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Studies show cancer rates are significantly higher for fire fighters than the general population and confirm a link between cancer and the job of firefighting.

PHOTO CREDIT: BRYAN HOVERMAN
SAN BERNARDINO, CA LOCAL 935

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Fire Fighter

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Fighting for Your Health and Safety, Lives and Livelihoods

For 43 years, I've been serving the IAFF. It's been an incredible privilege to be part of this magnificent, effective and powerful union. We are second to none.

As we begin our 101st year, we can look back and take pride in all that we've built over the last century, the successes we've achieved and the political might we carry. And now we must look forward at the next 100 years, where we are going, what we need to do and how we can do it better.

At our 100th anniversary celebration, delegates at the 2018 Convention made tough decisions to resource this union, passing more per capita than ever in the history of this IAFF because they understand it's an investment we need to make to get results. They made sure we left Seattle better prepared and better equipped with a new set of policies and priorities to keep us thinking out of the box about the issues that we face today.

I say it a lot — nothing is more important than the health and safety of our members. It's what our union was predicated on 100 years ago and the top priority in the proceedings of the very first convention. Delegates assembled in Washington, DC, in 1918 determined it should be the sole responsibility and goal of the newly established IAFF. And that's what we've been doing each and every year along the way to keep our members safe, make sure they stay healthy and, in the case they become ill or disabled, ensure they are provided for — and their families are taken care of — with the benefits and the protections they've earned.

We remain focused on helping with the health and medical issues affecting our members today. In this issue, we include stories that take a close look at occupational cancer and that generate increased awareness for behavioral health in the fire service.

Last year, the 164 names added to the Wall of Honor at our Fallen Fire Fighter Memorial in Colorado Springs were of members who died from cancer-related illnesses. In addition, 77 percent of IAFF members surveyed in 2018 have lingering or unresolved emotional issues from their work, 27 percent said stress on the job has led to substance abuse and 19 percent have had thoughts of suicide.

These are major health concerns affecting our members in alarming numbers. That's why we have been unrelenting in our efforts to do something about them. It's not enough to just talk about cancer and provide condolences or simply accept the mental health issues afflicting our members as part of the job.

We have made sure that Congress passed our Firefighter Cancer Registry Act and are now working with the Centers for Disease Control (CDC) to ensure it's implemented so it provides the kind of information and data that researchers and the medical community need to further understand why our young population of fire fighters who start on the job among the healthiest and most physically fit in the country are getting cancer at rates multiple times that of the general population at the end of their careers.

Working with the manufacturing community, we are making sure our members wear and use the best protection to prevent exposure. We are following new protocols and providing training that include solid decontamination programs. We are doing this because no one else will. The IAFF is taking care of our members and putting a stop to this scourge on our profession.

We know that post-traumatic stress and other mental health conditions are damaging and killing too many of our members. We are losing more and more of our members to suicide. So we are continuing to look at behavioral health and ways to get our members help because this is a tragedy and a crisis in our profession. We are working to remove that stigma that has kept our members who are troubled or dealing with an emotional or mental problem from coming out of the

shadows to ask for help without worrying about what their crew will think or that their chief will think they aren't fit for duty.

We are providing a safe environment for our members with our own recovery center — the IAFF Center of Excellence for Behavioral Health Treatment and Recovery — where members struggling with post-traumatic stress or other mental health issues get the best medical and clinical care from professionals who understand the unique culture of the fire service. We are healing our members and sending them back home on a path to better health.

This is just some of the critical work we're doing every day to help keep our members safe and healthy.

All the programs we have created and the services and resources we provide — along with our education and training opportunities, as well as legal, technical, communications and strategic assistance — are how we get things done for our members.

Equally important is our political and legislative work. We know that we have a very politically diverse membership — Republicans, Democrats and Independents, conservatives and progressives, and another slice who think it's all a bunch of crap.

But the fact of the matter is — whether we like it or not — the political arena is where the power is. From the smallest county government to the largest municipal city, from the rural and urban state legislative bodies to the two biggest legislatures at the federal level in the United States and Canada, politicians and lawmakers play a heavy role in deciding what's going to happen with your lives and livelihoods.

That's why we are politically active — to make a difference in who gets to have that power to drive the decisions. It's not just about money, but about how we build our influence.

As the 2020 presidential campaign takes shape, we will be in the game on the national scene with our powerful gold and black political brand. Every decision the president of the United States makes has an impact on this country and its citizens, and many of the policies implemented can greatly affect our members' careers, families and economic futures. So, we are prepared to be effective as the race unfolds because it is our responsibility to elect the very best on our members' behalf.

It is our union's job to provide you with information about where the candidates stand on the issues that affect your job, benefits, health and safety, retirement security and other aspects of your work as a professional fire fighter. Our union's priorities are singularly focused on issues related to your job and economic well-being, such as pensions, healthcare, collective bargaining rights, occupational safety and health, presumptive protections, wages and benefits. This is our basket of issues.

As the field of contenders for president grows bigger, we will be beginning the internal process of evaluating candidates based on their record on the issues that matter most to our members.

Our history has been to support the candidate who has championed — not simply supported — our issues. And we will be adhering to that core principle in every campaign we weigh in on, including the 2020 presidential election.



Harold A. Schaitberger

A handwritten signature in black ink, appearing to read "Harold A. Schaitberger". The signature is fluid and cursive.



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Working Smarter to Support Our Union Officers

Based on the participation and the feedback from affiliate leaders across the United States and Canada, our Affiliate Leadership Training Summit in Los Angeles, California, was a huge success. There were 1,671 local leaders, 481 affiliates and 148 workshops totaling 355 hours.

I would like to thank Chief of Operations Mathew Golsteyn, Assistant to the General Secretary-Treasurer/Comptroller Ryan Weber and workshop panel participants John “Jack” Doll (Secretary of the Professional Firefighters Association of New Jersey), Travis Chipman (Secretary-Treasurer of Portland, OR Local 43), Tom Roate (Secretary-Treasurer of the Associated Fire Fighters of Illinois), Phil Cordova (Secretary-Treasurer of the Colorado Professional Fire Fighters and Denver Local 858), William “Bill” Dodd, (Treasurer of Coeur D’ Alene, ID Local 710) and Ralph Dowling (Boston, MA Local 718). Secretary/Treasurer workshops were attended by 840 local leaders:

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• Building Your Local Union’s Budget	115
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• IAFF SMART	187
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Additionally, Local 710 Treasurer Bill Dodd — a tax professional — was on hand to assist locals in attendance with IRS 990 non-compliance issues.

The General Secretary-Treasurer’s office was able to identify 47 affiliates who had officers or members attending ALTS who potentially were not in compliance with their IRS 990 filing. We were able to schedule 26 appointments with Dodd, who was able to point affiliates in the right direction towards IRS 990 compliance.

There are many reasons that affiliates wind up on the list. One of the most common causes is having multiple Employer Identification Numbers (EINs). The General Secretary-Treasurer’s Office is following through with **Resolution 15 Not-for-Profit Status** from the 2016 Convention, which states that the IAFF “will create an educational program and make every effort to educate local officers of the requirement to file the appropriate federal tax return annually.”

Contact Joseph D. Fender, Executive Assistant to the Chief of Operations at jfender@iaff.org to check if your local is IRS 990 compliant.

IAFF SMART (System Management Active Response Technology) was originally introduced to affiliates at ALTS in January 2018 in Florida. We officially went live on April 1, 2018, and since the launch, have introduced IAFF SMART at district, state/provincial and local events in all 16 districts throughout the United States and Canada.

We currently have 1,064 affiliates signed up for SMART, with more than 200 live and another 200-plus in pre-production. This initiative to roll out IAFF SMART throughout our union, and to achieve 100 percent participation among our nearly 3,400 locals, speaks to the importance of engaging and communicating with all affiliates.

The three Cs of SMART — Communicate, Connect and Collect — are the core principles on which the SMART platform was derived. It is designed as a complete union management set of tools to support the efforts of our IAFF officers in local, state/provincial and district offices. From the smallest local to one as large as CAL FIRE, there is a tool or set of tools to assist every affiliate.

SMART was designed for busy union officers and members alike. SMART is the ideal tool for union member engagement. Mobile-friendly and cloud-based data means the tools you need to be successful are always right at your fingertips.

- Mobile phone, tablet, laptop or PC — SMART has your devices covered.
- Cloud-based — securely access SMART at any time, from anywhere.
- Role-based security — custom tools designed specifically for affiliate officers.

IAFF SMART allows affiliates to communicate using emails, text messages, consolidated social media, RSS-syndicated newsfeeds and surveys (remaining anonymous is an option). SMART also helps store and keep track of IRS 990s; store collective bargaining agreements (CBAs) or memorandums of understanding (MOUs); publish constitutions and bylaws; track grievance and disciplinary actions; assist with political action (such as collecting PAC donations); and create organizing campaigns.

As a former local and state president, I appreciate the opportunity to have the above information at my fingertips and the ability to easily connect with

respective leaders and members. SMART makes it easy to set up distribution lists prior to being in the field, whether you are in contract negotiations, in a legislative hearing or assisting with a political campaign.

As union fire fighters, I know one of the most effective things we can do for a pro-labor candidate or campaign is to get boots on the ground. SMART tools allow for grassroots efforts to accomplish our goals.

Fire fighters are resilient in everything we do, whether on the fire ground, providing lifesaving measures at a medical emergency or withstanding extreme exhaustion from days or weeks at a wildfire. We are no different in the political arena. This resilience speaks to the reason our political endorsements are so coveted.

Being able to survey the executive board or membership in real time — in the heat of battle — regarding contract negotiations or at a legislative body hearing or proceeding is invaluable to the success of any affiliate within the IAFF. Additionally, having the ability to text and email the membership to invoke action only enhances the mission of protecting our members every step of the way.

One of the critical benefits of bringing IAFF SMART to our affiliates is the ability to collect dues and political or charitable contributions. As of this writing, 31 locals are collecting dues through SMART, with another 13 starting soon. A large majority of these are in areas where government rulings have already disallowed employer payroll deductions for dues.

SMART can be configured to support affiliates’ subordinate structures (e.g., districts, chapters, cities, stations and even apparatus). Building communication distribution lists for targeted information can be created in an instant. By using dynamic, data-driven list maintenance, SMART assists in ensuring the list is always accurate and ready to go.

The Engage Team from UnionTrack Inc. — the creator of SMART — will assist each affiliate in the onboarding process and be there every step of the way. Each local can choose the portions of SMART that are applicable to its needs and include the creation of a no-cost website. Currently, 30 affiliates have used that offer and have redirected their website to the SMART platform for a smooth and direct path to IAFF SMART. IAFF SMART is truly a one-stop shop for all affiliates to “Communicate, Connect and Collect” with members.

I want to thank my Chief of Operations, Mathew Golsteyn, for his leadership in steering IAFF SMART from its inception to where it is today. We have come to a point where it makes sense to transition SMART from the General Secretary-Treasurer’s Office to the Information Systems (IS) Division.

Overall, SMART will be under the purview of the IS Division, ensuring the integration of data with our current membership database, examining the development of new tools and advising the overall management of SMART. The General Secretary-Treasurer’s Office will remain an integral part of SMART operations as a primary user as we continue to market the platform, onboard users and assist locals with the use of the platform.

Get started engaging your members today!

Contact Joseph D. Fender, Executive Assistant to the Chief of Operations, or visit <https://uniontrack.com/clients/iaff/promo/index2.htm> to sign-up or for more information.

Be you, be strong, be fire fighters!



