakland, CA Local 55 fire fighters arrived and began their swift and aggressive attack and search.

As they arrived — bare seconds after the call — a sole figure emerged from the building, the last person to escape the deadliest fire in the city's history.

In all, 36 people were killed in the Friday night fire on December 2, 2016, in a warehouse in the Fruitvale neighborhood that had been converted into an artist collective, including living spaces. At the time of the fire, building tenants were hosting a concert.

The tragic fire has raised many questions about why the two-story 10,000-square-foot warehouse — which inside was a dense maze of passageways and spaces packed with antiques and textiles — had only one working stairwell and few exits. There were no sprinklers and no fire alarms. The front stairwell to and from the second level was constructed of wooden pallets.

The fire spread quickly throughout the inside of the building, fueled by old furniture, artwork, fabric, pallets and countless objects crammed inside.

"We were in the apparatus and moving towards the fire within seconds," says President of Oakland Local 55 Daniel Robertson, who arrived with the second-due engine company. "We turned our first corner and could see black smoke in the night sky 17 blocks away."

Robertson says one fire fighter on route noted the building and its location and warned the call could be a bad one. Though fire fighters determined the building was a warehouse, they quickly conducted an interior attack, searching for anyone trapped inside, but soon switched to a defensive posture.

"It was a smart decision because I am certain that we were just seconds away from losing at least a dozen fire fighters inside that building," says Robertson, who has 27 years on the job. "We were in there way too long. SCBAs were starting to ping all over the place."

Less than 24 hours after the flames were out, 10th District Vice President Frank Lima was on the ground, meeting with President Robertson and other Local 55 officers to offer assistance to members who responded to the call. At the direction of Local 55 President Robertson, IAFF Assistant to the General President for Health and Safety Pat Morrison held a meeting with the city's Director of Human Resources to discuss the need for ongoing monitoring and care of fire fighters who may experience behavioral health issues following such a large and tragic incident.

It wasn't until the smoke cleared that the full extent of the tragedy became apparent. Only a few people from the building's second floor were able to escape. Because of the complicated layout and the thick black smoke, it was impossible to find their way to the front stairwell, which itself had been engulfed.

Looking back, Robertson wonders if there is anything that could have been done differently. "You always try to learn something from each call, but I don't think we could have done anything operationally that would have made a difference in the outcome and loss of life."





The tragic fire in the Ghost Ship warehouse in Oakland was the deadliest in the city's history.

Over the years, the warehouse property had been subject to numerous complaints. According to reports, the city building inspector visited the warehouse on numerous occasions but no one had answered the door. Oakland's planning director later revealed that the warehouse had not been inspected for at least three decades.

As city officials continue to investigate the cause of the fire, discussion has turned to the city's building inspection process, as well as Oakland's artistic scene and apparent embrace of off-the-grid style artistic enclaves like the Ghost Ship warehouse.

Oakland Mayor Libby Schaaf on January 12 issued an executive order to protect tenants and so-called do-it-yourself venues as the city works to improve safety measures in these spaces.

The executive order protects tenants and workers in unpermitted spaces from eviction unless the building presents an immediate threat. For buildings that are determined to not be up to code, the city will give owners 60 days to comply.

Identifying buildings that are in violation of codes requires a strong inspection system, which appears to be lacking in Oakland.

President Robertson says fire fighters conduct regular building inspections based on a computer database that produces lists of dwellings to visit. The Ghost Ship warehouse was not on the list, however, likely because it was considered a warehouse and not housing.

He says Local 55 has battled with Fire Chief Teresa DeLoach Reed over fire department management issues for about four years.

"We have been butting heads over resources and are doing all we can to keep enough fire fighters on the job," he says. "Management has responded by cutting administrative resources, and it is starting to show cracks."

Fire Chief DeLoach Reed has come under scrutiny for lax management of the fire inspection process. In an interview with the *New York Times* after the fire, she said, "We've been doing what we always did, and up to this point it worked. But now we've discovered that maybe what we've been doing is not working."

In that same interview the chief noted that 62 vacant positions had been budgeted but not filled, claiming the hiring process can take months. ■

Nationwide Injunction Issued on New Overtime Regulations

U.S. District Court Judge Amos L. Mazzant III (Eastern District of Texas) has issued a nationwide injunction against an Obama administration regulation expanding the number of workers — including thousands of IAFF members — eligible for time-and-a-half overtime pay.

The regulation was scheduled to take effect on December 1, and would have required employers to start paying overtime to workers earning salaries of less than $47,476, up from the previous threshold of $23,660 that was set in 2004.

The U.S. Department of Labor (DoL) wrote the regulation and finalized it in May 2016 as part of the Obama administration's goal to restore and expand the middle class — either by raising incomes for workers or by giving them back personal time they have forgone while working extra hours unpaid.

Since the Fair Labor Standards Act (FLSA) was enacted in 1938, the DoL has only increased the salary threshold for overtime seven times, with the last increase over a decade ago in 2004.

The IAFF has worked hard over the years to increase the overtime threshold for its members and in September 2015 issued a brief to the DoL urging the change.

The new regulations were not designed to change the job duties tests that determine whether salaried workers who earn above the pay threshold are eligible for overtime pay. Instead, it would have ensured that those fire fighters and other employees who earn less than the pay threshold could not be deprived of overtime pay, regardless of their job duties.

So, even if a fire fighter or paramedic earns a salary above the pay threshold, the employers are still obligated to demonstrate that the worker's job function includes executive, supervisory or administrative duties in order to be exempt from receiving overtime pay due to the unreasonably low and outdated threshold.

But a group of 21 states and a coalition of more than 50 business groups challenged the regulation in court, claiming the jump from $23,660 to $47,476 was too much and would force many state and local governments and small businesses to dramatically increase their employment costs. Additionally, the two groups said that the DoL exceeded its authority to interpret the FLSA terms through regulations. The Department of Labor disagreed, pointing out that overtime protections have been greatly reduced over the years and that only about 7 percent of America's workers benefit from the $23,600 salary threshold.

District Court Judge Mazzant concluded that the plaintiffs had made their case. He found that the plaintiff state governments have shown that they will suffer irreparable and significant financial harm if the preliminary injunction were not granted, especially with respect to agencies with budget constraints.

Mazzant also ruled that the plaintiffs are likely to succeed on their argument that by requiring employers to pay overtime wages based on salary rather than an employee's duties, the Labor Department exceeded its authority under FLSA and ignored congressional leaders' intent when they passed the legislation.

The District Court noted that under the FLSA, the overtime exemption applies to employees performing executive, administrative and professional duties, and that Congress defined the exemption with respect to duties rather than an employee's salary level.

Mazzant ruled further, "If Congress intended the salary requirement to supplant the duties test, then Congress and not the DoL should make that change."

The injunction is temporary, pending further legal action. Meanwhile, the U.S. Department of Labor has not announced how it plans to proceed. ■

EMERGENCY SERVICES
WEBINAR SERIES 2017

KNOWLEDGE WHEN YOU NEED TO RESPOND

In the world of emergency operations, conditions change. So does the knowledge needed to respond effectively. American Military University (AMU) is proud to host a series of free, 1-hour webinars for responders and emergency managers, covering these and other essential topics:

• Violent Incident Consequence Management, the Emergency Manager's Role

• Principal Investigator for the Firefighter Injury Research and Safety Trends (FIRST)

• Drafting and Implementing Effective Fire Department Policies and Procedures

• Financial Systems Management for Fire and EMS Agencies

• Organized Response to Mass Casualty

• Firefighter Health: Heart Healthy Solutions

Webinar attendees may receive a 5% tuition grant for degree and certificate courses at AMU.

REGISTER FOR THE WEBINAR SERIES TODAY AT
PUBLICSAFETYATAMU.COM/IFF

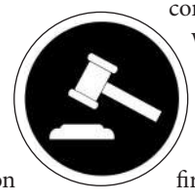
FOR MORE INFORMATION ABOUT CUSTOMIZED TRAINING TO MEET YOUR NEEDS, CONTACT ANTHONY MANGERI AT
AMANGERI@APUS.EDU.

AMU American Military University
Learn from the leader.™

AMU is part of the accredited American Public University System and certified to operate by SCHEV.

Non-Fire Fighting Members Recover FLSA Overtime Pay

Pursuant to the International's FLSA Policy, a number of union members have succeeded in court actions enforcing their rights to overtime pay under the federal wage and hour law, the Fair Labor Standards Act. These members are employed in fire departments, but do not have the job responsibility to engage in fire suppression activities, such as fire code inspectors, paramedics, maintenance workers, dispatchers and arson investigators.



FLSA requires employers to pay time and one-half overtime pay to employees who work in excess of 40 hours per workweek. However, there is a partial overtime exemption for public fire department employees who are trained in, and have the responsibility to engage in, fire fighting functions. Under that exemption (known as the Section 7(k) exemption), employers need not pay fire suppression employees overtime until after they work 53 hours in a seven-day work period or after up to 212 hours in a 28-day work period.

Recently, federal courts have concluded that employees who do not have the duty or job responsibility to engage in fire suppression cannot be covered under the Section 7(k) fire fighter overtime exemption. Instead, those employees are entitled to FLSA overtime compensation when they work more than 40 hours in a workweek. This is true under federal law, even if those employees are cross-trained and certified in fire protection, and work longer shift schedules, provided that they are not performing fire fighting activities.

Court decisions on this FLSA overtime issue involved a serial violator of the law — the City of Los Angeles, California. In court actions pursued under the International's FLSA Policy, favorable court settlements have been reached in the last year. For example, fire inspectors employed in the Los Angeles fire department, and members of Los Angeles City Local 112, were only paid overtime after working 204 hours in a 27-day work period.

These fire inspectors succeeded in their claim that they deserved overtime compensation based on the 40-hour workweek standard. Fire inspectors perform onsite inspections of commercial and residential buildings, schools and other structures that must comply with fire codes and fire safety regulations, as well as gas stations, storage tanks and other facilities that contain hazardous materials.

These members are not assigned to fire equipment, dispatched to fires or have the duty or responsibility to extinguish fires. These inspectors shared in the recovery of $1.8 million in backpay, equal liquidated damages and reimbursed litigation expenses. Going forward, these union members are being paid overtime when working over 40 hours per week.

Similarly, maintenance workers in the Los Angeles Fire Department who maintain SCBAs and other equipment, but do not perform suppression functions, also achieved a positive court settlement. The seven plaintiff maintenance workers were awarded the maximum three years of unlawfully withheld overtime pay and additional liquidated damages and fees, in the total sum of $590,000.

General President Harold Schaitberger says, "The International's FLSA Policy continues to work very well to protect our members' rights to overtime that is due them under federal law."

IAFF 10th District Vice President and President of Local 112 Frank Lima adds, "With the ongoing support of the International, the City of Los Angeles has been required to pay various groups of our members the overtime pay owed to them."

In earlier federal court cases, paramedics prevailed in FLSA overtime claims against the city where their job was to render emergency medical services. Although they are cross-trained in fire protection and work 24-hour shifts like fire fighters, they do not use hoses, ladders or other equipment to douse fires. They respond to emergency calls in ambulances, and even at fire scenes are on standby to provide medical assistance to citizens or injured fire fighters. After a favorable ruling by a court of appeals, the paramedics recovered more than $12 million in make-whole relief. In the past, similarly situated EMS members in Chicago, Baltimore, Broward County and other jurisdictions have also succeeded in claims where they were entitled to FLSA overtime by applying the 40-hour workweek standard.

IAFF members who are dispatchers in Los Angeles and arson investigators in Minneapolis also proved in Court that they do not have the responsibility to engage in fire suppression, and thus should not be subjected to the higher hourly overtime thresholds under the Section 7(k) fire fighter exemption.

Consistent with the International's FLSA Enforcement Policy, members in these court cases were represented by General Counsel Tom Woodley. ■

Don't Fail to Plan — Designate a Beneficiary

No one likes to think about the "what if" — especially when you're young and on the job. But, the unfortunate can happen and it's always best to be prepared. That's why Nationwide, as administrator of the IAFF Financial Corporation (IAFF-FC) FrontLine Program, invests so much energy reminding participants to keep their beneficiary designation form on file and up to date.

When a participant passes away, the Plan must follow what's on the beneficiary designation form on file with Nationwide, regardless of what is specified in a participant's will or whether those designations reflect a participant's current wishes. If there is no form or beneficiary on file, assets revert to the participant's estate. Not planning ahead or keeping information current could lead to stress and conflict among loved ones at a time that's often filled with grief.

Check your beneficiary designation with Nationwide at 877-677-3678 or log into your account at **FrontLinePlan.com**. Additionally, you can request a form to update your beneficiary via phone or in person from your local Nationwide Retirement Specialist.

A good time to think about your beneficiary(ies) is when you have a major life event, such as marriage, divorce, births, deaths and especially if you're updating your will. In fact, you may want to circle the same date on your calendar each year to conduct your review — perhaps at tax time or on your birthday.

Be sure to consider not only your primary beneficiary, but contingent beneficiaries — the person or persons who would receive your assets if the primary beneficiary precedes you in death. Because beneficiary designations may have tax or legal consequences, it's wise to consult your attorney or tax advisor before filing the form with Nationwide. ■

NRM-15096AO-IF

Don't fail to plan for the what ifs.
To learn more about Nationwide and the IAFF-FC FrontLine Program, contact Rebecca Gill at 614-435-8329 or gillr4@nationwide.com.

