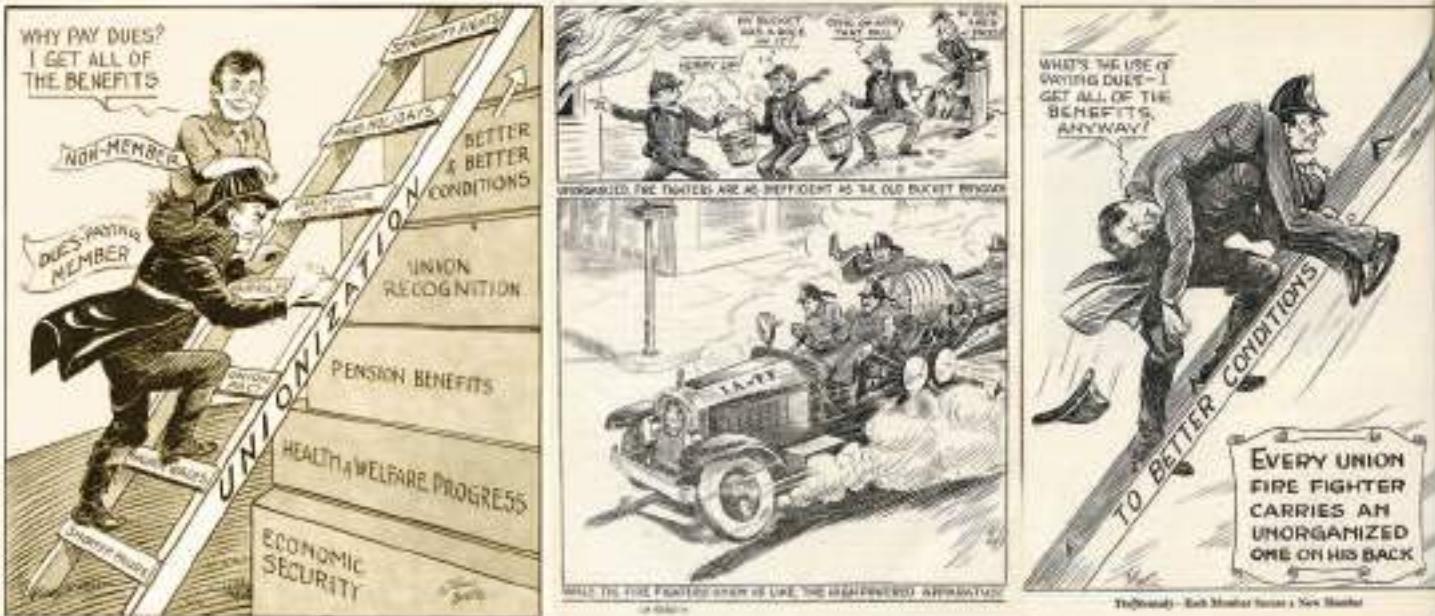


Fire Fighter QUARTERLY

SPRING 2018

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

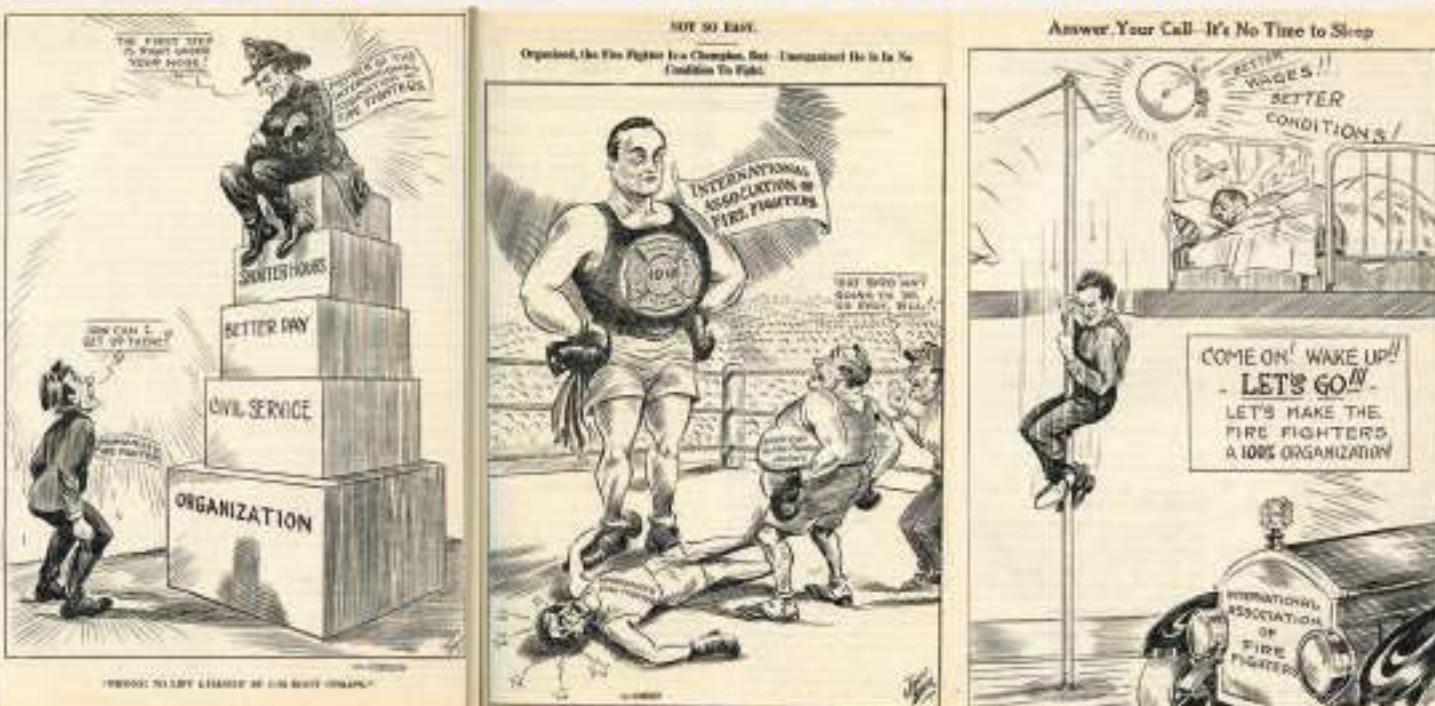
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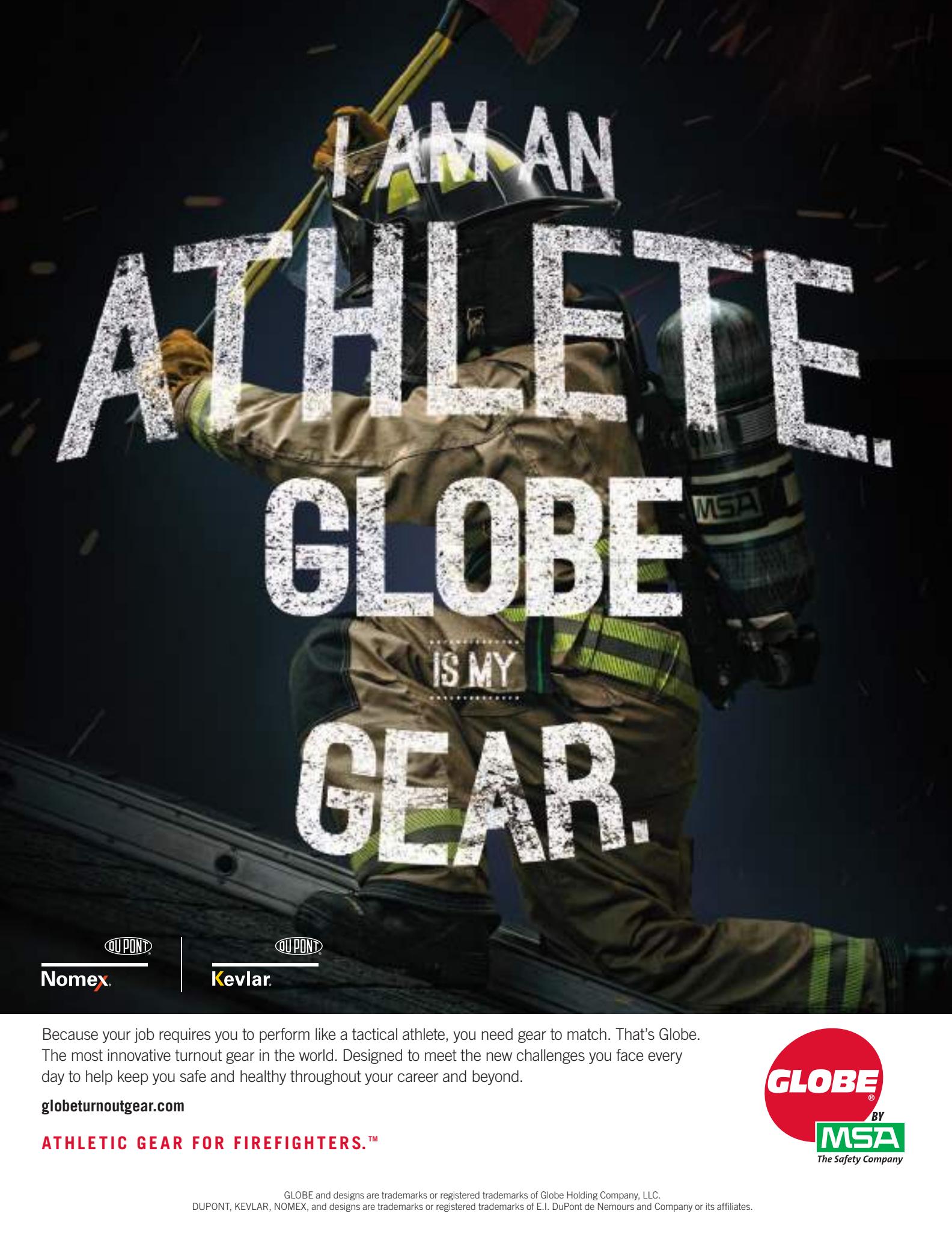
Illustrations - Tom Stoenner from a New Member

100 YEARS OF A STRONG IAFF

U.S. SUPREME COURT DECISION ON JANUS: A CHALLENGE TO OUR UNITY



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Cover

20 **Preparing for Janus**
National right to work for public employees is coming — are you ready?

Features

12 **A Stronger, Safer Detroit**
Detroit Local 344 works to rebuild the fire department as the city continues its economic recovery.

14 **A Century of Progress**
In our continuing 100th anniversary series, we take walk through IAFF history.

18 **Leading the Way in Political Action**
The IAFF Canadian Legislative Conference celebrates 25 years of success.

Departments

- 5 **From the General President**
- 7 **From the General Secretary-Treasurer**
- 9 **Letters**
- 10 **Noteworthy News**
- 21 **Local Scene**
- 22 **Across the IAFF**
- 38 **Retirees**
- 48 **Never Forget**
- 50 **Last Alarm**

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Fire Fighter

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IAFF Gold and Black in Action in 2018 Elections

Despite today's era of bitter partisanship, ideological extremes and political rancor, we will — as we always have — navigate through the madness to put IAFF members' interests ahead of party affiliation in the upcoming mid-term elections.

In this extremely interesting year for political campaigns across the country, we will be stepping into the fray in federal, state and local elections across the United States to support candidates on both sides of the aisle who stand with us on issues that affect your employee rights, wages, benefits, working conditions, safety on the job, retirement — the basket of issues that you pay dues for us to represent and fight for on your behalf.

History has shown that when we stay focused on these issues and work to elect candidates based solely on their record on fire fighter and workplace issues, we are successful. We've worked hard to build a reputation for our bipartisan approach to politics, a reputation that is respected at all levels of government. We are also known as a tough adversary to those who are not friends to fire fighters, and individuals whose records on our issues are harmful.

No matter who is in charge, the authority and power to control your livelihoods are held by an elected official or someone appointed by an elected official. When we have friends making the laws, we can improve the lives of our members and make the job safer because we have elected lawmakers who are willing to work with us.

And it is because of these non-partisan principles that we've been able to advance our agenda.

The proof is our efforts to establish the Firefighter Cancer Registry Act of 2017, which has now passed in the U.S. House and Senate and is one step closer to being the first-of-its-kind national cancer registry specifically for fire fighters. The registry will collect detailed data on cancer in fire fighters to assist scientists with research to help strengthen our understanding of the link between firefighting and cancer, which could potentially lead to better prevention and safety protocols.

The proof is in the recent reintroduction in both chambers of Congress of our collective bargaining bill, the Public Safety Employer Employee Cooperation Act of 2018, to give basic collective bargaining rights to all fire fighters and other public safety workers who do not have a say in their own personal safety or the safety of the people they protect. While we may not get this bill passed this year, we will use this time to educate new members of Congress about the bill, build support on both sides of the aisle and lay the groundwork to pass this priority legislation.

The proof is in legislation reauthorizing the Assistance to Firefighters (FIRE Act) and Staffing for Adequate Fire and Emergency Response (SAFER) grant programs at \$750 million each over the next six years for staffing, training and equipment for departments where our members work.

These are the kinds of issues this union is focused on when working to push legislation on your behalf.

And we have influence at every level. Our affiliates have continued to win presumptive coverage for cancer, post-traumatic stress and other occupational illnesses so that our members can focus on getting healthy instead of worrying about their families'

financial security. These wins are the direct result of building relationships with and lobbying lawmakers who support fire fighters and public safety, regardless of political affiliation.

While there are areas where we may never win broad-based support, few unions have the ability to work as effectively with whichever party is in power. But it's only by being active in politics — whether it's electing our allies or defeating our foes — that we can be successful. When we are not active, we run into trouble.

That's why it's our responsibility to lobby for the resources, equipment, training and staffing you need to do your job effectively and return home safely at the end of each shift. It's our job, as your union, to get laws passed that cover you if you suffer a stroke, contract cancer, heart disease or infectious disease, or need treatment for post-traumatic stress or other behavioral health issue.

Our responsibility is to represent you on the issues that affect your job, your quality of life, your safety on the job and your future security in retirement.

So, we will be weighing in heavily this November in many of the congressional and gubernatorial elections — as well as in state legislative and local municipal races — in support of candidates who understand and respect public safety and stand with us.

In the U.S. Senate, 34 seats are in play, with as many as 10 of our incumbent allies facing difficult re-election challenges. We will be going to the mat for many of these senators, making sure our members know what our champions in the Senate have done for us. And we will stand strong with our friends in the U.S. House, regardless of partisan pressures. If they stand with us, we will stand with them. And that's how we will continue to conduct business in the next Congress.

There are also 36 gubernatorial races in this election year, and we will be working hard, along with our affiliates to make a difference in several crucial races. I'm very proud that we have one of our own — Mahlon Mitchell, president of the Professional Fire Fighters of Wisconsin — running for governor with strong backing from much of labor, and we will be with him all the way. We'll also be standing with Danny Valenzuela, a member of Phoenix, AZ Local 493 and a city councilman in his campaign for mayor.

Political action is a necessary part of success for this union and our members. Our successes throughout our 100 years have come regardless of which political party wields the gavel. So, our gold and black will be working hard to support of our friends, defeat our enemies and win big in November.



Harold A. Schaitberger

A handwritten signature in black ink that reads "Harold". The signature is fluid and cursive, with a distinct "H" and "a" at the beginning.



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Honoring the Past, Shaping Our Future

As we head into the 54th Convention of our great International Union and celebrate a century of dedication to improving the lives, safety, health and well-being of every fire fighter, let us also take this opportunity to shape our future. The vision of our forefathers to organize to meet the challenges of their day has enabled us to chart the course to meet our challenges of today.

When the delegates convene on August 6 in Seattle, they will have an opportunity to debate resolutions that will pave the way for ensuring our members are working as safe as possible in an increasingly challenging environment. These resolutions will address active shooting events, ensure we are properly resourced in the face of the opioid epidemic, have access to quality behavioral health resources — including trained peer support teams — make sure we focus on maintaining and expanding our role in delivering the best emergency medical response in the United States and Canada, and refine our organization from within so we are progressive, proficient and professional.

I'd like to focus on the resolutions relative to the per capita tax paid by each local based on the local's individual membership.

Budget Adjustment for Inflation

Since 1990, the delegates have passed resolutions at each convention to protect the IAFF budget from inflation by adjusting the per capita tax according to the Consumer Price Index (CPI) established by the U.S. Department of Labor from April 1 through March 31 of a given year.

The CPI for the most recent period of April 1, 2017, through March 31, 2018, was 2.4 percent. If adopted, the resolution offered by the Executive Board would increase the per capita tax effective September 1 by 33 cents per active member and 17 cents per active-retired member. The resolution would also provide that the per capita tax be adjusted for Fiscal Year 2019 based on the Consumer Price Index effective on September 1, 2019. The resolution also prohibits increases of more than 3.5 percent if, in fact, the CPI increase is higher than 3.5 percent. This is smart governance.

FIREPAC Per Capita Increase

Simply put, politics is the avenue to our success and money is the lifeblood of politics. Whether we measure our efforts by the Zadroga 9/11 Health & Compensation Reauthorization Act, fight to repeal the Cadillac Tax in the Affordable Care Act, continued funding of the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to

Firefighters (FIRE Act) grants, fighting for our pensions or — more recently in Canada — establishing post-traumatic stress protections and the Public Safety Officers Compensation in the form of the Memorial Grant Program, or the millions of dollars invested in the state, provincial and local political battles, FIREPAC has delivered for our members. The Executive Board proposal would increase the FIREPAC investment \$.25 for Fiscal Year 2019 and \$.25 for Fiscal Year 2020, bringing the total to \$2.25 — less than a cup of coffee to protect our future.



Edward A. Kelly

Dedicated Per Capita Tax for Reserves

It's important that, as an organization, we have the financial resources to sustain us in the face of unforeseen challenges, and have the capacity to strategically invest in our future. This resolution would dedicate revenue into our reserves without additionally burdening our affiliates by allocating the current \$.21 cent per capita (scheduled to sunset in September 2019) that was used to rebuild the IAFF Fallen Fire Fighter Memorial into our reserves. Maintaining adequate reserves is prudent fiscal management.

Remittance of Per Capita Tax

Delegates will consider a resolution to simplify our policy for the remittance of per capita revenue in our Constitution & By-Laws to a 30/60/90-day cycle. Our proposal sets a 30-day period from the date of invoice to be considered on-time and allows for an additional 60 days for the payment to be received before a local is deemed delinquent. If the invoice is not paid within 90 days, the local would be considered delinquent and placed on involuntary suspension. This allows us much better control over our cash flow on a monthly basis.

The Executive Board does not have exclusive licensure over which resolutions to put forth at convention. Every IAFF affiliate in good standing can bring forth a resolution for consideration and, if adopted, to help chart our future. What other resolutions would help us?

When we adjourn this convention, let us leave committed to the success of our International Union for the next 100 years.

Fraternally,

A handwritten signature in black ink, appearing to read "Edward A. Kelly".

100* LE^{UL}

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Best in the Business

Dear President Schaitberger:

I would like to express my gratitude to the IAFF for allowing me to attend the 2018 A. Michael Mullane Political Training Academy.

The Political Training Academy provided me with an excellent opportunity to network with my peers and gain valuable insight on politics and campaign strategy that I can use to assist my local and the members of the Michigan Professional Fire Fighters Union (MPFFU).

The staff and instructors were the best in the business, and I feel extremely lucky to have them working on behalf of all of us.

I can assure you that I will encourage every brother and sister in the MPFFU to apply for this top-notch training.

Sincerely,

Philip Hall

Vice President

Dearborn Heights, MI Local 1355



Sense of Pride

Dear President Schaitberger,

On behalf of Portsmouth, OH Local 512, I would like to express our sincerest gratitude for including Local 512 in the recent centennial celebration ceremony. The photo and celebration has sparked some excitement in our local. We had heard rumors from retired members that our local once had a single digit number — 9. With the invitation to the centennial celebration, we were excited to learn that we were originally formed in 1916 as AFL

#15030, and two years later as IAFF Local 9. This has our local buzzing with a renewed sense of pride in being one of the original locals in our great International Association of Fire Fighters.

We, Portsmouth Local 512, by a unanimous vote, are requesting that the IAFF and the Executive Board award Local 512 the distinct honor of reinstating our original Local 9 designation in this great union.

As a side note, a few years ago, one of our brothers discovered a raised seal stamp in a local antique

store. It just happens to be the original seal for Portsmouth AFL #15030. Until now, we were confused as to the history of this seal. With the centennial celebration, the pieces of our puzzle have been put together.

Fraternally yours,

Anthony Hamilton

President

Portsmouth, OH Local 512 (Local 9)

► Editor's Note: The IAFF has reinstated Portsmouth as Local 9, its original local designation in 1918.

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Celebrating Our 100th Anniversary

During the IAFF's 100th anniversary this year, there are several opportunities to celebrate with us as we recognize a century of progress through unity.