Edward A. Kelly

As a fire fighter who worked at Ground Zero, as IAFF General Secretary-Treasurer and as a veteran and proud American, I am asking you to go to the link below to support our Chief of Operations Mathew L. Golsteyn, who is truly an American war hero. Matt is dedicated to our mission of protecting all our members across the United States and Canada. Right now, he needs our support as he faces premeditated murder charges for killing a Taliban bombmaker in 2010. This is a travesty. Please learn more about Matt and call your members of Congress.

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Letters

Amazing and Awesome Response

Dear President Schaitberger:

In the fire service, we often reference our brotherhood and covet the eternal loyalty that comes with our union. We are sure that you have received countless references and communications about the tireless efforts of your loyal IAFF members. Please allow us a moment to share one more.

On November 10, our organization sent four members of South Kitsap Local 2876 to California as members of a large Kitsap County strike team. We won't need to share details, as the event itself made national headlines, but just five days into their deployment, our team experienced its own tragedy. Crew Boss Lieutenant Terry Geiselman was hit by a civilian truck while he slept near his engine.

From that moment, our entire union body, fire district and associated families turned all of our faith to the

local responders in California.

For weeks prior, we heard of the tragedy and chaos that the residents of California were experiencing. Even further, we know that daily our union brothers and sisters of Ventura and Los Angeles County were ignoring their own personal lives, homes and livelihoods for the larger fight.

However, their servitude was taken to the most elevated levels when they responded to our crew's needs at a moment's notice. Brother Geiselman was treated and airlifted from the scene in a fashion that met the severity of his potential trauma.

Although it was rapid and flawless, this is not what most resonated with the rest of Brother Geiselman's crew and our union family back in Washington.

Here is a list of the things that were done for all of us: immediate and continued communication; shelter and

rest for the affected crew; peer support for the strike team members on scene. Even greater, the care they took to support Sister Bonnie Shamion, Terry's long-term partner and a long-time IAFF member herself. You can only imagine how emotional this event was for our membership.

We can never begin to list and thank everyone for everything that came together in this situation. In fact, once the remaining crew members returned, they summed it up as they stepped off their engine in just a few words, describing the care that was given to them as "amazing and awesome."

Our silver lining is that Brother Geiselman is making a full recovery and his outcome is nothing less than a miracle. We are reminded about the true power of our IAFF and the brotherhood that unites us. Both of our organizations jointly thank you for your leadership and hope that the news of

this success in service keeps you strong in your future as our leader.

Respectfully and Fraternally,

Mitch Thorsen

President
Professional Firefighters of South
Kitsap
Local 2876

Jon Gudmundsen

President
South Kitsap Union Fire Chiefs
Local 3817



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Federal Election Strategy on Tap for Canadian Policy Conference

Canada's affiliate leaders will gather in St. John's, Newfoundland and Labrador August 4-7 for the IAFF 2019 Biennial Canadian Policy Conference.

The Conference is a unique event where resolutions submitted by affiliates are debated and voted on, and has also emerged as a forum where the union's Canadian leadership discuss emerging



issues affecting the nation's 25,400 members. With a federal election slated to take place in October, this year's conference will feature election strategy sessions and other public safety and labour issues prior to the start of the election campaign. The Biennial Canadian Policy Conference also includes provincial updates, educational presentations, guest speakers and other highlights. ■

CareFirst BlueCross BlueShield Now Participating Provider for IAFF Center of Excellence

Carefirst BlueCross BlueShield is now a participating provider with the IAFF Center of Excellence for Behavioral Health Treatment and Recovery, giving members who are Carefirst BlueCross BlueShield policy holders greater and more affordable access to this critical, life-saving treatment for post-traumatic stress, substance abuse and co-occurring mental health issues.

The Center of Excellence is also a participating provider with United Behavioral Health, Aetna Health, Cigna Behavioral Health, Humana Behavioral Health, MultiPlan, First Health Group, Healthcare Solutions Group and others. Learn more about the IAFF Center of Excellence at www.iaffrecoverycenter.com or call (855) 385-4335 to coordinate an admission. ■

Help for Our Federal Brothers and Sisters

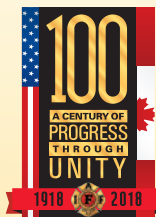
The IAFF Executive Board, by unanimous decision, approved an exemption to the IAFF Disaster Relief Policy to award each member of two federal locals a grant in the amount of \$500 to provide some financial assistance while the government shutdown continued into its fifth week.

National Institute of Standards and Technology (NIST) Gaithersburg Local F-161 in Maryland and Coast Guard Local F-298 at the Coast Guard Training Center in Petaluma, California, were among those working without pay during the partial U.S. federal government shutdown. ■

U.S. Senate Passes Resolution Recognizing IAFF's 100th Anniversary

In one of the last acts of 2018, the U.S. Senate passed a resolution congratulating the IAFF on its 100th anniversary. The resolution passed unanimously.

The IAFF worked with Senators Ben Cardin (D-MD) and Susan Collins (R-ME) on the document acknowledging our union for always keeping the



needs of members in mind as it lobbied for the passage of legislation directly impacting fire fighters and paramedics, their economic security and on-the-job safety. In addition to the legislative work the IAFF has done, the resolution also praises the union's efforts to develop training programs, behavioral health outreach initiatives and other resources. ■



IAFF Stands With Striking LA Teachers

Just hours after more than 1,500 local IAFF leaders attending the Affiliate Leadership Training Summit (ALTS) in Los Angeles stood with our striking United Teachers Los Angeles (UTLA) sisters and brothers January 22 in an early morning rally, UTLA reached a tentative deal with the L.A. Unified School District (LAUSD). The tentative agreement will improve working conditions for teachers and learning conditions for students. The march/rally was broadcast live on Facebook and updated on Twitter. ■

2019 IAFF Media Awards Contest Opens May 6

Share your story about the work IAFF members do in your community — on and off the job. The IAFF Media Awards Contest honors reporting and photography that show the important and dangerous work fire fighters and paramedics do, as well as affiliate communications efforts with members, elected officials and the public. More information will be online at www.iaff.org/mediaawards this spring. ■



NFORS Exposure Tracking Goes Mobile

The new National Fire Operations Reporting System (NFORS) exposure tracking module is now available as an app from the Google Play store and Apple App store.

Previously, only fire fighters whose departments were on board with the NFORS CAD module could access the NFORS exposure module. With the app, any fire fighter, paramedic or officer can access and use the exposure tracker, which serves as a personal database providing a detailed history of work and exposures in a private, encrypted and secure online environment. As more governments enact presumptive legislation providing workers' compensation coverage for fire fighters who contract cancer or have PTSD, the NFORS personal exposure record provides evidence of work-related exposures should you need it. Your exposure data stays with you for life, even into retirement.

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IAFF Center of Excellence — taking care of members with specialized treatment, compassion and, yes, even food

For two years, the IAFF Center of Excellence for Behavioral Health Treatment and Recovery has been providing quality care for IAFF members struggling with post-traumatic stress disorder, substance abuse, addiction, depression, anxiety and other behavioral health conditions.

Developed through a partnership with Advanced Recovery Systems (ARS) — a leader in behavioral healthcare management and addiction treatment — the Center of Excellence is the first dually licensed mental health and addiction treatment center exclusively for IAFF members.

Surrounded by other fire fighters, members treated at the Center form an instant bond, forged on a mutual sacrifice and understanding of life in the fire service. But they also form relationships with doctors, clinicians and other dedicated staff who help with recovery.

We talked to the executive director, medical director and food director for their perspective on helping the fire fighters and paramedics who put their lives on the line every day helping others.

Dr. Abby Morris — Medical Director and Psychiatrist

A graduate of Georgetown University School of Medicine, Dr. Abby Morris is a board-certified psychiatrist with diverse experience in community mental health, substance abuse, inpatient and private practice settings. She is responsible for all inpatient care, developing the individualized plan of care for each member throughout their stay at the Center.

FFQ: What is unique about working with fire fighters as a population?

Morris: Fire fighters are intensely caring human beings, but they are also intensely private in a lot of ways. They are the caregivers; they don't want to have care. It makes it difficult sometimes to break down the barriers to have a really open, raw conversation.

However, I think members step up to the challenge beautifully because they are with other fire fighters. When they hear other members talking about what they have experienced, there is an immediate sense of acceptance and understanding.

FFQ: For members who have received treatment elsewhere, what are the benefits of the Center of Excellence being exclusively for IAFF members?



Morris: Most of our fire fighters have probably tried speaking with someone in their EAP, maybe had an outpatient therapist, or tried medications. Typically, they've done that for a period of time without much effectiveness. They notice they are having trouble with sleep, appetite, suicidal thoughts or even just thoughts of not wanting to *be*, even if they aren't going to do anything about it.

A lot of the time, fire fighters think they are doing okay or at least they think that they are projecting that they are doing okay. There is often a lot of social isolation that happens before fire fighters come to the Center. Changes in their marriage, their relationships and ability to function tells them it's time to get help. If somebody is in the right stage of change to be able to benefit from the residential treatment — whether they were pushed into that stage of change or decided to come here in that state of change doesn't really matter.

FFQ: What message do you have for these brothers and sisters when they first walk in the door?

Morris: We try to avoid a cookie-cutter idea of treatment, so when someone asks us, "How long will I be here?" I can give them an average. It is not a 30-day program; it's not a 28-day program. We have an average length of stay of around 34 days, but some are able to go through that program more quickly; others who have had years and years of trauma may take longer. I like to tell people, "Come here and squeeze something out of every day. And if you get one thing out of every day for 30 days, I'll be happy."

FFQ: In your experience, how is the Center of Excellence different from other facilities?

"Fire fighters want to save the world. I think that is why it is so hard for them to be so damaged by something that they love. They want to love what they do again."

— Dr. Abby Morris





“This is a place where we care for you. Body, soul, mind. It’s time to put your fears aside.”

— Zachary Pope

Morris: We offer something that is very unique. We’re all fire fighter, everything fire fighter. Our kitchen looks like a firehouse kitchen. Our residences look like a station house. For some people that’s very familiar and it makes them very comfortable.

The level of immediate understanding and acceptance is also so important. We are asking people to delve into things that they may have tried to discuss with others or a therapist, trying to explain what it’s like to be a fire fighter. They don’t feel understood — not by their family, not by their community, not by therapists.

They come here and can feel comfortable talking about what they’ve been through because they know that the others here are going to get it. To hear another member say, “I had the same thing,” when they felt like they were the only ones does so much more than I can offer with any medicine.

FFQ: What do you appreciate most about working with fire fighters?

Morris: The gratitude. I’ve been in mental health for a long time and my patients often say thank you, but the way fire fighters express gratitude when they feel better is indescribable. They come in looking so broken and when they leave they have that sparkle.

I think gratitude goes a long way in mental health recovery. Having realistic expectations for yourself, others and the world is a big part of feeling good and having hope and having faith. When someone feels good and can express gratitude, I think that is a huge sign of wellness.

One of the things I love about working with fire fighters is that when they come here for treatment for the right reasons — when they want to be here, when they want help — they work harder at getting well than most patients that I have ever worked with. Fire fighters want

to save the world. I think that is why it is so hard for them to be so damaged by something that they love. They want to love what they do again.

FFQ: How do you prepare a fire fighter to go back home?

Morris: To get people from here — in this very caring, calm, quiet environment — to going home is probably the most complicated part. Here there is no bell stress, you sleep better, it’s quiet at night. You don’t have the spouse and the kids and your bills. It’s easier to be well here. It’s easier to be sober here.

When you go home, you re-experience triggers, trauma, stress. I describe what we do as building the foundation for a new home. I tell people when they come here that we are helping them pour that foundation and then they have to go home and build the rest.