Newfoundland & Labrador Moves Forward on Cancer Coverage

Fire fighters in Canada's easternmost province are celebrating a hard-fought victory with the announcement that Newfoundland and Labrador will amend its workers' compensation rules to specify that 11 types of cancer are presumed occupational when contracted by fire fighters who have worked a pre-determined number of years on the job.

The announcement by Premier Dwight Ball follows an election campaign commitment made to fire fighters as Liberal Party Leader in November 2015. The changes will mean presumptive coverage for professional fire fighters will exist in every Canadian jurisdiction in which there are IAFF affiliates.

Newfoundland and Labrador's coverage will include brain, breast, bladder, colorectal, esophageal, kidney, lung, testicular and ureter cancers, as well as leukemia and non-Hodgkins lymphoma. The required years of service range from five to 15 years, depending on the type of cancer, and coverage for full-time fire fighters is retroactive to December 14, 2015.

"Our government is proud to provide a benefit that fire fighters have been seeking for more than a decade and is already provided in most other provinces," Premier Ball said in making the announcement December 12 in St. John's, also calling it "long overdue."

"Our government is proud to provide a benefit that fire fighters have been seeking for more than a decade and is already provided in most other provinces." — Premier Dwight Ball

St. John's Local 1075 President Doug Cadigan, who was among the IAFF leaders working with the provincial government on the issue, calls it a "monumental day" for the province's fire fighters.

"It is satisfying to see years of advocacy work on this issue rewarded, and IAFF members throughout the province appreciate the provincial government's responsiveness on this issue," he says. "Members will continue to answer the call, knowing that there are measures in place to support them, should they require this new benefit in the future."

The legislation covers IAFF members who belong to three locals in the province — St. John's Local 1075, Corner Brook Local 1222 and Stephenville Local 1852.

Presumptive legislation amends workers' compensation laws to specify that certain illnesses, when contracted by a fire fighter, are presumed to be a result of their occupation if they have worked a certain number of years on the job. This in turn facilitates fair compensation, by potentially avoiding a lengthy and uncertain claims process.

Legislation covering five cancers was first introduced in Manitoba in 2002 as a direct result of lobbying by affiliates and research showing that fire fighters experience certain cancers in statistically greater numbers than other workers. Since then, presumptive legislation for illnesses linked to fire fighting has spread to seven other provinces and two territories, and has expanded to include additional cancers, heart disease and recently in some provinces, post-traumatic stress disorder. ■



Ohio Governor Signs Cancer Presumption Legislation



Flanked by members of the Ohio Association of Professional Fire Fighters (OAPFF), Ohio Governor John Kasich signed the Michael Louis Palumbo Jr. Act (SB 27) into law, giving presumptive protections to fire fighters diagnosed with cancer.

The new law, named for a Beachwood, OH Local 2388 member diagnosed with brain cancer, presumes that the disease is a result of on-the-job exposure to a carcinogen. The law also states that cancer treatment for those fire fighters will be covered under workers compensation.

"Passing cancer presumption laws in every state and Canadian province has long been a top IAFF priority because it ensures that our members diagnosed with cancer will receive the treatment they need to get better," says General President Harold Schaitberger. "I am proud of the determination our Ohio members have shown in order to pass this legislation in their state."

"This great victory was truly a team effort," says 8th District Vice President and former OAPFF President Mark Sanders. "OAPFF President Mike Taylor, Governmental Affairs Director Jim Carney and others made sure this legislation had the support it needed for success."

The OAPFF has been diligently working to pass cancer presumption legislation for two decades. Several bills have been introduced over the years, but none earned as much support as the Michael Louis Palumbo Jr. Act.

The effort to pass this legislation began in February 2015 when the OAPFF held a Summit on Fire Fighters' Occupational Cancer, which included fire service leaders and state legislators. The summit earned significant media coverage and helped gather the initial support for workers' compensation coverage for fire fighters diagnosed with cancer.

"When we started this process, we knew it would be difficult," says OAPFF President Taylor. "But we were determined to pass something that would preserve the lives of our members."

OAPFF Governmental Affairs Director Carney and others kept the momentum going, which hit a peak when Local 2388 member Michael Palumbo Jr. and his family testified about having brain cancer. With state Senator Tom Patton (R) as its champion, SB 27 passed the Senate 32-1.

The state House amended the legislation to include language about the cancer-causing agents fire fighters are exposed to on the job. Thus, most cancers will be covered. The legislation passed 72-20. ■

In IAFF Victory, EPA to Study Flame Retardants

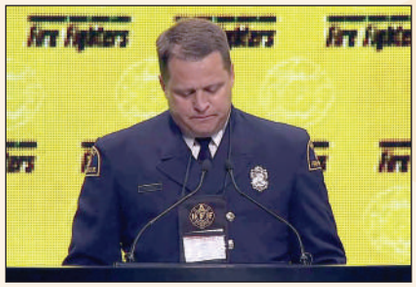
After a sustained campaign by the IAFF, and pursuant to passage of the Frank R. Lautenberg Chemical Safety for the 21st Century Act, the Environmental Protection Agency (EPA) announced it will study the potential risks of certain flame retardants to human health and the environment. Specifically, the EPA will include flame retardants in the Cyclic Aliphatic Bromide Cluster as one of the first 10 chemicals reviewed pursuant to the Act. This follows a strenuous lobbying campaign by the IAFF and its friends in Congress urging the EPA to study flame retardants and their impact on fire fighters. The EPA had already begun studying these chemicals, and had preliminary data indicating that they may be hazardous to human health.

IAFF members are well aware of the dangers posed by toxic flame retardants. These chemicals, widely used in products such as household furniture, textiles and electronic equipment, pose a significant threat to fire fighter health, including potentially contributing to cancer. These dangers have prompted many states, led in large part by state and local IAFF leaders, to restrict their use or require products using these chemicals be subject to labeling or other reporting requirements.

The IAFF also worked diligently to help ensure the ability of the federal government to regulate dangerous flame retardants while protecting the ability of states to act on their own. The Chemical Safety Act gave the EPA the authority to require safety reviews of all chemicals in the marketplace, but stipulates that the first 10 chemicals studied would not be subject to certain preemption requirements in the bill. By naming the Cyclic Aliphatic Bromide Cluster to the list of first 10 chemicals, states will retain the ability to regulate these dangerous substances while also allowing the federal government to move forward with its studies.

The IAFF will continue working with the EPA, the new administration and allies in Congress to reduce the risk of health impacts from toxic flame retardants on fire fighters. ■

Dallas Local 58 Member Tracy Beard Dies Following Battle With ALS



Dallas, TX Local 58 member Tracy Beard, a dedicated and respected fire fighter, proud husband and father, softball coach and fire station mentor, died Saturday, December 10, following a long battle with ALS.

Beard was a strong supporter of MDA and participated in Fill-the-Boot drives throughout his 25 years as a Dallas fire fighter. He became an even more outspoken advocate for MDA following his diagnosis in January 2014 with ALS, a degenerative muscular disease.

"Tracy Beard was a top notch fire fighter, family man and true pillar in his community," says General President Harold Schaitberger. "We are saddened by his passing and yet so proud of Tracy for leading such an honorable and impactful life."

During the IAFF 52nd Convention in Cincinnati in 2014, Beard delivered an emotional speech to assembled delegates urging them to commit to join the IAFF in its decades-long program in support of MDA. ■

Twenty-Two Line-of-Duty Deaths Recorded Among Canadian IAFF Members in 2016

Twenty-two Canadian IAFF members made the ultimate sacrifice in 2016, including 18 who died from recognized occupational cancers.

Among them was Captain John Wagontall, a Lethbridge, AB Local 237 member who cycled across Canada in 2006 to raise awareness about prostate cancer. Wagontall, 58, died at home on December 18 following a brave and public battle against the disease.

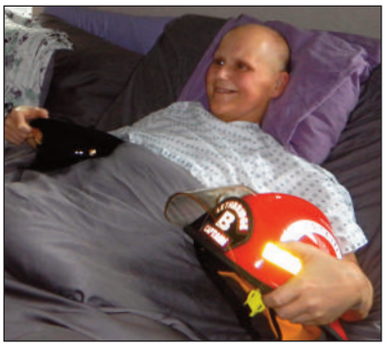
Prostate cancer was added to the list of diseases covered under Alberta's presumptive laws in 2011 as a result of lobbying by the Alberta Fire Fighters Association, and Wagontall's illness helped highlight the need for prostate cancer coverage, which also exists in British Columbia, Saskatchewan, Ontario, Yukon and the Northwest Territories.

Another tragic line-of-duty death took the life of 42-year-old Lt. Dennis teBoekhorst, a member of Maple Ridge, BC Local 4449, who suffered a sudden, duty-related heart attack on October 21 and died on October 26. teBoekhorst, who donated a kidney to his daughter in 2010 and was well known in the community, was remembered at a large funeral service held November 9.

The British Columbia government revoked heart coverage for professional fire fighters in 2001, but it was reinstated in 2014 following a lobby effort by the British Columbia Professional Fire Fighters Association. teBoekhorst's death was the first line-of-duty death in the history of Maple Ridge Local 4449.

On average, 24 Canadian IAFF members die in the line of duty annually, a number that has gradually increased over the years as more provinces have adopted presumptive legislation and as existing coverage has expanded to include more cancers — and in six provinces, PTSD.

Also in 2016, Fort McMurray, AB Local 2494 fire fighter Bo Cooper lost his battle with leukemia despite a courageous effort that included treatment in the United States and a remarkable $880,000 fundraising initiative that drew widespread support from the local community and from IAFF affiliates.



Captain John Wagontall

Cooper was only 27 when he died on November 6, and his death was not covered by Alberta's presumptive laws because he didn't enough years of service to qualify for automatic coverage.

Local 2494 Acting President Rob Van Hecke says that while the outcome in Cooper's case was not what anyone had hoped for, the amount of support shown along the way was humbling. "It gave us a lot of hope and a lot of faith that people care, and it gave Bo a fighting chance." ■

OAPFF Secretary-Treasurer Dies in Car Accident

The IAFF is deeply saddened by the death of Ohio Association of Professional Fire Fighters (OAPFF) Secretary-Treasurer Mark Horton. Horton, 64, was on his way to an IAFF training seminar when he was killed in a car accident.



Mark Horton

"Mark Horton was a great union leader and friend," says General President Harold Schaitberger. "Our thoughts and prayers are with the Horton family and our Ohio members during this difficult time."

"He was a great friend and colleague, as solid as they come," says 8th District Vice President Mark Sanders. "It was an honor to work with him on so many important issues. He will be missed."

Horton joined the fire service in Elyria, Ohio, where he became a member of Elyria Local 474. As an active member of his local, he was known for always wanting to do more on behalf of his brothers and sisters, serving as Local 474 president for more than 20 years.

In 2004, Horton was elected OAPFF Secretary-Treasurer. Over the past 13 years, he also became one of the OAPFF's most successful political activists. He worked hard to defeat Senate Bill 5, which would have eliminated collective bargaining, pass cancer presumption and protect his members' pensions.

"Brother Horton was a tireless advocate for Ohio members," says OAPFF President Michael Taylor. "His leadership was essential as we fought some of the biggest battles our organization has ever faced. The OAPFF could not have accomplished all that it has without him."

Horton was also very active in his community. In 2015, he was elected Sheffield Township Trustee.

Horton is survived by his wife, Barbara. ■

IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in October through December 2016.

Local 5108
County of Grande Prairie Professional Fire Fighters
President Robert Campbell
16 members
Grande Prairie, AB

Local 5112
Soddy-Daisy Fire Fighters
President William Morgan
8 members
Soddy-Daisy, TN

Local 5113
Hastings Professional Fire Fighters
President Craig Latch
13 Members
Hastings, MN

Local 5114
Professional Fire Fighters of Choctaw
President Tige Mielke
6 members
Choctaw, OK

Local 5115
Crook County Fire Fighters Association
President Chad Grogan
13 members
Prineville, OR

Local 5117
Cibolo Professional Fire Fighters
President Eddie Gonzales
13 members
Cibolo, TX

Local 5118
Guam Local International Association of Fire Fighters
President Keoni Garrido
23 members
Hagatna, Guam

Why Support MDA ?



The tradition of collecting for MDA in North Providence, Rhode Island, two weeks before Labor Day pre-dates John Laurie's career.

Now president of North Providence Local 2334, Laurie says local members were filling the boot well before he joined the fire service 28 years ago, and continue to this day in droves and with a level of enthusiasm and efficiency the community has come to expect.

"I have always been 100 percent engaged in the Fill-the-Boot program, with every one of our members taking the time to get out into the community and collect," says Laurie, who explains that the key to Local 2334's successful MDA program is the members' commitment to supporting the cause.

Ask almost any affiliate leader or member about why their local collects for MDA and the answer is simply, "We always have," or "It's part of what we do." Both of those are true, but there are many reasons to support MDA.

For some, there is a personal connection to muscular disease that helps fuel the enthusiasm for collecting millions of dollars every year for research and treatment or inspires members to participate in MDA summer camp.

One Local 2334 member, David Dilorio, retired seven years ago only to learn four years later that he had ALS. "David worked for 30 years, and during that entire time he was a strong supporter of MDA," says Laurie. "When we learned he was sick, that just made us even more committed to keep working it at, to help our brother and to help others suffering from the disease."

Professional Fire Fighters of Eastern Missouri Local 2665 also has a strong tradition of supporting MDA, powered in part by a personal story. Local 2665 member Ron Fritz's daughter, Morgan, now 18, was diagnosed with spinal muscular atrophy when she was just 18 months old. Since then, the Fritz family has been an ambassador for MDA in their community. As a child, Morgan served as Missouri State Goodwill Ambassador for MDA. Local 2665 is also among the top fundraising locals in the United States.