\$100 for 100 Years

We're asking every member to make an investment to support the IAFF Foundation by **donating \$100 for our 100 years**. The Foundation's core mission is to help our members and their families in their times of need. In just the last year, we assisted tens of thousands of members through incredibly challenging times, including back-to-back hurricanes, active shooter mass casualty events and incredible wildfires. Learn more about these efforts at foundation.iaff.org.

We rely on donations to support our Foundation's work. You can help. Contribute today at my.iaff.org/give100. When you donate \$100, we'll send you this exclusive 100th anniversary lapel pin.



100th Anniversary Gold and Black Gala Benefiting the IAFF Foundation

Scheduled for August 9 during the 2018 IAFF Convention in Seattle, Washington, funds raised through corporate and affiliate sponsorships will benefit the IAFF Foundation and the critical work that the Foundation does for our members. Learn more at convention2018.iaff.org/sponsorships.

100 Years of History

In commemoration of our 100th anniversary, we have developed an [online history](http://100years.iaff.org) chronicling our union's past and the pioneers who blazed the trail that has led to the many improvements and benefits that today make the IAFF a leader in the fire service and labor movement. Our history is our legacy. Collecting and sharing it, especially with new members, is important if we are going to build another century of progress over the next 100 years. Go to 100years.iaff.org to take a walk through the history of our union, see new information each time you visit and share it with others.



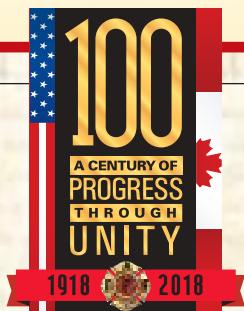
Commemorative Challenge Coin

Sales of this 100th anniversary commemorative **challenge coin** benefit the IAFF Foundation. Order at www.iaffonlinestore.com.



Add the IAFF 100 Years Frame to Your Facebook Profile

In recognition of our centennial, we encourage you to add the **#IAFF100years frame** to your Facebook profile photo. Search **#IAFF100years** or International Association of Fire Fighters to access the frame. For additional information, contact the IAFF Communications and Media Department at (202) 824-1588.



1944

Emergency Radio Services

The Federal Communications Commission reports that municipal fire departments across the United States will have access to emergency radio services, one medium frequency and two very high frequencies, which are presently allocated for the use of marine fire stations.

1945

Organizing Gains

IAFF membership climbs to 60,000, fast reaching its goal of organizing all fire fighters.

New Age of Plastics

The IAFF addresses emerging benefits and fire hazards in the new age of plastics, as well as the effect of meteorological conditions and terrain on the development and spread of fire.

15 Percent Fewer Fire Fighters

Because of the draft, voluntary enlistment and retirements, there are 15 percent fewer men in the fire service than during the previous five-year period.

New Brunswick Fire Fighters Battle Rising Floodwaters

IAFF members in several New Brunswick communities worked to protect lives and property when rising waters of the St. John River inundated the southern half of the province in early May. Fire fighters from Fredericton Local 1053, Oromocto Local 1576, Kennebecasis Local 3591, Riverview Local 2549 and Saint John Local 771 spent long days patrolling flooded areas, assisting citizens who remained in their homes and responding to specific hazards, such as floating fuel tanks. IAFF 15th District Vice President David Burry and District Field Representative Larry Cook visited members in the affected areas to provide assistance. ■



New Voluntary Dental and Vision Plans

The IAFF Financial Corporation (IAFF-FC) Insurance Division is now offering dental and vision plans for all U.S. active and active-retired members and family members who only have access to high-premium plans, want additional benefits or who have lost coverage for routine dental and vision care upon

becoming Medicare eligible.

Choose from several plan options with features that include no charges for routine semi-annual cleanings, oral exams or bite-wing X-rays, as well as coverage for more than 250



services, including fillings, crowns, root canals, orthodontia and more.

Some plans also allow policy holders to see any licensed dentist, in or out of network.

Vision benefits include extensive coverage for eye exams, eyeglass lenses, frames and contact lenses.

Compare plans, enroll and find

a provider online at edental.dominionnational.com/iaff/ or call (877) 847-5742.

Dental plans are underwritten by Dominion Dental Services, Inc. and Dominion National Insurance Company (DNIC). Vision plans are underwritten by Avalon Insurance Company and DNIC. ■

PFFN Welcomes Back Clark County Local 1908

Congratulations to Clark County, NV Local 1908 on its reaffiliation with the Professional Fire Fighters of Nevada (PFFN). Together, Local 1908 and the PFFN are better positioned to protect our members' rights and benefits and to fight back against attacks and threats against retirement security, working conditions and the right to collectively bargain at the state level.

"Bringing the members of Local 1908 back into the PFFN is extremely helpful to our overall mission," says PFFN President Angelo Aragon.

Local 1908 President Steven Thompson says the decision to reaffiliate "strengthens the members' position in the state legislature and opens the door to many resources."

The reaffiliation adds more than 930 members to the PFFN. ■



Political Training Academy Class of 2018

Forty-eight IAFF members participated in the A. Michael Mullane Political Training Academy April 2-6 in Silver Spring, Maryland. The Political Training Academy helps IAFF members learn how to run for elected office, manage a political campaign and direct an affiliate's political action program. ■

1946

President Baer Dies

IAFF President Fred W. Baer dies unexpectedly after 27 years of dedicated service to the union. John P. Redmond is elected acting president of the IAFF by the Executive Board.

1947

New Uniform

The International Fire Fighter wears a "new uniform" with a redesign and special features on humor and science in recognition of the appointment of a new acting president.

1947

Fighting Aircraft Fires

The IAFF publishes an article on the need for great skill and judgement in fighting aircraft fires, a relatively new field for most municipal fire departments.

Slave Labor Bill

Congress enacts the "slave labor bill" — also known as the Taft-Hartley Act — over the president's veto, thereby restricting the activities and power of labor unions.



DETROIT'S *Road to Recovery*

It was only five years ago that the outlook for members of Detroit, MI Local 344 looked incredibly bleak. The City of Detroit had declared bankruptcy after accumulating more than \$18 billion in debt.

But even before Detroit became the nation's largest municipal bankruptcy case in history, the deck was stacked against Local 344. Years of underfunding for equipment maintenance — along with understaffing — had led to dangerous incidents. Engines unable to pump water, reduced street lighting and diminished resources made fire fighters' ability to protect the city and its citizens riskier with every passing day.

The appointment of an emergency manager from one of the nation's more anti-union law firms to run the city and a bankruptcy court ruling that combined health care and pension rights with Wall Street creditor claims added to the fear of reduced benefits and increased risk of injury. And, as part of the bankruptcy agreement, control of the City's finances had been handed to a state-appointed financial review commission. Every expenditure needed to be approved by the commission.

But over the course of several years, Detroit Local 344 has literally helped rebuild the fire department and has emerged from these difficult times stronger than ever. Among other things, the local, with assistance from the IAFF, submitted to the city a proposal for fire-based EMS and recommendations to ensure decisions about future compensation and benefits by the bankruptcy court were as equitable as possible.

"Detroit Local 344 refused to accept the raw deal they were given, facing these challenges head on," says General President Harold Schaitberger. "Our members in Detroit have stood strong throughout, and while there is still work to be done, they have made remarkable progress."

8th District Vice President Mark Sanders says, "President Michael Nevin and his team have done an incredible job under dire circumstances. Their hard work is now paying off."

Elected in 2015, Detroit Local 344 President Michael Nevin had been involved with the local over the years, but the powerful blow of bankruptcy moved him to take action. He assembled a team of former Local 344 Executive Board members with the skill set to tackle the problems the local faced. When the team — which includes President Nevin, Vice President William Harp,

Secretary Thomas Gehart and Treasurer Verdine Day — was elected to office, the department was in shambles.

"From our gear to our wages and benefits, there wasn't anything that didn't need immediate attention," says Nevin. He admits that it was so overwhelming, it was difficult to know where to start. "Ultimately, we had to put the pedal to the floor and go," he says.

"Detroit Local 344 refused to accept the raw deal they were given, facing these challenges head on. Our members in Detroit have stood strong throughout, and while there is still work to be done, they have made remarkable progress." — General President Harold Schaitberger

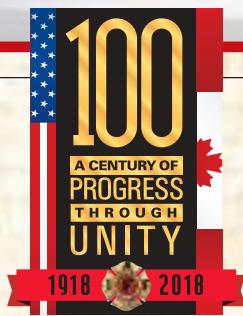
Following the IAFF's proven strategy of electing fire fighter-friendly candidates, Detroit Local 344 was the first union to endorse Michael Duggan in his run for mayor — and again in 2017 when he ran for re-election.

Immediately, the new city administration identified wasteful spending, making money available in the budget to begin to address Detroit's many issues, including deteriorating fire department resources.

Much of the fire department's fleet was 15-18 years old, well past National Fire Protection Association (NFPA) recommendations to replace engines and trucks every five to eight years. The condition of the apparatus and equipment was so bad that many were not functioning safely or reliably. In fact, in an incident involving Engine Company 30, the fuel tank fell off, causing a Level 2 HazMat event.

"Even with the obvious disrepair, we had to collect data and present concrete proof to the state that we needed to spend millions of dollars to replace our apparatus," says Nevin. Eventually, however, the financial review commission earmarked \$23 million to replace the old apparatus.

By the end of 2018, all frontline apparatus will be less than three years old, with repaired older apparatus used as reserve engines. Local 344 members



1948

Occupational Diseases

The "Fire Fighters' Occupational Diseases" book by Max H. Skolnick, MD, and IAFF Secretary-Treasurer George Richardson focuses on heart disease, tuberculosis and pneumonia, among other occupational diseases.

1949

G.I. Bill

A U.S. Veterans Administration survey reveals that more than 3,000 World War II veterans are training under the G.I. Bill to become fire fighters.

Fire Departments Act of 1949

The Ontario legislature introduces the Fire Departments Act of 1949, whereby the province of Ontario will contribute up to 25 percent of the cost of maintaining a fire department in certain municipalities.

will also be outfitted with new boots and ballistic vests and will have modern rescue equipment.

It was also critical to replace turnout gear, which was not only worn out but did not consistently follow a proper decontamination process. The new gear, selected by the city's Union Joint Safety Committee, is black and made of lighter materials, which still protect fire fighters in extreme heat, while reflective trim makes them easier to see.

"Maintaining the health and safety of our members is a top priority," says Nevin. "In addition to the new gear, we've also developed and implemented a 'clean and care' turnout laundering program designed to help prevent exposure to cancer-causing toxins."

In another big move, Local 344 was successful in its efforts to integrate fire and EMS operations. Prior to the bankruptcy, EMS personnel had operated independently of the fire department. Fire fighters were not cross-trained as paramedics and EMTs, and were not dispatched to medical calls. As a result, response times for medical emergencies were often as long as 45 minutes.

The IAFF worked with Local 344 to help educate the city on converting to a fire-based EMS system that would reduce response times and improve service. It all came together in 2016, with the city's 231 EMS personnel becoming members of Local 344.

With the Detroit bankruptcy, all city employees were subject to a 20 percent cut in pay. But Local 344 leadership re-opened both contracts and negotiated clawbacks to bring fire and EMS personnel wages closer to where they were prior to the bankruptcy.

Now, the city is beginning to hire additional fire fighters and EMTs to address inadequate staffing issues. By June 2017, 46 fire fighter recruits had graduated and 11 EMTs had completed the EMS Basic class. Another fire academy class and EMT basic class are expected to graduate soon, which will

bring the department within 80 positions of being staffed at budgeted strength.

Meanwhile, the IAFF is in contact with Local 344 to organize a department-wide training in first responder hazardous materials operations and confined space rescue, as well as safety training, with a goal to reduce on-the-job injuries and deaths. The training is expected to begin later this year.

"This is huge for our members, as many of them have never received this level of training before," says Nevin. "We hope to continue to provide training to our members so that they are better able to handle any type of emergency and stay safe on the job."

Effective in April 2018, the financial review commission voted unanimously to release the City of Detroit from state oversight, restoring local control. However, the city is still required to send the commission monthly financial reports and updated copies of the budget. The commission then votes annually on a waiver to allow local control to continue. After 10 consecutive years of sound financial health, the commission will dissolve.

"There is still work to be done, particularly when it comes to the future of our retirees," says Nevin. As part of the bankruptcy agreement, a state pension freeze remains in place until 2024. While the city does not offer a retiree health plan, retirees receive a stipend of approximately \$125 to purchase their own plan, but it's not enough to cover the cost of a plan.

Local 344 and its Executive Board are ready to meet many challenges as the City of Detroit continues its economic recovery.

"Our Detroit members know now that no fight is unwinnable," says Schaitberger. "I am confident that they will continue to do what is right on behalf of their membership." ■



IAFF Ladies' Auxiliary

Mrs. Ernest W. Howard calls for the organization of an IAFF Ladies' Auxiliary. She wrote, "It has been said that for every union man gained, for every addition to the ranks of organized labor, there should be an addition to the ranks of noble women who carry on the battle for better working conditions with their menfolk."

1950

Union Strength

With a rising awareness among fire fighters that pay increases did not match the rates of inflation, the union turns its focus to strengthening the collective bargaining process by advocating for compulsory arbitration laws.

Respirator Masks

The IAFF educates members on training in the use of three types of masks: the self-generating, the demand and the oxygen re-breathing types.

International Association of Fire Fighters

100th Anniversary

A Century of Progress

One hundred years ago, delegates representing many of the original fire fighter unions affiliated with the AFL-CIO on February 28, 1918, founded the International Association of Fire Fighters (IAFF). Our forefathers had a vision for the future — to better the lot of those it represented, make a difference in their lives and livelihoods, and make their job safer.

Looking back over the last century, we can all be proud of the great union we've built together — a union that represents more than 310,000

professional fire fighters and paramedics — and the advances and achievements we have made on behalf of our members in two great countries. It's truly been a century of progress.

In recognition and celebration of our 100th anniversary, this special section of Fire Fighter Quarterly features excerpts from the **100 Years of the IAFF** online history chronicling our union's past and the many improvements and benefits that today make the IAFF a leader in the fire service and labor movement. ■

Look for more centennial excerpts in each issue published in 2018. See the entire online history at 100years.iaff.org.

Organizing

In 1918, when the IAFF was first organized, members had few benefits, low wages, poor working conditions and no safety and health protections. Over the years, as more fire fighters joined the union, the IAFF began to accomplish more and more, raising the standard to improve the lives of all members throughout the United States and Canada.

IAFF Leadership

Thomas G. Spellacy of Schenectady, New York, was elected the first president and William Smith was elected the first Secretary-Treasurer, neither of whom stayed on past 1920.



The Right to Organize

In 1919, President Woodrow Wilson gave the right to all men to organize and bargain collectively.



Influenza Epidemic

A nationwide influenza epidemic in 1918 incapacitated and killed fire fighters across the United States.

"If you do not organize and expect to get the cooperation of the citizens in general, you may wake up some fine morning and find that the citizens in general do not respond to your request. You know that the moneyed class will never hand you anything without a hard fight for it; therefore, if the class to which you belong should not cooperate with you in an unorganized body, you should not blame anyone but yourself."

— William Smith, IAFF Secretary-Treasurer (1918-1920)



No Move to Chicago

A resolution in 1922 to move IAFF headquarters from Washington, DC, to Chicago, Illinois, failed to pass in a vote at the 5th annual IAFF Convention in Tulsa, Oklahoma.



"Hard Boiled" Congressmen

In 1924, the IAFF published a list of 50 congressmen classified as bitterly hostile or "hard boiled" where labor was concerned.



Building Collapse in Chicago

Eight Chicago fire fighters were crushed to death April 18, 1924, when a wall of a burning four-story building collapsed.



Tragedy in Pittsburgh

Seven Pittsburgh fire fighters perished January 21, 1924, falling in burning oil as a ladder gave way.

"Never miss an opportunity to secure a member for the union and never fail to patronize the union label!"

— Fred W. Baer, IAFF President (1919-1946)



Benefits of Affiliation

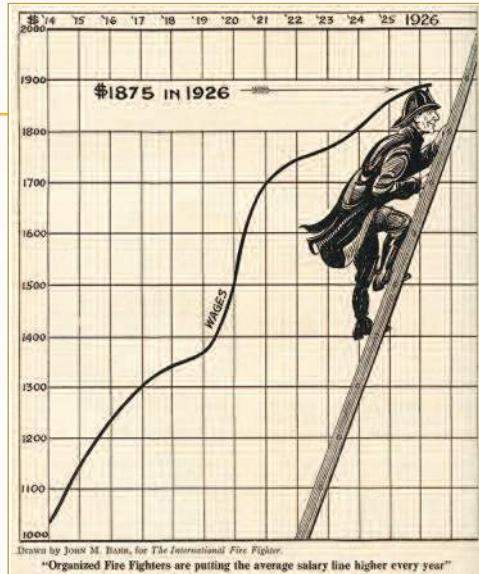
By 1925, Canadian fire fighters were reaping benefits of union affiliation as a mandatory two-platoon system existed in many provinces, with legislation in some provinces providing fire fighters one day off for every seven on duty.

“Low dues make for weak unions. High dues, under workable laws, make for strong, virile and worthwhile unions.”

—Fred W. Baer, IAFF President (1919-1946)

Union Wages Double

In 1926, union wages had doubled since before World War I.



Labor Day Parade

President Fred Baer urged AFL members to march in the 1927 Labor Day parade rather than go out on outings so that the declining ranks left to participate didn't give the impression of weakness and waning interest in the labor movement.

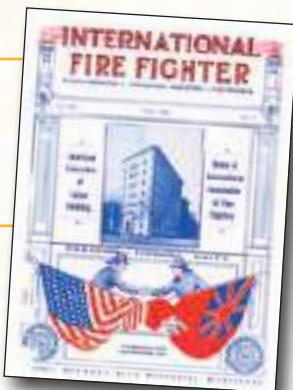


9th Annual Convention

The 9th annual IAFF Convention in Milwaukee, Wisconsin, in September 1928 was deemed the most successful in the IAFF's history.

International Fire Fighter

The IAFF magazine, first published in 1918, was redesigned in 1929.



No Strikes

Delegates at the 10th annual IAFF Convention in Halifax, Nova Scotia, in 1930 resolved that fire fighters shall "not strike or take active part in strikes."

44-hour Work Week

In 1930, Minister of Labour Peter Heenan granted 18,000 employees of the Canadian government a 44-hour work week.

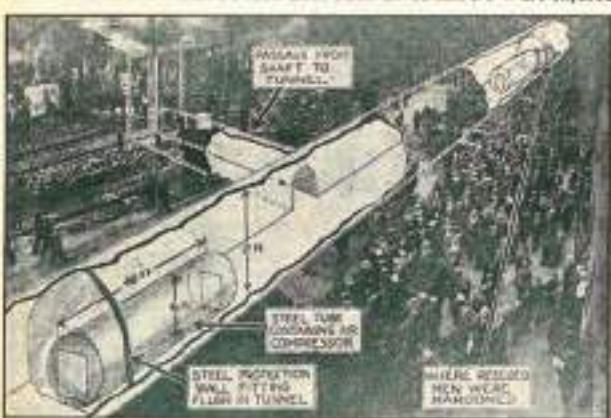
“Improvements in working conditions for fire fighters have never just ‘happened’ — and they will not ‘happen’ in the future. We must continue to work, as we have in the past, for conditions and salaries to which we are entitled.”

—Fred W. Baer, IAFF President (1919-1946)

Chicago Fire Fighters Who Lost Their Lives in Tunnel Disaster



Scene of Disaster Where 11 Men Lost Their Lives and 54 Were Injured



Chicago Tunnel Disaster

Four Chicago fire fighters lost their lives April 13, 1931, in a tunnel disaster. A fire in the Sanitary District tunnel caused a gas-filled death trap. Fire fighter and Local 2 member Irving Strohm went down in the tunnel 15 times to rescue men. All told, 11 men lost their lives, including four fire fighters, and another 54 were injured.

Fighting Back

Delegates at the 11th IAFF Convention, held in San Diego, California, in 1932, adopted a resolution authorizing the IAFF to take every legal and constitutional means to combat the cutting of wages, curtailment of employment and lengthening of work hours of labor.

IAFF Cartoons

In 1933, the IAFF made original drawings of all the cartoons published in the International Fire Fighter available to locals on a first served basis.



Toronto Barge Fire

Three Toronto fire fighters lost their lives July 23, 1934, extinguishing a fire aboard a moored oil barge. After a three-hour fight against a virtual inferno, their efforts to extinguish the blaze were unsuccessful. Without a moment's warning, an explosion occurred, hurling the fire fighters into the air and dropping them, unconscious, into the flaming hold of the barge or into the waters of the basin.