They come here so they can focus on themselves, so they can be better husbands, wives, partners, parents, sons, daughters, community members. We work to develop resilience for what they’ll be facing when they go home. They came here to take care of themselves, so they can take care of others.

This is a good beginning. Some, when they leave, want to be advocates. They want to go home and say, “I had PTSD and you do, too, and you need help.” They want to share what they’ve learned. It makes it meaningful for them.

Zachary Pope – Food Director

After attending Baltimore International Culinary College, Zachary Pope served as a chef at many of the Washington, DC, area’s finest restaurants and spent 10 years running a high-end catering company, Roundz Catering.

FFQ: Why is food important at the Center of Excellence?

Pope: Nutrition is huge. There is a cleansing that goes on when members first get here that includes removing toxins and providing good, clean food — which they may not have had for a while. They may have difficulty eating much at first, but by the end of their stay, they’re devouring everything and enjoying everything. Sitting down at a table around a good meal is therapeutic in and of itself.

FFQ: How is the food you cook at the Center different from other treatment facilities?

Pope: This is not institutional food. Fire fighters are cooks. They are not strangers to the kitchen, which means I have to be on my game because they know what good food is. Today’s lunch was Asian chicken on white rice with stir fried vegetables and sesame sauce. Dinner was roast beef, mashed potatoes and veggies. It’s all homemade.



FFQ: How do you connect with the members here?

Pope: I never know who is here for what, and that’s really none of my business. But being in recovery myself and remembering my own transformation, I try to be part of that transformation. Whether it’s just making eye contact and handing them food and saying, “enjoy” or listening when they say, “Hey, can we order more Choco Tacos?” My job is to have

Continued on Page 14

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that transformation start from the inside out, and nutrition or what they eat is such a big part of that.

FFQ: Why is this job important to you, personally?

Pope: I am so grateful for this job because I, myself, am in recovery, so I identify with these fire fighters. I've been them. I've been on their side. And there was no chef like me cooking — I have never been to an inpatient place that serves the food that I do, and I think that is special and deserving of this group.

It is not just a job for me. It is service. And who better to serve than fire fighters? They have helped hundreds of thousands of people.

I have never had a reason to put on the IAFF logo, and when I was handed these jackets, it reminded me what an important job I have. I wear it with pride and I wear it with a great sense of responsibility because I care about the people who come through here.

FFQ: What would you say to someone who is on the fence about coming here?

Pope: I've never been excited to go inpatient, that's human. But this is a place where we care for you. Body, soul, mind. It's time to put your fears aside. From the meals to the clinical staff — all the components that make this place special — you are going to be well taken care of.

Dr. Christopher Mosunic — Executive Director

Dr. Chris Mosunic is an experienced leader in healthcare administration, specializing in integrated behavioral health. He completed his undergraduate studies at Bucknell University and went on to pursue a Master of Science in Nutritional Biochemistry from Tufts University, a Doctorate in Clinical Psychology from Vanderbilt University and a Master's in Business Administration from Yale University.

FFQ: IAFF members show up at the Center feeling physically and spiritually broken. What do you tell these brothers and sisters when they first walk in the door?

Mosunic: You are supposed to feel uncomfortable. You are supposed to feel down.



“Fire fighters here have trauma levels that would knock most people off their feet.”

— Dr. Christopher Mosunic

That is all part of the process. And to be able to have our help, and your brothers' and sisters' help, it is going to get better. It always does.

FFQ: How is the atmosphere at the Center of Excellence different from others?

Mosunic: The fire fighter culture is not an easy culture to understand completely. It's like no other setting I've ever worked in. It's a welcoming culture.

When fire fighters come here, it's like they get a head start on treatment. They connect so quickly with their peers compared to other inpatient venues. I've never seen anything like it in my life.

Fire fighters here have trauma levels that would knock most people off their feet and yet they are comfortable talking about things that make most of us weak in the knees.

Members have an opportunity here that they can't get anywhere else — they are in treatment with fellow fire fighters and have a bond that allows that treatment to be so much more effective than anywhere else.

FFQ: How do you know someone is getting better?

Mosunic: A lot of fire fighters wear their emotions on their sleeves — high anxiety, worry on their face, depression, sadness. Then they start teasing — something that is very unique to the fire fighter culture. If they're feeling good, they start teasing each other. I know I'm an okay guy with a fire fighter if they start teasing me. If they stop, I know I did something wrong.

FFQ: What is the Renewal Ceremony and why is it important?

Mosunic: From a ceremonial standpoint, it signifies the completion of treatment at the Center and the continuation of recovery when they get home. From a practical standpoint, the Renewal Ceremony is about the other fire fighters telling the fire fighter who is graduating how much they love them. It's amazing. Being able to have that is a once-in-a-lifetime experience.

It's very powerful and very emotional. A lot of the guys wear sunglasses because they don't want to be caught crying. We joke about it after when the sunglasses are off. ■



IAFF Center of Excellence for Behavioral Health Treatment and Recovery

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TAKING ACTION AGAINST Occupational Cancer

Fighting fires and responding to emergencies pose obvious risks, but we now know from the hundreds of fire fighters battling cancer each year that there are other, less obvious risks associated with firefighting.

If you're fighting fires for a living, you are at increased risk of one day having to fight cancer as well. The complex mix of chemicals in smoke exposes fire fighters to carcinogens associated with a variety of cancers.

Cancer continues to be the leading cause of death among fire fighters. In September 2018, 164 of the 249 names added to the Fallen Fire Fighter Memorial Wall of Honor are of members who succumbed to occupational cancer. In fact, 65 percent of the members added to the Wall of Honor between 2002 and 2018 died from occupational cancer.

Numerous studies show that cancer rates are significantly higher for fire fighters than the general population. Furthermore, studies confirm a link between firefighting and an increased risk for specific types of cancer.

General President Harold Schaitberger says, "The connection between firefighting and cancer is real, and there is scientific data to support it. However, we must continue the research to understand how these toxic exposures increase our risk of developing cancer."

In 2015, researchers at the National Institute for Occupational Safety and Health (NIOSH) released the results of a multi-year study on the link between fire fighters and cancer. The study included 30,000 fire fighters from three fire departments: Chicago, Philadelphia and San Francisco. Fire fighters in this study had a greater number of cancer diagnoses and cancer-related deaths than the general population. Additionally, there were more cases of certain cancers among younger fire fighters. This study provided the evidence that fire fighters are at increased risk of certain types of cancer as a result of occupational exposure.

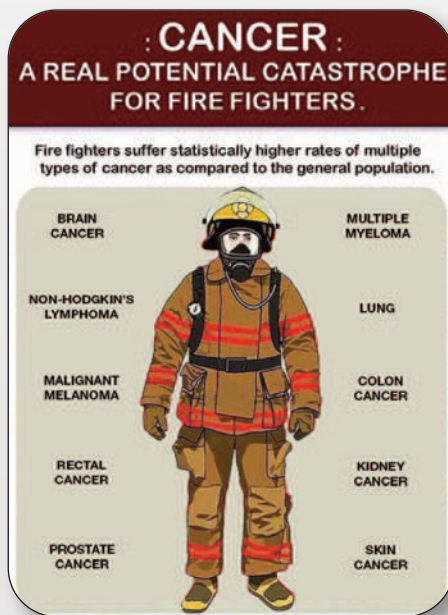
In part two of the study, NIOSH looked at the exposure-response relationship between firefighting and cancer and found that the mortality risk from cancer rose with increased fire exposures.

Despite these striking findings, the NIOSH

study contained several limitations. There were very few women or minorities included in the study population. Additionally, there was a lack of information on actual fire fighter exposures.

Because of this, the IAFF led efforts to enact into law the Firefighter Cancer Registry Act. This important legislation creates a national registry for fire fighters to further gather data and information to determine cancer incidence and trends among fire fighters.

"The connection between firefighting and cancer is real, and there is scientific data to support it. However, we must continue the research to understand how these toxic exposures increase our risk of developing cancer." — General President Harold Schaitberger



Passed in July 2018, Congress appropriated \$1 million to initiate work on the registry. The IAFF has been actively involved with NIOSH in creating the registry design.

The cancer registry will help fill data gaps and begin to define the full scope of occupational cancer among fire fighters. The Act also directs the Centers for Disease Control (CDC) to develop and maintain a

voluntary registry of fire fighters to include employment records, number and types of fires, years of service, age when a fire fighter is diagnosed with cancer, circumstances and types of cancer, among other data points. The information gathered over time will be available for analysis by fire service agencies and researchers.

Meanwhile, the IAFF has continued to lead the fire service in promoting research on toxic exposures and prevention. As part of

our ongoing efforts, the IAFF is conducting research on exposures, which includes per- and polyfluoroalkyl substances (PFAS) in firefighting foam and turnout gear, with preliminary results expected later this year. Each of these ongoing studies is expected to deepen the understanding of these exposures, the impact they have on the body and the effectiveness of preventive measures.

Recognizing the importance of reducing cancer incidence and cancer deaths among members, delegates at the 2018 IAFF Convention in Seattle, Washington, passed a resolution to increase per capita to generate funds for cancer research. This follows an important resolution at the 2016 Convention to convene a first-ever IAFF Cancer Summit to review the latest research available. This Cancer Summit took place in October 2016 for IAFF leadership. In February 2018, an IAFF Cancer Summit was conducted for membership.

Stopping Cancer Before It Starts

Cancer doesn't have to be a death sentence. Fire fighters may not be able to avoid smoke, but they can limit exposure to carcinogens by wearing required personal protective equipment, including breathing apparatus, on the fire ground and during overhaul operations. Additionally, carcinogens can



attach to ultrafine particles that can't be seen but are still in the fire scene environment and settle on turnout gear.

Besides inhalation, exposure to carcinogens occurs through absorption of the skin. And, the risks aren't limited to the fire ground — many firehouses don't properly control diesel exhaust, increasing the risk of exposure to cancer-causing agents.

The IAFF is broadening efforts to educate members on prevention by limiting exposures to toxic materials. These efforts include the Cancer Awareness and Prevention online training course in conjunction with the Fire Fighter Cancer Support Network, designed to help members avoid and decrease individual risk factors for cancer.

This training, available on the IAFF website, outlines the most prevalent types of cancers affecting fire fighters, identifies top carcinogens in the firefighting environment, reviews the many ways fire fighters are exposed to carcinogens and provides best practices for changing behaviors to reduce cancer risk.

The IAFF advocates starting cancer education as soon as a fire fighter's career begins. General President Schaitberger recalls the early days of

his firefighting career when dirty gear was a sign of toughness and grit. "We must change these attitudes because we know that cancer is killing our members," he says.

And fire departments need to be more proactive by addressing the dangers of fire ground exposures and cancer, discussing prevention and advocating for testing and screening for early detection.

"Now more than ever, we need to raise awareness in order to safeguard our members from exposures to carcinogens, and we need to implement changes to our standard operating procedures that will keep our members healthy and extend their lives," Schaitberger says.

Healthy Habits for Reducing Cancer Risk

A workshop at the 2019 IAFF Affiliate Leadership Training Summit (ALTS) in Los Angeles, California, led by doctors Kerry Kuehl and Stefanos Kales, discussed the health risks associated with poor diet, exercise and sleep patterns.

These experts explained how healthy habits can reduce the risk of a variety of health issues, including cancer.