The IAFF-MDA partnership spans more than 60 decades, and the IAFF is the largest MDA national sponsor, raising more than $607 million to help fund research for treatment and cures, 150 care centers for MDA families and to send 3,800 kids to summer camp each year.

"The IAFF is honored to continue our long-standing partnership with MDA and our shared mission to free individuals from the harmful effects of these life-threatening diseases," says General President Harold A. Schaitberger. "Today, we're inspired to see more and more MDA families overcoming challenges and living life to the fullest. We are proud to be part of this progress and will continue to fight alongside MDA until a cure is found."

There are additional benefits to filling the boot. In addition to raising money for MDA, locals with a MDA program also generate strong public support and improved community relations.

"People see us out there every Labor Day, taking time out to collect for this worthy cause, and know that their fire fighters don't just keep them safe, they are members of and care about the community," says President of Eastern Missouri Local 2665 Dennis Murray. He notes that people have stopped by the fire station to make a donation because they missed seeing them on the corner.

This sense of goodwill is not lost on community leaders, either, according to IAFF-MDA National Coordinator Roger Lopez. "When these decision makers see us out there collecting, it gives them another reason to support us when we need them," he says.

For affiliates that have not implemented a MDA program or want to enhance an existing effort, the IAFF and MDA have launched a campaign that will include a toolkit of resources affiliates can use in their own communities. In addition, the IAFF offered two workshops at the Affiliate Leadership Training Summit (ALTS) in January to help affiliate leaders in their local MDA efforts, including tips from getting started to holding Fill-the-Boot drives and other fundraising and awareness efforts.

"The IAFF is honored to continue our long-standing partnership with MDA and our shared mission to free individuals from the harmful effects of these life-threatening diseases. Today, we're inspired to see more and more MDA families overcoming challenges and living life to the fullest. We are proud to be part of this progress and will continue to fight alongside MDA until a cure is found."

— General President Harold Schaitberger

Lopez recommends holding Fill-the-Boot drives in the spring or early summer when the weather is better, and to have alternate dates in case of conflicts or bad weather. In addition, including additional events throughout the year keeps your local in the public's eye.

For more information, contact IAFF-MDA Coordinator Roger Lopez at rlopez@iaff.org or filltheboot@mdausa.org. ■

2017 IAFF Events Calendar

Alfred K. Whitehead Legislative Conference
March 5-8, 2017, Washington, DC
The upcoming 2017 Alfred K. Whitehead Legislative Conference is an opportunity for IAFF leaders to advocate directly with members of Congress on key federal issues.

Delegates will hear first-hand from members of Congress and the new Trump administration about what lies ahead politically and on the legislative front.

A. Michael Mullane Political Training Academy
March 18-24, 2017, Baltimore, Maryland
Developed through FIREPAC, the Political Training Academy educates and assists campaign veterans and political newcomers alike on how to run for elected office, manage a political campaign or direct an affiliate's political action program.

Canadian Legislative Conference
April 10-12, Ottawa Ontario
The Canadian Legislative Conference, scheduled for April 10-12, 2017, in Ottawa is set against the backdrop of significant advances on two key Canadian legislative issues in the past year: a national Public Safety Officer Compensation (PSOC) benefit and a national strategy on post-traumatic stress disorder (PTSD).

Other legislative priorities include establishing a National Building Code of Canada, an issue that has yet to properly consider fire fighter safety, Building and Fire Codes and the lack of responsiveness from the Canadian Commission in charge of the building code development process and the lack of comprehensive national fire service statistics, which makes it difficult for the IAFF to properly advocate the full range of fire fighter and public safety issues.

Communications Training Academy
May 15-19, 2017, Silver Spring, Maryland
The Communications Training Academy provides advanced-level communications training, giving members the opportunity to become true communications directors and leverage new resources available to them.

John P. Redmond Symposium/Dominick F. Barbera EMS Conference
August 6-10, 2017, Vancouver, British Columbia
Canada is host to this biennial health, safety and EMS conference, which addresses occupational health, safety and EMS issues in the fire service.

Canadian Policy Conference
August 21-23, Kingston Ontario
Canadian affiliate leaders will gather in Kingston, Ontario, to debate and vote on resolutions addressing a variety of issues important to the nation's 23,000 IAFF members.

Canadian Political Training Academy
Ottawa, Ontario
The IAFF is planning a fifth edition of the Canadian Political Training Academy (CPTA) in 2017, with local affiliates to be advised of tentative dates in the coming months. The CPTA is based on the IAFF's highly-successful U.S. Political Training Academy, which has trained hundreds of professional fire fighters who aspire to seek elected office or fill senior campaign roles or other political positions.

Fallen Fire Fighter Memorial
September 16, 2017, Colorado Springs, Colorado
The IAFF Fallen Fire Fighter Memorial honors the sacrifice made by IAFF members who gave their lives while serving their country and community. ■

Eastern Missouri Local 2665 Hosts Boccia League for Disabled Athletes

Thursdays are Boccia Ball League night for Central County Fire and Rescue District fire fighters. The Professional Fire Fighters of Eastern Missouri Local 2665 members host the league for the Disabled Athletes Sport Association (DASA) as part of its community outreach program.

With approval from the fire district, the games are held inside of an engine bay. "We love it," says Brad Peters, Central County Shop Steward and Local 2665 member. "We help with every role: coaching, refereeing and often playing against the DASA athletes."

Local 2665 connected with DASA by happenstance while running a tax initiative. Local members had accidentally posted a sign in the wrong yard. When Peters went to the house to retrieve the sign, he discovered it was the home of Brian Cressler, a DASA athlete.

Inspired by Cressler's determination, Peters offered to donate proceeds from Local 2665's volleyball fundraising tournament. When DASA organizers mentioned that they needed a place to play Boccia ball, Peters suggested a firehouse. "I reached out and got all of the necessary approvals. The rest is history," he says. ■





New Direction for IAFF Wildland Task Force Committee

As Wildland Urban Interface (WUI) fires are increasing across North America, the IAFF has pledged to direct more resources on wildland fire fighting issues.

In addition to creating a new Department of Wildland Fire Fighting Safety and Response, as mandated by IAFF Convention resolution, the IAFF Wildland Task Force Committee is being retooled to include IAFF members who are subject matter experts in WUI issues, including training, health and safety and areas of research to improve safety.

The new Committee's first meeting will be held at the John P. Redmond Symposium/Dominick F. Barbera EMS Conference in Vancouver, British Columbia, in August. ■

IAFF Continues Fight to Protect Members From Harmful Flame Retardants

The IAFF continues to fight aggressively to protect fire fighters from toxic flame retardants, which are known to contribute to serious heath issues from exposure.

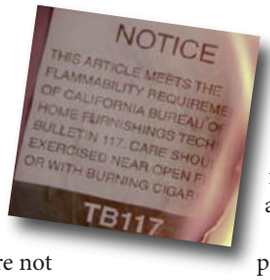
This battle is taking on new urgency as the Consumer Product Safety Commission (CPSC) considers a new national standard for measuring the flammability of furniture. The IAFF is concerned that the adoption of an open flame standard would make way for wider use of chemicals that have been scientifically linked to health issues.

"When toxic flame retardants burn — and they do burn — it's a dangerous 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. That's why the IAFF is committed to finding solutions to provide toxic-free fire safety."

In January, International staff presented a strong case before commissioners of the CPSC. At issue is whether the flammability of furniture should be measured using an open flame test or a smoldering test.

The IAFF has long advocated for a national smoldering standard so manufacturers have an even greater incentive to stop using these toxic chemicals once and for all.

The IAFF has signed on to a petition urging the CPSC to no longer use the open flame standard — a standard favored by flame retardant chemical manufacturers because it allows for the continued and widespread use of these harmful chemicals in furniture and other household products. However, numerous studies have found that chemical flame retardants are not only toxic, but also do little to slow the progress of a fire.



It's the IAFF's position that a smoldering standard, coupled with other vital fire prevention measures, such as sprinklers, smoke alarms and fully-staffed fire departments, will create a safer environment for our members.

Manufacturers have been adding flame retardants to products for decades. But these chemicals have been linked to serious health hazards to include cancer, hormone deficiencies and neurological and developmental problems.

A 2013 study of San Francisco fire fighters found that they had high concentrations of the common flame retardant, polybrominated diphenyl ethers (PDBEs), that are two to three times higher than the general population. When products containing flame retardants burn, these chemicals can be inhaled or absorbed into the human body in even greater concentrations, putting fire fighters at particular risk for cancer and other illnesses.

Last fall, the IAFF and its research partners released the results of a study of dust from 25 fire stations that showed higher concentrations of PDBEs, as well as Organophosphate Flame Retardants (OPFRs), than other household and office environments.

The IAFF has worked to help state affiliates pass legislation that bans and restricts the use of cancer-causing flame retardants, including California, Maine, Massachusetts, Oregon, Vermont, Minnesota, New York and Washington. Similar bills are pending in state legislatures in Alaska, Maryland, Mississippi, Tennessee and Virginia. ■

FIREFIGHTER Getaway
1877.628.7743

WANT A WEEK OF FUN IN THE SUN
Well look no further come join our inaugural Firefighter Cruise, Sep 16-23, 2017. Cruise on Norwegian Escape from Miami including ports of Roatan, Belize, Costa Maya and Cozumel. Cabins still available.
Inside from $963 pp, Balcony $1252 pp *twin share, price includes all meals, full beverage package and taxes.



Call someone that has your back for all your Vacation Needs. Firefighter Owned Travel Agency.
www.firefightergetaway.com

EF-3 Tornado Rips Through Hattiesburg Fire Station

Hattiesburg, MS Local 184 members took shelter in the nick of time before their Fire Station 2 took a direct hit from an EF-3 Tornado in the early morning hours of January 21 that destroyed dozens of homes and killed four people.

Hattiesburg Local 184 President Robert Dillard says the emergency alert system issued a tornado warning about 35 minutes before it roared through Hattiesburg in central Mississippi, about 112 miles north of New Orleans. The tornado tore the roof off the fire station, knocked out power and damaged apparatus.

Though no one on duty was injured, Dillard says storm damage blocked access to apparatus bays, forcing Local 184 members to move out on foot to conduct house-to-house searches. Mississippi Emergency Management Agency (MEMA) officials reported multiple people trapped in their homes due to structural damage and debris.

Zack Barrett, an engineer and Local 184 member from a neighboring station, had picked up an overtime shift at Station 2 when the dispatcher announced that a tornado had touched ground and was heading in the station's direction.

"It's a busy station, and we had just returned from a medical call," says Barrett. "As the tornado approached, I could feel increased pressure in my ears. The three of us on duty suited up and only had time to take shelter in the engine. As the tornado moved over us, debris started hitting the engine."

A lieutenant on duty sustained minor cuts to his face after the winds, gusting at up to 160 miles per hour, blew out the front driver-side window of the engine. "The first tornado probably lasted about 20 seconds but it felt like it went on for several minutes," says Barrett.

Soon after the tornado passed, dispatch issued a second warning and the three were able to move from the engine to a nearby storm shelter, a 10-by-10 concrete bunker adjacent to the station.

By 5:00 a.m., a regional rescue and recovery task force comprised of MEMA officials, IAFF members and police officers were out in force pulling people from their homes and labeling structures based on the levels of damage. Will Lewis, a Local 187 member and training coordinator for MEMA Task Force Three, says the rescue and recovery efforts worked nearly flawlessly, noting that communications were down for several minutes during the initial phase of the operation, an expected hiccup in any major storm. ■



PHOTO - DANE STRAITH

The Season of Giving Back

Vancouver, BC Local 18 was one of many Canadian IAFF locals that gave back to their community through charitable events during the holiday season. The Vancouver Firefighter Charities tapped into community generosity and collected 22 tons of toys, 2,000 bicycles and thousands in cash for those in need. ■



On the Road

WITH THE GENERAL PRESIDENT

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

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





In Houston, Texas, General President Harold Schaitberger met with Local 341 President Marty Lancton and his members at fire stations 51 and 68.



During his visit to Missouri, Schaitberger, along with 2nd District Vice President Mark Woolbright and Professional Fire Fighters of Eastern Missouri Local 2665 President Dennis Murray, stopped at Pattonville and West Overland fire stations to talk with Local 2665 members.