"UNCLE SAM SETS THE EXAMPLE"



Labor Disputes Bill

The Wagner Connery Labor Disputes Bill, signed into law by President Roosevelt on July 5, 1935, affirmed the right of working men and women to form labor organizations and bargain collectively through representatives of their own choosing.

Indiana Line-of-Duty Deaths

Two Fort Wayne, Indiana, fire fighters were killed June 2, 1936, in ladder accidents. A drill master in charge of instructing fire fighters in a series of ladder drills raised the ladder for the last time on that training day. The men ascended the roof, and upon beginning their descent, one fire fighter fell to his death when a gust of wind came and carried the ladder away from the building. The other fire fighter on the ladder fell as well, was knocked unconscious and later died. Their comrades on the roof and street were helpless to offer any aid to the two fire fighters.

"Smokey Scott"

"Smokey Scott" premiered in the September 1937 issue of the International Fire Fighter featuring a series of drawings about the daily lives of fire fighters, past and present.



Chicago Thrill Show

The first National Fire Fighters' Tournament was held in Chicago in 1937, drawing 125,000 spectators to witness an unprecedented array of firemen and equipment.

Organizing Pays Off

By 1938, the two-platoon system (almost universally in effect), the eight-hour day (more widely adopted all the time), state minimum wage laws, state civil service laws, improved pension systems and a five-day, 40-hour week were all things that were secured in a constantly increasing number of cities as a result of affiliation of the fire fighters in the organized labor movement.

IAFF Members Lobby Building Code, Flame Retardants at Canadian Legislative Conference

In recognition of the 25th anniversary of the IAFF Canadian Legislative Conference, the program included a look back in time at the names and faces of those who made it the success it is today, as well as the many legislative advances the IAFF has produced for Canada's professional fire fighters.

The milestone event also featured a record 130 delegates who lobbied their members of Parliament and senators on a new generation of federal legislative priorities, including improved fire fighter safety in the National Building Code of Canada and the banning of chemical flame retardants in upholstered furniture.

General President Harold Schaitberger — who has attended virtually every Canadian Legislative Conference since its inception in 1991 — heartily congratulated delegates on the occasion, recalling its humble beginnings when many questioned whether U.S.-style lobbying would work in Canada.

"It's been an amazing journey to see the evolution of political action and legislative advocacy that has occurred across this great country and in all these provinces over those last 25 years," Schaitberger said, adding that Canada is now leading the way in many aspects of the IAFF's political action efforts.

The Canadian Legislative Conference is now among the most respected grassroots lobbies in Ottawa, and over the years has been the catalyst for such legislative victories as an increased pension accrual rate for fire fighters, criminal code amendments to protect fire fighters from traps inside illegal drug operations, national Haz-Mat training, a national line-of-duty death benefit and a national action plan on post-traumatic stress among first responders.

The Conference included a special 25th anniversary video produced by E-18 Media featuring images from past events interspersed with congratulatory messages from members of Parliament and others, including Muscular Dystrophy Canada. Video greetings from Prime Minister Justin Trudeau and Conservative Party Leader Andrew Scheer were also shown.

Canadian Public Safety Minister Ralph Goodale, a long-time IAFF ally, updated delegates on the new federal line-of-duty death benefit effective as of April 1, 2018, as the result of a tenacious 25-year lobbying effort by the IAFF. The \$300,000,



one-time benefit — now called the Memorial Grant Program for First Responders — applies to all formally-recognized line-of-duty deaths, including those directly attributed to occupational diseases, such as cancer and post-traumatic stress.

Goodale said the benefit, along with new federal funding for post-traumatic stress research and the new Firefighters National Memorial Day observed on the second Sunday of September, ensure that the federal government honours fire fighters' sacrifices, takes care of their families and recognizes the mental impacts of the profession.

"I want to thank you for your hard work and support on all of these issues," Goodale said. "We will continue to honour as best we can the dedication, courage and service of the fire fighters coast to coast who work so hard every day to keep Canadians safe."

Delegates conducted upwards of 100 meetings with MPs and senators on Lobby Day, lighting up social media with photos and comments using the hashtag #iaffcdnleg. Strong support was reported for both issues, which will help the IAFF Canadian Office move the legislative agenda forward in the current session of Parliament.

Other speakers included New Democratic Party Parliamentary Leader Guy Caron (Rimouski-Neigette-Témiscouata-Les Basques, QC), Conservative MP John Brassard (Barrie-Innisfil, ON) and Green Party Leader Elizabeth May (Saanich-Gulf Islands, BC), who

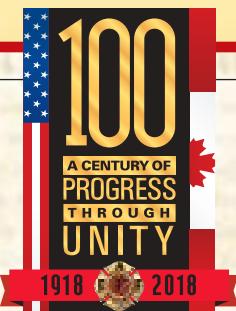
1) General President Schaitberger addressed delegates at the 25th Canadian Legislative Conference. 2) Public Safety Minister Ralph Goodale updated delegates on the PSOC benefit. 3) Ottawa Local 162 delegates met with MP Karen McCrimmon and her staff. 4) MPs Celina Caesar-Chavannes and Sheri Benson were among conference speakers.

was honored by Saanich Local 967 with a personalized fire helmet in recognition of her 10th Canadian Legislative Conference appearance.

A trio of MPs graciously participated in a panel discussion for delegates. Conservative Karen Vecchio (Elgin-Middlesex-London, ON), New Democrat Sheri Benson (Saskatoon West, SK) and Liberal Celina Caesar-Chavannes (Whitby, ON) discussed their experiences on Parliament Hill and gave insight on the life of MPs and the nuances of lobby meetings.

The keynote speaker, Paul Wells, senior editor at Maclean's Magazine, gave delegates his take on Canadian politics, while Edmonton, AB Fire Chief Ken Block, a former Edmonton Local 209 president who is now president of the Canadian Association of Fire Chiefs, congratulated the IAFF and outlined his organization's mutual interest in public and fire fighter safety.

Delegates also heard from Josh Bizjak of the Broadbent Institute, which advocates progressive views in Canada with support from the IAFF, and the IAFF Parliamentary Reception, a highlight for MPs, senators and staffers alike which drew a robust crowd as usual. ■



1951

Photographers Award Contest — The IAFF launches its first annual Photographers Award Contest [now the Media Awards Contest], open to all newspaper photographers in the United States.

1952

Unified Fire and Police
The IAFF warns the public of the disadvantages of unified fire and police departments in communities across America.

New Convention Locations
The IAFF resolves to rotate the location of conventions across four time zones so that fire fighters living in various geographic regions have an equal opportunity to attend.

Women in the Fire Service
The IAFF publishes an article by Mrs. Susan B. Rutherford, Assistant Secretary of State for the Commonwealth of Kentucky, calling for more opportunities for women in the fire service.

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Fire & Safety



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U.S. SUPREME COURT DECISION ON JANUS: CHALLENGES AND OPPORTUNITIES

Is it easier climbing up a ladder with or without someone on your back?

Dumb question? Yes, but the context is clear in the cartoon — even when the cartoon is more than 90 years old.

Our predecessors in this union talked all the time about the impact non-union fire fighters had on union fire fighters. Now that about 85 percent of the professional fire fighters across the United States and Canada are members of our union, that discussion has waned.

However, now that the U.S. Supreme Court is in the process of making a decision on *Janus v. AFSCME Local 31*, a case poised to change the relationship between public-sector labor unions and the members they represent, we need to take that discussion to a new level.

The case is about an Illinois state employee, Mark Janus, who enjoys the wages and standard of living he gets from a union contract, but doesn't want to pay any union dues or fees to help cover the cost for the collective bargaining expenses that got him that contract or the benefits it provides.

A more sinister effect of this case is that your local will still have to represent people like Mark Janus — freeloaders who don't pay dues. These free-riders will still reap the benefits of union representation, not just in negotiating a contract, but also in grievances and the many other ways local unions assist their members — and you will be footing the bill while they ride on your backs.

This is a conversation that needs to be had at the kitchen table in your stations.

Locals in states without strong public employee collective bargaining laws may not see much of a change — they have been in this type of atmosphere for decades. But affiliates in strong collective bargaining states may be affected.

In addition, there are anti-union groups out there that are already preparing (and in some states have already started) to approach union

members — including fire fighters — to tell them that they don't need to pay their share for union representation and still reap all the rewards and benefits.

Janus v. AFSCME Local 31 is a challenge to a 40-year-old precedent that allows public sector labor unions in non-right to work states to collect agency or fair share fees from individuals who are part of the bargaining unit but not members of the union.



It is widely expected that the Supreme Court will overturn that precedent and the agency fee will be eliminated. And when Janus becomes law, free-riding will be allowed — and while that's wrong, it will likely soon be the law of the land for public employees, essentially creating national right to work for all public employee unions across the nation.

Agency or fair share fees were meant to prevent non-union members from free-riding by enjoying the pay, benefits and protections that the union has negotiated while not contributing anything towards the union's representational activities (bargaining, safety advocacy, grievance arbitration, contract administration, etc).

This same issue was brought before

the Supreme Court in 2016 in *Friedrichs v. California Teachers Association*. That case ended in a 4-4 deadlock when the death of Justice Antonin Scalia kept the current laws in place. Scalia's replacement — Justice Neil Gorsuch appointed by President Trump — is expected to rule to overturn the 40-year-old Supreme Court decision.

"This case forces us as leaders in the IAFF, at every level, to evaluate the services we provide to our members and make sure we are showing them the value of the IAFF at the national, state and provincial and local levels," says General President Harold Schaitberger.

"We also need to make sure that our biggest strength in our union and on the job — our unity, having each other's backs — is not weakened by people deciding they can be freeloaders. We have to call out those who think they can coast on the coattails of our members."

While the International does not collect agency fees, many affiliates do. So we've have taken steps to help prepare you for a post-Janus world. While there is no magic bullet for dealing with the new law, for the past few years, we have been developing and delivering training to help state and provincial and local affiliate leaders strategically plan for the future by strengthening the lines of communication with members and showcasing the value that comes with being a member of their local and this IAFF.

These successful training seminars have already been delivered to hundreds of leaders at our Affiliate Leadership Training Summits (ALTS), district and state Partnership Education Program (PEP) events, and to other district and state meetings via webcast from our E-18 Media studio at headquarters.

► ICYMI: Watch Kitchen Table

Our live online broadcast of "Kitchen Table" featured a roundtable discussion hosted by General President Harold Schaitberger who, along with affiliate leaders, shared experiences about what it's like to be in an atmosphere that all affiliates will face in a post-Janus world. Go to youtube.com/IAFFTV to watch.

As we work to develop the next level of training to increase the strength and power of our union, we have resources already available to locals to prepare for the anticipated Supreme Court ruling. ■

Success Comes From Strength and Solidarity

"The union of fire fighters has not survived for six decades by crying in a corner when things don't go just the way we want them to."

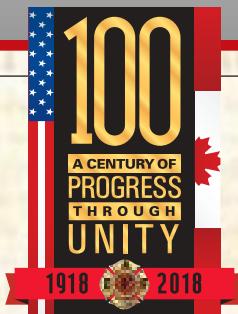
— William H. McClellan, IAFF President (1969-1980)

"A question was asked by one of the younger members in a very honest and sincere manner: 'Why do we need an International?' My answer came without the need for much thought: 'Because it is the very foundation of the house of labor; the bringing of all fire fighters together under one roof. And through your International, there is the promise of a better tomorrow for you and your family.' The nodding of his head indicated that, for him, this made sense and the subject was dropped."

— Frank Palumbo, IAFF Secretary-Treasurer (1972-1980)

"A fire fighter's duties may be classified in two parts – first, fighting fires and second, fighting for better working conditions."

— From the International Fire Fighter, 1918



1953

Threats and Hazards
Carl W. Irwin, MD writes two articles describing occupational hazards facing fire fighters, both injury and disease related.

1954

Chrome Emblems
The IAFF publicizes its new chrome medallion emblem for automobiles.

Social Security Opposition
IAFF Secretary-Treasurer George J. Richardson testifies before the House Ways and Means Committee in opposition to extension of coverage to fire fighters under the Social Security Act.

MDA Fundraising
The IAFF pledges support to a fundraising campaign to combat muscular dystrophy.

Newly Reaffiliated Georgia Local Pushes County Government to Accept SAFER Grant

Henry County, GA Local 4052, which reaffiliated with the IAFF in the fall of 2017, is already finding strength in standing together with one voice.

After using its influence to educate Henry County managers and the board of commissioners, the commissioners voted unanimously to accept a \$3.7 million Staffing for Adequate Fire and Emergency Response (SAFER) grant to hire 28 new fire fighters and help alleviate a serious staffing and safety issue.

"This is a great victory for our new Henry County members," says 12th District Vice President Walt

Dix. "I am really proud of all the hard work they put into addressing this critical issue."

The SAFER grant was awarded in August 2017; however, the Henry County administration was initially hesitant to accept the grant due to financial and other concerns.

Local 4052 President Wade Burch says, "We know that understaffing puts not only our safety at risk, but it also jeopardizes the safety of Henry County citizens. So we met with our county leaders to explain the seriousness of the situation."

When the decision on whether to accept the SAFER grant finally went before the county board of commissioners for a vote, the board voted unanimously to accept the grant.

As part of a membership growth initiative in Georgia, Local 4052 came back into the International with 50 members and has since grown to 110. Since the initiative began in September 2016, Georgia has gained 494 new IAFF members. ■

Lima Member Is Benefactor of Ohio's New Cancer Presumption Law

Lima, OH Local 334 member Jeremy Welker is one of the first Ohio IAFF members approved to receive care under the Michael Louis Palumbo Act.

"Protecting our members' and their families' futures is the cornerstone of our union's existence," says 8th District Vice President Mark Sanders. "The Ohio Association of Professional Fire Fighters' success in passing cancer presumption, along with the support of the IAFF, provides the best example of our work."

Signed by Ohio Governor John Kasich in January 2017, the bill creates a presumption that if a fire fighter contracts cancer, it's presumed to be



Jeremy Welker

contracted on the job so fire fighters are eligible to receive both workers' compensation and pension benefits.

"Brother Welker's story is exactly what we had hoped for as legislation for occupational cancer presumption made its way to becoming law," says OAPFF President Michael Taylor. "Jeremy's approval to receive care under the Palumbo Act is not just a victory for the Welker family, but a victory for all Ohio fire fighters."

Welker was diagnosed in May 2017 with grade three anaplastic-oligo dendrolioma. He was prescribed six rounds of chemo.

"Just a few months before, I had purchased additional health insurance, just in case," says Welker. "I didn't know I would be needing it so soon."

But the added coverage didn't cover everything."

Welker, a husband and father of three, adds, "Thinking about the future of my family, I applied for benefits through the Palumbo Act."

Applying for benefits to the Ohio Bureau of Workers' Compensation does not guarantee approval. And, even if approved, the decision can be appealed by the local government — the City of Lima in this case — and other entities. But Welker was approved for both workers' compensation and pension benefits without any challenges.

"It is rare for a workers' compensation or pension claim to go unchallenged," says OAPFF 1st District Vice President and Lima Local 334 member Roy Hollenbacher, who assisted Welker with the related paperwork. "Brother Welker is able to begin receiving his benefits right away." ■

What a Difference Political Action Makes

Portsmouth, VA Local 539 was seeing its resources steadily dwindle, making it harder and harder to protect the community and stay safe on the job. That's when Local 539 leaders decided to act by helping elect more fire fighter-friendly city council members and educating them on the issues. The strategy paid off and now fire department resources are increasing.

"Our members knew they could not continue doing more with less," says 4th District Vice President Andrew Pantelis. "They developed a political action plan and worked tirelessly to see it through to victory."

"I think the lesson from the last two years is that it is critical to be involved in local politics and to continually educate your local leaders on public safety issues," says Local 539 President Kurt Detrick. "If you do that, you'll see real results."

Portsmouth Local 539 had been relatively quiet when it came to local politics. The local did endorse candidates for local office but did not

become heavily involved in the campaigns. But as 35 positions in a 207-member fire department remained unfilled and browned-out stations became more frequent, the Portsmouth Fire Department began losing some of its most seasoned fire fighters to other departments, while the remaining fire fighters had to work overtime to keep the city protected.

"Not only did we want to keep our best in Portsmouth, but we also wanted to keep them safe on the job," says Detrick. "We needed more friendly faces on the Portsmouth City Council, so we endorsed four council candidates, including past Local 539 President Nathan Clark."

Local 539 got involved in all four campaigns using the IAFF gold and black to distribute campaign literature and partnering with various community organizations to educate the voters on public safety issues.

On Election Day, all four of the local's endorsed candidates won their seats.

Since then, things have been improving. One of

the first acts for the city council was to approve a new pay and compensation plan for public safety employees. Local 539 members were the lowest paid in the region.

The council also approved the reclassification of all full-time paramedics (represented by Local 539) from civilian to public safety employees, which make them eligible for the state's line-of-duty death benefit. During the last year, the city has also hired 31 fire fighters and an academy class is graduating in May, bringing in more new fire fighters.

In January 2018, the city council appropriated nearly \$400,000 for the Portsmouth Fire Department to purchase a second set of turnout gear for every Local 539 member. "Right now, our members cannot wash their gear until the end of their shift, which can be a very long time if they work overtime," explains Detrick. "Now they will be able to decontaminate their dirty gear more often and reduce their risk of cancer." ■

1955

Muscular Dystrophy Drive
Vice President Richard M. Nixon and IAFF President John P. Redmond participate in the opening ceremonies of the Muscular Dystrophy drive.

1956

Public Relations Strategies
The IAFF outlines effective public relations strategies for the fire service, which include: "Stand up straight so you can be seen! Speak loudly so you can be heard! Shut up quickly so the guests can enjoy themselves!"

\$1 Million for MDA

The IAFF raises more than \$1 million in 1955, aiding more than 200,000 victims of muscular dystrophy, most of whom are children.

New Leadership Team

John P. Redmond is re-elected IAFF President and William D. Buck is elected Secretary-Treasurer at the 23rd Convention in Montreal.

IAFF Provides Peer Support for York Local 627 Following LODDs

Following the tragic line-of-duty deaths of York, PA Local 627 members Ivan Flanscha and Zachary Anthony, an IAFF peer support team was quickly on the ground to assist members in the tight-knit community.

The two men were killed operating at a fire that started March 21 in an old Weaver Organ & Piano Building. Flanscha, 50, and Anthony, 29, died the following day when the building collapsed as fire fighters were extinguishing hotspots to prevent extension. Two other Local 627 members were injured.

"Right away, the seven-member peer support team from Prince George's County, MD Local 1619 knew the entire town was struggling with this tragedy and that our assistance was clearly appreciated," says Grady Valencis, a member of Local 1619 who was part of the peer support response.

The team conducted multiple visits to five fire stations over the course of four days, talking to members of Local 627 about common reactions following traumatic events, including isolation, anger, depression and anxiety. In addition, the team met separately with the spouses and children of fire fighters.

During each visit, peer support team members let Local 627 members know that the IAFF is available to address their needs and provide support to their families in the days, weeks and months to come.

The peer support program is designed to get IAFF members and their families talking and to make sure they look out for each other. "If a fire fighter sees that one of their colleagues has become withdrawn in the days after a tragedy, we hope they will alert the peer support team so we can assist them," says IAFF Director of Health and Safety Jim Brinkley.

As part of efforts to address post-traumatic stress and other behavioral health issues, the IAFF established the peer support program to educate members on behavioral health issues and to build resiliency and assist members affected by daily traumatic events and large-scale incidents, such as multiple line-of-duty deaths, hurricanes and mass casualty shootings.

The IAFF also provides training to members so locals can establish their own peer support programs. To date, the IAFF has conducted more than 70 peer support training sessions



Ivan Flanscha, 50, was known as a fire fighter who, over his career, had conducted all manner of rescues, from scooping trapped ducklings from inside storm drains to fighting raging house fires that forced residents to escape through windows.

He began his fire service career in 1999, and was named Fire Fighter of the Year in 2004.

Flanscha had an amazing work ethic and was dependable among those who knew him. He had an unforgettable presence, good looks and a smile that lit up the room. He was chosen as one of the faces and voices for the national Wahl shaver commercials featuring York City fire fighters.

An avid musician, Flanscha was a guitarist for a band called Gallimaufry, which often practiced at the firehouse. He was a husband, brother and father of five.

Zachary Anthony, a cherished husband, son and brother, was a born fire fighter who loved working with children. Kids always loved to see Zach dressed in his gear when he talked to their class about safety.

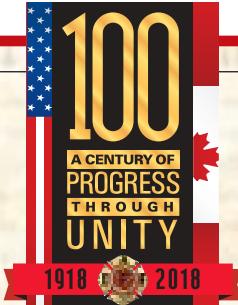
Anthony dedicated his life to the York City Fire Department since the day he was hired on August 9, 2010. He spent a huge amount of time helping others in the community, including total strangers, on and off duty. He was admired for his relentless free-willed spirit that kept him open to new opportunities and experiences. He spent his time away from work idolizing John Wayne and all things American, including his passion for the outdoors and his Harley Davidson.