Proper nutrition — diet is a key component of a cancer prevention plan. A Mediterranean diet, which includes lean proteins, nutrient dense carbohydrates and healthy fats, is a good option for fire fighters. U.S. News and World Report reports that this diet is the best overall for healthy eating and to combat

To limit exposure to carcinogens, the IAFF recommends the following preventative practices:

At the Fire Station

- Use diesel exhaust containment systems and properly seal doors leading to living and office space.
- Keep turnout gear away from living spaces and offices.
- Use nitrile gloves while cleaning dirty tools and equipment.
- Wash hands after handling any gear or equipment.

On the Fire Ground

- Wear SCBAs during the initial attack AND through the overhaul to reduce exposures to carcinogens during the entire response, including exterior operations.
- Rinse or brush off fire debris from PPE and place it in a large contractor's plastic bag before returning to the apparatus and the fire station.
- Use wet naps or soap and water to clean hands, neck, throat and face at the end of every fire operation.

Post Fire

- Wash all gear used at the scene.
- Shower and change into clean work clothes.
- Never take dirty work clothes home.

Behavioral Changes

- Eliminate the mindset that dirty gear makes you look tough and experienced.
- Don't use tobacco products.
- Keep your weight in check.
- Exercise regularly.
- Drink alcohol in moderation.
- Use sunscreen.
- Have an annual medical exam that includes cancer screening.

obesity, heart disease and diabetes. And medical studies have found that this type of diet reduces cancer risk by 20-30 percent.

Preventing obesity also reduces cancer risk. People with high BMIs often have chronic low-level inflammation (such as gastroesophageal reflux disease), which can lead to esophageal cancer; excessive fat tissue (which produces excess amounts of estrogen), which increases the risk of breast, ovarian and other cancers; and increased levels of insulin that can lead to colon, kidney, prostate and endometrial cancers.

Sleep is also important for increased immune function, which is the body's way of fighting off diseases, including cancer. Caffeine, alcohol and energy drinks can disrupt sleep quality. ■

IAFF Wary of Unsupported Prevention Techniques

As part of the efforts to reduce cancer and cancer deaths, the IAFF cautions against preventative and screening methods unsupported by research. This includes the use of saunas for detoxification as the science remains too limited to know if increases in excretion of toxins occur in any meaningful way. Further, there is concern that sauna use could increase absorption of contaminants on the skin and exacerbate fire fighters' cardiovascular concerns.

In the late 1980s, researchers began to study the ability of drug-sniffing dogs to detect the presence of cancer in humans. In a very controlled setting, results suggested this was possible; however, there is not enough research to know if this technique is credible for cancer screening. Using specially trained dogs for cancer screening is not approved by the U.S. Food and Drug Administration (FDA), and the IAFF does not support it.

Additionally, the IAFF has also found very little data to support the use of blood tests for screening asymptomatic fire fighters. Some blood tests purport to identify a specific type of protein in the blood that exists only on the surface of a malignant cancer cell in patients with cancer or, more importantly, for screening in people who go on to develop cancer.

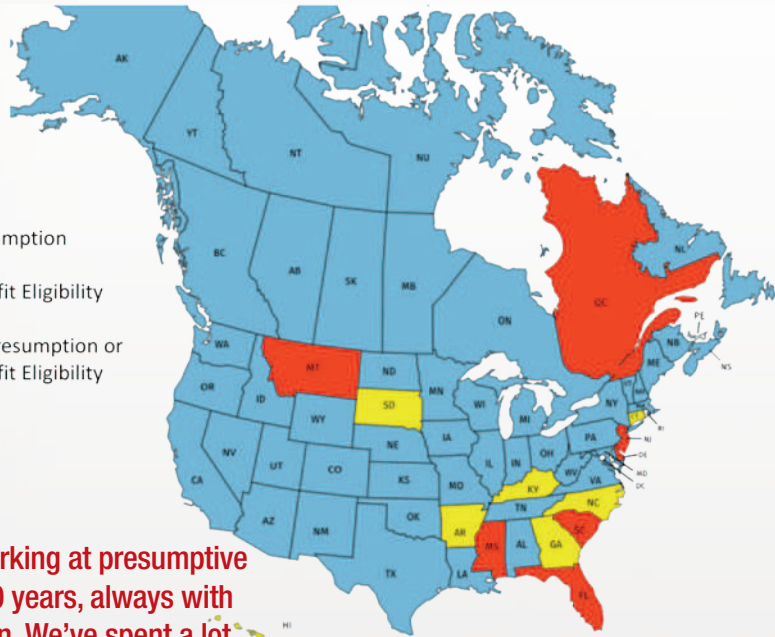
Similarly, the IAFF warns against use of ultrasound imaging to view internal organs and detect asymptomatic disease as part of testing during routine physical examinations and evaluations because it can lead to false positives and possibly unnecessary further procedures, such as biopsies or surgery.

The IAFF supports fire fighter cancer screenings based on recommendations by established organizations, such as the American Cancer Society and the U.S. Preventive Services Task Force, with modifications to address the increased risk of certain cancers in fire fighters. The recommendation is to follow the IAFF/IAFC Wellness-Fitness Initiative (WFI) and the NFPA 1582 Standard on Comprehensive Occupational Medical Program for Fire Departments on annual medical exams that include the appropriate cancer screenings. ■

Presumptive Laws — The Right Thing to Do

With the increasing widespread acceptance of the link between cancer and firefighting, the IAFF and our affiliates have been successful in passing presumptive laws to provide benefits to fire fighters battling cancer. Forty-four states and all but one Canadian province now provide presumptive coverage or benefits eligibility for fire fighters with certain cancers.

- Presumption
- Benefit Eligibility
- No Presumption or Benefit Eligibility



“We’ve been working at presumptive legislation for 20 years, always with strong opposition. We’ve spent a lot of energy creating a bipartisan coalition, getting involved in political action early to elect allies in the state legislature. Now, we are seeing unprecedented support.”

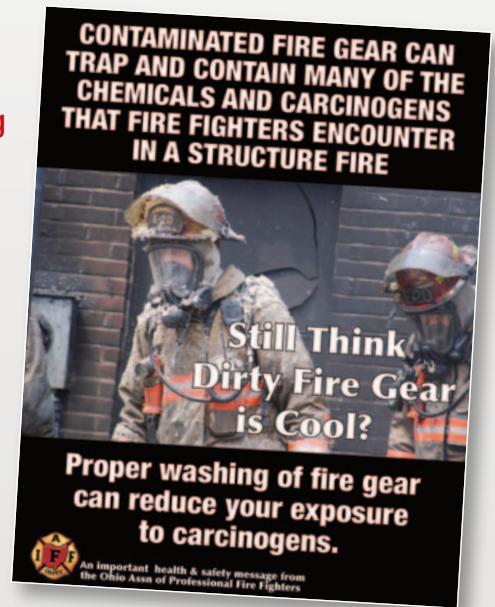
— Joel Fassbinder, President, Montana State Council of Professional Fire Fighters



After two decades of hard work, the Ohio Association of Professional Fire Fighters successfully lobbied for the enactment of a fire fighter cancer presumption law. SB 27 is named the Michael Louis Palumbo Act in honor of a Beachwood Local 2388 member diagnosed with brain cancer.

Presumptive laws vary greatly, though generally they stipulate that fire fighters diagnosed with cancer while on the job or within a certain time after retirement are presumed to have become ill due to their exposure to carcinogens on the job. The laws are designed to make it easier for fire fighters battling cancer to receive workers' compensation, disability benefits or even death benefits for their families.

In April 2017, the state of Ohio enacted presumptive legislation following an intense lobbying effort by the Ohio Association of



Professional Fire Fighters (OAPFF). Named for Beachwood, OH Local 2388 Fire Captain Michael Palumbo Jr., the law allows workers' compensation coverage for cancers that could be caused by IARC (International Agency for Research on Cancer) Group 1 and Group 2A carcinogens. The exposure to those chemicals is presumed to have resulted from the fire fighters' job duties.

Several local, state and provincial affiliates are currently renewing efforts to create or bolster presumptive laws that identify cancer as an occupational disease under workers' compensation, including Florida, Mississippi, Tennessee, Virginia and Montana.

The Professional Fire Fighters Association of Mississippi (PFFAM) is working on presumptive legislation that would provide benefits to fire fighters who contract specific



General President Harold Schaitberger joined hundreds of members from across Virginia in a march to the State Capitol in Richmond to call for legislation protecting fire fighters with cancer.

Exposure Records Provide Needed Evidence to Support Cancer Claims

As more states and provinces enact presumptive legislation providing workers' compensation coverage for fire fighters who contract occupational cancer, the National Fire Operations Reporting System (NFORS) Personal Exposure Record provides a detailed history of work and exposures in an encrypted and secure online environment. Also available as an app. For more information, visit www.nfors.org. ■



cancers. The bill also includes language for heart disease and communicable diseases.

"This is our first attempt to get presumptive legislation in Mississippi and I'd say we have a better than even chance of success, though the Mississippi Municipal League is going to really put up a fight," says President of the Professional Fire Fighters Association of Mississippi Johnny Bass. "Thanks to the work of the IAFF, lawmakers here are realizing we are one of the only remaining states without cancer presumption and we need to do something. Now it's just a matter of finding a way to pay for it."

Tennessee's bill has moved out of the state House and Senate committees and has been filed for introduction for full House and Senate hearings.

"This is exactly the same bill we tried to pass last year. If we can get this past the Senate Finance Committee, we will prevail," says Tennessee Professional Fire Fighters Association (TPFFA) President Eddie Mitchell. "We conducted a financial study over the summer to refute some of the claims our opponents have been making about the costs of presumption. It's really is all about the money at this point."

IAFF members in Montana also are seeing progress towards a cancer presumption. The bill has moved through committee and will be heard by the Senate.

"We've been working at presumptive legislation for 20 years, always with strong opposition," says President of the Montana State Council of Professional Fire Fighters (MSCPFF) Joel Fassbinder. "We've spent a lot of energy creating a bipartisan coalition, getting involved in political action early to elect allies in the state legislature. Now, we are seeing unprecedented support."

Meanwhile, Local 2928 in Palm Beach County, Florida, approved a new collective bargaining agreement with the County in February that includes cancer presumption language. At the state level, the Florida

"If this legislation passes, it would without a doubt save lives."

— Jim Tolley, President, Florida Professional Firefighters

Professional Firefighters (FPF) has been diligently lobbying the Florida legislature over the course of many legislative sessions to pass a law protecting fire fighters diagnosed with cancer. This session, legislation requiring employers to provide health insurance policies covering cancer treatment without a deductible passed the Senate Governmental Oversight and Accountability Committee February 19. The bill has now moved to the Senate Community Affairs Committee for consideration.

"If this legislation passes, it would without question save lives," says FPF President Jim Tolley. "It covers several cancers common among fire fighters and is believed to be due to on-the-job exposure. Our members diagnosed with these cancers would be able get the treatment they need to get better."

In December, Saskatchewan announced it is adding prostate, skin, breast, multiple myeloma, cervical and ovarian cancer coverage for fire fighters, bringing the total number of cancers presumed occupational in the province to 16.

Saskatchewan Professional Fire Fighters and Paramedic Association (SPFFPA) President Lloyd Zwack says he is grateful to the Saskatchewan government. "This advance ensures more fire fighters will be compensated for cancers occurring as a direct result of their occupation. It was the right thing for the government to do."

Meanwhile, the Virginia Professional Fire Fighters (VPPF) engaged in an aggressive campaign to ensure cancer coverage for first responders.

"We are calling a MAYDAY on occupational cancer in Virginia," says VPPF President Robert Bragg. "We know the science supports



our position, and our goal is to get the legislature to commit to doing the right thing."

In January, General President Harold Schaitberger joined hundreds of Virginia members and their families in a march to the state capitol in Richmond to call on lawmakers to expand and strengthen cancer presumption in Virginia.