IAFF Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0980 Bessemer—Carl Cook, Michael Hammonds, Terry Ingram, Jan Johnson, Arlie Kimbrell, Kenneth Roy, Rex Smith, Harold Wright, Tommy Young, **L1349 Mobile—**Jeremy Martin, James Walter, **L3301 Hueytown—**Daniel Thigpen, **L3663 Demopolis—**James Day, **L4035 Hoover—**Jon Cantrell, Gary Snow

ALASKA L1264 Anchorage—Brian Balega

ALBERTA L0209 Edmonton Fire Fighters Union—John Byrne, Dale Dedio, Mike Fox, Graham Jones, Richard Tosczak, **L0237 Lethbridge—**Barry Sorensen, **L2770 Grande Prairie—**Bart Johnson, **L4794 Rocky View County Fire Fighters Union—**Gary Boccabella, Mike White, **L4819 Cochrane Fire Fighters Association—**Jeff Pentz

ARIZONA l0060 United Emergency Medical Professionals Of Arizona—Michael Lovett, Jason Payne, Andrea Ratliff, **L0479 Tucson—**Luke Adams, **L0493 Phoenix—**Lisa Clinchy, Thomas Fiore, Robert Geary, Todd Harms, Lafayette McCoy, Richard Rooney, Dick Weyenberg, **L1505 Flagstaff—**Russel Lane, Bill Morse, **L2260 Mesa—**Joe Meier, Lisa Ross, Brian Ruffentine, **L3572 Northwest Fire Fighters—**Paul Coe, Heath Evans, Tim Graves, Lane Spalla, **L3878 United Maricopa County Fire Fighters Association—**Richard Damante, **L4125 Green Valley—**Mauricio Lopez, Paul Miller, **L4311 United Buckeye—**Michael Sands

ARKANSAS L0014 Pine Bluff Fire Fighters Association—Ronnie Harden, **L0879 Hot Springs—**Mike Baxter, Dennis Dixon, Tim Grimes, George Mayo, **L2866 Fayetteville Fire Fighters Association—**Terry Crutchfield, Kyle Curry, Phil Dewey, Bill Hamm, Kyle Linn, Steve Squires, James Stevens, Jeffery Trammell, **S0024 Western Arkansas State—**Gerald Henson, Rocky Lambert

BRITISH COLUMBIA L0018 Vancouver—William Barr, James Kasper, **L0323 Burnaby—**James Butts, John Davies, Ben English, Rick Hickson, Norm King, Karl Lackner, Greg Mervin, Scott Morrow, James Weir, Doug Whitehead, Jeff Wilson, **L1271 Surrey—**Mark Bell, Gary Nedelak, Fred Rothengatter, Ryan Smith, **L1304 Kitimat—**Doug Bassett, **L1372 Prince George—**John Callaghan, Rob Ingham, Steve Oslund, Paul Petersen, James Sweet, **L1668 Campbell River—**Laura Ritchie, **L4264 Esquimalt—**Ian Fraser

CALIFORNIA F0033 San Diego—Scott Andersen, Anthony Herrera, Kelly McComb, Douglas Richter, Scott Watson, Kelly Wing, **F0085 Federal Fire Fighters Association—**Jeffrey Bates, Jeff Wilkerson, **F0116 Vandenberg Professional Fire Fighters—**John Crotty, **F0289 Miramar—**Paul Tompkins, **L0055 Oakland, Alameda County And Emeryville—**Mario Castillo, Emmett Fahey, John Larson, Marshall McKee, Christopher O'Brien, Kevin Williams, **L0112 Los Angeles City—**Dale Bayless, **L0188 Richmond—**Edward Valdivia, **L0230 San Jose—**James Blean, Edward Lake, Stacey Mitchell, **L0522 Sacramento—**Brad Dessert, Patrick Ellis, James Goode, Christopher Holbrook, David Johnson, Dale Jones, Susan Ketcherside, Janice Lewis, Christopher Marsh, Chris Ortiz, Erik Rice, Stephany Sosa, Jeff Wells, **L0778 Burbank—**Kevin Deagon, **L0935 San Bernardino County—**James Gras, Chad Griffiths, John Lansing, Douglas Simpson, Mark Vigil, **L1014 Los Angeles County Fire Fighters—**Lawrence Collins, Dan DeMeyer, Kent Dowey, Antonio Duran, Don Johnson, Stephen Keller, Scott La Rue, Steven Martin, David McKibbin, John Scavarda, Dale Schueller, Rickey Sewell, Victor Yanez, **L1067 Riverside City—**Robert Pina, **L1109 Santa Monica—**Adrian Crook, Dale Hallock, Jose Torres, Scott Waterman, **L1165 Santa Clara County—**Bud Alfred, David Espinosa, Berkeley Gilson, Steven Gubber, Jim Kosinski, Eric Kraule, **L1230 Contra Costa County—**Thomas Oakley, **L1301 Kern County—**John Harkleroad, **L1430 Ontario—**David Canfield, Wayne Daunis, **L1592 Roseville Fire Fighters—**Rick Edgar, Joseph Hill, Dean Morra, David Sedeno, **L1689 Fremont—**Daniel Cardenas, David MacArthur, Charles McCloskey, John Orfield, **L1775 Marin Professional Fire Fighters—**Kelly Bradley, Craig Carroll, Peter Davis, John Higgins, **L1909 Hayward—**Mark Cassells, Dennis Freitas, Vincent Hobbs, Steven Holt, Daniel Jones, Ross Pimentel, Robert Reichmuth, Dan Stanchina, Robert Trujilio, Gino Verza, **L1974 Livermore-Pleasanton—**Steven Davis, **L2400 San Mateo County—**Michael Hickey, Richard Kehr, Charles Lax, Emil Picchi, Kevin Ruane, John Tarantino, Jeff Thorne, **L2415 Monrovia—**Harold Kaliman, John Rooks, Jerry Welton, **L2881 Cal Fire Local 2881—**Gilbert Barrier, Keith Callison, Edward Charnock, Eric Cisney, Clark Daly, Kevin Langeloh, David Matzdorff, Donna McCain, Bristowe Pitts, Demitrius Prado, Anthony Ricci, Jesse Velarde, Michael Weaver, Donald Webster, Randal Wyckoff, **L2899 Anaheim Fire Fighters Association—**Chris Albin, Walter Prey, **L3354 Huntington Beach—**Kenneth DeLeske, **L3355 Tracy City—**John Babcock, Michael Hanlon, Thomas Hemmingson, Jeffrey Mason, Richard Myers, Steven Ohmstede, John Shepherd, Philip Somerhalder, **L3540 Murrieta—**Danny Lopez, **L3556 El Dorado County—**Gerry Durnall, Mark Kindelt, **L3608 Montclair—**John Van Fossen, **L3631 Orange County Professional Fire Fighters Association—**Jeffrey Finney, Paul Guns, Anthony Manzo, **L3719 Visalia—**Eric Bush, **L3747 Kings County Fire Fighters Association Incorporated—**Scott MacFarlane, Michael Rodarmel, Bud Ross, **L3787 Encinitas—**Richard Elder, Tyson Gargas, John Gonzales, Robert Voorhees, **L3922 Poway Fire Fighters Association—**Gary Anderson, Tim Carle, William Clark, William Cummins, James Harrison, James Kruse, Michael Quitugua, Alan Rowe, **L4184 San Marcos—**David Lange, John Logan, **L4403 Professional Fire Fighters IAFF Local 4403—**Randy Steffan, **L4409 Lake Valley Professional Fire Fighters Association—**Megan Nickles, Ron Sitton, **L4427 South Lake Tahoe Firemen's Association, Inc.—**Kenin Fairley, **L4488 Lakeside Fire Fighters Association—**Robert Andrews

COLORADO L0003 Pueblo—Gary Elson, Jerry Jaynes, **L0005 Colorado Springs—**Vance Clear, Paul Jensen, Aaron Johnson, Darwin Kiselich, David Novotny, Jeff Sievers, **L0858 Denver—**Mark Altman, Theodore Flores, Robert O'Neill, Rudolph Stines, **L0888 Greeley—**Kevin Jelden, **L1309 West Metro Fire Fighters—**William Atkinson, Mike Berg, Ron Krohm, Phil Pitrone, Mark Warriner, Robert Wolman, **L2203 North Metro—**Carisa Willibey, **L2403 Adams County Professional Fire Fighters—**Brian Notary, **L3214 Mountain View PFF—**Jolene Kirkegaard, **L4341 Glenwood Springs Professional Fire Fighters—**Keith Witt, Richard Wyckoff

CONNECTICUT L0786 Stamford Professional Fire Fighters Association—David Jones, Michael Terenzio, **L0801 Danbury—**David Easter, **L0834 Bridgeport—**Robert Morton, Philip Reeves, **L0944 Milford—**Michael Dunn, **L1073 Middletown—**Stephen Ross, **L1148 Meriden—**Gerald Hauser, **L1339 Waterbury—**Brian Ducey, **L1426 Fairfield—**Darrick Lundeen, Wayne Parks, **L1548 East Hartford—**Bruce Lockwood, Francis Sperl, Gloria Stokes, Brenda Tenney, **L1579 Manchester—**Jimmie Shelton, **L2033 Southington—**Douglas Roy, **L2687 Hamden Professional Fire Fighters—**Paul Tavaras, **L4746 Mashantucket Pequot Fire Fighters Unon—**Charlie Chaffee, **L4746 Mashantucket Pequot Fire Fighters Unon—**Russell Lacaillade, **S0015 Connecticut Police and Fire Union—**Kimberly Boivin, Thomas Bowolick, John Gwiazdowski, John Kowalski, Alan Marshall

DISTRICT OF COLUMBIA L0036 Washington—William Bailey, Andre Campbell, Joel Christian, Danny Cloyd, Lester Crockett, David Driggers, Greg Dypsky, Bruce Faust, Charles Glaze, David Hibben, Roderick Johnson, Terry King, Jackie McKinney, Joseph Mitchell, Wayne Nelson, James Partridge, Gregory Pratt, Ruth Redmond, Larry Settle, Donald Simpson, Michael Waby, Darrell Whiting, Paul Williams, James Williams, Garry Wilson

FLORIDA L0122 Jacksonville Association Of Fire Fighters—Keith Ahern, David Gray, Reggie Thompson, John Vitale, Kent Ward, **L0754 Tampa—**Keith Andersen, Roy Burkett, Lawson Carter, Normia Stephens, **L0765 Fort Lauderdale—**Carmelo Russello, Kenneth Thawley, **L1158 Clearwater Fire Fighters Association—**Charles Barlet, Lawrence Campbell, **L1210 Coral Gables Professional Fire Fighters Association—**Jeffrey Fabyan, Joe Hamilton, Michael Hope, Angelo Prat, Pio Sirolli, Marc Stolzenberg, **L1365 Orlando Professional Fire Fighters—**Michael Aiken, Brian Hicks, Philip Kontoulas, **L1377 Professional Fire Fighters & Paramedics Of Saint Lucie County—**John Gosney, **L1403 Metropolitan Dade County Association Of Fire Fighters—**Wendy Mansilla, **L1549 Pompano Beach Professional Fire Fighters—**Patricia Bradley, Peter Clavell, Randy Devore, Michael Fox, Richard Hall, Kevin Kelleher, Tony Long, Mathew Macneir, Bob McCarthy, Cheryl Nielsen, Manya Ondriska, Joseph Rogers, James Rudy, Nicole Srbovan, Kim Williams, Larry Wolverton, **L1560 Fire Fighters Of Boca Raton—**Ron Hartley, Randall Lowe, Jesus Rodriguez, Robert Schade, **L1826 Southwest Florida Professional Fire Fighters—**Traci Acton, Kent Cary, Richard Dolega,

Marian Dressel, Antonio Esposito, James Heiser, Thomas Higginbotham, Arnaldo Perez, Christine Reese, Frank Rizzo, Kimberly Sanders, Sheri Vara, **L1951 Melbourne Fire Fighters Association**—Brian Hudson, **L2057 Orange County Fire Fighters Association**—Michael Farides, Penelope Garlock, Marianne Nuckles, Lance Urreula, David Woock, **L2193 Pinellas Park Fire Fighters Association**—John Finn, Michael Jackson, Gerard Lubick, Andrew Lusher, **L2267 Safety Harbor Professional Fire Fighters Association**—Thomas Free, **L2294 Hillsborough County Fire Fighters**—Michael Baltzell, Scott Laycock, Robert Martinez, Frank Miller, Arthur Miller, **L2315 Davie Professional Fire Fighters**—Christopher Fletcher, Robert Mogavero, **L2327 Dunedin Fire Fighters Association**—Penni Eggers, **L2396 Collier Professional Fire Fighters and Paramedics**—Forrest Campbell, Matthew Trent, **L2424 Cape Coral Professional Fire Fighters**—Charles Barley, Brad Windey, **L2546 Suncoast Professional Fire Fighters & Paramedics**—William Clark, Mary Isaacs, Timothy Joy, Russell Kough, John Moore, Frank Paolella, **L2820 Professional Fire Fighters Of Miramar**—L. Tomey, **L2944 Milton Professional Fire Fighters**—Bobby Hutchinson, **L2959 Professional Fire Fighters and Paramedics of Martin County**—Robert Gillespie, Scott Legg, Lowell Nance, Alex Nathanson, **L2980 Palm Harbor/Oldsmar Professional Fire Fighters**—Darryl Neil, **L3080 Metro-Broward Professional Fire Fighters**—Mark Apicella, Jason Edelstein, John Gaul, Rai Ramlal, Michael Seeman, **L3132 Avon Park Professional Fire Fighters**—David Cloud, **L3499 Ormond Beach Fire Fighters Association**—Michael Marstaller, **L3531 Polk County Professional Fire Fighters**—Bernardo Croitoru, Charles Shaffer, **L4069 Levy County**—Cathy Wilson, **L4347 Deland Professional Fire Fighters**—Jeff Long, **L4413 Professional Fire Fighters of Walton County**—Wayne Charles, **L4575 Edgewater Professional Fire Fighters**—Ron Hayward, **L4661 Brooksville Professional Fire Fighters**—John Quisenberry, **L4770 Professional Fire Fighters of the Villages**—Joseph Peters, **L4966 Pinellas County Professional Fire Fighters**—Matthew Carpenter, Walter Perdue, Gregory Ponds

GEORGIA **L2563 Cobb Professional Fire Fighters**—Catherine Brandt, Philip Rogers, **L2851 Douglas County Professional Fire Fighters**—Jeff Echols, Ron Taylor, **L5030 Smyrna Professional Fire Fighters**—Daryl Purvine