Anthony is survived by his wife, Brooke, his parents, Karen and Ray and his brothers Marc and Sam.

across the United States and Canada with members from 390 affiliates. More than 2,100 members are now trained to provide peer support.

Valencis says the IAFF's efforts to address behavioral health issues as a result of

work-related stress and trauma are having a positive impact. And with each deployment, peer support team members are learning to improve the assistance provided. ■



1957

A Living Wage — The IAFF publishes a weekly budget for a family of four renting their home, which indicates that an income of \$5,460 is needed to support living expenses, including alcoholic beverages and tobacco.

John P. Redmond Dies

President John P. Redmond dies unexpectedly while attending the AFL-CIO meeting in Atlantic City, New Jersey. William D. Buck, IAFF Secretary-Treasurer, is elected Acting President. John C. Kabachus is selected to serve as Acting Secretary-Treasurer.

1958

Automatic Sprinklers — Delegates unanimously adopt a resolution at the 1958 IAFF Convention calling for the compulsory installation of approved automatic sprinklers in buildings, which wins the praise from Secretary of Health, Education and Welfare Arthur S. Flemming and helps prompt a \$125,000 series of tests to prove the merits of the resolution.

IAFF Advocacy Stops Flammability Standards Test for Upholstered Furniture

The IAFF scored an important victory in a long battle to protect fire fighters from exposure to flame retardants commonly used in upholstered furniture.

The National Fire Protection Association (NFPA) Standards Council in April voted to halt standards development of NFPA 277, Standard Methods of Tests for Evaluating Fire and Ignition Resistance of Upholstered Furniture Using a Flaming Ignition Source.

The vote effectively halts further development of an open flame standard for testing the flammability of furniture, a standard that would have allowed for the continued use of large amounts of flame retardant chemicals. Growing evidence shows that fire fighters are particularly susceptible to exposure to flame retardants both on the fire ground and back in the firehouse.

While chemical manufacturers claim their products were intended to make furniture less susceptible to flame, the IAFF has long argued that these chemicals do little to slow fires. In fact, the products pose a greater danger to

"The IAFF stood its ground on flame retardants and in doing so convinced the NFPA to do the right thing by protecting fire fighters. But we know the chemical companies will never give up their aggressive support for these toxins, and we intend to stay in this fight." — General President Harold Schaitberger

health because of their toxicity.

The IAFF has demanded that any standard, policy decision or law regarding flammability standards address the health and safety of fire fighters. The IAFF maintains representation on the NFPA Fire Test Technical Committee. Over the last four and a half years, it has participated in the NFPA standards process, providing technical advice and testifying on behalf of fire fighter safety, while the chemical industry has fought hard to ensure the continued widespread use of dangerous fire retardants.

"The IAFF stood its ground on flame retardants and in doing so convinced the NFPA to do the right thing by protecting fire fighters," says General President Harold Schaitberger. "But we know the chemical companies will

never give up their aggressive support for these toxins, and we intend to stay in this fight."

The IAFF is urging Congress to pass legislation (H.R. 4220), the Safer Occupancy Furniture Flammability Act, which would require the U.S. Consumer Product Safety Commission (CPSC) to adopt a federal flammability standard for upholstered furniture based on a California standard known as TB 117-2013.

Supported by the IAFF, TB 117-2013 outlines performance standards and methods for testing the smolder resistance of cover fabric materials used in upholstered furniture, thus eliminating the need for flame retardants. ■

Florida Law Expands Benefits for Post-Traumatic Stress

Florida Governor Rick Scott has signed SB 376, legislation that provides expanded workers' compensation benefits to Florida fire fighters, EMTs and police officers diagnosed with post-traumatic stress linked to the job.

"This resounding victory is the latest result of the hard work of the IAFF and the Florida Professional Firefighters (FPF) to educate lawmakers on how critical it is for our members with post-traumatic stress symptoms to receive immediate care," says General President Harold Schaitberger. "Additionally, our members should not have to worry about lost wages should they have to take time off from the job to seek treatment."

In 2007, Florida passed a law giving fire fighters, EMTs and police officers with post-traumatic stress medical benefits, but not lost wages, unless the post-traumatic stress was accompanied by physical injuries.



Under the new law, fire fighters and first responders with post-traumatic stress will be eligible to file workers' compensation claims for lost wages if they have witnessed the death of a minor or a death that involved "grievous bodily harm of a nature that shocks the conscience."

The legislation was sponsored by Florida state Senator Lauren Book and Representative Matt Willhite, an active fire fighter and member of Palm Beach County, FL Local 2928.

"The intent of this bill is to get help for fire fighters, to give them the support they need so they can keep working," says Willhite. He says that the fact that he is an active fire fighter lent him credibility in

explaining the challenges and trauma fire fighters and EMTs confront on every shift.

FPF President James Tolley says the success of this bill demonstrates that the IAFF and its affiliates can successfully lobby for legislation for fire fighters, regardless of the party in power.

"I am so proud of the work we have done here in convincing lawmakers to support fire fighters who are sacrificing so much for public safety," Tolley says.

Florida has been the site of two of the most deadly mass shootings — the February shooting at Marjory Stoneman Douglas High School in Parkland that killed 17 and the Pulse Night Club shooting in Orlando that killed 49 in June 2016.

Lawmakers were swayed by the hard work of Florida's fire fighters during those events, as well as the jarring testimony of relatives of Tampa fire fighter-paramedic Steve LaDue, who took his own life in September 2017. Megan Vila, LaDue's sister, testified about her brother who struggled with post-traumatic stress after 29 years on the job bearing witness to an untold number of horrific incidents. LaDue repeatedly sought the government's help with his post-traumatic stress but was denied.

More is being learned about post-traumatic stress and the specter of suicide in the fire service. A 2015 Florida State University study found that 15.5 percent of fire fighters have made a suicide attempt, compared with 2 percent of the general population. ■

Hours of Duty Research

The IAFF initiates a research project to compile state laws regulating the hours of duty of paid fire fighters, as well as proposed work schedules pertaining to tours of duty ranging from the 35-hour to the 84-hour workweek.

1959

Legislative Gains

The IAFF makes significant gains on the legislative front, including union recognition laws, reduced hours, increased pension benefits, prohibiting discrimination in employment, check-off of union dues, and extended coverage of Civil Service protection.

1960

Uniform Allowances

The IAFF advocates for municipalities to provide fire fighters with uniform allowances.

President's Conference on Occupational Safety

— At the invitation of President Dwight D. Eisenhower, IAFF President William D. Buck attends the President's Conference on Occupational Safety along with more than 3,000 leaders from American industry, labor, agriculture, federal, state and local governments, insurance, education, health and private safety organizations.

U.S. Senate Unanimously Passes Firefighter Cancer Registry Act

The U.S. Senate has unanimously passed the Firefighter Cancer Registry Act of 2017, S. 382. Introduced by Senators Robert Menendez (D-NJ) and Lisa Murkowski (R-AK), the bill's passage in the Senate brings it one step closer to being a first-of-its-kind national cancer registry specifically for fire fighters.

Last September, the U.S. House of Representatives unanimously passed its version of the bill, which differs slightly from the Senate-passed bill. As a result, the two chambers will work to reconcile their differences before sending the bill to the

president's desk for his signature.

The cancer registry will collect detailed data on the occurrences of cancer in fire fighters to assist scientists with the specialized information they need for research to help strengthen our understanding of the link between firefighting and cancer, and which could potentially lead to better prevention and safety protocols.

"I sincerely thank the Senate leadership for taking up the Firefighter Cancer Registry Act," says General President Harold Schaitberger. "I also thank the entire Senate for its unanimous

vote bringing us one step closer to delivering this legislation to the president's desk for his signature. The strength of the vote in each chamber demonstrates the importance of this legislation and the need to better understand cancer within the fire service."

The IAFF will continue working with its allies in Congress to produce a final bill.

As of press time, a final bill could be considered in the House as soon as the week of June 4, 2018. Once passed in the House, the bill will be sent to the president for his signature. ■

Tennessee Lawmakers Pass Post-Traumatic Stress Counseling Bill

Under a bill passed by the Tennessee General Assembly, Tennessee fire fighters experiencing the debilitating effects of post-traumatic stress will receive counseling from licensed professionals trained to understand the firefighting profession.

The Tennessee Public Safety Behavioral Health Act (HB 1510) passed the Tennessee House of Representatives by a vote of 91-0 and is on the way to Governor Bill Haslam's desk for his signature. The bill was sponsored by state Representative Sam Whitson (R) and state Senator Bill Ketron (R).

"We have experienced a lot of long days and nights, but our hard work and persistence has paid off. Hopefully, this bill will improve care for our brothers and sisters suffering from mental health issues resulting from the job."

—Eddie Mitchell, TPFFA President

The bill gives paid, full-time fire fighters and first responders a minimum of 10 visits to a trained mental health provider as a part of their benefits package. The bill also requires that mental health professionals providing counseling are properly certified and fully aware of the specific challenges of the fire service.

The Tennessee Professional Fire Fighters Association (TPFFA) began lobbying for this legislation in early 2017 amid growing concerns that job-related behavioral health issues were taking a toll on fire fighters and public safety. One in five fire fighters has reported experiencing post-traumatic stress.

"We have experienced a lot of long days and nights, but our hard work and persistence has paid off," says TPFFA President Eddie Mitchell of the effort to pass the bill. "Hopefully, this bill will improve care for our brothers and sisters suffering from mental health issues resulting from the job."

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Mitchell says numerous public safety and health organizations came forward to show support for HB 1510, but that the real strength of the argument for help for post-traumatic stress came from the dogged efforts and compelling testimony of local affiliate leaders.

"We really wanted to demonstrate to these lawmakers that post-traumatic stress is a real challenge, but also one that Tennessee fire fighters are determined to face head on," says Mitchell.

The TPFFA considers HB 1510 a first step that gives lawmakers a greater awareness of the issue of post-traumatic stress in the fire service. The next step will be to introduce additional legislation expanding workers' compensation rules to cover fire fighters who develop post-traumatic stress over time in their careers.

Three states (Maine, Vermont and Washington) and seven Canadian provinces (Alberta, Manitoba, New Brunswick, Nova Scotia, Ontario, Saskatchewan and the Yukon Territories) have post-traumatic stress/behavioral health presumption laws. In six states (Colorado, Florida, Nebraska, New York, Oregon and Texas) and the province of British Columbia, fire fighters with post-traumatic stress are eligible for benefits, but the condition is not presumed to be a result of the job. ■



IAFF Stands With Memphis Fire Fighters in MLK Rally

On April 4, Memphis, TN Local 1784, along with IAFF General President Harold Schaitberger and General-Secretary Treasurer Edward Kelly, along with 14th District Vice President Danny Todd, participated in a rally in recognition of Dr. Martin Luther King's support — as well as his assassination — in Memphis 50 years ago of striking American Federation of State, County and Municipal Employees (AFSCME) sanitation workers. In addition, Memphis Local 1784 members sent Memphis Mayor Jim Strickland a resounding message that they refuse to be silent while they continue to receive poor treatment by their city — the very city that Dr. King protested against 50 years ago — and still struggle to support their families with a decent wage, a dignified retirement and affordable and reasonable healthcare. ■



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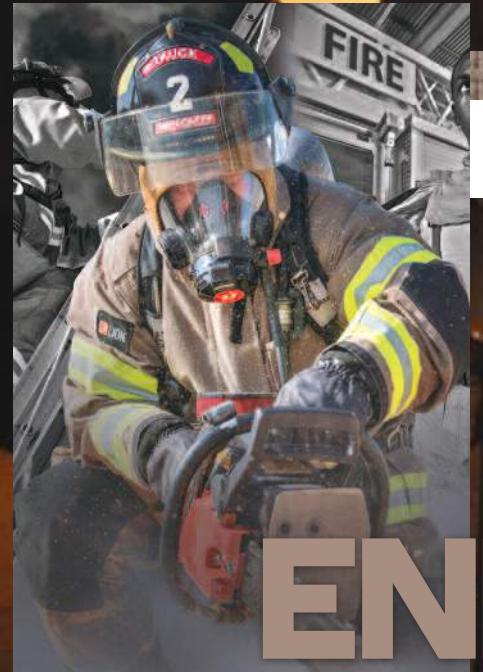


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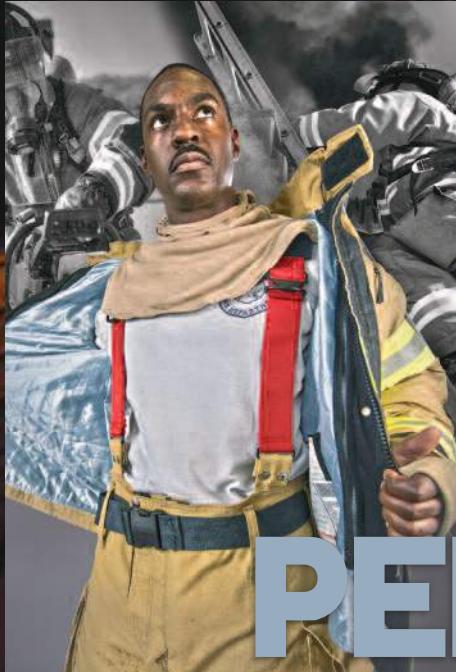
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IAFF Provides Disaster Relief to Members Following Hawaii Floods

In response to devastating floods in the Hawaiian Island of Kauai in April, 10th District Vice President Frank Lima and Hawaiian Islands Local 1463 President Robert Lee assessed needs, visited fire stations, met with members and processed IAFF Disaster Relief Fund applications. Several IAFF members in the most impacted area of the island had significant damage to their homes. Some parts of the island took on as much as 28 inches of rain water, causing the Hanalei River to rise several feet. ■



MDA Clinical Conference Focuses On Changing Neuromuscular Disease Landscape

Health care providers from across the country, including medical and scientific experts from academic, private practice and research, government institutions, and representatives from the biotech industry and pharmaceutical companies met in March for the 2018 MDA Clinical Conference focusing many of the medical advances in the treatment of neuromuscular disease.

The conference took place at an unprecedented time in the history of MDA and the neuromuscular disease field, with the approval by the U.S. Food and Drug

Administration of six drugs — four of them IAFF affiliates raise helps pay for summer that can trace their origins to MDA-funded camps for children and support for the treatment of neuromuscular diseases in MDA's program.

These advances — made possible through focusing on what's new in ALS longtime support from the IAFF and its members who have raised more than \$630 million for MDA — are helping individuals with neuromuscular diseases live longer with neuromuscular diseases live longer

The Clinical Conference featured more than 50 presentations and panel discussions with (amyotrophic lateral sclerosis), Duchenne muscular dystrophy (DMD), spinal muscular atrophy (SMA) and myasthenia gravis (MG), among others, as well as advances in personalized medicine and newborn screening, and reports on recent

In addition to funding research, the money clinical trials. ■

Canadian Locals Raise \$1.5 Million for MDC

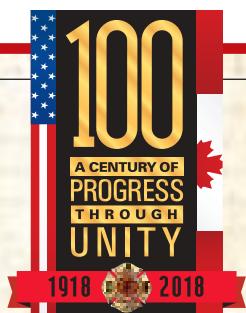
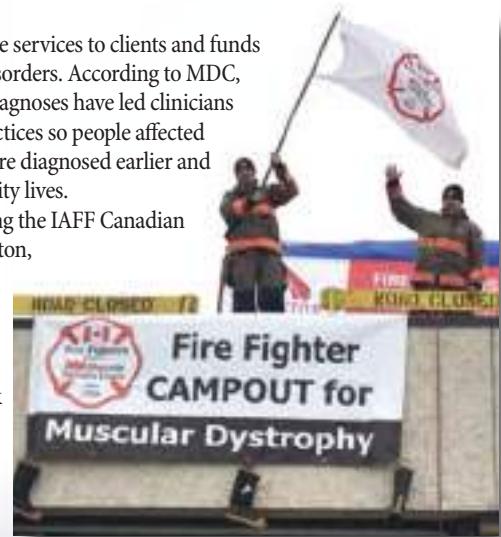
Canadian affiliates reached new heights in support of Muscular Dystrophy Canada in 2017. In all, 105 locals raised \$1,461,142 for MDC in the fiscal year ending March 31, an increase of \$45,000 over the previous year, through such events as boot drives, rooftop campouts, ladder-sits, truck pulls and a variety of sporting events.

Edmonton, AB Local 209, which pioneered the uniquely-Canadian rooftop campout fundraising initiative, was the top fundraiser for the 10th consecutive year, raising \$116,892. Since 1971, Local 209 has raised more than \$1.9 million for MDC. Winnipeg, MB Local 867 was a close second, raising \$108,000. And, Toronto, ON Local 3888 raised more than \$75,000.

Other top fundraisers include St. John's Local 1075 (\$1,600); Miramichi Local 5087 (\$1,000); Saskatoon Local 80 (\$11,702); Coquitlam Local 1782 (\$19,332); and Whitehorse Local 2217 (\$2,000).

The money helps MDC provide services to clients and funds research into neuromuscular disorders. According to MDC, enhanced research and better diagnoses have led clinicians to develop better diagnostic practices so people affected with neuromuscular disorders are diagnosed earlier and are living longer and better quality lives.

A special highlight came during the IAFF Canadian Policy Conference held in Kingston, Ontario, last August when Muscular Dystrophy Canada National Ambassador Luca "Lazylegz" Patuelli was not only able to share his story and thank IAFF members in person for their support, but also amazed and inspired delegates with his dance performance. ■



1960

Heart and Lung Bill — The Common Council of St. John, New Brunswick, Canada adopts a heart and lung bill for fire fighters which will provide them with 60 percent of their full salary on a disability retirement. In the United States, 10 states have passed heart bills, presuming that if a fire fighter is stricken with a heart ailment it was caused while he was performing his duty.

1961

Fire Response Outside City Limits — Reports from affiliates of the IAFF reveal that a significant number of communities are reimbursed for responding to alarms of fire outside city limits.

Federal Employee Unions

U.S. President John F. Kennedy sets the stage for the recognition of federal employee unions.

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Host a Screening of Canadian PTS Documentary

A powerful documentary on post-traumatic stress injury and its impact on first responders and their families is available for locals in the U.S. and Canada to hold public screenings.

“The Other Side of the Hero” was produced by the Canadian filmmaking company, Moviewitz, and was funded in part through a crowdfunding initiative widely supported in the first responder community in Canada. More than a dozen IAFF locals contributed to the project.

The documentary features actor Enrico Colantoni, who portrayed Sergeant Greg Parker on the police drama series, “Flashpoint,” and whose brother Hector is a retired Toronto police officer. Colantoni, who co-produced the film, interviews several first responders and their families about post-traumatic stress and its impact.

Though the film is heart-wrenching at times, its message is one of hope and understanding for those struggling with post-traumatic stress.

Moviewitz’s Karen Shopowitz, who produced and directed the film, says it is making an

impact in the first responder community, and that public screenings have a widespread benefit.

“We’re inspired with the response people have had to the film, and how it’s helped get the conversation going among first responders, their families and the public in general,” she says.

For a fee, Moviewitz will send locals a hard drive or digital download of the film, as well as provide a press release and postcard that can be tailored to the local’s event and a poster.

The film was screened for delegates at the IAFF Canadian Legislative Conference in March. IAFF Assistant to the General President for Canadian Operations Scott Marks encourages locals to consider screening the film to help raise awareness in their communities about the mental health risk their members and other first responders experience while serving the public.

“It’s important for the public to know all of the hazards their first responders face, just as it is important for fire fighters and other first



responders to know they’re not alone in experiencing mental health challenges, and that there is no shame in reaching out to ask for help.”

Colantoni told the IAFF that working as an actor who plays a first responder cut close. “My brother was a police officer for 30 years. The glamorization of the profession on screen is something that I recognize.”

For more information about the film and contact for Moviewitz, visit www.theothersideofthehero.ca. In the United States, movie screenings can also be booked through www.tugg.com. ■

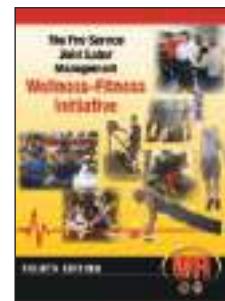
WFI 4th Edition Now Available

The job of fighting fires and responding to emergencies is one of the most dangerous and physically demanding professions. To help improve the safety, performance and quality of life of professional fire fighters and paramedics, the IAFF and the International Association of Fire Chiefs (IAFC) developed the Fire Service Joint Labor/Management Wellness-Fitness Initiative (WFI). Now in its 4th Edition, the WFI is available online at www.iaff.org.