However, on January 31, there was no vote on the bill by the House Appropriations Compensation and Retirement Subcommittee. The bill would have added additional types of cancer to the workers' compensation law. Counterpart legislation in the state Senate had passed by a 39-1 vote January 25. This delay means it's likely the legislation will not be voted on this session.

The IAFF continues to work with our state and provincial affiliates to develop messaging, provide technical expertise and give advice on how best to work with lawmakers to pass presumptive legislation.

"While the research must continue into how fire fighters are getting cancer, we must educate our members and their employers about prevention, and convince all elected officials that cancer is an occupational disease," says General President Schaitberger. ■

Memorial Bike Ride Raises Awareness, Funds for Canadian Fallen Fire Fighters Foundation

A group of Ontario IAFF members pedaled their way to a heartfelt tribute to Canada's fallen fire fighters with a memorial bike ride to raise funds and awareness for the Canadian Fallen Fire Fighters Foundation (CFFF).

The 26 cyclists, including IAFF members from Toronto Local 3888, Ottawa Local 162 and Whitby Local 2036, left Toronto on September 6, stopping at fire stations along the way and spending a night in Kingston, Ontario, during the 450-kilometer (280-mile) journey.

Arriving in Ottawa September 7, the cyclists were greeted by Local 162 and CFFF leaders staying in the Canadian capital for the CFFF Memorial Ceremony September 9 at the Canadian Fallen Fire Fighters Memorial.

The 2nd annual ride was organized by Local 3888 member and Toronto Firefighters Celtic Society President Dave Cossitt, who explained that during the inaugural ride in 2017, a dozen riders raised \$5,500 for the CFFF. This year's ride raised \$10,000, and Cossitt says the goal is to expand it again in 2019 with more cyclists and possibly a longer route.

But Cossitt emphasizes that the event is much more than a fundraiser. "I think we all know someone who is on that wall," he says. "I think it's important to recognize the service they've given and recognize the families as well."

The funds raised for the CFFF were mostly donated by private donors and will benefit the

Foundation's programming, which includes operating the national Memorial site, holding the annual Memorial Ceremony, subsidizing the travel of fallen fire fighters' families attending the memorial and scholarships and bursaries for the children and spouses of Canadian fire fighters who die in the line of duty.



The ride took place with the support of Toronto Fire Chief Matt Pegg and Local 3888 President Frank Ramagnano. Sponsors included the Comtech Fire Credit Union. Local 3888 made a \$1,000 donation to the ride.

Canada's National Fallen Fire Fighter Memorial in Ottawa was dedicated in 2012. The permanent monument was spearheaded by the CFFF with support from the Canadian government, the IAFF and other fire service stakeholders. It is the site of an annual Memorial Ceremony on the second Sunday of September, which in 2017 was declared Firefighters National Memorial Day by the Canadian government.

For information about the 2019 ride, email tpffceltic@gmail.com. ■



Professional Fire Fighters of Alabama President Elected to Pension Board

Professional Fire Fighters Association of Alabama (PFFA) President David Harer in December became the first IAFF member elected as a trustee for the state's largest retirement system.

"I am looking forward to being a voice for fire fighters and all Alabama workers," says Harer. "Alabama workers put in decades of service to our state and should receive the retirement benefits promised to them. My role is to ensure that happens."

The Retirement Systems of Alabama (RSA) is a two-tier retirement system. Tier 2 includes employees hired after January 1, 2013. The big difference for IAFF members is with Tier 1,

members can retire after 25 years, but are credited for 30 years. Tier 2 members cannot retire until the age of 57, regardless of years worked.

Harer, with Huntsville Local 1833 member Geoff Statum and other Alabama IAFF leaders, became increasingly involved in protecting the state pension system after Pew Charitable Trusts and other outside interest groups began lobbying the Alabama state legislature to transition the pension system into a 401(k)-style retirement plan instead of a defined benefit plan.

Alabama IAFF leaders formed an ongoing education campaign, "Save Our RSA," to keep



lawmakers and the public informed about the health of the pension and the impact of any proposed changes to the retirement system.

Harer says, "Getting decision makers and the public engaged in understanding the pension system has been critical to protecting our retirement benefits." ■



Delivering Christmas Cheer

Montreal, QC Local 125 members distributed 1,350 Christmas baskets with food, toys and gifts to needy families in the city. Fire fighters collect toys and donations throughout the year as part of the initiative, now in its 31st year. From left: Local 125 members Yves Bellerose, Christian Galarneau, Patrick Wand, Max Pelletier, Nick Lafontaine, Rocky Brousseau and Jean-François Danis. ■

PHOTO CREDIT: LE FLAMBEAU DE L'EST-DELPHINE BERGERON

Denver Local 858 Member Mike Somma Runs for City Council

Denver, CO Local 858 member Mike Somma has spent his entire life in North Denver. Born and raised in Denver's District 1, Somma has seen firsthand the growth and changes in his community.



As a Denver fire fighter and proud member of Local 858 for 34 years, Somma currently serves as a lieutenant on Denver Engine 17, protecting the same citizens he hopes to represent on the Denver City Council.

"As a fire fighter, former small business owner and lifetime member of Denver District 1, one thing I know for sure is that change is a constant, and what we need is responsible change," says Somma. "Whether it's improving public safety, fighting for affordable housing, providing a living wage or ensuring access to reliable public transportation, I'll work on behalf of the citizens in my community when I am elected to city council."

Somma officially launched his campaign in January and is among a crowded field of candidates in the April 1 election. For more information on Somma's campaign, visit www.sommafordenverdistrict1.com.

Colorado Springs Local Gains Momentum in Collective Bargaining Ballot Measure

Colorado Springs, CO Local 5 is asking voters to make the community safer by approving a ballot initiative giving members of Local 5 collective bargaining rights.

The measure, which would guarantee Colorado Springs fire fighters a voice in public safety, has been an ongoing effort and top priority for Local 5 for many years. A previous initiative put to voters on the issue fell short by a slim margin.

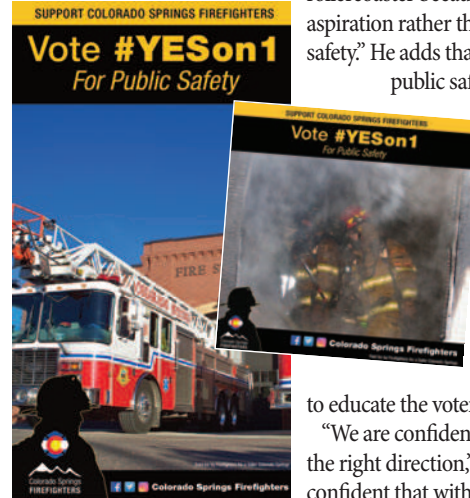
Local 5 has spent years building goodwill with the citizens of Colorado Springs and solidifying relationships with city council members, business leaders, teachers, local labor groups, charitable organizations, neighborhood groups and trade workers. As a result, fire fighters have overwhelming support from the community. In a matter of weeks, Local 5 members collected 33,000 signatures — double the nearly 16,000 required — to place the measure (Issue 1) on the April 1 ballot. Local 5 President Dave Noblitt says, "Issue 1 is

extremely important for the future of this community. In my 20-plus years serving the families of this community, I have seen the volatility that comes from a lack of a consistent voice in public safety. As city politicians and fire department administrations come and go, our members and the citizens of this community have ridden a rollercoaster because of individual political aspiration rather than a true priority for public safety." He adds that the measure "ensures public safety is always a top priority, regardless of who is in office."

Colorado Springs Local 5 has developed a comprehensive campaign with the assistance of the IAFF and the Colorado Professional Fire Fighters and is undertaking a rigorous grassroots effort to educate the voters on the issue.

"We are confident our campaign is headed in the right direction," says Noblitt. "We are confident that with our current strategy, voters will say 'YES' and give us the professional voice we have been seeking for years."

For more information, visit www.saferings.com.





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New Austin City Ordinance Calls for Four-Person Staffing

In a major victory, Austin, TX Local 975 has successfully worked to pass a new city law mandating four-person staffing on every fire truck in the city. The new law makes Austin Fire Department deployment operations compliant with NFPA 1710, the national standard for safe fire fighting.

“With the passage of this ordinance, the city council put the safety of fire fighters and Austin citizens first.”

— Bob Nicks, President, Austin, TX Local 975

“With the passage of this ordinance, the city council put the safety of fire fighters and Austin citizens first,” says Local 975 President Bob Nicks.

In 2008, the Austin City Council, acting on an internal study that showed having four fire fighters per apparatus was effective and efficient, passed an “aspirational resolution” to make four-person staffing mandatory by 2019.

The IAFF worked with Local 975 in 2012 to apply for a Staffing for Adequate Fire and Emergency Response (SAFER) grant in the amount of \$5 million, which helped the department overcome its significant staffing shortage. But some council members raised concerns about the fiscal responsibility of maintaining the staffing levels.

“We began to include a question on the importance of fire department staffing in our city council candidate questionnaires,” says Nicks. “We knew we needed to support candidates who support this issue.” Knowing who its supporters were, Local 975 helped get those candidates elected.

Fast-forward to 2017, the IAFF worked with Local 975 to create an extensive response analysis that helped convince the city council to approve a \$3.5 million budget increase to cover overtime costs to compensate for the continuing staffing shortage and to ensure four-person staffing.



Local 975 worked with the IAFF to create a short video highlighting the necessity of the four-person staffing ordinance and its impact on community safety. The video was seen by more than 207,000 people and recognized the good work done by the city.

“It was finally the right time to put forth the staffing ordinance,” says Nicks. The city council passed the measure 9 to 1.

When the next fire academy class graduates, the department will be nearly fully staffed. ■

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Nebraska Local Wins Fight Against Private EMS

The members of the Hamilton County EMS Association are staying on the job while a county commissioner is out of work following an aggressive campaign by Local 4956 and its members with assistance from the IAFF.

Most importantly, the citizens of Aurora, the largest municipality in Hamilton County, Nebraska, will benefit from top-shelf, fire-based EMS services provided Hamilton County Local 4956.

County Commissioner Gregg Kremer's tenure on the Hamilton County Board of Commissioners came to an end in February after a vote to remove him from office succeeded by a margin of nine votes, 176 for and 167 against.

The recall vote marks the culmination of a years-long effort led by Kremer to privatize Hamilton County's EMS service and disband Local 4956, which had struggled to engage county officials in contract negotiations. The vote confirmed the citizens of Hamilton County don't want their safety in the hands of a private company.

This victory required the dogged efforts of the 12-member local, the Nebraska Professional Fire Fighters and the IAFF to convince citizens and public officials of the value of fire-based EMS.

"The size of a local does not matter," says 2nd District Vice President Mark Woolbright. "The

IAFF will always fight for our members and for public safety. Local 4956 members should be commended for staying strong for so long."

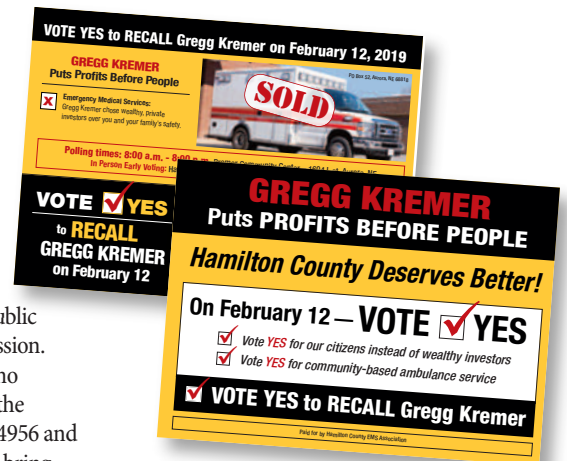
Talk of privatization emerged in Hamilton County in 2017 following ongoing efforts by the local to engage in public safety discussions with the county commission.