HAWAII **F0263 Federal Fire Fighters Of Hawaii**—Douglas Gonzales, **L1463 Hawaiian Islands**—Jerry Lum, Mark Pokini

IDAHO **L0187 Pocatello**—Alan Farnsworth, **L2856 Kootenai County Fire & Rescue**—Bryan Williams

ILLINOIS **L0002 Chicago**—Anthony Belke, Anthony Bertini, James Bigoness, Edward Biros, Jeffery Burke, Terrence Casey, John Coughlan, Jose Cruz, Stephen Curley, Robert Daly, Thomas Herling, John Joyce, James Lucchesi, William Marshall, Martin McNulty, Larry Miller, Mercedes Mora-Nowinski, Joseph Palenik, Linda Parsons, Joseph Romeo, Lorenzo Sanchez, John Scheinpflug, Larry Sibley, Casstedaro Simpson, Theodore Sosnowski, **L0037 Springfield**—Keith Ayre, Jonathan Forbes, **L0056 Streator**—Scott Orban, **L0099 Aurora**—Gregory Jackman, **L0413 Rockford**—Carla Heitter, **L0473 Waukegan**—Jon Nordgren, **L0653 Kankakee**—Ronald Atchison, Richard Donath, **L0691 Mattoon**—Denny Kingery, **L0711 Chicago Heights**—John Ewers, **L0742 Evanston**—Michael Anderson, Mike Hasanov, **L0822 Highland Park**—Cesare Fontanini, **L1263 Park Forest**—Christopher Apt, William Toberman, **L1526 Franklin Park**—Michael Vonesh, **L1544 Lockport**—Larry Rittenhouse, **L1894 Northbrook**—Mike Agostinelli, **L2061 Hoffman Estates**—Robert Dewelt, Michael Hartman, Mark Hartwig, Jeffrey Hugel, Steve Kulovsek, Dean Slater, **L2369 Joliet Officers**—Brian Plyer, **L3033 Skokie**—Wayne Dunn, William Meier, David Nellessen, George Smith, Kendall Wilson, **L3053 Macomb**—Teresa Royal, **L3105 Arlington Heights**—Kevin McDonagh, **L3322 Saint Charles Fire Department**—Lance Maxwell, Leo Veseling, **L3405 Oak Lawn**—James Leikel, **L3461 Itasca**—Mark Klecka, **L3547 Blue Island**—Ken Dompeling, **L4092 Schaumburg**—Christopher Larsen, Theodore Pellus, **L4186 Glenview**—Charles DiPrima, Jean-Pierre Guilbault, Michael Lynch, Bruce Miklautsch, **L4302 Naperville Professional Fire Fighters**—Richard Sander, **L4773 Oswego Fire Fighters**—Gary Wooley

INDIANA **L0124 Fort Wayne**—Daniel Esterline, Dennis Maxwell, Michael Messmann, **L0360**



Mishawaka—Don Catanzarite, **L0363 LaPorte**—Floyd Mrozlinske, **L0365 East Chicago**—David Diehl, **L0416 Indianapolis**—John Anderson, Arthur Borel, Tandy Branham, Michael Fagan, Jonathan Hacker, Kim Lang, Ian Marano, Thomas Payne, Patty Powell, Donald Rech, Michael Reeves, Larry Walker, **L0676 Marion**—Robert Johnson, Dale Owen, **L1408 Richmond**—Harold Erbse, **L1649 Alexandria**—Bruce Waters, **L2008 Shelbyville**—Thomas Laughlin, **L2205 Connersville**—James Davis, James Lunsford, **L2897 Evansville-Vanderburgh Airport Fire Fighters**—Donald Schnabel, Thomas Shoulders, **L3087 Linton**—Lonnie Eberhardt, **L3151 Portage**—William Webb, **L4406 Hendricks County Professional Fire Fighters**—Daniel Chubb, **L5105 Concord Professional Fire Fighters**—Scott Maurer

IOWA L0007 Sioux City—James Clark, **L0011 Cedar Rapids**—John Brandt, Frank Davis, **L0017 Davenport**—George Fischer, John Glasgow, **L0025 Dubuque**—Roger Wernimont, **L0066 Waterloo**—Darwin Boelts, Steven Jordan, Michael Kemming, **L0622 Fort Dodge**—Loren Helgevold

KANSAS L0064 Kansas City—Douglas Wallace, **L0135 Wichita**—Ronald Evans, Michael Wells, **L0179 Hutchinson**—Kenneth Graham, **L2275 Manhattan**—Steven Shepek, Richard Smith, **L4818 Professional Fire Fighters of Overland Park**—Norm Glass

KENTUCKY L0045 Newport—Austin Kresser, **L0526 Lexington**—Ken Raglin, Thomas Schneller, Rick Wilson, **L3241 Mayfield**—Chris Lykins, **L3303 Florence**—Elliott Cross, Robert Krebs

LOUISIANA F0189 N.A.S. New Orleans—Gerald Dellucky, William Helm, **L0514 Shreveport**—Violet Anderson, Randall Beason, Gary Bedgood, Charles Bryant, Louis Cook, John Davis, Ricky Grisham, James Hall, John James, Toni Johns, Frederick Johnson, James Johnson, Terry Mastny, William Merolla, Ronald Mulford, Milton Nale, Harold Robinson, Ronald Robinson, Thomas Self, Martin Thompson, Ronald Townsend, John Vailes, Markous Vinson, Jeffery Williams, **L0632 New Orleans**—Robert Bonds, Michael Calamari, Richard Hughes, Keith Noya, Timothy O'Neal, Robert O'Neal, Joseph Segretto, Mark Shubert, Louis Smith, **L1051 Bossier City**—John Bird, Danny McCoy, **L1374 Jefferson Parish**—Roy Barrios, Joseph Blanchard, Louis Cureau, John Evans, David Marrione, Paul Meiding, Ronald Vix, **L2361 Hammond**—Joseph Wheat, **L4800 St. Tammany District 12 Fire Fighters Association**—Darrell Guilott

MAINE L0740 Portland—John Brooks, **L0772 Bangor**—Clifford O'Brien, **L0797 Auburn**—James Hart, **L1476 South Portland**—Richard Lee, Robert Simmons, **L3107 Biddeford**—Carl Guay

MARYLAND F0121 National Capital Professional Federal Fire Fighters—Lenell Jones, Thomas Keefer, John Richter, Norman Wines, **F0267 Aberdeen Proving Ground**—David Clark, Robert Soto, **L0734 Baltimore**—Stephanie Cisneros, Mark Hofmann, James Howard, Michael Jachelski, August Pierson, Michael Randall, Nelson Saunders, **L0964 Baltimore Fire Officers Association**—Edwin Moreau, **L1311 Baltimore County**—Richard Allen, James Colliflower, William Danner, Sandra Funk, Paul Massarelli, Russell Pryor, Thomas Ramey, Frank Rehr, Ronald Schreiber, Robert Tracey, **L1563 Anne Arundel County**—Keith Boden, MICHAEL Crumbaker, David Geslois, James Kittel, Mara McFarland, Albert Palcher, **L1619 Prince George's County**—Amber Daugherty, Erroll George, Greylind James, **L1664 Montgomery County**—Peter Hageman, Stephen Jones, Richard Stolz, **L1742 Baltimore/Washington International Airport**—Suzanne McNeill, Justin Smith

MASSACHUSETTS L0076 Somerville—Thomas Brown, Vincent Mattera, **L0146 Lawrence**—David King, **L0718 Boston**—Diane Clifford, Lawrence Crosby, Kevin Curley, Joseph Foley, Paul Hutchinson, Richard McDonald, James McGuirk, Paul Miller, David Seales, **L0827 Newburyport**—David Devenish, **L0853 Lowell**—Richard Andre, Elizabeth Morales, **L0863 Newton**—Patrick Vardaro, **L0902 Malden**—Robert Angelo, Walter Bruce, Philip Cargill, Patrick Feran, Patrick Fitzpatrick, James McGonagle, Dennis Murphy, Brian Parow, Michael Sasso, Alan Small, Edward Tribble, Thomas Walsh, George Wedge, Glen Weymouth, **L0920 Braintree**—Daniel McDonnell, **L0925 Peabody**—Robert Caruso, Eugene Clements, **L0926 Revere**—John Finn, Ronald Gaudette, Robert Morrissey, Gerald Picariello, **L1009 Worcester**—Stephen Connole, John Ford, Thomas Gingras, Paul Ronayne, Allan Rudge, John Silk, Jeffrey Spring, **L1032 Medford**—John Conners, Stephen Howe, Kevin Rooney, Richard Sweeney, **L1347 Watertown**—Stephen O'Reilly, **L1464 Scituate**—Thomas Seery, **L1658 Andover**—Mark Conlon, **L1669 Beverly**—Richard Berry, John Salvanelli, **L1714 Marlborough**—Kevin McCarthy, Michael Newton, **L1717 Bourne**—Julio Pomar, **L1735 Dedham**—Kenneth Pike, **L1764 Amherst**—Donald McKay, **L1820 Mansfield**—Bruce Brassard, **L2038 Danvers**—Michael Farley, **L2043**

IAFF members earn more

1.10% APY*

IAFF-FC Recruitment Savings Account

Don't miss Amalgamated Bank's latest offer, exclusively for IAFF members — a promotional-rate savings account with no monthly maintenance fee and a $250.00 minimum to open.

Bank with a union bank.
Visit amalgamatedbank.com/iaff or call 855-741-4245 to open your account today.

amalgamated bank

*The Annual Percentage Yield (APY) is accurate as of December 24, 2015. A minimum deposit of $250.00 is required to open. The promotional interest rate of 1.10% APY is available for the first 12 months from account opening on the entire balance. A variable tiered interest rate will apply after the promotional 12-month period ends. That variable tiered interest rate works as follows: if the daily balance is $249.99 or less the interest rate applied to the entire balance is 0.01% APY as of December 24, 2015. If the daily balance is $250.00 or greater the interest rate applied to the entire balance is 0.40% APY as of December 24, 2015. Rates are subject to change after the account is opened. Fees may reduce earnings. Excess transaction fees for more than the number of permitted transactions may apply. Unlimited in-person deposits and withdrawals; other transactions limited to 6 per month. Offer good for only IAFF members. Promotional rate offer may be changed or withdrawn at any time without notice. All accounts subject to the Bank's Account Opening Disclosures. © 2015 Amalgamated Bank. All rights reserved. Equal Opportunity Lender. Rev. 12/2015

MEMBER FDIC

Marblehead—Daniel Rice, **L2124 Harwich**—John Ayer, **L2586 Dracut**—John Getman, **L2678 Norton**—John Morrissey, **L3128 Fitchburg**—Kevin Curran, **L3276 Barnstable**—Edward Guilford, **L3763 Brewster**—Glen Cefalo, **S0028 Massachusetts Military Professional Fire Fighters**—Ronald Brun

MANITOBA L0803 The Brandon Professional Fire Fighter/Paramedics Association—Ralph Moore, **L0867 Winnipeg**—Michael Sparks, **L1079 Portage La Prairie**—Wendell Williams

MICHIGAN L0344 Detroit—Don Adams, Daniel Anderson, Bradford Barnes, Cecelia Buchanan, Michael Carnago, Anthony Ellis, Terry Griffin, Eugene Gunnery, Frederick Hartmann, Gary Hill, Kevin Kortas, Kevin McBride, Byron Robinson, John Schimeck, Kenneth Thomas, Robert Turner, David Weems, Jack Wiley, Michael Wilson, **L0352 Flint**—Jonathon Drake, Daniel McBride, **L0366 Grand Rapids**—June Faber, **L0421 Lansing**—Jeff Brown, **L0554 Iron Mountain**—Kevin Pirlot, **L0693 Ann Arbor**—Tracy Harris, **L0741 Detroit Metropolitan Wayne County Airport**—James Hinojosa, **L1029 Southfield**—Russell Adams, **L1381 Clinton Township**—Stuart McIntosh, **L1383 Warren**—Steven Sitek, **L1737 Harrison Township**—Jeffrey Leininger, **L1911 Garden City**—Clinton London, **L2451 Belding**—Donald Eady, **L2659 Farmington Hills**—Michael Kish, **L3299 Washington Township**—Kevin Kennedy

MINNESOTA L0021 Saint Paul—Henry Jandrich, Mark Rood, John Titus, **L0082 Minneapolis**—Gregory Martin, Mary Mohn, Thomas Thornberg, **L0101 Duluth**—Monica Correll, **L1041 Albert Lea**—Lee Devries, **L1712 Saint Cloud**—Lynn Cook, **L3939 Saint Paul Fire Supervisory Association**—Floyd LeCuyer, **S0006 Minneapolis Airport**—Christopher Blegen, Douglas Senn

MISSISSIPPI L5081 Byram Professional Fire Fighters Association—Jeffrey Cockrell

MISSOURI L0042 Kansas City—Jack Hook, James Klobnak, Steven McFeders, Christopher Morrell, Michele Newby, Daniel Palmer, **L0757 Saint Charles**—Dan Casey, Louie Luczak, **L0781 Professional Fire Fighters of Independence**—Robert Anderson, John Holman, Steven Robinson, **L1730 Raytown**—Tom Ratterman, **L2665 Professional Fire Fighters of Eastern Missouri**—Ronald Bristow, John Dickherber, Eugene Rump, Kerry Tebbe, Franklin Umbdenstock, Tim Wisely

MONTANA L0448 Helena—James Mitchell, **L0521 Billings**—Brett DiPasquale, Larry Hart, **L0601 Havre**—David Krezelak