“The long hours, shift work, sporadic high intensity work, strong emotional involvement and exposure to human suffering places firefighting among the most stressful occupations in the

world,” says General President Harold Schaitberger. “The WFI provides a holistic, positive rehabilitation and educational approach to wellness and fitness. It is intended to improve the mental, physical and emotional capabilities of fire fighters to withstand the stresses and strains of the job.”

Revisions include new fitness protocols based on the latest research. The new edition focuses on body movement and joint alignment. Previous assessments, such as the arm and leg dynamometer and the sit and reach, have been



replaced to reduce the risk of injury.

The 4th edition of the WFI program addresses other issues, including:

- Medical evaluation
- Fitness evaluation
- Injury and medical rehabilitation
- Behavioral health
- Cost justification
- Data collection
- Implementation

“By improving the health and well-being of our members, we can reduce occupational claims and costs while improving the quality and longevity of their life,” says Schaitberger. ■



IAFF Welcomes New Locals

Local 5126
Athens County EMS
President Bryant Taylor
25 member
Athens, OH

Local 5151
Van Alstyne Professional Fire
Fighters Association
President Jeremy Powell
3 members
Van Alstyne, TX

Local 5158
Wilder Professional Fire Fighters
President Richard Wilson
5 members
Wilder, ID

Local 5159
Plymouth Professional
Fire Fighters
President Grant Collins
6 members
Plymouth, MN

Local 5160
Leland Professional Fire
Fighters and Paramedics
Association
President Amy Burton
14 members
Leland, NC

Local 5161
Southeast Weld Fire Fighters
President Rio Burgess
6 members
Keenesburg, CO

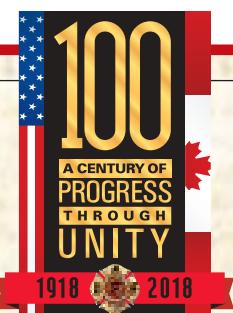
Local 5162
Bethel Fire District
Professional Fire Fighters
President William Cadaret
6 members
Lake Wylie, SC

Local 5163
Cloverleaf Professional Fire
Fighters Association
President Carl Fowner
15 members
Houston, TX

Local 5164
Englewood Professional
Fire Fighters
President Aaron Gray
9 members
Englewood, OH

Local 5166
Martinsville/Henry Co.
Professional Fire EMS
Association
President Dale Davis
3 members
Martinsville, VA

The new IAFF affiliates listed below joined the International January through March 2018.



1961

1962

National Fire Defense School
Planning for a National Fire Defense School is underway to train the nation’s fire defense force to combat atomic conflagrations, which a nuclear attack could unleash. The IAFF is among the organizations serving on the National Fire Defense Advisory Committee.

Canadian Workmen’s Comp
Workmen’s compensation laws are broadened in five provinces in Canada.

40-Hour Workweek Overdue
Rank-and-file members continue to take a strong stand that a 40-hour workweek for fire fighters is long overdue. An IAFF survey of 1,000 cities in the United States and Canada reveals that shorter working hours are gained by 98 IAFF locals and that wages are up in many cities.

National Fire Academy
Discussions begin on the establishment of a permanent National Fire Academy, similar to the FBI Academy.

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OPFFA Behind Major Regulatory Advances for Ontario Fire Service

The Ontario Professional Fire Fighters Association (OPFFA) is celebrating the introduction of detailed new fire service and public safety regulations that are among the most robust in North America.

On May 3, the Ontario government filed three new regulations under the Fire Protection and Prevention Act that will require municipalities to conduct detailed community risk assessments, publicly report fire department performance and require all fire fighters and other personnel to receive National Fire Protection Association (NFPA) certification to their level of expertise.

OPFFA President Rob Hyndman says the regulations are the culmination of two years of hard work and collaboration by OPFFA members and other fire service stakeholders.

"We were pleased to work as part of the Minister's Fire Safety Technical Table to develop regulations that will improve public and fire fighter safety," Hyndman says. "Ontario's fire fighters can rightly be proud that we will now have minimum qualifications and certification for fire fighters, mandatory community risk assessments and greater transparency around public fire department performance reporting."

A regulation taking effect in July 2019 requires municipalities to ensure that fire department

personnel, including fire fighters, fire educators, investigators, prevention staff, dispatchers, officers, haz-mat technicians and technical rescue personnel are certified to the applicable NFPA standard.

Another regulation taking effect in 2019 will require every Ontario municipality to conduct a fire-marshal-approved community risk assessment at least every five years and an annual review that describes geography, demographics, critical infrastructure, fire deaths, injuries, fire losses and more.

A third regulation, set to take effect in 2020, requires all fire departments – full-time or part-time – to publicly report fire department performance, including alarm answering time, alarm transfer time, call processing time, turnout time, response time and on-scene intervention initiation time.

13th District Vice President Fred LeBlanc says the new regulations are a true endorsement of NFPA standards and represent a turning point for Ontario's fire service.

"These regulations confirm NFPA as the industry standard and go a long way in validating so many coroner's inquests from previous decades."

"Ontario is making history as the first state or

provincial government in North America to require fire department performance reporting," says Lori Moore-Merrell, Assistant to the General President for Member Services, Technical Assistance and Information Resources. "These regulations are a monumental step that will pay great dividends for the health, safety and well-being of the public and the emergency responders. Ontario has stepped up to be the model for all other state and provincial governments."

In its work to advance the regulations, the OPFFA consulted Moore-Merrell, who also serves as a subject matter expert advisor to the chair of the NFPA 1710 Technical Committee and sits on the board of directors for the International Fire Service Training Association.

IAFF affiliates on the panel that drafted the regulations include Hyndman, OPFFA Executive Vice President Mark Train, Toronto Local 3888 President Frank Ramagnano and Local 3888 Vice President Kevin McCarthy. Other representatives at the table were from associations representing municipalities, fire chiefs and part-time fire fighters. The goal was to assure that input was received from communities large and small while representing full-time, part-time and composite fire departments. ■

Toronto Local 3888 Members Respond to Deadly Van Attack

Fire fighters in Canada's largest city were on the scene quickly when a tragedy unfolded on the afternoon of April 23.

Approximately 100 members of Toronto, ON Local 3888 responded alongside police and paramedics when the driver of a rented van deliberately targeted pedestrians on a busy sidewalk, killing 10 people and injuring 16.

Fire fighters responded with nine apparatus and other command vehicles, and used their medical skills to provide first aid, including CPR, to victims with a range of injuries.

President of Toronto Local 3888 Frank Ramagnano says it was a difficult scene for his members for many reasons, including the fact that the extent of the scene — at two kilometres long — was not immediately evident. Crews continued to respond to witness reports of victims farther and farther from the site of the initial call.

Also, because the area was quickly identified as a crime scene, some fire fighters remained on the scene for up to 10 hours to work with police and the coroner during their initial investigations.

But the most difficult aspect of the response was

the severe trauma to the victims that fire fighters witnessed during the course of their duties, says Ramagnano. "Absolutely, it was horrific. It looked like a war zone."

The fire department's Critical Incident Stress (CIS) team responded to the scene to talk to fire fighters, and team members also spoke to fire fighters back in their stations, making sure they met with all who responded. Toronto fire service chaplains also talked to those who had been on scene.

Ramagnano says he is grateful to the many IAFF locals near Toronto that reached out after the incident and offers of CIS resources.

A large vigil for victims was held in Toronto on April 29. Before the vigil, Prime Minister Justin Trudeau met with fire fighters and other first responders who attended the scene and thanked them for the work they did under such difficult circumstances.

Ramagnano, who met briefly with Trudeau, agrees the Canadian government now does a good job of recognizing first responders and their service anytime there's a major incident in the



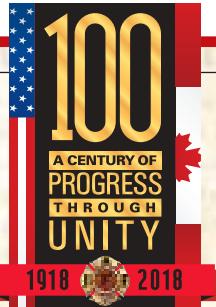
PHOTO CREDIT: TAMMIE SUTHERLAND/CITYNEWS

Toronto fire fighters light a candle to pay their respects.

headlines.

"They're finally recognizing that we become victims as well," Ramagnano says. "Even though we're helping, it affects us."

Toronto police were praised for their quick response, which included apprehending the suspect unharmed less than 30 minutes after the attack began. A 25-year-old man was charged with 10 counts of murder and 16 counts of attempted murder in connection with the tragedy. ■



1963

Better Pay and Shorter Hours
The 1963 IAFF Salaries and Working Conditions survey shows a continuation of the trend towards better pay and shorter hours in the firefighting profession.

1964

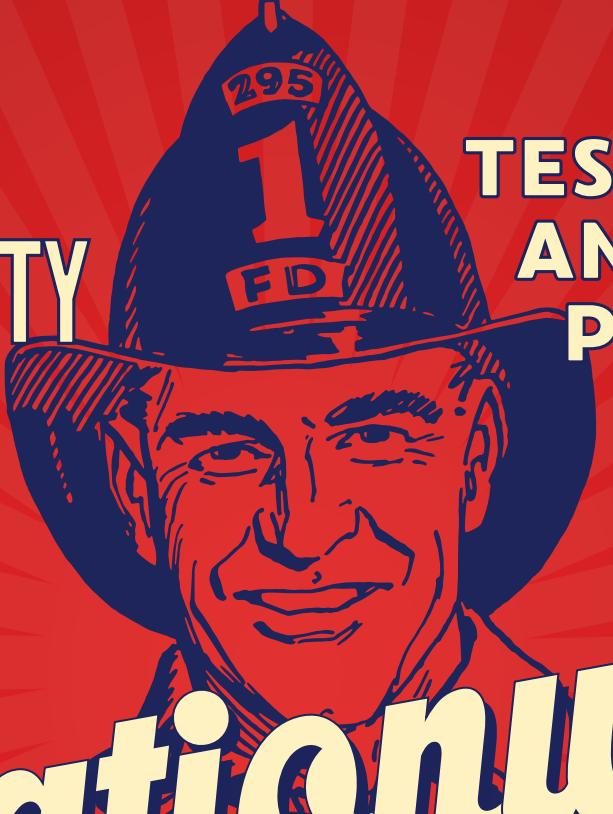
Combatting Consolidation
IAFF President William D. Buck appoints a five-man team to combat the consolidation of fire and police departments.

Membership Milestone
The IAFF reports that it has 113,000 members, boasting an average yearly growth of 4,000 new members.

Social Security Amendments
IAFF leadership expresses relief at failure of the Social Security Amendments Act of 1964, eliminating at least temporarily the threat to fire fighter retirement systems.

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Presumptive Coverage Advances Across Canada

Fire fighters and other first responders in British Columbia are the latest to win presumptive coverage for post-traumatic stress as an occupational illness.

The British Columbia government introduced legislation April 12 adding post-traumatic stress to the list of cancers and other illnesses presumed occupational among fire fighters as a “first step toward providing more support to workers who are first on the scene at challenging and sometimes dangerous and traumatic situations.”

The legislation was welcomed by the British Columbia Professional Fire Fighters Association (BCPFFA), which had lobbied the government on the issue. British Columbia becomes the sixth Canadian province to add post-traumatic stress to the list of diseases presumed occupational among fire fighters for the purpose of workers’ compensation benefits.

BCPFFA President Gord Ditchburn is grateful to the provincial government and in particular to Labour Minister Harry Bains for doing what’s right for the province’s first responders.

“The recognition of all mental health disorders — including post-traumatic stress — as job related now removes the burden of proof for our members,” Ditchburn says. “They’ve suffered enough through their work in protecting communities across this province. We have much work to do in the area of mental health, but this



Labour Minister Kevin Flynn, third from right, announced additional cancer coverage for Ontario fire fighters in Cambridge, Ontario, April 19. With Flynn is Cambridge MPP Kathryn McGarry. Also attending the announcement were OPFFA President Ron Hyndman (third from left) and Cambridge Local 499 President Chris Davidson (right).

is a significant step forward to ensure fire fighters go home safely at the end of their shift.”

On April 19, at a Cambridge firehall, provincial Labour Minister Kevin Flynn announced coverage for Ontario fighters’ cervical, ovarian and penile cancers. The legislation, once enacted, will bring the number of cancers covered for fire fighters in Ontario to 17.

President of the Ontario Professional Fire Fighters Association Rob Hyndman says the

addition of three new cancers to the list of presumptive legislation demonstrates that the Ontario government takes fire fighters’ health seriously. “Now members who have been diagnosed with these cancers can focus on getting healthy instead of worrying about navigating the bureaucracy of the Workplace Safety and Insurance Board.” ■

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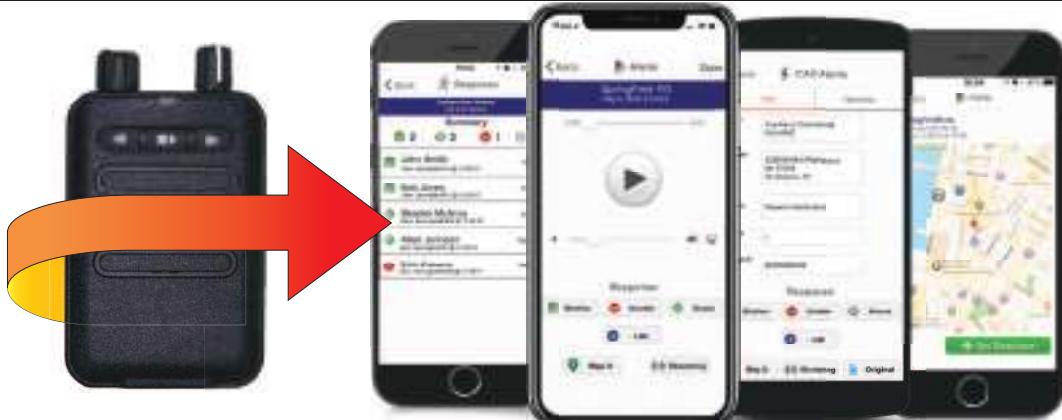
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IAFF Legal Policies Assist Affiliate Leaders

The IAFF's Guardian Policy and Fair Labor Standards Act (FLSA) Enforcement Policy provide legal protections and representation to affiliate leaders. The Guardian Policy safeguards local union leaders from unlawful retaliation for engaging in union activities and speaking out on behalf of the membership. The FLSA Policy enforces members' rights to overtime pay required under the federal wage and hours law.



Guardian Policy Cases

In this Guardian case, the Town of Ponce Inlet, Florida, retaliated against Local 4140 President Derek George, terminating him for representing union members. In addition, the town unilaterally excluded positions from the bargaining unit. IAFF General Counsel Tom Woodley handled the case under the Guardian Policy, filing Unfair Labor Practice (ULP) charges with the Florida Public Employee Relations Committee (PERC) claiming violations of state law. A PERC Hearing Officer issued a

decision finding the town had committed the unfair labor practices, and ordered it to cease its misconduct and reinstate President George — a 23-year veteran of the fire department — to his job with full backpay and lost benefits.

The case settled on favorable terms, and President George returned to his department position on January 29, receiving \$102,000 in make-whole relief. The town also reimbursed the International's attorneys' fees and litigation expenses.

George says, "I am extremely grateful for the IAFF's support and representation in making it possible to right a wrong and obtain full make-whole relief for me and my family. In a small nine-member union, we now feel like we have a big brother looking out for our best interests."

In another Guardian case, Fulton, MO Local 2945 Vice President Todd Gray was involved in contentious negotiations on behalf of his members when the City of Fulton refused to promote him to captain for discriminatory reasons. While a court action was prepared and legal guidance provided to Gray in pursuing his grievance, the city then conceded and promoted him to the captain's position he deserved.

In a third court action, Kernersville, NC Local 3448 activist Kevin Bray was terminated by the Town of Kernersville after he represented another member in a grievance hearing and after he expressed concerns about the lack of adequate training and mold in the fire stations. Guardian-supported court actions in federal and state court resulted in a favorable settlement and the recovery of Kevin Bray's lost wages in the sum of \$124,000. Bray chose to keep his current job, so reinstatement was not sought. The settlement also provided that the IAFF was reimbursed for most of the litigation fees.

FLSA Enforcement Policy Cases

The IAFF's General Counsel has pursued an overtime pay court action under the International's FLSA Enforcement Policy on behalf of members of San Diego, CA Local 145 employed as Helicopter Rescue Medics (HRMs) by the City of San Diego. The city had been unlawfully treating the HRMs as fire fighters under the FLSA's Section 207(k) limited overtime exception, only paying overtime for hours worked above 212 in a 28-day work period. However, because the HRMs performed medical care duties and did not have the actual responsibility to engage in fire suppression activities, they deserved overtime compensation after working 40 hours in a workweek.

In a favorable settlement approved by the federal district court, the six plaintiffs recovered the maximum of three years of backpay and equal liquidated damages in the total sum of \$250,000. The city is now complying with the

A collage of various bronze awards and trophies for firefighters, including a bell, a helmet, and a plaque, set against a background of an American flag and a thin red line flag.

FLSA and paying these Local 145 members overtime compensation after they work 40 hours in a seven-day workweek.

In another FLSA court case, eight arson/fire investigators and members of Los Angeles County, CA Local 1014 pursued overtime claims asserting that Los Angeles County was improperly applying the Section 207(k) fire fighter exemption. As a result, the county was not paying overtime until they worked over 182 hours in a 24-day work period. However, these members did not have the responsibility to engage in fire suppression and, therefore, should not have been covered under the fire fighter overtime provision.

On February 2, 2018, the federal judge approved the parties' negotiated settlement. The eight arson/fire investigators recovered \$261,131.72 in unpaid overtime compensation and \$130,924.28 in additional liquidated damages. The county is currently complying with the federal wage and hours law.

"As the track records shows, both the IAFF Guardian Policy and FLSA Enforcement Policy have been applied to provide protections and representation to our affiliate leaders and members when they deserve it," says General President Harold Schaitberger. ■

Canada LODD Benefit Now In Effect

The families of Canadian fire fighters and other first responders who died in the line of duty on or after April 1, 2018, are now eligible for a national line-of-duty death benefit in the amount of \$300,000.

Enacted by Canada's Department of Public Safety through its new Memorial Grant Program for First Responders, the benefit is the direct result of a tenacious 25-year lobbying effort by the IAFF for a national Public Safety Officer Compensation (PSOC) benefit.

While the Canadian government is still finalizing details on the administration of the benefit, it will apply to all line-of-duty deaths recognized by provincial workers' compensation boards, including traumatic deaths, as well as those caused by occupational diseases such as cancer, heart disease and post-traumatic stress.

The benefit is a tax-free, lump sum payment

made directly to surviving family members as a recognition of their service and sacrifice.

"We're grateful to Prime Minister Justin Trudeau and Public Safety Minister Ralph Goodale for ensuring the government of Canada recognizes fire fighters' sacrifices and for making this benefit a reality," says General President Harold Schaitberger. "No family ever wants to need this benefit, but if they do, it is now there for them as a national recognition of the sacrifice that has been made."

An average of 26 Canadian IAFF members die in the line of duty annually, the majority from cancers and other diseases linked to the profession. With affiliated provincial associations expanding the scope of their presumptive legislation over time, more deserving families will qualify for the new national benefit. ■

"We're grateful to Prime Minister Justin Trudeau and Public Safety Minister Ralph Goodale for ensuring the government of Canada recognizes fire fighters' sacrifices and for making this benefit a reality."