The rising chatter was a sign the county no longer wanted to foot the bill for EMS. As the commission considered its options, Local 4956 and the IAFF began working on a campaign to bring fire-based EMS under the control of the City of Aurora while partially subsidized by the county.

The IAFF assisted the local with a comprehensive public relations campaign to educate the community about the perils of privatization. As a result, the county commission and the City of Aurora agreed to reject two proposals for private EMS in favor of the fire-based EMS plan promoted by Local 4956.

Kremer was the only county commissioner voting against the proposal to bring EMS under the city's control and the primary force behind the privatization campaign, opposing Local 4956 at every turn.

The IAFF helped design a recall campaign strategy that included messaging, digital outreach, printed literature and targeted voter outreach.



Though the vote was close, it marked a major victory for Local 4956 and a repudiation of anti-labor sentiment by voters in this rural Nebraska community.

"There are two reasons this effort was successful," says President of the Nebraska Professional Fire Fighters Association Darren Garrean. "First, the 12 members of Local 4956 have stayed solid and united. Second, the resources the IAFF brought to bear in the fight were unbelievable, from the direct involvement of General President Schaitberger and Mark Woolbright, to the various IAFF departments."

Local 4956 President Matt Hedge says, "I don't think this fight is over. We won a major victory, but I'm sure we will face opposition along the way." ■

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House Introduces Bill to Give Collective Bargaining Rights to Public Safety Workers

The Public Safety Employer-Employee Cooperation Act of 2019 (HR 1154) was introduced February 12 in the House of Representatives by Representative Dan Kildee (D-MI) and Brian Fitzpatrick (R-PA), marking a crucial next step in the IAFF's continued commitment to fight for basic collective bargaining rights for all public safety workers. A companion bill in the Senate is scheduled to be introduced in late February.

Champions on both sides of the political aisle have stood in support of the idea that fire fighters and all public safety workers deserve a set of basic workplace rights — rights that help determine effective and safe fire service for the public.

“As we move forward in the fight to provide basic collective bargaining rights to our members, we will continue to gather support from both sides of the political aisle,” says General President Harold Schaitberger. “As a union, we pride ourselves in finding bipartisan solutions to issues facing our members, and with this legislation our principles do not change.”

The Cooperation Act outlines five essential rights for all employees, including the right to form and join a union; have a contract; ensure the contract is enforced; bargain over wages, hours and terms of employment; and have a dispute mechanism. Under the bill, states that do not comply with these basic rights will have two years to do so. At that

point, the Federal Labor Relations Authority, an agency with a proven track record of handling labor disputes, will have jurisdiction to ensure workers are provided these necessary rights.

Many IAFF members live in jurisdictions in which these rights currently exist but are one election away from having them seriously threatened. This legislation will act as a backstop for those whose rights could be taken away, while at the same time respecting state laws already on the books. This bill also gives fire fighters who work every day in jurisdictions that do not provide basic bargaining rights a much-needed standard for employer and employee cooperation. ■

IAFF Supports Research on Fire Fighter Injury and Illness

The IAFF is supporting research on two separate projects and encourages members to participate.

- **The National Institute for Occupational Safety and Health (NIOSH) is conducting a research study titled, “Assessing Occupational Injuries Among Fire Fighters.”**

Fire fighters in the United States who were treated in hospital emergency departments for injuries or exposures that occurred while on duty may be contacted to participate in phone interviews asking about the injury or exposure, the specific activity at the time of injury or exposure, work experience and competencies, and recovery experience. The IAFF encourages members who are contacted to partake in the research interview process.

Data collected through this study will be used to understand and reduce injuries and exposures to fire fighters.

Note: Medical records of fire fighters treated in emergency departments are routinely collected through the National Electronic Injury Surveillance System (NEISS-Work).

- **Study of cardiovascular health in fire fighters: Help us learn more about the health, benefits, risks and medications associated with cardiovascular conditions in the fire service.**

This study is an important step to understanding the problem so that we can better target screening and treatment programs in the future and fill in some important gaps about specific cardiovascular issues in the fire service and how they compare to the general population.

Your name, any personal identifiers or other personal information will not be collected, and the survey is completely confidential. The survey will ask you for a fire station zip code.



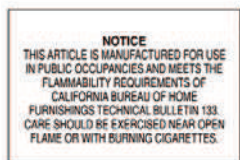
Leading researchers for this study are Dr. Denise Smith, PhD (Skidmore College) and Dr. Paari Dominic, MD (LSU Health School of Medicine). ■

Survey link:
<https://redcap.lsuhsccs.edu/surveys/?s=J87NX4HPHX>

California Repeals Commercial Furniture Open Flame Fire Test

Fire fighters across the United States and Canada will be better protected against toxic flame retardants thanks to a major policy change by the state of California.

Effective January 22, 2019, California has repealed a furniture flammability test that for years had allowed for the widespread use of cancer-causing flame retardants. The Flammability Test Procedure for Seating Furniture for Use in Public Occupancies (Technical Bulletin 133) was an open flame test



for upholstered furniture, which generally required the use of flame-retardant chemicals.

When flame retardants burn, they create furans and dioxins that have been scientifically linked to occupational cancers. What's more, research has shown these fire retardants do very little to stop fires.

The new rule means these chemicals are no longer required to be used in commercial upholstered furniture and, therefore, will likely be phased out over time. The change also is seen as likely precedent

setting as other states have historically looked to California as a leader in chemical use policies.

The announcement marks a major victory for fire fighters and the culmination of years of intensive lobbying from the California Professional Firefighters (CPF), environmental advocacy groups and furniture industry groups.

The fight to end toxic flame retardants in furniture continues state by state and city by city. The IAFF remains committed to sound public policy that removes toxic chemicals from the hazardous environments that our members encounter on a daily basis. ■

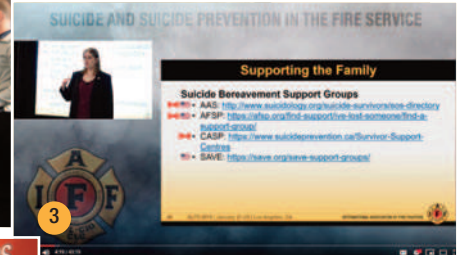
Highlights From the 2019 Affiliate Leadership Training Summit

The Vincent J. Bollon Affiliate Leadership Training Summit (ALTS) in Los Angeles, California, provided education and networking for more than 1,670 local leaders representing 481 locals from the United States and Canada.









- ALTS featured 148 workshops, 23 information sessions and five pre-conference events for a total of 355 instructional hours from 153 speakers (including Partnership Education Program (PEP) instructors) — the most ever delivered at ALTS.
- General President Harold Schaitberger moderated a Kitchen Table discussion as part of the New Leadership pre-conference workshop featuring Ty Bailey (Sacramento, CA Local 522), Amy Burton (Leland, NC Local 5160), Aaron Mischler (New Orleans, LA Local 632) and Robert Weeks (Vancouver, BC Local 18) on issues affecting unions and the challenges facing affiliate leaders. Watch the video at www.youtube.com/IAFFTV.
- Two workshops — Fire Ground Tactics: From Research to Survival and Suicide Prevention in the Fire Service — were webcast live so that members across the International could watch from their firehouses, union halls and homes. ICYMI — videos are available at www.youtube.com/IAFFTV.
- The conference included more than 35 exhibitors, including the IAFF Center of Excellence for Behavioral Health Treatment and Recovery exclusively for IAFF members struggling with post-traumatic stress disorder (PTSD), depression, substance abuse, addiction and other mental health conditions.
- The IAFF Frontline app was the primary source of information and materials for the conference. Attendees who completed their workshop evaluations on the app were entered in drawings to win an Apple Watch. The winners are:
 - Esteban Cespedes
Marin, CA Local 1775
 - John Howard
Fairborn, OH Local 1235
 - Cody B. Smith
South Metro (Pleasant Hills), MO Local 3112
 - James T. Pennington
Aliquippa, PA Local 802
- A Train-the-Trainer FIRE OPS 101 and Fire Ground Survival training were offered as pre-conference events to teach affiliate leaders how to prepare for and conduct a FIRE OPS and to survive a mayday.
- Affiliate leaders attending ALTS stood with striking United Teachers Los Angeles (UTLA) sisters and brothers in an early morning rally and press conference.
- Congratulations to Chris Renshaw from Santa Clara, CA Local 1171 who won the Guess How Many M&Ms in the Jar Contest. His guess of 1,185 was only two over the 1,183 total.

Visit the ALTS post-conference website for workshop presentations, handouts, photos and videos — www.iaff.org/alts.

See you in Lake Buena Vista, Florida, in January 2020 for the combined ALTS and Human Relations Conference at the Coronado Springs Disney Resort.



The IAFF is grateful for the generosity of all event sponsors and for making the 2019 ALTS a success.

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IAFF Medical Resident Program: Three Decades of Success

Over the course of nearly 33 years, more than 200 Johns Hopkins University physicians have completed the IAFF Medical Resident Program.

“The medical residency program is one of our most incredibly successful programs,” says General President Harold Schaitberger. “The knowledge and expertise these residents bring are important in understanding job-related illnesses and treatment.”

The program began after delegates at the 1986 IAFF Convention passed a resolution to establish the program, which requires Johns Hopkins University Occupational and Environmental Medicine residents to spend a two-month rotation at the IAFF.

The IAFF educates residents on the duties of professional fire fighters and why they are more susceptible to injuries and occupational diseases. They also learn about labor-management relations dynamics, codes and standards on fire fighter health and advocacy on behalf of the fire fighter population. The residents, in turn, provide assistance to affiliates on fire fighter medical issues, help IAFF staff create educational materials on medical topics and provide professional, expert medical guidance for state and provincial affiliates trying to enact

“The medical residency program is one of our most incredibly successful programs. The knowledge and expertise these residents bring are important in understanding job-related illnesses and treatment.”

— General President Harold Schaitberger

presumptive legislation related to the health of fire fighters.

Dr. Paul Parrish completed his medical residency at the IAFF 15 years ago.

“While I was there, whether fire fighters should be immunized for small pox was in question, so I helped develop resource material on the subject,” says Parrish. “I was also honored to advocate for presumption laws and provide medical opinions to assist members in their medical cases.”

But what really impressed Parrish about the IAFF was how the IAFF takes care of its members. “If a member needed assistance, addressing that need became the priority,” he says.



Dr. Yelena Globina



Dr. Paul Parrish

Another resident, Dr. Yelena Globina, used her time at the IAFF to focus on cancer. “We were taking a close look at causation,” recalls Globina. “I interviewed several members about exposures to cancer-causing toxins to help them receive approval for treatment.”

Parrish now works with Austin, TX Local 975 members as the medical director of its Public Safety Wellness Center. Globina continues to work with IAFF members at the World Trade Center Health Program within the Mount Sinai Health Medical System in New York City.

“The experience these occupational medical residents have at the IAFF is something they can’t get from any book,” says Schaitberger. ■

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Local Leader Gets Job Back in Guardian Case

In an arbitration case under the IAFF Guardian Policy, an arbitrator has found that Havre, MT Local 601 President D.J. Olson was wrongfully terminated by the City of Havre, awarding him reinstatement to his job with backpay and lost benefits.

Since 2015, city and fire department officials pursued a campaign to harass Local 601 officers, targeting Olson with unjustified discipline, often after he advocated and filed a grievance on behalf of the members.