NEBRASKA L1005 Norfolk—Steve Bettendorf

NEVADA L1607 North Las Vegas Fire Fighters—Travis Anderson, **L2251 Carson City**—Lee Horton

NEW BRUNSWICK L0771 Saint John—Murray McCavour, Paul Stackhouse

NEW HAMPSHIRE L1153 Laconia—Robert Landry, **L1312 Dover**—Nicholas Xenos, **L2847 Seabrook Permanent Fire Fighters Association**—Harold Hewlett, **L2909 Dover Fire Officers**—Steven Lesniak, **L4392 United Professional Fire Fighters of Derry**—Wendy Cooney, Phillip Lavalley, Kenneth Pellitier, Wayne Sewade

NEW JERSEY F0313 Joint Base New Jersey Federal Fire Fighters—Michael DelBarto, Bradley Ponto, **L1064 Jersey City Fire Officers**—Michael Alessi, John Alston, Michael Cannon, Michael Cleary, John Dunford, Robert Halter, Ronald Kascic, **L1066 Jersey City**—Joseph Boyle, James Crandall, Gerald Cucchiara, Steven Rosone, Joseph Untisz, **L2004 Irvington**—Timothy Washuta, **L3500 Bergen County**—Richard Blohm, **L3592 Deptford Township Career Fire Personnel**—Steven Christina, **L3950 North Hudson**—Luis Bodega, Ruben Hislop, **L3951 North Hudson Fire Officers**—Joseph Arena, David Curtis, George Prina, Carlos Schlaffer, **L4032 Ocean City Fire Fighters Association**—David Weeks, **L5034 Plainfield Fire Officers Association**—Kenneth Childress, Hilton Whitaker

NEW YORK I0065 Albany Airport Fire Department—Jason Berry, **L0086 Troy**—Michael Spinelli, **L0094 Uniformed Fire Fighters Assoc. Of New York**—Jeffrey Abrams, Robert Alexander, Daniel Baron, Joseph Bitetto, Brian Blair, George Braadt, Robert Breivogel, Alexander Brown, Louis Buquicchio, Kieran Burke, Peter Calderaro, Nicholas Carpenter, James Cavanagh, Robert Chiolo, Thomas Ciangiola, Paul Collica, Joseph Cusumano, Timothy Daly, John Dearruda, Michael Donohue, Robert Doyle, John Driscoll, Matthew Eberhart, Paul Fanara, Charles Gabbert, James Gersbeck, Louis Giaconelli, Steven Gladding, Chris Glass, Marc Gniewkowski, Peter Grandazza, Peter Grossmann, Daniel Haase, Edward Heegan, Matthew Henderson, Steven Hoek, Gerald Holmes, Nathanael Igbowu, Thomas Ihnken, Carmine Jichetti, Gary Klimkowski, Christopher Krajewski, Matthew Krepil, Edward Kuohn, Steven Kwintner, Vincent Laona, Gregg Lawless, James Leibman, Anthony Lembo, Salvatore Lia, Richard

TD Insurance
Meloche Monnex



Take advantage of your group privileges:
You could **save $415*** or more when you combine your home and auto insurance with us.

See how much you can save.

As an IAFF member in Canada, you have privileged access to the TD Insurance Meloche Monnex program, which offers you preferred insurance rates and various additional discounts. Make the most of your benefits — get a quote today and find out how much you could save!

Our extended business hours make it easy.
Monday to Friday: 8 a.m. to 8 p.m. (ET)
Saturday: 9 a.m. to 4 p.m. (ET)

HOME I AUTO

Ask for your quote today at 1-866-296-0888
or visit iaff.tdinsurance.com



The TD Insurance Meloche Monnex program is underwritten by PRIMMUM INSURANCE COMPANY. It is distributed by Meloche Monnex Insurance and Financial Services Inc. in Quebec and by TD Insurance Direct Agency Inc. in the rest of Canada. Our address: 50 Place Crémazie, Montreal (Quebec) H2P 1B6.

Due to provincial legislation, our auto and recreational vehicle insurance program is not offered in British Columbia, Manitoba or Saskatchewan.

*Nationally, 90% of all of our clients who belong to a professional or an alumni group (underwritten by SECURITY NATIONAL INSURANCE COMPANY) or an employer group (underwritten by PRIMMUM INSURANCE COMPANY) that have an agreement with us and who insure a home (excluding rentals and condos) and a car on July 31, 2015 saved $415 when compared to the premiums they would have paid with the same insurer without the preferred insurance rate for groups and the multi-product discount. Savings are not guaranteed and may vary based on the client's profile.

® The TD logo and other TD trade-marks are the property of The Toronto-Dominion Bank.

Lukasiewicz, Robert McBratney, John McGinty, Brendan McNally, Yusuf Mead, Glenn Mezzapesa, Steven Mirabell, Anthony Modica, Richard Montanez, John Montrony, Edward Morri, Christopher Mouhlas, Paul Moyik, Kevin Mullee, Hugo Muriel, Timothy Murray, Francis Nash, Dean Neligan, David Newberry, Louis Nicolosi, Gary O'Hal, Nicholas Petricevich, Robert Puppa, Jeffrey Ray, Oscar Robles, Robert Rufhill, Andrew Sabaluski, Carl Scheetz, Michael Shea, James Silecchia, Reginald Smith, Raymond Smith, Thomas Soto, Andrew Tranchina, John Treglia, Juan Valerio, Charles VanPelt, Richard Vitale, James Wind, Keith Young, Walter Zoeller, **L0274 White Plains**—John Sestito, **L0280 Syracuse**—William Adsitt, Gary Andrews, Emmanuel Atkins, Stephen Cavuto, David Evans, Timothy Hall, Michael Harris, Robert Heron, Carl Hucko, Michael Kreuzer, Dominick Maccarone, William Marshfield, Steven McLaughlin, Martin Reed, Eugene Roberts, Jeffrey Sargent, Brian Sherlock, Tyrone Sims, Robert Whitehead, John Williams, **L0589 Newburgh**—Kenneth Brower, Adam Schulze, **L0709 Elmira**—Harry Staight, Scott Temple, **L0737 Ithaca Professional Fire Fighters Association**—Joseph Bargher, Martin Gessini, Leon La Buff, Michael Schnurle, Guy Van Benschoten, Ernest Williams, **L0779 Johnstown**—Michael Heberer, **L0854 New York Uniformed Fire Officers Association**—Kevin Albert, Thomas Baroz, Kevin Bevilacqua, Barry Brandes, Richard Braunreuther, Richard Bruno, Francis Burke, Timothy Byrne, Michael Cacciola, John Calderone, Richard Callery, James Campbell, Michael Carlin, Charles Clarke, Peter Critsimilios, Mark Cuccurullo, Robert Cuollo, Nicholas D'Alessanoro, Joseph Daley, James Deignan, Theodore Di Pasquale, Daniel Donohue, John Driscoll, Joseph Evangelista, Michael Galletta, Timothy Ginley, Patrick Hawkins, James Hayes, William Hill, Robert Holzmaier, Austin Horan, Marek Jaworski, Dan La Rocco, William Leith, Kenneth Macko, Michael Marshall, James McCabe, Thomas Mccarthy, Edward McDonagh, William McGee, Michael McGevna, James McGowan, Shawn McNally, Daniel Melia, Jan Midbo, Thomas Mirante, Kenneth Mundy, Kevin Murphy, Daniel Murphy, Patrick Murphy, John Narbutt, Michael O'Donnell, Francis Occhiogrosso, Richard Portello, Edward Prince, David Rath, William Reilly, Eugene Rice, Timothy Riordan, Stephen Sapia, John Schmitt, John Shea, Kevin Sheridan, Andrew Sheridan, Patrick Sullivan, William Sweeney, Anthony Tedesco, Patrick Tracy, Michael Troeller, David Valentine, Joseph Viglietta, Philip Vincenzo, Stephen Witter, James Yuskevich, Thomas Zuhlke, **L0859 Tonawanda**—Robert Hassett, Michael Young, **L0898 Mamaroneck**—Victor Anderson, **L1071 Rochester**—Randy Marra, Michael McCullough, Richard Seaman, **L1446 Auburn**—Richard Liccion, James Ward, **L1796 Olean**—Joseph Bartholemew, **L3359 Niagara Falls Fire Officers**—Gregory Colangelo, **L3738 Henrietta**—Thomas Stirone, **L4640 Greece Uniformed Fire Officers Association**—Robert Phelps, Dean Smith, **L4959 Uniformed Fire Alarm Dispatchers Benevolent Association**—Peter Dodge, Charles McLean

NORTH CAROLINA **L0129 Wilmington Professional Fire Fighters**—John Chadwick, **L0660 Charlotte**—Art Cochran, Hoyt Hamilton, Kimberly Homme, Garry McCormick, David Owen, William Petrea, Keith Rogers, Scott Stiles, Hubert Tish, Jody Wetta, Mike Wilson, Dewayne Wright, **L0947 Professional Fire Fighters Of Greensboro**—Robert Eanes, Michael Rogers, Wallace Underwood, Steven Zimmerman, **L1867 Greenville**—Steve Winters, **L1873 Fayetteville Professional Fire Fighters Association**—Frank Kocsis, **L2469 Gastonia**—Gary Withers, **L2580 Chapel Hill**—Chris Bradley, **L3286 Outer Banks**—Richard Heppert, **L3393 Cabarrus Professional Fire Fighters**—Brown Barnhardt, Michael Penninger, Paul Toomey, **L3448 Kernersville**—Jon Atkins

NORTH DAKOTA **L0242 Grand Forks**—Wynn Brabazon, Mark Twite

OHIO **L0048 Cincinnati**—David Jahn, **L0092 Toledo**—Lauren Futrell, Dale Pelz, Cynthia Williams, **L0093 Cleveland**—Gregory Bambic, James Cartwright, Mark Crowley, Frank Gagliardi, John Heiman, Robert Patrick, **L0136 Dayton**—Robert Dougan, Nancy McGill, Daniel Sacksteder, Vincent Wiley, Crystal Wilson, **L0228 Steubenville**—Samuel Ivkovich, **L0266 Mansfield**—Amy McElvain, **L0312 Youngstown**—Alfred Clarett, Michele Pascale, John Reiter, Louis Rossi, **L0382 Lakewood**—Terry Scavone, **L0532 Ironton**—Mike Hasenauer, **L0639 Parma**—Richard Camarati, Michael Frantz, **L0651 Conneaut**—John Chapin, Lloyd Marcy, **L0764 Wooster**—John Sherrick, **L1120 Bucyrus**—Gordon Grove, **L1521 Upper Arlington**—Jeff Young, **L1591 Warrensville Heights**—James Brown, Kenneth Moeller, Ryan Weber, **L1832 Miami Valley Professional Fire Fighters**—Steve Gabbard, Alex Shartle, **L2079 Solon**—Robert Shimits, **L2388 Beachwood**—Michael Palumbo, **L2648 Kenton**—Russell Blue, **L2860 Eastlake Professional Fire Fighters Association**—Lonnie Futchi, **L2882 Strongsville Fire Fighters Association**—Alan Finkelstein, **L2981 Moraine**—Toby Matheny, **L3331 City Of Perrysburg**—Jeff Stefanelli, **L3412 Union Township(Clermont County)**—Kevin Cooper, Anthony Vinel, Duane Willis, **L3498 Worthington**—Any Male, James Meige

OKLAHOMA **L0157 Oklahoma City**—David Bradbury, Clyde Bundage, Guadalupe Cavazos, Jeff Courtney, Michael Foster, Channon Greenwood, Craig Herrin, Scott Johnson, Felton Morgan, John Phillips, Neil Taylor, Tony Tompkins, Danny Tracey, **L0200 Bartlesville**—Joe Lannan, **L2041 Chickasha**—Doug Black, Bill Thomas, Danny Wright, **L2055 Yukon**—Floyd Sisk, **L2789 Owasso**—Matthew Morton, Steven Nelson, Ricky Parris, Brian Potter, Danny Salts, Ed Wofford, **L2839 Okmulgee**—Jess Blankenship, **L2990 Glenpool**—James Chaney, **L3061 Durant**—Jimmy Lynn, **L3434 Kingfisher Fire Department**—Thomas Hendricks

ONTARIO **L0162 Ottawa**—Vic Iacovitti, Ross Saunders, **L0169 Peterborough**—Terry Lindsay, **L0193 Thunder Bay**—Kelly Keeling, **L0288 Hamilton**—Dave Baker, Anthony Berlingeri, Patrick Bothen, Paul Brien, Nick Christou, George Drzewicki, Lindsay Glegg, Connor Hadaway, Robert Hyslop, Stephen James, David Kinsman, Dennis Kneisz, Randy Knowles, David MacDonald, Jim McEneny, William Morgan, Gregory White, Francis Wright, John Zellman, **L0499 Cambridge**—Brian Yetman, **L0527 Sudbury**—Lionel Frappier, Keith Harris, Marc Lanthier, Darryl McAloney, Kevin Murphy, Kenneth O'Brien, Brian Polowich, Ken Roy, Peter St. Denis, **L0528 Niagara Falls**—David Belme, **L0529 Sault Ste. Marie**—Fred Shaughnessy, **L0791 Waterloo**—Philip Jefkins, **L0849 Cornwall**—R. Parisien, **L0996 Renfrew**—Terry Smith, **L1068 Brampton**—Wayne Everitt, David Jones, **L1182 Thorold**—Robert Lehan, **L1212 Mississauga**—Scott Kerr, **L1328 Quinte West**—Bill Barber, **L1582 Oakville**—Greg Nuhn, Dave Quigley, **L1701 Kawartha Lakes**—Donald James, **L3139 Clarington Fire Fighters Association**—Carl Coatham, **L3888 Toronto Professional Fire Fighters**—Gordon Barnes, Barry Bartram, Lee-Ann Ellis, John Howse, Morris Kozachenko, Keith Maidment, Catherine Oates, Bradley Ogg, Jeff Robinson, James Rosenback, Kristian Sorenson, Jacqueline Taylor, Orlando Vavala, Brian Watt