— General President Harold Schaitberger

Nationwide congratulates the IAFF on its 100-year anniversary

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IAFF Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0508 Anniston—John Johnson, Roger Smith, L0980 Bessemer—Phillip Blankenship, Michael Eddy, Johnny Eidson, Joe Lee, Harold McMurry, Ronald Moorehead, Jeffery Parker, George Peete, Kenneth Ray, Paul Syx, Wesley Wallace, Robert Washington, L1288 Homewood—Gene Branham, Leo Deason, Bradley Hunnicutt, John Morrow, L1833 Huntsville—Michael Cleveland, L2644 Cullman—Walter Reichwein, L4066 Irondale—Robert Stiff, David Vest, L4486 Calera Fire Fighters—Hugh Morrison, L4636 Fort Payne Fire Fighters Association—Darren Westbrook

ALASKA L2761 Ketchikan—Seth Krasnow

ALBERTA L0209 Edmonton Fire Fighters Union—Will Ahisten, Robert Bend, Michael Brackenreed, Gerry Clarke, Paul Colcy, Chris Hardeman, Rob Hewitt, John Iwaniuk, Sharron LeClerc, Patrick Lucki, Dave Matwichuk, Todd Molineaux, Ron Sawchuk, Trevor Whyte, Mark Zubick, L0255

Calgary—Dave Avramenko, Stewart Corbett, Danny Freeman, Tom Gallant, Sean Hoy, Dave Hughes, Wayne McQueen, Jeff Primrose, Alexander Smith, Doug Stark, Robert Stewart, Carl Thon, Gerald Tonellato, Robert Wilson, L0263 Medicine Hat—Richard Boksteyn, Dale Lerner, L1190 Red Deer—Robert Boudreau, Terry Brew, Ray Keith, Dale Kelly, Darryl Kosola, Kevin Leslie, James Lyman, Patrick Mulrooney, Don Raincock, A. William Smith, Steve Spiegelmann, Crystal Swales

ARIZONA L0479 Tucson—John Bezel, Jim Critchley, Timothy Egan, Michael Rosio, L0493

Phoenix—Howard Baker, Mitchell Bycura, Amos Chalmers, Sheila Fields-Roberts, John Gobster, Brandon Johnson, David Manhardt, Rick Picard, Roger Thompson, Jeffrey Todd, Carter Unger, John Vardian, Terry Wagner, Roderick Westfall, L1505

Flagstaff—Bobby Watson, L2260 Mesa—Gilbert Velasquez, Pam Wapniarski, L2273 Globe—Richard Valencia, L3504 United Pima Fire Fighters—R. Scott Bird, Hugh McCrystal, L3572 Northwest Fire Fighters—Charles Shaffer, L3752 Professional Fire Fighters of Casa Grande—Mike Brashier, L3878 United Maricopa County Fire Fighters Association—Mitchell Rieber, L4462 West Valley Fire Fighters Association—Jeremy Beatty, L4944

Old Pueblo Fire Fighters Association—Robert Flemming, Wayne Shank

ARKANSAS L0033 Fort Smith—Todd Yoder, L0034

Little Rock—Paul Beatty, Cherie McGhee, Danny Poe, Jeffrey Steinbeck, Joel Woolf, L1373 Camden Professional Fire Fighters Association—Scott Morton, David Self, L2030 Jacksonville—Harold

Allen, Louis Eckelhoff, Mike Lehman, Robert Roland, Wayne Taylor, L2866 Fayetteville Fire Fighters Association—Justin Clark, Christopher Layman, L3718 Jonesboro—Barry Smith, L4016

Conway—Kevin Moix, L4680 Stuttgart Fire Fighters—Donald Tarvin

BRITISH COLUMBIA L0018 Vancouver—Amrik Bains, Ernest Bortignon, Douglas Carson, Michael Caton, John Jenkins, Kerry Nelson, Bruce Tebbutt, L0256 New Westminster—David Mitchell, L0730

Victoria—Mike Bradstock, Vince Cullen, Mark Robertson, L1271 Surrey—Marc Berube, James Blom, Alex Bobsien, Robert Hakesley, Dave Vaughan, L1286

Richmond—Dave Kinsey, L1298 Powell River—Carl Jones, L1372 Prince George—Ron Cherry, Darren A. M. Hauck, L1525 West Vancouver—Robert Chorley, Don MacDonald, Ted Skolsky, L3944 Whistler

P.F.F.A.—John Cipolla, L4264 Esquimalt—Vince Greensill, L4449 Maple Ridge Fire Fighters—Kevin Harwood, L4457 West Kelowna—David Mitchell

CALIFORNIA F0033 San Diego—Darold Horton, Michael Salazar, F0053 Edwards Air Force Base—Robin Walker, F0102 Lemoore Naval Air Station—Frank Avinelis, F0116 Vandenberg Professional Fire Fighters—Thomas Sullivan, F0289

Miramar—Mark Gordon, L0055 Oakland Alameda County And Emeryville—Randall Carter, John Hartmann, Wellington Jackson, William Larsen, Lary Lyall, Gerard Rawson, Robert Verdie, Dave Winnacker, L0112 Los Angeles City—Glenn Ames, Connie Anderson, Jennifer Boscoe, Guillermo Bringas, Kory Clark, Richard Diaz, Mark Heffner, George James, Scott Kough, Daniel Leon, Mark Lillenberg, Patrick McCormick, Mario Molina, Gerald Paiz, Tobi Perkins, Jim Rodriguez, Gregory Sanderson, Anthony Senior, Thomas Stafford, Dale Thurow, Curt Williamson, L0145

San Diego—Kevin Abel, Leona DePaepe, Drake Escoffier, David Garcia, Margo Johnson, Donald McKinney, John Strock, Lance Takata, Mark Tex, L0230

San Jose—Ruben Benavides, Vincent Dupree, Scott Herrero, Eric Larson, Fernando Munoz, Raymond Nibbi, Anthony Orozco, Anthony Pianto, L0246

Bakersfield—Joe Adams, Mark Adams, Mark Cohen, John Germanetti, Paul Hitchcock, Chris Matthews, Tim Meert, Scott Monroe, Jeff Olle, Jon Olson, Gary Turner, L0372 Long Beach—Dennis Den Hartog, Randall Johnson, John Wagner, L0456 Stockton—Chris Barkman, L0522 Sacramento—Kent Akana, Curtis Banks, David Beck, John Benbow, Michael Bradford, Robert Bruce, Patrick Callahan, Dale Carnes, Clay Carter, Genaro Castro, John Clement, Richard Coleman,

Steve Cormier, Michelle Cummings, Jeff Dornbush, Roger France, Lester Gaut, Randy Gross, Thomas Hutchinson, Robert Judge, Michael Magee, Donald Martin, Terrence Masse, John Muir, Timothy Nishimura, Shannon Panameno, Craig Pannell, Ron Phillips, Heath Ristau, Kenneth Rose, Scott Schneider, Bruce Selter, Mark Swink, Jack Taylor, Michael Teague, Kevin Thompson, Bryan Thomson, Salvatore Trapani, Jonathan Williams, L0689 Alameda—James Scarbrough, L0753 Fresno—Thomas Cope, Carl Garbarino, Michael Gill, Don MacAlpine, Frederick Sawaske, Gerald Smith, Reginald Zellous, L0776 Glendale—Mark Carrillo, Jeff Ellingwood, Bradley Hansen, Matt Luchetta, Vincent Rifino, L0798 San Francisco—Joseph Barbero, Michelle Estrada, James Fewell, Rita Kearns, Lisa Moy, Gregory Stangland, Sandy Tong, L0935 San Bernardino County—Ronald Feldman, Lars Hanson, Daniel Harker, Jeffrey Northup, Curtis Parker, Daniel Rowe, L1014 Los Angeles County Fire Fighters—James Albert, Albert Carter, Craig Doolittle, Thomas Hardy, Joel Harrison, Robert Haskell, Michael Kruse, Frank Loaiza, Eduardo Lozano, Ernest Marquez, Arthur Marrujo, Edward Mendenhall, Dana Provost, Gene Rink, Gerardo Silva, Mark Valance, Christine Ward, Barbara Yu, L1067 Riverside City—Rand Brinkman, Steven Jeremiah, Robert Ward, John Wescott, L1171 Santa Clara—Kevin Maloney, Philip Martin, L1186 Fire Fighters Local 1186—William Limneos, Anthony McCahon, L1227

Berkeley—Todd Lowman, Tad Travis, Dion Williams, L1230 Contra Costa County—David Else, L1270

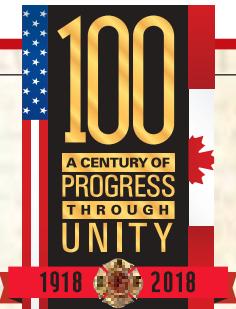
Salinas—Peter Robbert, L1289 Modesto—Mark Crook, Craig Davis, Robert Gonzales, Michael Perea, Daniel Quirarte, L1364 Ventura County—Larry Brister, Randy Burdick, Scott Dettorre, Wayne Ferber, Kevin Kissane, Michele Krieg, Gary Young, L1415

Petaluma—Juan Colorado, Eric Mayer, L1430

Ontario—Richard Cohn, Calvin Myers, Ronald Rohrer, Daryl Sato, L1475 Coronado Fire Fighters Association—Michael Bechtold, Mike Blood, William Toon, Brian Wright, L1578 Alhambra—Mark Davis, Robert Galvan, Chris Whalen, L1592 Roseville Fire Fighters—Scott Pepper, L1684 Oxnard—Donald Hudson, Brian Mahoney, L1689 Fremont—James Lewis, L1695 Clovis Fire Fighters—James Shackleton, L1775 Marin Professional Fire Fighters—Rachael Berez-Phillips, Charles Casalnuovo, Craig Dow, Scott Gamba, George Hart, Mark Heine, Stephen Heine, James Kieffer, James Landis, Bill Roberts, Scott Urban, Joel White, L1909

Hayward—Kevin Marr, Philip Vecchio, L1974

Livermore-Pleasanton—Greg Hanson, Gregg Stanford, John Vargas, L2046 Santa Barbara County—Scott Jopes, James Mackie, Tony Masiel, Gordon O'Neill, Sabin Perkins, Mitchell Read, Kenneth Smith, L2180 Chula Vista Fire Fighters—James Berry, Mike Reeves, Amy Swift, L2274 Rancho Cucamonga—Dave Larkin, Mike Redmond, Scott Sorensen, L2342 Hemet—Scott Bailey, Scott Johnson, L2400 San Mateo County—Don Bullard, Gordon Coe,



1964

Federal Salary Increases
The IAFF supports passage of H.R. 8986, which calls for salary increases ranging from 2 to 25 percent for some 1.7 million federal employees, including all federal fire fighters.

1965

Traveling Seminars
The IAFF holds the first of six traveling educational seminars on collective bargaining, public relations and parliamentary procedures.

IAFF and DoD Cooperation
The Department of Defense works closely with IAFF affiliates to ensure that federal fire fighters who may be affected by planned reductions in personnel will be given opportunities for retraining and placement at other installations.

Social Security Win
President Lyndon B. Johnson signs into law the 1965 amendments to the Social Security Act. A tense seven-month battle to retain the fire fighter exclusion provision comes to a successful conclusion.

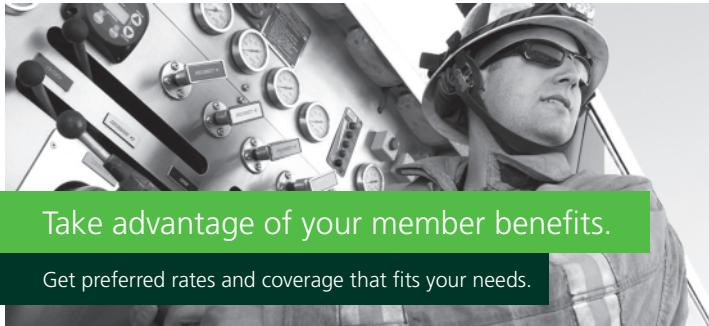
Mark Harvey, Jeffrey Ilitzky, Bill Marenco, Kenneth Oliver, Timothy Santos, Steve Silici, **L2787 Redondo Beach**—Norm Matte, Bradley Sweatt, **L2881 Cal Fire Local 2881**—Mary Ann Aldrich, Jerry Averett, Suzanne Blankenship, Daniel Buck, Brian Christie, James Conant, Randy Cooper, Karen Cross, Keith Evans, Scott Fremd, Robert Genn, Mike Gundry, Carla Halford, Dennis Hartshorn, Daniel Herndon, John Hollis, Russell Holmgren, Mike Hunziker, Jeffrey Lee, Daniel Mahoney, Charles Martin, Aaron Martinez, Georgena Mattos, Dale Mattson, Thomas McEwen, Ernest Medina, John Montgomery, Beth Neumeyer, Ignacio Otero, Christopher Post, Jay Ringhofer, Amador Rodriguez, Eric Rudesill, Harvey Salazar, Gerardo Salmeron, Michael Smith, Timothy Solaire, Michael Stewart, Deborah Strong, Shawn Sugimoto, Michael Sweeney, Steve Taylor, Dennis Tessier, David Teter, Dallas Tinsman, Brian Tominaga, Janet Upton, **L2899** **Anaheim Fire Fighters Association**—Steve Dow, Charlie Evans, Scott Fox, Wayne Justl, Ray Larkins, Patrick Ochoa, Kevin Symmes, **L3546 San Ramon Valley**—David Atkin, Paul Jannisse, **L3605 P.F.F.A. Of Santa Cruz County**—Angela Gonzales, Larry Phillips, **L3631 Orange County Professional Fire Fighters Association**—William Brock, Jeffrey Duran, Eric Gafner, Michael Gross, Eric Hayek, William Leverenz, Pablo Manrique, Jerry Neuroth, Ronnie Pluma, Christopher Rathman, Richard Van Auken, **L3654 Cathedral City**—Jeff Welsh, **L3719 Visalia**—Larry Garcia, Tommy Jimenez, Jim Smith, **L3757 Corona Fire Fighters Association**—Diedre Locati, John Roberts, **L3793 Yuba City**—Ben Groeser, **L3847 Rocklin Fire Fighters Association**—Jeff Fikes, **L3922 Poway Fire Fighters Association**—Dane

Cawthon, Steve Garrison, Monte Umsted, **L4184 San Marcos**—Jason Obrien, **L4407 Windsor Professional Fire Fighters Association**—Dean Crothers, **L4427 South Lake Tahoe Firemen's Association Inc.**—Sophie Tetlow, **L4594 West Covina Fire Management Association**—Bart Brewer, **L4757 Tulare County Professional Fire Fighters**—Teresa Lovero, Ron Parish, Greg Simeral, **L4759 Heartland Fire Fighters of La Mesa**—Scott Norris, Kelly Sisson, **L5032 Sutter County Professional Fire Fighters**—Glenn Aronowitz **COLORADO L0888 Greeley**—Wayne Alm, Brandon Bird, Paul Burns, William Diershow, **L1290 Aurora**—Michael Ackman, Larry Adams, Kris Anderson, Scott Archer, Steven Beumer, Grant Bryson, Matthew Chapman, Regan Foster, Ricardo Guerra, Christy Hanby, Rhonda Kelly, Patrick Lamb, Wendy Lippman, Stephen Mills, Clint Mitchell, R. Boone Norris, Scott Sare, Richard Slocum, James Smith, Stuart Wilson, **L1309 West Metro Fire Fighters**—Michael Good, Eugene Harper, Aaron Lybarger, Mike Murphy, Randy Ruder, **L2086 Littleton**—Curtis Collins, Nick Moudakis, Eugene Nagle, Mark Rogers, **L2164 South Metro**—James Burke, Brandon Eastburn, Kyle Farquhar, Michael Gilbert, Rob Hinsberg, Andrew Kalenian, Thomas Lombard, Ken Owens, David Reid, **L2203 North Metro**—Ed Hobaugh, **L2376 Thornton**—David Gregory, **L2808 Grand Junction**—Eric Cox, Charles Mathis, **L2889 Westminster Professional Fire Fighters**—Rick Barker, Timothy Burandt, Kevin Dooley, Donna Kimble, Christopher Redig, Mike Schafer, **L3214 Mountain View PFF**—Chuck Gabbard, **L4056 Arvada**—Jerry Luft, **L4325 Local 4325 of the International**

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Fighters—John Dunlavy

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Ramirez, **L1297** Arlington—David Young, **L1459****Swampscott** Fire Fighters Union—William Hyde,**L1464** Scituate—John Healy, **L1491** Lexington—EricDetrask, John Nogler, **L1512** Stoughton—DonaldJasmin, Robert O'Donnell, Michael Schifone, **L1564****Winchester**—Joseph Skerry, **L1580** Canton—DanielBeal, **L1602** Rockland—Wayne DelPrete, WilliamFerguson, Edward O'Dea, **L1616** Weymouth—HerbertCaldwell, Paul Hammond, **L1617** Melrose—GeorgeFarr, David Sutton, **L1631** Norwood—Michael Motta,Dara O'Malley, **L1652** Framingham—Pablo Aponte,**L1693** Holyoke—Francis Dorman, **L1710****Chicopee**—Patrick Halpin, David Krupa, **L1717****Bourne**—Mark Taylor, **L1802** Westport—Brian Souza,**L1820** Mansfield—Richard Fiske, **L1839****Chelmsford**—Jason Moody, **L1841****Leominster**—John Gendron, William Roy, **L1904****Acton** Professional Fire Fighters—Shawn Ferrari,James Ray, **L1947** Maynard—Peter Morrison, **L1973****Agawam**—Steven Ceccarini, Fred Giordano, PamelaMurphy, Vincent Pietroniro, Jeremiah Roberge, **L2038****Danvers**—Frank Sacco, **L2043** Marblehead—MarkBorowski, Rick DiGiammarino, **L2116****Stoneham**—Joseph Cryan, **L2122****Yarmouth**—Patrick Sullivan, **L2140** Milford—PaulDiantonio, Frank Ferrant, **L2194** Southbridge—JefferyLangevin, **L2212** West Springfield—Michael Wagner,**L2215** Gardner—Paul Cormier, Guy Sharron, **L2313****Burlington**—John Corbett, **L2346****Centerville-Osterville**—James Gardner, **L2351****Pembroke**—Donald Musial, Donald Orcutt, **L2398****Hingham**—Christopher Scholtes, **L2464****Walpole**—Kevin Mahoney, **L2712**

1965

1966

Labor College Scholarship

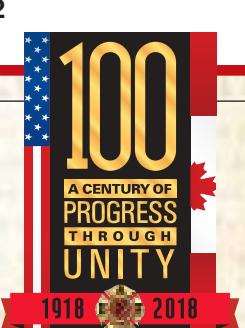
The IAFF establishes a Labor College Scholarship program to encourage local, state and provincial leaders to attend the two foremost labor schools in America, the Canadian Labor College and Harvard University's Trade Union Program.

Honorary IAFF Membership

Canadian Prime Minister Lester B. Pearson accepts honorary IAFF membership and pledges to support the unified campaign by all fire service organizations to make Canada safe through fire prevention.

MDA Telethon

Jerry Lewis, National Chairman of the Muscular Dystrophy Associations of America, emcees a 20-hour telethon over Labor Day weekend to raise funds for MDA. The IAFF solicits members for contributions to this effort.



Chatham—Matthew Flynn, **L2790** **Easton**—John Beltramini, Richard Salve, James Welsh, **L3338**
Northbridge—Gary Noel, **L3642** **Cotuit-West Barnstable Permanent Fire Fighter**—William Sargent, **L4023** **Charlton Permanent Fire Fighters**—Roger Meskus, **L4157** **Auburn Permanent Fire Fighters**—Donald Contois, **L4542** **Winchendon Permanent Fire Fighters**—Fredrick Peters, **L4938** **West Barnstable Professional Fire Fighters**—Christopher Greim
MICHIGAN **L0116** **Bay City**—Peter Hanson, **L0326**
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L1830 **Ypsilanti Township**—Mark Kochen, **L1911**
Garden City—Corey Chandler, **L2758**
Wyoming—Scott Vredevoogd, Theodore Westerman, **L3174** **Kentwood**—Nicholas Damsteeg, Timothy O'Connor, **L4011** **Chesterfield**—John Houlihan, **L4076**
Bruce Township—David Faulker, **L4174**
Covert—Thomas Wolters, **L5023** **Macomb Township Professional Fire Fighters**—Gary Ross
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Owatonna—Bruce Thomas, **L1935** **Coon Rapids**—James Ktytor, **L4470** **Maplewood Fire Fighters**—Paul Everson, **L5031** **Brooklyn Park Professional Fire Fighters**—John Hale
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Meridian—Robert Hawker, Phillip Jerguson, **L2858**
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MISSOURI **L0042** **Kansas City**—Brian Casper, Lisa Dunn, Walter Flathers, Jason Garrett, Michael Hook, Paul Keller, Daniel King, Gregory Larkey, Robert Long, Mark Meyer, Michael Palmer, Ricky Underhill, Harvey Wilmoth, **L0073** **Fire and EMS Professionals of Saint Louis Missouri**—Stephen Rezek, **L0152**
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Butte—Patrick Doble, **L0100** **Anaconda**—Dennis Barclay, **L0271** **Missoula**—Derrick Mullins, **L0547**
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Michael Corrado, Robert Jenks, Frank Ramos, L0191

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Verfuss, L2931 Fredonia Professional Fire Fighters Association—Randall Butts, L3063 Fulton—Paul Kinne, L3316 Town Of Manlius—Michael Nesci, L3490 Beacon—Thomas DiCastro, L3813

Lagrange—Paul Olivet, L3827 North Greece—John Amo

NORTH CAROLINA L0332 Asheville—Jeff Allman, Thomas Freck, Larry Morrow, L0548 Raleigh—Steven Bartholomew, Darren Strapp, L0660

Charlotte—Harold Haydt, Michael Poplin, Henderson Threatt, L0668 Professional Fire Fighters Of Durham—Jeffery Bunnell, Mark Greenwood, Charles McAlexander, Paul Tyler, Herbert Varum, L0947

Professional Fire Fighters Of Greensboro—Myron Kenan, Timothy Scarbrough, L1867

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NORTH DAKOTA L0242 Grand Forks—Samuel Grandstrand, Dennis Strom

NOVA SCOTIA F0065 Halifax Naval Yard—Paul D'Entremont, L0268 Halifax—Eric Day, Blaise Edwards, Barry MacKenzie, Peter Nicoll, David O'Laughlin, L2779 Cape Breton Regional Municipality Fire Fighters Association—Aubrey Goyetche, Rick Wadden

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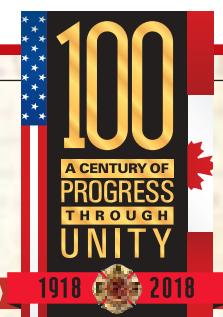
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Mayfield Heights—Timothy Bynane, Gary Warner, L1662 Stow—Mark Hodson, L1823 Urbana—Jerry



1967

Fire Research and Safety Act
The IAFF supports the Magnuson bill, S. 1124, which would allocate \$10 million to the Commerce Department to research a fire safety program, gather data, provide fire safety programs and institute training research and other related activities.