In August 2017, Olson became district vice president of the Montana State Council of Professional Fire Fighters (MSCPFF). The next month, Fire Chief Mel Paulson and Assistant Chief Kelly Jones began to question the validity of his medical certifications.

Jones told Olson he would be the subject of a National Registry of Emergency Medical Technicians (NREMT) investigation. However, when Olson spoke with a NREMT representative, he was told that no such investigation had been initiated. In November 2017, the department informed Olson that several records were missing from his station training and personnel files. Three weeks later, Olson found the documents in Jones' file cabinet.

IAFF General Counsel Tom Woodley issued a cease and desist letter to city officials in

January 2018. The response was to engage in more serious retaliation by terminating Olson. The IAFF pursued the matter to arbitration.

After a hearing, the arbitrator issued a favorable decision in January 2019 upholding the union's

grievance contesting Olson's

discharge. Although the city accused Olson of falsifying his state licensure certification papers, the arbitrator held that the city failed to provide evidence that Olson falsified his records. Further, the arbitrator noted that two other fire fighters accused of the same allegations received only a verbal and written warning, so termination was not justified.

The city had also accused Olson of insubordination and using profanity against the assistant chief. While Olson denied the allegation, the arbitrator held that even if he used profanity, Olson's behavior did not warrant termination and "would ordinarily be dealt with by counseling or minor discipline."

Lastly, the city accused Olson of gross negligence when he did not have a fire apparatus in ready-to-respond condition by the end of his shift as an acting captain. Although the arbitrator did agree that his crew should have continued to work on the



General President Schaitberger met Olson (far right) during the Montana State Council of Professional Fire Fighters Convention.

apparatus and have the truck ready before the next crew arrived for its shift, the arbitrator held that it was a relatively minor infraction justifying no more than a five-shift suspension.

The arbitrator ordered Olson's reinstatement to his position as engineer with 14 months of backpay and lost benefits and reduced the discipline to only a five-shift suspension.

General President Harold Schaitberger says, "The IAFF Guardian Policy continues to work in protecting our affiliate leaders from employers who retaliate against them for the role they perform for our members."

IAFF 7th District Vice President Ricky Walsh notes, "This anti-union city and fire chief should learn a well-deserved lesson as a result of this favorable arbitration award." ■



Supreme Court Rules Age Discrimination Law Applies to Small Public Sector Employers

In an 8-0 decision, the U.S. Supreme Court has ruled against the Mount Lemmon Fire District in Arizona, finding that the federal Age Discrimination in Employment Act (ADEA) applies to all public sector employers, regardless of the number of employees. The ADEA protects workers who are 40 years of age and older from age discrimination.

As a result, small public-sector employers with less than 20 employees will no longer be able to escape liability for federal age discrimination violations. The outcome is an important one for IAFF members who work for small public-sector employers and lose their jobs because they are 40 or older.

The fire district had terminated its two oldest full-time fire fighters, purportedly for budgetary reasons. Those fire fighters, ages 46 and 54, sued the fire district in federal court, alleging

unlawful age discrimination. In response, the fire district moved to dismiss the suit, asserting that it had too few employees to satisfy the ADEA's definition of an employer.

Before the Mount Lemmon case arose, four federal courts of appeals had interpreted the small-employer exception as applicable to public-sector employers, despite the lack of a clear exception in the statutory text. The fire district advanced this prevailing interpretation in support of dismissal, arguing that because it was a political subdivision with fewer than 20 employees, the exception applied and was not an employer subject to coverage under the ADEA. The district court judge agreed and dismissed the suit, but the Ninth Circuit of Appeals reversed, reinstating the fire fighters' claims.



On further appeal, the Supreme Court held that the ADEA applies to all government employers, regardless of the number of employees. In other words, there is no small-employer exception for public-sector employers. Under this

Mount Lemmon decision, all political subdivisions of states now must comply with the federal ADEA.

On the merits of this case, these two older fire fighters allege age discrimination because the fire district asserted it had budgetary problems, selected them for layoffs and later hired two younger fire fighters to fill their positions. The case has been remanded to the district court for trial on their claims that they were terminated because of their age. ■

Promotions, Appointments at IAFF HQ

After an incredible 47 years of service to our union and our members, Chief of Staff Jim Lee retired January 4. His résumé of service includes serving as president of Toronto, ON Local 3888, president of the Ontario Professional Fire Fighters Association (OPFFA) and as Assistant to the General President for Canadian Operations before becoming IAFF Chief of Staff in 2015.

Jeff Zack, who has worked closely with the General President for the past 15 years as Assistant to the General President for Communications, Media and Information Systems (IS), was appointed Chief of Staff. Jeff has also been serving as Interim Executive Director of the IAFF Foundation. His knowledge and understanding of the IAFF, working with every department and division and all district vice presidents and many of our affiliates, coupled with a strong background in the broader labor movement, make him a great fit for this position.

Also in the Office of the General President, Executive Assistant Teresa Valenzuela is taking on increased responsibility, including managing our work with MDA, oversight of the Conference and Event Planning Department and managing the administrative functions of the Foundation.

As the role of technology has grown, the need for a more independent focus for our Information Systems operation was important. As such, Dave Bernard has been promoted to Assistant to the General President for IS. His expertise in security, network systems, technical and web support is critical to the 24/7 IS operation.

On the Communications, Media and Strategic Campaigns side, Mark Treglio has been appointed Assistant to the General President for Communications and Media. Treglio, from Jacksonville, FL Local 122, joined the IAFF as Director of Strategic Campaigns in 2014.

Taking over as Director of Strategic Campaigns is Doug Stern, who has served as a Strategic Campaigns Specialist for the last two years, in addition to his role as Communications Director for the Ohio Association of Professional Fire Fighters (OAPFF) and a Cincinnati Local 48 fire fighter. ■

Restructured Division of Health, Safety and Medicine Will Better Meet Members' Needs

As the medical, clinical and operational aspects of our union's work to protect our members' health and safety have increased, we have also significantly expanded the programs, services and resources within our Division of Occupational Health and Safety.

To ensure we keep up with the pace of the needs of our affiliates and continue to innovate and grow the resources to help our members have not only a safe and healthy career, but a long and healthy retirement, the Division of Occupational Health, Safety and Medicine will be divided into two distinct departments under the continued leadership of Assistant to the General President Pat Morrison.

The Department of Occupational and Behavioral Health Services will be responsible for delivering the medical/clinical, behavioral health, occupational cancer and research

programs and services. The Department of Health and Safety Operational Services will provide the operational, standards/codes development and training programs.

With this new structure in place, our Division of Occupational Health, Safety and Medicine will be well positioned to address the current and future needs of our members.

In addition, we are creating an IAFF Disaster Relief Taskforce Go-Team to respond to what seems to be an ever-increasing number of natural disasters. This Go-Team of experienced disaster relief team members will be deployed to assist our district vice presidents and locals facing these events and provide consistency in the critical functions of command, operations, planning, logistics, finance and administration for our locals and members in need. ■

IAFF Mourns Harry Leslie Smith

The IAFF was saddened by the death of noted anti-poverty activist and IAFF ally Harry Leslie Smith, who passed away November 28 at the age of 95.

Smith, who was born into extreme poverty in England and became a soldier, author and activist, was billed as "the world's oldest rebel." He was renowned for his progressive views and anti-austerity message, which warned new generations, "don't let my past be your future."

The IAFF was a key sponsor of a "celebration of life and legacy" held in Toronto January 31 by the Broadbent Institute. IAFF Assistant to the General President for Canadian Operations Scott Marks spoke at the event on behalf of fire fighters and praised Smith's dedication to progressive causes and his



Harry Leslie Smith on his *Stand Up for Progress National Tour*.

Tour, which was organized by the Broadbent Institute in seven Canadian cities, including Calgary, where he spoke to a large public audience during the IAFF Biennial Canadian Policy Conference.

Smith's message was to encourage today's generations to fight for a fair and decent society. "I should be able to look back and see great social progress since I was born, but I don't," Smith told his Calgary audience. "Today is starting to have the same edge, the same divisions, the same cruelties. Like yesterday, we have become a world divided by those who have, and those who have not." ■

passion for making the world a better place.

In 2015, the IAFF was the National Sponsor for Smith's *Stand Up for Progress National*

Your Nutrition: Know Better, Do Better

Change is hard, no matter the approach. It requires a shift in mindset, a shift in attention and a shift in action. These shifts eventually lead to new habits.

It might be easy to choose a quick-fix diet for a few weeks that requires extreme restrictions or a complete overhaul, but the science behind habit changing tells us these types of diet changes rarely last — at least not for the long term. Many see this play out in their own lives with yo-yo dieting cycles.

There is a better way. Here's how to pick a diet that works for the long term.

- Start with the end in mind. Think of your end goal. What do you envision when you think of a healthy, happy you? What does your day look like? What do you eat? How do you feel? Start here and work backward.
- Choose one, small thing. Based on your previous vision, decide on one small action you can take that will get you closer to that goal. Choose something simple that will be an easy win.



- Ask questions. As you continue to progress, ask yourself some important questions. Will this help me get closer to my goal? Will I be able to maintain this? Is this what I really want?



- Set realistic expectations. If a diet is selling you on the idea that you will achieve perfection or if it requires perfection to reach your goals, run! No one is perfect. Change is hard, and it takes time.



- Focus on progress, not perfection. It's called a long game for a reason. Instead of only seeing how much farther you have to go, reflect on the progress you have made and continue to make along the way. Consistency, new habits and a change in mindset are all worth celebrating.



For more information about fire fighter nutrition, visit www.iaff.org/nutrition. ■

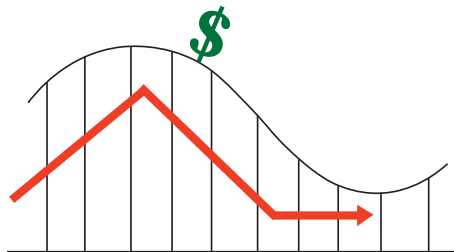
Avoiding Market Volatility as You Prepare for Retirement

Withdrawing money when your account balance is down due to market volatility can significantly affect your savings, especially if you're close to retirement and may not have many years to make up losses.

As you prepare for retirement, here are several ideas to help you determine if market volatility will affect your retirement and if you need to take action to avoid it.

- Make a list of your current bills and expenses to determine the amount of income you will need in retirement. Include items such as vacations, entertainment, home renovations, medical expenses and any other considerations that could affect your monthly expenditures.
- Meet with your financial professional to prepare an income analysis to see if there are any gaps in your retirement income. This information will help you assess whether your portfolio is positioned properly to handle market volatility or whether you need to consider an investment that does not correlate to market activity.

- If it looks like you will have a gap in income at retirement or are close to having one, talk to your financial professional about other ways to create a guaranteed income stream or choose an investment that will allow you to conserve some of your assets and protect them from market volatility.



- If you have other unusual savings items you are unsure about, discuss them with your financial professional to get the proper guidance on steps you can take to address your situation. ■

Annuities are issued by Security Benefit Life Insurance Company (SBL) in all states except New York. SBL is not licensed in and does not transact business in New York.



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International October through December 2018.