OREGON **L0845 Albany**—Mark Bambach, Kirk Bohard, Dean Dirks, Chris La Belle, Kyle Romey, **L1062 Gresham**—Jerry King, **L1159 Clackamas County**—Troy Bany, David Slegers, Greg Smith, Brian Wolfe, **L1269 Ashland**—Derek Rosenlund, **L1660 Tualatin Valley**—Clay Blake, **L2091 Douglas County Professional Fire Fighters**—Carl Boulden, **L2557 Marion County Fire District 1**—Robert Honyak

PENNSYLVANIA **F0301 R.R.M.C.Professional Fire Fighters**—Alan Kratzer, **L0010 McKeesport**—Vincent Wassel, **L0022 Philadelphia**—Richard Bratcher, Neil Calore, Glenn Drake, Gregory Fair, Shawn Robertson, David Snyder, **L0428 Harrisburg**—Barry Buskey, **L0627 York**—Michael Anderson, **L0735 Bethlehem**—Anthony Facchiano, Gerald Huber, Robert Simons, **L0840 Luzerne County**—Robert Sgarlat, **L4883 Radnor Professional Fire Fighters**—Vincent D'Achille

RHODE ISLAND **F0100 N.E.T.C.Naval Base - Newport**—Darren Viveiros, **L0732 Woonsocket**—Steven Reilly, Timothy Walsh, **L1080 Newport**—Wayne Beebe, Richard Wheeler, **L1261 Pawtucket Fire Fighters**—Derek Knight, Keith Wildenhain, **L1651 North Kingstown**—Robert Giglietti, Michael LeClair, Thomas McCarthy, James St. Jean, Donald Taylor, Ernest Wilcox, **L2050 Smithfield**—Eugene Murray

SASKATCHEWAN **L0080 Saskatoon**—Warren Mellor, Brian Smith

SOUTH CAROLINA **L0793 Columbia**—Bruce Davis, Charlie Freeman, K. R. Jaco, Randolph Johnson, A. C. Lawrimore, Larry Strickland, Johnny White

SOUTH DAKOTA **L0814 Sioux Falls**—Jon Button

TENNESSEE **L0065 Knoxville**—Jeffrey Kerley, Darrell Wells, Gary Williams, **L0140 Nashville**—Douglas Graves, Reginald Reed, **L1784 Memphis**—John Foote, Darrell Howard, John Littles, Benny Richardson, Thomas Sullivan, Jason Williams, **L1791 Johnson City**—Mike Sagers, **L3180 Clarksville**—Donald Baker, Billy Cook, Terry Groves, Eugene Roach, David Stokes, **L3748 Cleveland Professional Fire Fighters**—John Runyon, **L3858 Germantown**—James Brown, Timothy Faulkner, Shari Turner, **L3864 Collierville**—Daniel McPeake, **L4053 Maryville**—Kenneth Wade

TEXAS **L0058 Dallas**—Michael Arnold, Timothy Atkins, Michael Bell, Lyndon Britt, Parry Duncan, Salvador Garcia, David Greer, Gary Haynes, David Hill, Johnny Horn, George Hussong, Robert Jones, David Kinney, Stephen Klepfer, Edward Levell, John Moffat, Russell Morgan, William Murrell, Terry Roberts, Rojelio Rodriguez, Robert Simmons, David Slaughter, Laura Spray, James Thompson, Jerome Zabojnik, **L0170 Cleburne**—Paul Allen, W. Randy

Jenkins, **L0367 Texarkana**—Kenneth Copeland, **L0399 Beaumont**—William Buck, Casey Foster, Dan Marberry, **L0440 Fort Worth**—Eugene Byrd, David Coble, Carlos Gonzales, Coda Griffay, James Pickett, Randal Polson, **L0478 Waco**—John Diaz, Kevin Fisk, Jimmie Mauppin, C. L. Sanders, Don Stanfield, **L0936 Corpus Christi**—Ruben Cortez, **L1518 Mesquite**—William Culver, Joe Rutherford, **L1550 Corsicana**—Ronald Franks, **L1665 Odessa**—Jimmy Kight, Mike Sredanovich, **L1954 Richardson**—Billy Robinson, **L2073 Irving**—Winston Davis, Benny Gillaspie, Rodney Lovett, Glover McMillan, Jerrell Thomas, Tom Tilton, Ray Zbylut, **L2149 Plano**—Joe Flores, Billy Lay, **L2505 Killeen**—Kenneth Hawthorne, **L2602 McAllen**—Alan Baxter, Rene Palacios, **L2731 Conroe**—James Cariker, **L2943 Sweetwater**—Patrick Oneal, **L3034 Lufkin**—Larry Arnold, **L3113 Grapevine**—Shaun McGregor, **L3178 Coppell**—Wille McInis, **L3404 Harlingen**—Joe Huyett, **L3453 Allen**—Cole Banner, Robert Richards, **L3606 Lewisville**—Jeff Smith, **L3609 Mission Fire Fighters Association**—Gilbert Garcia, Armando Rendon, **L3679 Victoria**—Timothy Dodge, **L3685 Midlothian**—Jeffrey Silva, **L3846 Woodlands Professional Fire Fighters Association**—Jeanine Sims, Wayne Walker, **L3885 North Richland Hills**—Kent Carter, David Evers, Kevin Queppet, **L4122 Seguin**—Jose Rosas, **L4506 Belton Professional Fire Fighters Association**—John Stowell, **L4929 DFW Airport Fire Fighter Association**—Susan Sourjohn

UTAH **L0552 Ogden**—Dennis Gay, **L1696 Salt Lake County**—J. Chris Cage, **L1878 Weber County**—Chris Quartuccio

VERMONT **L2750 Springfield**—James Benton, **L3702 Barre Town Association Of EMT's**—Sheila Brown, **L4439 Brattleboro Professional Fire Fighters**—Mark Geno

VIRGINIA **F0025 Tidewater Federal Fire Fighters**—John Haney, **F0253 Fort Myer**—William Harris, **L0995 Richmond**—Warren Cersley, **L1132 Roanoke**—Keith Whitlow, William Wines, **L1568 Henrico County**—Chris Cieslarczyk, Marc Waltz, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Jon Bruley, Garrett Dyer, Michael Garcia, Robert Lison, Michael Macario, Kendall Thompson, **L2363 Charlottesville**—Joseph Hughes, **L2449 Chesapeake**—John Bragg, **L2532 Danville Professional Fire Fighters Association**—David Crumpton, Brad Harville, Torres Terry, **L2598 Prince William Professional Fire Fighters, Inc.**—Kalvyn Smith, **L2702 Fairfax City**—Mark Ciarrocca, David Whitacre, **L2773 Petersburg**—Steven Yohe, **L3406 Norfolk Airport**—Gaston Dough, George Shaw, **L3756 Loudoun Career**—David Woodard

WASHINGTON **F0282 Puget Sound Federal Fire Fighters**—Kevin Browning, Kevin Davis, Paul Jones, **I0024 Hanford**—Gary Bumgarner, **L0027 Seattle**—Louis Hesselt-Van-Dinter, **L0029 Spokane**—Tim Lively, Daniel Riordan, Rustie Stewart, Mark Tellez, Thomas Yergen, **L0046 Everett**—Bruce Henshaw, John Tanaka, **L0315 Hoquiam**—Gerald Gwin, **L0864 Renton**—Roy Gunsolus, Rick Marshall, Chris Sproat, **L0876 Spokane Valley**—Mark Kiefer, George Knapp, **L1604 Bellevue**—Blaine Singleton, Mark Weldon, **L1747 Kent**—Kip Ware, **L1760 Shoreline**—Rick White, **L1805 Clark County Fire District 6**—Thomas Schmaltz, **L1828 Snohomish County Fire District 1 Professional Fire Fighters**—David Krugmire, **L2024 South King County Professional Fire Fighters**—Adair Crandall, Steve Crews, Tony Sirgedas, Mike Trotto, **L2819 Kitsap County**—Tim Gates, Michael Kroll, **L2829 Redmond**—Mark Donnell, John Frazier, Carol Hartwell, Chris James, James Jordan, Doug Kammerzell, Mike Kavanaugh, John Keffer, Tim Kelln, Ralph Kratz, Gary Rhine, John Stockman, Robert Torrey, **L2876 South Kitsap**—Richard Nordmark, **L2878 Eastside Fire & Rescue**—James Smith, **L3186 Mountain View Professional Fire Fighters**—William Eberlein

WEST VIRGINIA **L0837 South Charleston**—James Boyd, Louis Robinson

WISCONSIN **L0141 Green Bay**—Brad Neville, **L0215 Milwaukee**—Randolph Hamburger, Mario Hartlaub, Al Jansen, William Nowak, Douglas O'Leary, Gordon Planning, Paul Popa, David Stoltz, **L0311 Madison**—Javier Font, Thomas Mittelstedt, **L0407 Waukesha**—David Hanson, **L0487 Eau Claire**—John Biegel, Robert Goodland, **L1633 South Milwaukee**—Thomas Reid, **L1801 Cudahy**—Dean Nelson, **L2386 Beloit Township**—Allen Cass, **L2760 Franklin**—Russell Dohr

WYOMING **L0276 Sheridan**—Sydney Smith

YUKON TERRITORY **L2217 Whitehorse**—Robert Melanson

FIREPAC Contribution Form

❑ $750 ❑ $500 ❑ $200 ❑ $100 ❑ $50 ❑ $25 ❑ Other $_____

❑ Enclosed is my check payable to FIREPAC

❑ Charge my: ❑ VISA ❑ Mastercard

Card Number:_____

Exp. Date:_____ Signature_____

Name:_____

Membership No:_____

Local No:_____

Address:_____

City, State, Zip:_____

Phone No: (H)_____ (C)_____

*Email: _____

**Required in order to process your FIREPAC contribution and track donor pin shipping*

PAPER2017

U.S. Members Only: FIREPAC can only accept personal checks money orders or personal credit cards Federal election laws prohibit FIREPAC from accepting business or union dues (treasury) account checks Contributions to FIREPAC do not qualify as charitable contributions for federal income tax purposes.
Members may not seek reimbursement for their contribution

Make Checks/Money Orders Payable to: FIREPAC

U S Members mail to:
IAFF FIREPAC
1750 New York Avenue NW
Washington DC 20006

Canadian Members mail to:
FIREPAC Canada
350 Sparks Street Suite 403
Ottawa ON K1R 7S8



Chairman's Council
$750



Leadership Trust
$500



Founder's Circle
$200



President's Club
$100



Capitol Club
$50



Hill Club (Canada)
$50



FIREPAC Supporter
$25

Chairman's Council Members
Receive an IAFF logo embroidered garment bag with luggage tag



NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name	Local Name	State
F0169	Vernon Washington	Picatinny Arsenal	NJ
L0002	Robert Bush	Chicago	IL
L0002	Danny Carbol	Chicago	IL
L0002	Joseph Connolly	Chicago	IL
L0002	Frank Corbet	Chicago	IL
L0002	Lorenzo Douglas	Chicago	IL
L0002	Edward Ehrhardt	Chicago	IL
L0002	James Farrell	Chicago	IL
L0002	Bernard Klimas	Chicago	IL
L0002	Patrick Moran	Chicago	IL
L0002	Vincent Smart	Chicago	IL
L0002	Clayton Tichelar	Chicago	IL
L0002	Lawrence Urbaniak	Chicago	IL
L0002	Robert Willis	Chicago	IL
L0002	Vincent Wolf	Chicago	IL
L0002	Ronald Zielinski	Chicago	IL
L0011	Rickie Scofield	Cedar Rapids	IA
L0012	John Rowan	Wheeling	WV
L0022	Walter Bradby	Philadelphia	PA
L0022	Edward Brooke	Philadelphia	PA
L0022	Thomas Comerford	Philadelphia	PA
L0022	Chester Czescik	Philadelphia	PA
L0022	Loren Davenport	Philadelphia	PA
L0022	James Gibson	Philadelphia	PA
L0022	Craig Hall	Philadelphia	PA
L0022	John Konrad	Philadelphia	PA
L0022	Kevin McDonnell	Philadelphia	PA
L0022	Ernest Nolasco	Philadelphia	PA
L0022	Edward Pollick	Philadelphia	PA
L0022	Bernard Rooney	Philadelphia	PA
L0022	George Schwartz	Philadelphia	PA
L0022	Raymond Tonkinson	Philadelphia	PA
L0022	Joseph Verica	Philadelphia	PA
L0022	Michael Welsch	Philadelphia	PA
L0027	Scott Steed	Seattle	WA
L0034	W. Ellington	Little Rock	AR
L0034	John Hoffman	Little Rock	AR
L0036	Edward Bowman	Washington	DC
L0036	Charles Butler	Washington	DC
L0036	Lester Crockett	Washington	DC
L0036	Christopher Sheffe	Washington	DC
L0036	James Talbert	Washington	DC
L0042	Richard Hartman	Kansas City	MO
L0042	William Phillips	Kansas City	MO
L0065	James Flanagin	Knoxville	TN
L0065	James Houser	Knoxville	TN
L0068	Derek Warren	Norfolk	VA
L0073	Rafael Cappiello	Saint Louis, Missouri	MO
L0094	James Dunn	UFA. Of New York	NY
L0094	Michael Moyle	UFA. Of New York	NY
L0122	Johnny Rowe	Jacksonville	FL
L0124	Thomas Castle	Fort Wayne	IN
L0124	Melvin Conrad	Fort Wayne	IN
L0140	Gerald Rolen	Nashville	TN
L0140	Walter Trotter	Nashville	TN
L0157	Denny Clark	Oklahoma City	OK
L0157	Glen Grusendorf	Oklahoma City	OK
L0157	Ronnie Mays	Oklahoma City	OK
L0157	John Sprinkle	Oklahoma City	OK
L0172	Wilfred Rochon	Salem	MA
L0176	Andrew Simpson	Tulsa	OK
L0209	Harold Abbott	Edmonton	AB
L0341	Rudolph Valdez	Houston	TX
L0360	Gene Goddard	Mishawaka	IN
L0362	Larry Buchanan	South Bend	IN
L0362	Edward Kurpiewski	South Bend	IN
L0363	Carl Janisch	LaPorte	IN
L0363	Norman Kistler	LaPorte	IN
L0416	Donald Breedlove	Indianapolis	IN
L0416	James Gavaghan	Indianapolis	IN
L0416	Danny McClara	Indianapolis	IN
L0416	Donald Smith	Indianapolis	IN
L0416	Richard Tex	Indianapolis	IN
L0416	James Yaney	Indianapolis	IN
L0479	Hector Corrales	Tucson	AZ
L0479	Wilfred Discher	Tucson	AZ
L0479	Martin Green	Tucson	AZ
L0479	Dale Konigsfeld	Tucson	AZ
L0479	Richard Salgado	Tucson	AZ
L0479	Franklin Saunders	Tucson	AZ
L0587	Chadrick Davis	Miami	FL
L0632	Ernest Alhaits	New Orleans	LA
L0632	Thomas Babin	New Orleans	LA
L0632	Peter Billiot	New Orleans	LA
L0632	W. L. Doane	New Orleans	LA
L0632	Thomas Levy	New Orleans	LA
L0632	Raymond Spain	New Orleans	LA
L0632	Thomas Stenger	New Orleans	LA
L0718	Francis Cady	Boston	MA
L0718	Richard DeCola	Boston	MA
L0718	John Foscaldo	Boston	MA
L0718	John Harrison	Boston	MA
L0718	Edgar Honeycutt	Boston	MA
L0718	John McCarthy	Boston	MA
L0718	William Pettaway	Boston	MA
L0718	William Powers	Boston	MA
L0718	Thomas Whalen	Boston	MA
L0734	Kenneth Carr	Baltimore	MD
L0734	Dominic Crocetti	Baltimore	MD
L0734	Carl Kracke	Baltimore	MD
L0734	Donald Schuchman	Baltimore	MD
L0801	Jerome Wixted	Danbury	CT
L0858	Alan Banta	Denver	CO
L0858	Kenneth Reish	Denver	CO
L0867	Henry Ledoyen	Winnipeg	MB
L0867	Rick Trenter	Winnipeg	MB
L0867	Brian Watson	Winnipeg	MB
L0888	Larry Tomlinson	Greeley	CO
L0904	Val Novicki	Casper	WY
L0964	Willie Adams	BFOA	MD
L0964	Marshall Crue	BFOA	MD
L0980	Andrew Olvey	Bessemer	AL
L0980	Wayne Short	Bessemer	AL
L1132	Wilbur Drewery	Roanoke	VA
L1158	Charles Selby	Clearwater	FL
L1198	Anthony Esposito	West Haven	CT
L1219	Douglas Diver	Naugatuck	CT
L1219	Roy Mallane	Naugatuck	CT
L1271	Ryan Hammerer	Surrey	BC
L1311	Richard Alban	Baltimore County	MD
L1311	Charles Schmidt	Baltimore County	MD
L1328	Jason Forth	Quinte West	ON
L1347	Arthur Wilson	Watertown	MA
L1349	Alfred Watson	Mobile	AL
L1426	Dominic Antolini	Fairfield	CT
L1426	Robert Enright	Fairfield	CT
L1426	Brian Felner	Fairfield	CT
L1426	Timothy Oldroyd	Fairfield	CT
L1426	John Short	Fairfield	CT
L1426	John Slovensky	Fairfield	CT
L1426	Don Switser	Fairfield	CT
L1463	James Kaonohi	Hawaiian Islands	HI
L1463	Ronald Ronquilio	Hawaiian Islands	HI
L1549	Richard Sandell	Pompano Beach	FL
L1580	James Fadden	Canton	MA
L1619	Gary Gerhold	Prince George's County	MD
L1651	Bernard LaFreniere	North Kingstown	RI
L1651	Joseph Lawton	North Kingstown	RI
L1689	Gary Gould	Fremont	CA
L1784	Mark Autry	Memphis	TN
L1784	James Daley	Memphis	TN
L1784	Thomas Holcomb	Memphis	TN
L1784	Lauren Jones	Memphis	TN
L1784	Robert Kermick	Memphis	TN
L1784	Mary Main	Memphis	TN
L1784	Billy Melton	Memphis	TN
L1784	Robert Parker	Memphis	TN
L1784	Don Sharp	Memphis	TN
L1791	James France	Johnson City	TN
L1994	Paul Sheehan	Westwood	MA
L1994	John Turner	Westwood	MA
L2068	James Harrison	Fairfax County	VA
L2068	John Porter	Fairfax County	VA
L2400	Richard Olsson	San Mateo County	CA
L2494	Bo Cooper	Ft. McMurray	AB
L2665	Michael Thomas	Eastern Missouri	MO
L2726	Gregory Hawes	Hanover	MA
L2829	Les Putnam	Redmond	WA
L2829	James Swift	Redmond	WA
L2881	Michael Spear	Cal Fire Local 2881	CA
L2959	Richard Wilde	Martin County	FL
L2964	Craig Fry	Green Township	OH
L3080	Paul Pietrafesa	Metro-Broward	FL
L3186	Ken Ward	Mountain View	WA
L3199	Josue Adrianzen	Hugo	OK
L3702	Pete Surridge	Barre Town	VT
L3748	Gilbert Fredrick	Cleveland	TN
L3748	Linda Samples	Cleveland	TN
L3758	Dimitris Fotopoulos	Franklin	TN
L3987	Deborah Ahart	Lake Area	MO
L3987	Karen Bishop	Lake Area	MO

LAST ALARM

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

L288	Horace M. Lowry	Hamilton, ON	8/22/77
L1286	Howard A. Breden	Richmond, BC	11/20/79
L162	Lucien Meranger	Ottawa, ON	12/1/80
L255	Donald G. Kennedy	Calgary, AB	2/16/89
L841	John B. Santos	New Bedford, MA	4/11/90
L1286	Harry Beetstra	Richmond, BC	7/25/91
L481	Edgar Wilson	Welland, ON	8/17/95
L162	Robert Arbour	Ottawa, ON	5/19/97
L935	Thomas Lee Peterson	San Bernardino Co., CA	7/1/97
L341	Leonidas Selph	Houston, TX	1/8/99
L341	Doyce E. Wedgeworth	Houston, TX	3/26/99
L1014	John E. Schmidt	Los Angeles Co., CA	3/21/01
L492	Clive Beresford	Sarnia, ON	12/25/01
L193	Reginald LaRush	Thunder Bay, ON	2/24/00
L341	Glenn E. Holleman	Houston, TX	11/29/02
L162	Andre R. Renaud	Ottawa, ON	8/14/03
L2928	Henry Cusell	Palm Beach Co., FL	9/28/03
L341	Charles J. Zinnante	Houston, TX	1/22/10
L2315	John H. Kelley	Davie, FL	6/11/10
L2315	Benjamin V. Trapani, Sr.	Davie, FL	4/9/11
L411	James W. Cox	York, ON	11/9/11
L492	James A. Beveridge	Sarnia, ON	1/14/12
L455	Kenneth M. Racine	Windsor, ON	9/15/12
L1994	Edward Brown	Westwood, MA	7/2/13
L341	John H. Warden III	Houston, TX	9/24/13
L467	Donald B. Johnston	Guelph, ON	10/23/14
L867	John "Jack" Nicol	Winnipeg, MB	1/9/15
L2315	David P. Stevens	Davie, FL	1/29/15
L2315	Charles G. Eubanks	Davie, FL	2/17/15
L1286	Merrill Gosling	Richmond, BC	2/21/15
L209	Marcel H. Iampen	Edmonton, AB	4/1/15
L1271	Ernie F. Dombrowski	Surrey, BC	4/20/15
L485	Dennis Naldjieff	St. Catharines, ON	6/7/15
L1893	John J. Healey	Ashland, MA	6/24/15
L288	Richard A. Blythe	Hamilton, ON	8/22/15
L2829	James M. Swift	Redmond, WA	8/26/15
L94	Thomas J. Kelly	New York, NY	1/3/16
L341	Rudolph V. Valdez, Jr.	Houston, TX	1/14/16
L341	Darryll L. Dave	Houston, TX	1/26/16
L112	Darrayle B. Prosser	Los Angeles, CA	3/2/16
L1549	Richard V. Sandell, Jr.	Pompano Beach, FL	3/2/16
L94	Joseph A. Morstatt	New York, NY	3/5/16
L94	Thomas J. Farrell	New York, NY	3/25/16
L1893	Gerald W. Bunker	Ashland, MA	4/28/16
L341	Riley L. Wedgeworth III	Houston, TX	6/13/16
L1071	Stephen C. Erb	Rochester, NY	6/24/16
L341	Philip J. Hudgens, Sr.	Houston, TX	7/26/16
L94	Gregorio Morales	New York, NY	7/30/16
L3888	Dennis E. Moore	Toronto, ON	8/9/16
L94	William Woodlon	New York, NY	8/20/16
L255	Ross P. Ellison	Calgary, AB	10/9/16
L94	Paul F. Santoro	New York, NY	10/15/16
L94	John A. Dunn	New York, NY	11/7/16
L1465	Scott G. Coykendall	Costa Mesa, CA	11/10/16
F32	Patrick S. Campbell	China Lake–Tehachapi, CA	11/13/16
L574	Michael W. Curry	Savannah, GA	11/19/16
L3080	Paul A. Pietrafesa	Metro-Broward, FL	11/23/16
L3880	David M. Luis	Ripon, CA	11/24/16
L1285	Anthony C. Stephens	Las Vegas, NV	11/29/16
L3631	Ron L. Castro	Orange Co., CA	11/30/16
L1590	Ardythe D. Hope	Wilmington, DE	12/1/16
L18	Harjinder S. Ghuman	Vancouver, BC	12/1/16
L3587	Keith D. Long	Bedford, TX	12/8/16
L2928	Jonathan D. McNeill	Palm Beach Co., FL	12/12/16
L94	Joseph P. O'Toole	New York, NY	12/12/16
L1301	Michael L. Heffner	Kern Co., CA	12/17/16
L237	John V. Wagontall	Lethbridge, AB	12/18/16
L134	Francis E. Martinez	Atlanta, GA	12/20/16
L113	William G. Davies	Toronto, ON	12/28/16
L2928	Garland F. Smith, Jr.	Palm Beach Co., FL	1/1/17
L341	Margaret Roberts	Houston, TX	1/4/17
L4249	Jason Abalos	Jacksonville, NC	1/5/17
L108	Robert E. Davis	Northampton, MA	1/16/17
L437	James Hendryx	Bremerton, WA	1/17/17
L3355	Dan Havicus	Tracy, CA	1/18/17
L94	Kevin A. Rooney	New York, NY	1/22/17

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

Fire Fighter
QUARTERLY

1750 New York Ave. N.W.
Washington DC 20006
www.iaff.org
Printed in the USA

IAFF Online Store

Your Online Source for IAFF merchandise and custom affiliate gear.



eGift Cards make gift-giving easy
Available in $25, $50 and $100.
Gift code delivered via email.
Printable template available.



Brotherhood United T
100% cotton, black t-shirt with large brotherhood/solidarity design on front in white ink. Adult sizes S-4X
Item F1252- $26.25

Charcoal/Red Winter Fleece Jacket
Full zip unisex jacket is made from 100% polyester, non-pilling heavy-weight fleece. Charcoal body with contrasting red panels and IAFF maltese logo embroidered on front left chest. Adult sizes M-4X
Item F1249- $68.00





Boot Bottle Opener Keychain
Boot-shaped keychain, featuring the IAFF maltese logo, is also a convenient bottle opener. Durable zinc alloy metal with color enamel accents. 1 13/16" w x 2 1/2" h.
Item F990- $10.00



Stand and Fight T
100% cotton, navy t-shirt with large fire fighter design on back and IAFF maltese logo on front left chest. Adult sizes S-4X
Item F1251 - $26.25



Navy Knit Hat
100% wool, navy cuffed knit cap with IAFF logo embroidered on front. One size fits most.
Item F611 - $17.00



Asphalt Leprechaun T
100% cotton asphalt gray t-shirt with large maltese design on front. Adult sizes S-3X
Item F1235 - $26.25



Never Forget Bumper Sticker
3" x 9" removable vinyl bumper sticker.
Item M0004- $3.00

Visit us online today to view our entire line of ready-made and customizable merchandise.
For more information, Call 1-800-562-5766 (ext. 105) or, send email to: customerservice@iaffonlinestore.com