Project Monoxide

The IAFF launches "Project Monoxide" to combat the causes and effects of carbon monoxide poisoning. A voluntary assessment of 25 cents is requested from every member of an IAFF local to raise the money for this invaluable study.

1968

First General Field Representative

Raymond L. Perry, former 14th District Vice President, is named the first IAFF General Field Representative.

Air Force Protest

The IAFF lodges an official protest against the U.S. Air Force as it plans to test the use of volunteer firemen recruited among military personnel to guard equipment and buildings from fire.

Kirk, L1845 Mentor—Paul Mannion, Thomas Vliek, **L1910 Struthers**—Joseph Vlosich, **L2280 Jackson Township (Canton)**—Ray Green, Eric Gunn, **L2291 Willoughby**—James Ulle, **L2388 Beachwood**—Thomas Luskin, **L2710 Ashtabula Township**—Kevin Huggins, Mike Sandella, **L2926 Huber Heights Fire Fighters**—Glen Brandenburg, Steve Dow, **L2927 Green Township Professional Fire Fighters Union**—Joseph Spears, **L3036 Washington Township(Dublin)**—Eric Johnson, Jeffrey Kasberg, Gregory Kelley, James King, Rodney Savage, **L3149 Willoughby Hills**—Timothy Mackey, **L3196 Saybrook**—Gary VanNorman, **L3907 Sycamore Township Professional Fire Fighters**—Edward Cooper, **L3915 Colerain Township**—Michael Rusin, **L4491 Butler Township Professional Fire Fighters**—Angela Rice, **L5002 Bellbrook Professional Fire Fighters**—Athena Haus **OKLAHOMA F0211 Tinker Air Force Base**—Christopher Cooney, **L0157 Oklahoma City**—Mark Argo, Sheldon Doolin, Robert Gable, Thomas Kloiber, Mark Lewis, Phillip Martin, Whipern Smith, Brian Stanaland, Thomas Thurm, Paul Vail, **L0176 Tulsa**—Patrick Admire, **L1077 Claremore**—Gordon Carriger, **L1882 Lawton**—John Watson, **L2041 Chickasha**—Keith Robertson, **L2047 Moore**—Brian Foughty, Todd Hamm, Jimmy Sechrist, **L2055 Yukon**—Richard King, **L2067 Norman**—Todd Sexton, **L2095 Stillwater**—Robert Black, Hoyt Griffith, Rick Rogers, **L2298 Ada**—Bryan Reed, Rickey Ross, Patrick Savage, Donald Scott, **L2374 Warr Acres**—Ky Smith, **L2651 Bixby**—Ricky Bittle, **L4383 Mustang**

Professional Fire Fighters—Mike DeFranco **ONTARIO L0142 London**—Janice Barnes, Robert Cianci, Wendy Cowdrey, Lynn Deacon, Lorraine Embury, Kenneth Foster, Steven Joudrey, Kirk Loveland, Mark Milliken, Jeffrey O'Connor, Peter Rowan, **L0162 Ottawa**—Marc Asselin, Denis Backs, Russel Baker, David Beitz, Peter Deavy, Royal Dion, Pat Domenico, Kenneth Horne, Frederick MacFarland, Daniel MacLeod, Daly McLaughlin, Jon Mortensen, Moe Roose, Warren Saville, Hans Schirmer, Richard Seabrook, Reynald Titley, **L0193 Thunder Bay**—Archie Donaldson, John Doughty, Kelly Patterson, Wayne Skogberg, **L0288 Hamilton**—Frank Firmani, William Kreidl, Cindy Lahaie, Larry Noseworthy, Mark Stevens, Robert Walker, **L0485 St. Catharines**—Gregory Smith, Steve Tope, **L0486 Chatham Kent**—Tim Ball, Rick Lapp, Mike Vinall, **L0497 Belleville**—Scott Bowes, Edmund Keuning, **L0498 Kingston**—Steve Hurst, Brian Mortimer, **L0499 Cambridge**—Dave Atkinson, Silvio Da Silva, **L0528 Niagara Falls**—Steven Wilson, **L0529 Sault Ste. Marie**—John Douglas, Stanley Martynuck, Steven Quesnele, **L1068 Brampton**—Ken Cox, William Francis, Anita Koczekan, Ed Novakowski, Frank Pizzale, **L1092 Ajax**—Mark Bell, Rod Woodcock, **L1182 Thorold**—Peter Dufton, **L1212 Mississauga**—John Kozak, Greig Marshall, Stephen McCutcheon, Dale McIsaac, Morris Miledi, Henry Musial, Mario Poletto, Arnie Roy, Paul Timukas, **L1328 Quinte West**—Bill Cunnell, **L1552 Burlington**—Tim Dowd, Mike McNamara, Alan Nicholson, **L1595 Vaughan Professional Fire Fighters**—James Graham, Chris

Mei, Leonard Ridding, David Warren, **L1632 Pickering**—Colin Arnott, James Clarke, **L1753 Barrie**—Gord Beilby, Dave Cadeau, Rob Cooke, **L2511 Central York**—James Allen, Alex Doak, Eric Sadler, **L2727 Markham**—Lee Hanney, Mike Smallwood, **L3805 Wasaga Beach**—Dan Paterson, **L3888 Toronto Professional Fire Fighters**—Joe Andrews, Donna Bakewell, Ron Barrow, William Bindon, Brian Black, Danny Bourne, Jack Bouwkamp, David Bow, Wm. Boyd, Kirby Bryan, Leslie Bryce, Ron Burgess, Chris Burrell, Romano Buttarazzi, Christopher Chmielewski, Dean Cole, Brian Colpitts, Napoleon Cortez, Richard Cudnik, Robert Dandridge, David Dash, Robert Davidson, Bruce Dawson, Mark Dedrick, Michael DeLuca, Peter Duhamel, Andrew Gibb, Bruce Gilbert, Michael Hagarty, Murray Haggitt, Kevin Hillock, Bruce Hubarde, Jeffrey Ingalls, Russell Jardine, Jorge Jensen, Brett Johnston, Thomas Kassen, Christopher Kelly, Gary Keogh, Robert King, Martin Kyle, Theodore Lamch, Alfred Lauzis, Raymond MacAloney, Ronald Malcolm, John Marr, Robert McIvor, David Mullin, Brian Murray, James Newbigging, Frank Pahlke, Walter Papizewski, Konstantinos Piperidis, John Prucha, Wendy ROME, Victor Simkus, Randall Sims, James Slobodian, Grant Spear, Kevin Street, Alan Sutton, Michael Swift, Peter Tataryn, Thomas Todd, Bruce Tsang, Scott Turner, Richard Ulbikas, Matthew Whitehead, Glen Wilson, Brenda Wolpert, Paul Young, **L4328 Orangeville**—Bruce Beatty, **L4985 East Gwillimbury Professional Fire Fighters Association**—Dean McGuckin **OREGON L0851 Lane Professional Fire Fighters**

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Fighters—William Anderson, **L4883 Radnor Professional Fire Fighters**—William Kline

QUEBEC L0125 Association des Pompiers de Montréal Inc.—Michel Auclair, Guy Baron, Allan Cameron, Francois Charron, Yves De Montigny, Steve Manktelow, Stephane Paquin, Sylvain Petitclerc, Denis Poisson, Robert Thibault

RHODE ISLAND L0732 Woonsocket—Brian Gould, **L0799 Providence**—Oliver Andrews, Michael Johnson, William Lynch, **L0850 East**

Providence—Gabriel Gomes, **L1261 Pawtucket Fire**

Fighters—Timothy Mercer, Kyle Rodrigues, **L1363 Cranston**—Herbert Bassett, James Dawber, Craig Marciniak, **L1933 Middletown**—Rebecca Fisher, **L2050 Smithfield**—Gary Pinault, James Waterman, **L2748 Warwick**—Philip Doar, Thomas Jessop, William Lloyd, Michael Moan

SASKATCHEWAN L0080 Saskatoon—Lorne Bell, Greg Olver, Dale Ottenbreit, **L0181 Regina Professional Fire Fighters Association**—Hartley Daku, Laurie Gervais, Dean Thomas, **L0553 Moose Jaw**—Maurice Couture, Bryan Van Tassel, **L1527 Yorkton**—Brian Nielsen

SOUTH CAROLINA L0793 Columbia—Robert Joyner, Phillip Joyner, Mark Wright, **L4345 Horry County Fire**

Fighters—Joseph Coons

TENNESSEE L0140 Nashville—Michael Brady, Jeffrey Carter, Jennifer Christian, Louise Cothran, James Kieffer, John Morton, Aaron Myers, Earl Wall,

Richard White, L1784 Memphis—Nicholas Ayers, Brad Billions, Holly Carter, Jeffery Chandler, James Dickerson, Ronald Fike, Stephen Fort, Ronald Hale, Richard Hartfield, William Hughes, Gilbert Johnson, Ryan Jones, Scott Livingston, Ronson Marsh, Thomas Mathenia, Roger Mathisen, Ke'Nath McColla, Kelvin McGee, A. John Pryor, William Sneed, James Walker, Vertis Watson, Solomon Young, **L3227 Bristol**—Travis Blevins, Kevin Cross, Daniel Justice, Gerald Thompson, **L3460 Hendersonville**—Joseph Brown, Ron Shoemake, **L3748 Cleveland Professional Fire**

Fighters—Greg Hooper, **L3836 Morristown Professional Fire Fighters**—Michael Buchanan

TEXAS F0089 San Antonio—Karen Lucchesi, Vincent Smith, **L1117 Pantex**—Danny Solis, **L0058 Dallas**

—Stanley Allport, Steven Barber, Victor Barrientes, Rene Blakely, Phillip Blakely, Clay Bramblitt, Joe Brown, Lisa Clayton, Tommy Crawford, David Duarte, Noe Garza, Raymond Garza, Wilmer Gerber, Gregory Griffin, Garth Groves, Coy Hawkins, Jeffrey Hyles, Clayton King, Robert MATUREY, Martin McCreary, Gene McKinney, Michael Price, Howard Russell, Roger Tomlinson, Robert Valles, Perin Warren, Michael Watson, David Williams, **L0069 Denison**—Kent Garrett, Matthew Kelley, Dennis Maness, Lenny Spellmann, **L0341 Houston**—Adam Beltran, Greg Brooks, Bruce Carrizales, Lamont Cline, James Dugar, Samuel Eaves, David Elliott, Raymond Flannelly, Jerry Ford, Jeffrey Fox, Mitchell Gipson, Darren Grant, Rayfus Hall, David Lee, Timothy Lockwood, Robert Miller, Raul Monzon, Robert Ravizza, Walter Ritchie, Larry Rodriguez, Joel Sanchez, Howard Shaw, **L0367 Texarkana**—Michael Corley, **L0399 Beaumont**—Chase Dunn, Steve Guidry, Joseph Howell, Darius Linton, Bradley Penisson, Donald Schroeder, Patrick Shelton, **L0440 Fort Worth**—Terry Benedict, Tony Blythe, Stephen Boynton, Michael Chrostowski, Tom Crow, Britt Eason, Gregory Higgins, Timothy Johns, Kevin Schronk, Dusty Wooten, Michael H. Yarbrough, **L0478 Waco**—William Brandon, David Holmes, Michael Nichols, **L0571 Galveston**—Kenny Chide, **L0624 San Antonio**—Jonathan Doran, Richard Llewellyn, Jose Rios, **L0846 Temple Professional Fire**

Fighters—Adam Beard, Eric Moeller, Randy Smith, Lindy Tischler, **L0872 Laredo**—Ronaldo De Leon, Juan Johnson, Rodolfo Lopez, Alberto Salazar, **L0883 Tyler**—Dwayne Lynch, **L0886 San Angelo**—Emiliano Reyes, **L0936 Corpus Christi**—Elvin Bates, Kerry Eyring, Elizabeth Foster, Richard Moreland, Jose Narvaez, Eddie Saenz, Daniel Sheppard, **L0972 Lubbock**—Mel Craft, Albert Kraft, James Mills, John Tipton, Rodney Westfall, **L0975 Austin**—Charles Buff, Ricky Crooks, Tracy Evans, Steven Hinojosa, Perry Koehn, Kevin Livesay, Lino Nino, Marcus Reed, John Weller, Troy Zunker, **L0997 Greenville**—Eddie Lewis, **L1173 Baytown**—Ferrel Angelle, Hugo Garza, Mark Medrano, Timothy Rogers, **L1259 Texas City**—John Grace, **L1293 Garland**—Colby Clark, **L1329 Arlington**—Saxon Bailey, Steve Britt, Mitchell Butler, Larry Crole, Jack Dye, Mike Ellestad, Jay Hummel,

Randall Jolley, Tim Kasallis, Kent Lacey, Bruce Medlock, Steven Moore, Dick Nash, Nathan Ramsey, Michael Self, Kendrick Spear, Scott Wallace, **L1432 Orange**—Victor Davila, **L1518 Mesquite**—George Malone, Jason Powell, David Shedd, **L1665 Odessa**—James Fowler, **L2002 Sherman**—Monte Iams, **L2149 Plano**—Danny Decker, Bob Papin, Mark Scott, **L2505 Killeen**—Tommy Jacobs, **L2602 McAllen**—Alberto Alejandro, Amado Cano, Feliciano Ramirez, **L2999 Duncanville**—Stephen Bryant, **L3187 Addison**—Clyde Sanders, **L3255 Grand Prairie**—Gerald Booza, Gary Karle, **L3453 Allen**—Patrick Churchwell, Ray Isom, Terry Paschal, **L3587 Bedford**—Curtis Swanson, **L3599 Mansfield**—Steve Howery, **L3606 Lewisville**—Calvin Allison, Chris Kirk, Brent Reaves, **L3649 Flower Mound**—Jonathan Rea, **L3731 Keller**—Daniel Hughes, **L3846 Woodlands Professional Fire**

Fighters Association—David Parker, **L3885 North Richland Hills**—Kenneth Cloud, Darrell Fitch, Mark Powers, David Simmons, Jeff Stubbs, **L4511 College Station Professional Fire Fighters**

Association—Louis Solis, **L4764 Leon Valley Professional Fire Fighters Association**—Oscar Valdez, **L5010 Brenham Professional Fire**

Fighters Association—Cecil Wright, **UTAH L1696 Salt Lake County**—Jens Lund, **L2970 West Valley City**—Joseph White, **L4080 South Salt Lake City**—Steve Wanlass, **L4624 West Jordan Fire**

Fighters—Marc McElreath, **L4821 Murray City Fire**

Fighters—George Zboril, **L4862 Professional Fire**

Fighter of Lehi—Ernie Curwen, Scott Wilbur, **VERMONT L2934 Saint Johnsbury Fire Fighters Association**—Milton Rivers, **L3044 Burlington Fire**

Fighters Association—Kevin Nolan, **L3671 South Burlington Career Fire Fighters Association**—Ryan DeCoursey, **L4439 Brattleboro Professional Fire**

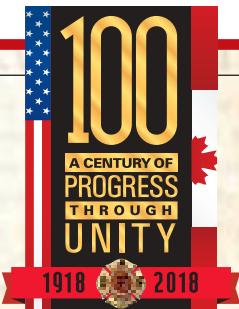
Fighters—Allyn Olney, **VIRGINIA F0025 Tidewater Federal Fire**

Fighters—Jimmy French, Thomas Greeley, Ernest Henley, Kenneth Jones, Todd Napolitano, John Pugh, Charles Rooks, McDaniel Stevens, **F0173 Fort**

Eustis—William Pugh, **F0287 Fort Lee**—Phillip Andrucci, Timothy Flynn, Jeffrey Rogers, **L0068 Norfolk**

Professional Fire Fighters And Paramedics—Philip Devereaux, Timothy Fowler, John Higginbotham, Joseph Kiser, Jeffrey Klopp, Peter Masters, Matthew Ryan, Kathleen Vorbau, **L2141 Alexandria**—Richard Myers, Fiona Parks-Apple, Ramone Thompson, **L2363 Charlottesville**—Robert Neitz, David Werner, **L2598 Prince William Professional Fire Fighters**

Inc.—David Cooper, T. Dewayne Spitzer, **L2803**



1968

Civil Obedience Act

The Civil Obedience Act, introduced as an amendment to the Civil Rights Law of 1968, makes it illegal to interfere with a fire fighter performing his duties during a riot or civil commotion.

McClellan Elected President

William H. McClellan is elected the sixth IAFF president and Albert E. Albertoni is re-elected to a third term as IAFF Secretary-Treasurer.

1969

Executive Order

President Richard M. Nixon signs the historic Executive Order 1149 to bring increased bargaining rights to 12,000 federal fire fighters.

In the Summer issue, we'll look at the next 25 years:

1970-1995

Chesterfield County Professional Fire Fighters Assn.—Keith Diggs, Rodney Duke, Francis Garey, Charles Gregory, Kenneth Hall, Michael Hite, Robert Kurtz, Robert Morrison, David Parrott, Curtis Sink, Gayle Sylvester, Walter Tatum, William Tinsley, Kevin Walton, **L2924 Virginia Beach Professional Fire Fighters**—Jerald Csenar, **L3478 Salem Professional Fire Fighters**—Rex Taylor, **L4779 Louisa County Fire & EMS**—John Luck

WASHINGTON F0282 Puget Sound Federal Fire Fighters—Thomas Becker, David Hathaway, **F0283 Fort Lewis**—Thomas Foster, John Koerber, **F0304 U.S.B.R. Federal Fire Fighters**—Robert De Chenne, **I0066 Boeing Fire Fighters**—Dean Olsen, **L0027 Seattle**—David Badion, Michael Bastrom, Richard Chester, Donald Devera, Michael Endicott, Jonathan Larsen, David Scott, Earnest Young, **L0031 Tacoma**—Renate Schumaker, Jamal Stoudermire, Robert Wells, Jennifer Wurts, **L0046 Everett**—Scott Dunn, Jo Geissler-Nelson, Stanley Hanson, Justin Johnson, Michael Millman, Geoff Simpson, **L0106 Bellingham**—Kenny White, **L0437 Bremerton**—Todd Thorsen, Dave Wallace, **L0451 Centralia**—Mark Stahl, **L0452 Vancouver**—Mark Johnston, **L0453 Wenatchee**—William Gaskell, Glen Smith, **L0468 Olympia**—Kurt Rogers, **L0656 Port Angeles**—Robert Gunn, **L0828 Longview**—Timothy Housh, **L0864 Renton**—Jerry Johnson, Alan Jones, Michael Ketchum, **L0876 Spokane Valley**—Paul Hammersley, **L1257 Port of Seattle Fire Fighters**—Gregory Nelson, **L1296 Kennewick**—Mark Cook, Michael Williamson, **L1461 Burien**—Milton Guerreiro, Kurt Zimmerman, **L1604 Bellevue**—Michael Luquette, Cynthia Shaw, **L1747 Kent**—Mark Jones, Jon Napier, **L1762 Mercer**

Island—Darrel Gordon, **L1828 Snohomish County Fire District 1 Professional Fire Fighters**—Peter Hodgson, Kurt McEnroe, Greg Westerman, **L2088 Tukwila**—Mark Crowley, Jeffrey Johnson, **L2099 North Sound Professional Fire Fighters**—John Corbin, **L2597 Painefield**—Michael Zimmerman, **L2916 Professional Fire Fighters Of Spokane County Fire District 9 & 10**—Nathan Jeffries, **L3152 Key Peninsula**—Gary Way, **L3219 Marysville**—Russell Colmore, **L3728 Arlington**—Harold Smith, **L3916 Granite Falls Professional Fire Fighters Association**—William Dane, Jeffrey Torgerson

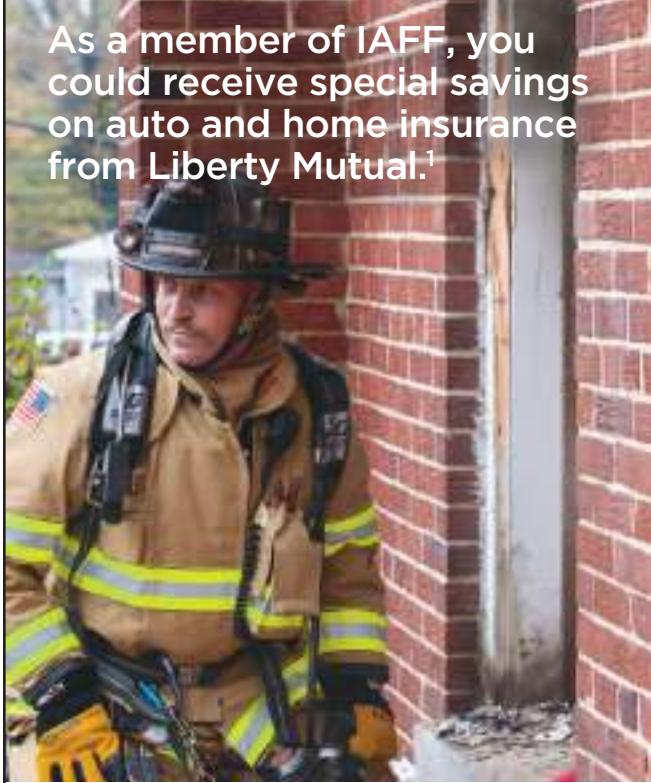
WEST VIRGINIA L0012 Wheeling—David Wiethe, **L0289 Huntington**—Tim Dillon, James Yongue, **L0317 Charleston**—Steve Bennett, William Edwards, Timothy Griffith, Edward Moore, Michael Shaffer, Jerry Waters, **L0795 Beckley**—Jeremy Dillon

WISCONSIN L0074 Superior—Arthur Gil De Lamadrid, Lane Halverson, Howard Hendrickson, Chris Opheim, **L0215 Milwaukee**—Jeffery Anderson, Richard Anderson, John Barmore, Dan Barsch, Eddie Boatman, James Braeger, Kathleen Bruss, Marvin Coleman, Richard Conard, Brent Dewald, William Echevarria, James Elz, Bradley Flees, Patrick Gatton, Michael Glisch, David Grams, Anthony Guehlstorf, Julie Hall, Daniel Huba, Leonard Kreil, Allen Matkovich, Brett Michalowski, Thomas Miksic, Michael Monzel, Daniel Nikolaus, Bryon Ottow, Thomas Plevak, Gregory Sherry, John Tjaaland, Michael Torpy, Stephen Ulatowski, Michael Wesenberg, Caroline Zych, **L0257 Appleton**—James Biersteker, **L0311 Madison**—Steve Dahlgren, Donald Fass, Kirk Grimes, Melinda Huitt, James McDuffie, Richard Otis, **L0316**

Oshkosh—Robert McQuillen, **L0321 Racine**—Daniel McGonegle, Eric Rasmussen, Paul Schroeder, **L0400 Fond Du Lac**—Todd Shippee, **L0407 Waukesha**—Richard Hogle, **L0414 Kenosha Professional Fire Fighters**—David Hawkins, Jeffery Johnson, Kenneth Schmelling, **L0415 Wausau**—Gary Lech, **L0423 Two Rivers Fire Fighters**—Lee Stadler, **L0483 Sheboygan**—Kevin Anhalt, Jason Ewert, **L0583 Beloit**—Timothy Curtis, **L0875 Ashland**—Joseph Belany, **L0877 Watertown**—Ken Riggs, **L1072 Milwaukee County**—Scott Wisniewski, **L1633 South Milwaukee**—Steven Bartlein, **L1848 Oak Creek**—Korey Luczak, **L1923 Wauwatosa**—Peter Harvey, Bruce Liberski, **L2051 Brookfield**—Mark Giese, John Schwartz, **L3785 Pleasant Prairie**—Thomas Clark, **L5026 Dells - Delton EMS**—Melissa Winter

WYOMING L0279 Cheyenne—Joseph Fender, Jon Narva, **L0904 Casper**—James Barton, Roy Buck, Jeff Carroll, Sam Chopping, Donald Crow, Robert Fawcett, William Harley, Dean Jackett, David Lundahl, Val Reed, Justin Smith, Brian Spaulding, Jerry Wyatt, **L1499 Rock Springs**—Scott Wissel, **L5067 Jackson Hole Professional Fire Fighters**—Michael Mellick

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Valid through July 23, 2018.

NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name	Local Name	State	Local	Name	Local Name	State
F0123	James Erhard	Portsmouth Shipyard	ME	L0140	John Stephens	Nashville	TN
I0066	Keith Mathers	Boeing Fire Fighters	WA	L0140	David Vaughn	Nashville	TN
L0002	Maurice Biggane	Chicago	IL	L0157	Thomas Carpenter	Oklahoma City	OK
L0002	Gerald Bingham	Chicago	IL	L0157	Michael Daugherty	Oklahoma City	OK
L0002	Michael Connelly	Chicago	IL	L0157	Harold Factory	Oklahoma City	OK
L0002	Roger DeBosschere	Chicago	IL	L0157	Raymond Gomez	Oklahoma City	OK
L0002	William DeWitt	Chicago	IL	L0157	Carl Holmes	Oklahoma City	OK
L0002	Ronald Donatelli	Chicago	IL	L0157	Melvin Lummus	Oklahoma City	OK
L0002	James Gribben	Chicago	IL	L0157	Jeffrey White	Oklahoma City	OK
L0002	John Grundt	Chicago	IL	L0209	Lester Evans	Edmonton	AB
L0002	Charles Harvey	Chicago	IL	L0209	Anton Friesen	Edmonton	AB
L0002	Michael Lovero	Chicago	IL	L0209	Herbert Turner	Edmonton	AB
L0002	Joe Melvan	Chicago	IL	L0215	Wayne Blaschke	Milwaukee	WI
L0002	Carlisle Moore	Chicago	IL	L0215	John Craney	Milwaukee	WI
L0002	James Mrozek	Chicago	IL	L0215	Allen Denninger	Milwaukee	WI
L0002	Thomas Mulcahy	Chicago	IL	L0215	Eugene O'Connell	Milwaukee	WI
L0002	George Powers	Chicago	IL	L0215	Rich Rajchel	Milwaukee	WI
L0002	John Reidy	Chicago	IL	L0215	Charles Rudolph	Milwaukee	WI
L0002	Donald Rimgale	Chicago	IL	L0215	Charles Ryterski	Milwaukee	WI
L0002	Michael Ryan	Chicago	IL	L0215	Ralph West	Milwaukee	WI
L0002	Cornelius Sullivan	Chicago	IL	L0255	Barry Dawson	Calgary	AB
L0012	James Derrow	Wheeling	WV	L0282	William Babcock	Buffalo	NY
L0018	Manny Dosange	Vancouver	BC	L0299	Edward Barstow	Altoona	PA
L0022	John Berry	Philadelphia	PA	L0302	Robert Willever	Allentown	PA
L0022	Robert Leber	Philadelphia	PA	L0317	Gary Bollinger	Charleston	WV
L0022	Plato Nickens	Philadelphia	PA	L0317	Cornelius Simon	Charleston	WV
L0022	Paul Nonemaker	Philadelphia	PA	L0332	William Willis	Asheville	NC
L0022	David Pinkerton	Philadelphia	PA	L0341	Eric Zapalac	Houston	TX
L0022	David Reaves	Philadelphia	PA	L0416	James Bell	Indianapolis	IN
L0022	James Rhodes	Philadelphia	PA	L0416	Ralph Jansen	Indianapolis	IN
L0022	John Towles	Philadelphia	PA	L0416	Robert Kleis	Indianapolis	IN
L0022	Leon Troy	Philadelphia	PA	L0416	William Mehaffey	Indianapolis	IN
L0027	Houston Willis	Seattle	WA	L0439	Steven Berry	Elgin	IL
L0034	Bobby Combs	Little Rock	AR	L0460	Troy Cummerson	Brantford	ON
L0034	J. Pinkerton	Little Rock	AR	L0479	James Cirivello	Tucson	AZ
L0036	Clifford Bates	Washington	DC	L0479	Lawrence Duffy	Tucson	AZ
L0036	Charles Garrott	Washington	DC	L0479	Jack Gleason	Tucson	AZ
L0036	William Kelly	Washington	DC	L0479	Gus Moreno	Tucson	AZ
L0036	Stuart Luckett	Washington	DC	L0479	Charles Rogers	Tucson	AZ
L0042	David Bruns	Kansas City	MO	L0479	George Stedman	Tucson	AZ
L0042	Joseph Galetti	Kansas City	MO	L0493	Kyle Brayer	Phoenix	AZ
L0042	Thomas Holle	Kansas City	MO	L0514	Gene Thompson	Shreveport	LA
L0042	Robert LaRose	Kansas City	MO	L0516	Robert Brown	Shaker Heights	OH
L0049	John Thomas	Bloomington	IL	L0516	Frank Molls	Shaker Heights	OH
L0055	Howard Goeppert	Oakland, Alameda Co & Emeryville	CA	L0516	Joseph Zumack	Shaker Heights	OH
L0073	Fred Eccher	Saint Louis	MO	L0632	Henry Beba	New Orleans	LA
L0073	Russell Weiss	Saint Louis	MO	L0632	Eugene Cousins	New Orleans	LA
L0106	Neil Carlberg	Bellingham	WA	L0632	O. Danflous	New Orleans	LA
L0108	Dennis Walsh	Northampton	MA	L0632	C. Donovan	New Orleans	LA
L0122	Larry Beck	Jacksonville	FL	L0632	Patrick McNulty	New Orleans	LA
L0124	Eric Garman	Fort Wayne	IN	L0718	Richard Lawler	Boston	MA
L0124	Edward Gick	Fort Wayne	IN	L0718	George McCafferty	Boston	MA
L0124	F. Ray Graft	Fort Wayne	IN	L0718	William O'Loughlin	Boston	MA
L0140	Matthew Brooks	Nashville	TN	L0718	Arthur Perkins	Boston	MA
L0140	Estle Flatt	Nashville	TN	L0718	Robert Seeley	Boston	MA
L0140	Arthur Martin	Nashville	TN	L0718	Joseph Welch	Boston	MA
L0140	William Reed	Nashville	TN	L0734	William Bush	Baltimore	MD
L0140	James Simmons	Nashville	TN	L0734	Leroy Cannon	Baltimore	MD

NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name	Local Name	State	Local	Name	Local Name	State
L0734	Donald Chambers	Baltimore	MD	L1463	Donald Wallace	Hawaiian Islands	HI
L0734	Carl Clause	Baltimore	MD	L1463	Elmer Yong	Hawaiian Islands	HI
L0734	Melvin Cross	Baltimore	MD	L1463	Aaron Young	Hawaiian Islands	HI
L0734	Charles Eder	Baltimore	MD	L1492	Brannon Davis	Dekalb County	GA
L0734	Lawrence Feeheley	Baltimore	MD	L1518	Richard Powell	Mesquite	TX
L0734	Milburn Harris	Baltimore	MD	L1522	Edward Humes	New London	CT
L0734	Albert Hersom	Baltimore	MD	L1526	Lance Barnes	Franklin Park	IL
L0734	Frederick James	Baltimore	MD	L1526	James Brubaker	Franklin Park	IL
L0734	George Keefe	Baltimore	MD	L1555	Frank Cruz	Fairhaven	MA
L0734	Gerard Louden	Baltimore	MD	L1564	David Hall	Winchester	MA
L0734	Charles Meile	Baltimore	MD	L1590	Thomas Chew	Wilmington	DE
L0734	George Miller	Baltimore	MD	L1590	John Fennessey	Wilmington	DE
L0734	Jasper Nesbit	Baltimore	MD	L1602	Bruce Carrico	Rockland	MA
L0734	Barbara Roberts King	Baltimore	MD	L1604	Jeanette Woldseth	Bellevue	WA
L0734	Vernon Underkoffler	Baltimore	MD	L1651	Kenneth Merritt	North Kingstown	RI
L0801	Robert Ehrhard	Danbury	CT	L1717	Chad Cerulli	Bourne	MA
L0801	Karl Freundt	Danbury	CT	L1775	Vince Turrini	Marin	CA
L0834	Robert Gaito	Bridgeport	CT	L1784	Brian Devezin	Memphis	TN
L0837	Robert Walker	South Charleston	WV	L1784	Franklin Eidson	Memphis	TN
L0867	Aime Boisselle	Winnipeg	MB	L1784	Roy Maness	Memphis	TN
L0867	Ron Flower	Winnipeg	MB	L1784	Paul McClendon	Memphis	TN
L0867	George Hobson	Winnipeg	MB	L1784	Lester McNabb	Memphis	TN
L0867	Bill Leverence	Winnipeg	MB	L1784	Larry Murphy	Memphis	TN
L0867	Morris Lewicki	Winnipeg	MB	L1784	Victor Rodgers	Memphis	TN
L0867	Alan Summerton	Winnipeg	MB	L1784	Charles Snyder	Memphis	TN
L0867	Basil Wilson	Winnipeg	MB	L1784	James Strickland	Memphis	TN
L0904	Patrick Kennedy	Casper	WY	L1813	Charles Gerhart	Greater Chambersburg	PA
L0904	Gregory Lance	Casper	WY	L1817	Mark Burns	Rogue Valley	OR
L0904	Gary Schwartzkopf	Casper	WY	L2068	John Fields	Fairfax County	VA
L0964	Edward Dix	BFOA	MD	L2068	J. Martin Hartman	Fairfax County	VA
L0964	Patrick Flynn	BFOA	MD	L2116	David Atherton	Stoneham	MA
L0964	William Grahe	BFOA	MD	L2116	Robert Marshall	Stoneham	MA
L0964	Charles Johnson	BFOA	MD	L2135	Kevin Hart	Ocala	FL
L0980	Luna Evans	Bessemer	AL	L2194	Armand L. Mogavero	Southbridge	MA
L0980	Marion Saxon	Bessemer	AL	L2194	Raymond Nadeau	Southbridge	MA
L1064	Kevin Stewart	Jersey City	NJ	L2379	David Molnar	Bowling Green	OH
L1068	David Thewlis	Brampton	ON	L2598	Allan Stephens	Prince William	VA
L1080	George Pennachi	Newport	RI	L2692	Donald Premo	Oneida	NY
L1080	Carmine Ripa	Newport	RI	L2903	Crystal Murphy	Lacey	WA
L1257	Charles Vona	Seattle	WA	L2909	Charles Mone	Dover Fire Officers	NH
L1270	Wilson Durham	Salinas	CA	L2928	Marc Rice	Palm Beach County	FL
L1311	John Clifford	Baltimore County	MD	L2928	Cynthia Steinhoff	Palm Beach County	FL
L1311	Craig Johnson	Baltimore County	MD	L2934	Alexander Black	Saint Johnsbury	VT
L1311	Emory Leight	Baltimore County	MD	L3096	Barry Alphin	Davidson County	NC
L1311	Ernest Tomblin	Baltimore County	MD	L3112	Jason Copperedge	South Metro	MO
L1311	Gary Weer	Baltimore County	MD	L3149	Sandra Lesko	Willoughby Hills	OH
L1361	John Reitz	Avon Lake	OH	L3471	Francisco Figueroa	Hardee County	FL
L1403	Daniel Bottoms	Metro-Dade County	FL	L3548	Cole Brown	Euless	TX
L1403	Glenn Boundy	Metro-Dade County	FL	L3756	James Arter	Loudoun Career	VA
L1403	Andrew Keyes	Metro-Dade County	FL	L3888	William Simons	Toronto	ON
L1403	Frederick Lowe	Metro-Dade County	FL	L3888	Earl Strong	Toronto	ON
L1403	David Lyons	Metro-Dade County	FL	L4268	Jeffrey Leininger	Springfield Township	OH
L1403	Joseph Walker	Metro-Dade County	FL	L4269	Alan Schweitzer	Ocean City	MD
L1463	James Akiona	Hawaiian Islands	HI	L4361	Wade Barter	Northwest Valley	AZ
L1463	Tadashi Higuchi	Hawaiian Islands	HI	L4486	Ross Mixon	Calera	AL
L1463	Taylor Kaaina	Hawaiian Islands	HI	L4649	Mike Allen	Leesville	LA
L1463	Teruichi Kohashi	Hawaiian Islands	HI				
L1463	Earl Teruya	Hawaiian Islands	HI				

LAST ALARM



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

L0279	Ralph B. Peterson	Cheyenne, WY	09/18/1973
L1286	James Melvin Armstrong	Richmond, BC	12/14/1977
L0718	Patrick J. Connolly	Boston, MA	07/01/1989
L0209	Michel C. Jette.....	Edmonton, AB	03/07/1990
L1286	Robert H. Martens.....	Richmond, BC	04/20/1993
L0101	Michael Gamache	Duluth, MN	06/03/1994
L1068	John Kitto	Brampton, ON	08/06/1994
L1828	Steven J. Mace	Snohomish County, WA	04/15/1999
L0157	Darren Horn.....	Oklahoma City, OK	07/30/2002
L1014	Roy E. Chapman	Los Angeles County, CA.....	11/11/2005
L1068	Robert Wilson	Inglewood, ON	12/26/2008
L0101	Robert D. Mills	Duluth, MN	07/11/2010
L0209	Richard W. Martin	Edmonton, AB	10/20/2011
L4553	Brandon Erickson	Eagle, ID	11/21/2013
L1908	David Croston	Clark County, NV	01/14/2014
L0125	Henri Labrie.....	Montréal, QC.....	12/05/2014
L0143	Jeffrey R. Jenkinson	Everett, MA	03/20/2016
L0125	Patrick Caron.....	Montréal, QC.....	06/14/2016
L0125	René Lafrance	Montréal, QC.....	11/01/2016
L0125	Richard Riopel	Montréal, QC.....	11/17/2016
L2007	Donald J. Urbano	Albany, NY	11/18/2016
L0209	Kenneth P. Shalapay	Edmonton, AB	02/01/2017
L2057	Stephen L. VanRavenswaay	Orange County, FL	02/03/2017
L0125	Normand Guérette	Montréal, QC.....	03/01/2017
L0125	Marcel Marien	Montréal, QC.....	04/22/2017
L0125	Guy Lacoste.....	Montréal, QC.....	05/10/2017
L0125	Guy Forget.....	Montréal, QC.....	06/18/2017
L0125	Serge Demers.....	Montréal, QC.....	07/26/2017
L3631	Mary K. Blaul	Orange County, CA	08/31/2017

NOTE: Children of IAFF members killed in the line of duty are eligible to receive the W.H. "Howie" McClellan 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.

LAST ALARM

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



L0527	Michael Armstrong	Sudbury, ON	09/11/2017
L0628	Neill S. Tyndal, Jr.	Yonkers, NY	09/19/2017
L0140	Dana W. Binkley	Nashville, TN	11/01/2017
L0854	Joseph R. Stach, Jr.	New York, NY	01/07/2018
L4373	Richard Williams	Santee, CA	01/28/2018
L1552	Don Allan Reid	Burlington, ON	02/01/2018
L0854	Edward Meehan	New York, NY	02/02/2018
L0042	Roger D. Rhoads	Kansas City, MO	02/05/2018
L2066	Reese Morrison	Midwest City, OK	02/13/2018
L0867	Leslie J. Brown	Winnipeg, MB	02/15/2018
L1271	Leslie A. Dionne	Surrey, BC	02/16/2018
L1080	Gordon H. Green, III	Newport, RI	02/17/2018
L0472	John Butler	Lafayette, IN	02/28/2018
L0209	Evan McDonald	Edmonton, AB	03/01/2018
L2487	Tim R. Lucich	Truckee Meadows, NV	03/09/2018
L1375	Daryel Richards	Hollywood, FL	03/09/2018
L1403	Gerald Balboa	Metropolitan Dade County, FL	03/10/2018
L0058	Randell E. Willmon	Dallas, TX	03/15/2018
L0027	Marvin E. Larry	Seattle, WA	03/20/2018
L0094	Michael R. Davidson	New York, NY	03/22/2018
L0627	Ivan K. Flanscha	York, PA	03/22/2018
L0627	Zachary Anthony	York, PA	03/22/2018
L1782	Tim Kernighan	Coquitlam, BC	03/22/2018
L0311	Richard Garner	Madison, WI	04/01/2018
L1173	Bernard Olive	Baytown, TX	04/05/2018
L4110	Trent Lindholdt	Auburn City, CA	04/10/2018
L2036	Nicolas Webb	Whitby, ON	04/10/2018
L0772	David Dow	Bangor, ME	04/13/2018
L1401	Steven Cagle	Santa Rosa, CA	04/27/2018

NOTE: Children of IAFF members killed in the line of duty are eligible to receive the W.H. "Howie" McClellan scholarship, which provides financial assistance to attend a university accredited college or other institution of higher learning.

For more information contact the IAFF Department of Education at (202) 824-1533.

Fire Fighter

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