Local 6

Trinidad Professional Fire Fighters Association
President Kenneth Baker
16 members
Trinidad, CO

Local 5193

Carencro Professional Fire Fighters
President Tyler Coles
6 members
Carencro, LA

Local 3684

Laguna Beach Fire Fighters Association, Inc.
President Crissy Teichmann
36 members
Laguna Beach, CA

Local 5194

Louisville Professional Fire Fighters
President Brian Waselko
20 members
Louisville, CO

Local 4740

Orange Creek Professional Fire Fighters Association
President Carl Westbrook
15 members
Vidor, TX

Local 5198

Hardeeville Professional Fire Fighters Association
President Christopher O'Brien
20 members
Hardeeville, SC

Local 5182

Lloydminster Fire Fighters Association
President Don Schille
33 members
Lloydminster, AB

Local 5197

White Settlement Professional Fire Fighters Association
President Clint Aylesworth
12 members
White Settlement, TX

Local 5189

Pingree Grove Professional Fire Fighters
President Tom Bevins
4 members
Pingree Grove, IL

Local 5199

Moss Point Professional Fire Fighters
President David Eaker, Jr
26 members
Moss Point, MS

Local 5192

Katy Professional Fire Fighters Association
President Harold Haynes
68 members
Katy, TX

New IAFF Urban Interface Training Now Available to Affiliates

With wildland fires occurring throughout the United States and Canada, IAFF members are more and more likely to work wildfires at some point in their career.

“Increasingly, our members are responding to wildland urban interface fires, even though many are only trained in structural firefighting,” says General President Harold Schaitberger. “That’s why we have created a new urban interface training course — Responding to the Interface.”

Delegates at the 2016 IAFF Convention passed Resolution 50 to develop a nationally recognized WUI training program that provides critical urban interface firefighting skills that structural fire fighters need for safe and effective wildland firefighting.

Randy Denzer, a member of Austin, TX Local 975, says, “Because the tactics used to fight structural fires and wildland fires are so different, fire fighters are responding to these fires with no prior training. There was a real need to develop this program.”

The IAFF Responding to the Interface training includes 10 online modules, one day of classroom review and testing and one day of hands-on field instruction. Already, beta classes have been held in San Antonio, Texas; Round Rock, Texas; Colorado Springs, Colorado; and Lewiston, Maine.

“Operational readiness is critical, so it is important to practice in the same conditions in which they will be responding,” says Phill Veneris, an instructor and member of CAL FIRE Local 2881. The beta classes were given instruction in preparation, triage, engine operations and safety.

As this training becomes more widely available, the hope is that the curriculum will



The IAFF has held beta classes of the new urban interface training in San Antonio, Round Rock and Colorado Springs.

become the national standard for training structural fire fighters to respond in a WUI environment. “The NFPA standard will provide operating procedures for structural fire fighters who are called out to these fires,” says Justin White, a member of Colorado Springs, CO Local 5 who worked to develop the online training. “They will know what to do and be

able to effectively communicate and work with other agencies on scene.”

The program is federally funded; therefore, the IAFF can provide the training at no cost to fire departments. For more information, contact the Wildland Fire Fighting Safety and Response Department at (202) 824-1631. ■

PTSD Presumptive Legislation Advances in Nova Scotia and Newfoundland

In October, Nova Scotia became the seventh province to cover post-traumatic stress in fire fighters, following a successful lobby effort by the IAFF, by the Atlantic Provinces Professional Fire Fighters Association and the province’s four IAFF locals in Sydney, Yarmouth, Truro and Halifax. The legislation was the first update of the province’s presumptive laws since legislation covering six cancers was passed in 2003.

And in November, Newfoundland and Labrador Premier Dwight Ball announced that fire fighters would be covered for post-traumatic stress effective July 1, 2019.

The announcement is a direct result of lobbying by IAFF affiliates, and benefits 255 members in the province.

“Presumptive coverage for post-traumatic stress disorder will benefit many individuals who may have previously suffered in silence,” Premier Ball said in announcing the coverage.

“We are not only recognizing the existence of PTSD in the workplace through this legislation, but also furthering the dialogue on mental health awareness.” ■



MDA & IAFF: 65 Years Strong

For 65 years, when not fighting fires, IAFF locals have been fighting another ongoing threat — muscular dystrophy, a disease that includes more than 40 neuromuscular disorders.

The IAFF designated MDA as its charity of choice at the 1954 IAFF Convention, and the partnership has been going strong ever since. In addition to Fill the Boot campaigns, IAFF affiliates sponsor golf tournaments, bowling competitions, softball tournaments and other fundraisers.

What began as a neighborhood campaign drive among local fire fighters has grown into something much larger.

George Graney, a member of Boston, MA Local 718, became one of the first fire

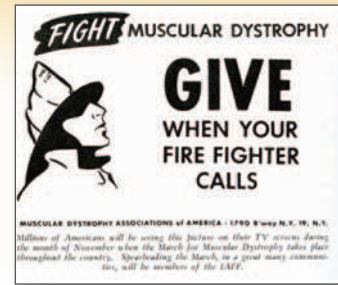


fighters to contribute to the cause. Graney was looking for a way to help his friend, Charles Crowley, whose two sons were diagnosed with neuromuscular disease.

Graney rallied 20 colleagues from his local, and they went door to door in Boston neighborhoods seeking donations to help the Crowley family. This is how the Fill the Boot tradition was born.

IAFF locals have raised more than \$650 million to fund research grants, summer camps for children with muscular dystrophy and public health campaigns.

For more information, visit mda.org. ■



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†Classes count toward a degree if satisfactorily completed. No credits are earned if the student withdraws during the introductory period (3 weeks for newly eligible undergraduate students), which begins day one of the first term. Students who choose to continue their studies at the University will need to meet specific requirements. Graduate programs not included. Additional terms may apply to international and non-U.S. citizen students. For further information, see Catalog.PurdueGlobal.edu.

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IAFF Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0117 Birmingham—William Coleman, Thomas Evans, Tyrone Fornest, Shondu Green, Rodger Isbell, Tyrone Johnson, Jonathan Moore, Jeffrey Rowlen, L0270 Florence Professional Fire Fighters Association—Tim Clanton, Ben Cochran, Frank Foster, L0403 Tuscaloosa—Steve Zark, L0508 Anniston—David Conde, Arlan Currie, Carlton Drummond, Donald Tillison, L1295 Mountain Brook—Michael Ray, Timothy Weeks, L1349 Mobile—Robert Gilliland, Charles Krout, Paul Smith, L1833 Huntsville—Sterling Parsons, L2949 Scottsboro Professional Fire Fighters Association—Timothy Hurst, L4035 Hoover—Wanda Morgan, L4066 Irondale—Donald Vaughn

ALASKA L1264 Anchorage—Joseph Albrecht, Claudette Brown, Teresa Clark, Tim Cornelius, John Crabb, Jeff Dobson, James Gray, Rodney Harris, Jerry Hatcher, Tim Molle, Arthur Myers, Diane Rush, Chas Schneider, Ben Schultz, Robert St. Clair, Tim Stigen, Alfred Tamagni

ALBERTA L0255 Calgary—Andy Geneux, Frank Kastner, Tom Kilroe, David Kulyk, Gordon Loewen, L0263 Medicine Hat—Vern Schick, L2461 Strathcona County Fire Fighters—Julie Ridgway

ARIZONA L0479 Tucson—R. Bruce Pferdeort, L0493 Phoenix—Phillip Adams, Mark Boulanger, Chris DeChant, Philip Eno, Lawrence Gleason, Chris Gustafson, Renee Hamblin, Holly Holland, Robert Johnson, Raymond Klucznik, Scott Krushak, Clint McSorley, Robin Sendlein, Ron Singleton, Richard Winston, L1505 Flagstaff—Buck Ashbrook, Douglas Bogard, Lynn Cosper, Richard Heguy, Paul Hellenberg, Keith Klassen, Brian Parker, Sharon Vickers, Jim Wheeler, L2260 Mesa—Julie Burns, Gus Carbound, Ted Hewson, L3572 Northwest Fire Fighters—Tony Johnson, L4191 United Professional Fire Fighters Of Kingman—Roger Dixon, L4492 Professional Fire Fighters of Sierra Vista—Cody French, L4512 Association of Florence Fire Fighters—Jeff Moser, L4944 Old Pueblo Fire Fighters Association—Aaron Haworth, Michael Schwartz

ARKANSAS L0014 Pine Bluff Fire Fighters Association—Michael Ruggeri, L0034 Little Rock—Jimmy Maxwell, Ronnie Paige, L2866 Fayetteville Fire Fighters Association—Travis DuPriest, Paul Knapp, Jeremy Lloyd, Marshall Mahan, David Williams, L3007 Springdale—Ron Allen, Dewey Thomas, L4496 Mountain Home Professional Fire Fighters Association—Tim Chaney, L4756 Sherwood Fire Fighters Association—Brian Lawrence

BRITISH COLUMBIA L0018 Vancouver—Daniel Collins, Michael Kane, Robert Manning, L0256 New Westminster—Troi Conley, L0296 North Vancouver—Eric Bjarnason, L0559 Prince Rupert—Oliver Bredesen, L0953 Kelowna—Steve Wallick, L0967 Saanich—Scott Norris, Dale Peebles, L1271 Surrey—Kevin Beenham, Lyle Bolton, Terry Hunt, Murray Smith, L1517 Vernon—Dodie Lindley, L1525 West Vancouver—Rob Stockford, L3944 Whistler P.F.F.A.—Brian Buchholz, L4550 Township of Langley Professional Fire Fighters Association—Paul Tekatch

CALIFORNIA F0053 Edwards Air Force Base—John Hallett, F0305 Camp Parks Professional Fire Fighters—William Loconte, David Smith, I0079 Moffett Field Fire Fighters Association—Marc Angelo, L0055 Oakland, Alameda County And Emeryville—Jamie Foster, Zachary Fraser, Mark Hoffmann, John Kuehl, Ralph

Martinez, Paul Rivera, David Roberts, L0112 Los Angeles City—Randall Araiza, Gary Carpenter, Jose Couce, L0372 Long Beach—Jack Nunez, Michael Romero, L0522 Sacramento—Todd Heldt, L0689 Alameda—Richard Navarro, Philip Smith, L0778 Burbank—Ruben Mercado, L0809 Pasadena—Kenneth Fitch, Anthony Godinez, Art Hurtado, Jeffrey Lopez, Justin Moore, Henry Moreno, Timothy Okimura, Edward Ruffalo, John Scott, Derek Wilson, L0935 San Bernardino County—John Martin, L1109 Santa Monica—Ernie Flores, L1186 Fire Fighters Local 1186—Patrick Dunn, James Ferrucci, L1230 Contra Costa County—Myra Delzeit, L1243 San Joaquin County—Scott Bryant, Robert Lwallen, L1301 Kern County—Dean Boller, Michael Perry, L1354 Redlands—Damion Pelonis, L1507 South San Francisco—Manuel Days, Jeff Gatten, Pete Melcher, Dennis Rosaia, Bryan Verna, L1578 Alhambra—Jim Anderson, Bryan Butler, Arnold Furr, John Lamp, L1684 Oxnard—Martin Aguilar, Dan Gildea, L1689 Fremont—Victor Avezzie, John Kinson, Leon Powell, L1695 Clovis Fire Fighters—Brian Cox, L1879 Daly City—Phil Cortijos, Gregory Poland, L1909 Hayward—Sean Chew, Mark DeDomenico, L1927 Culver City—Michael Bowden, Michael Nagy, L2005 Garden Grove—Randy Abrahamson, David Ednoff, Timothy Sawyer, Tom Schultz, L2046 Santa Barbara County—Eric Peterson, Richard Schroeder, Steve Selle, L2197 San Gabriel City—Erik Walton, L2312 Vernon Firemen's Association—Greg Bringhurst, John Cusolito, Andrew Kroner, Will Niesley, Anthony Rotell, Darren Simpkins, Kurt Smith, L2384 Orange City—Janna Doty, L2400 San Mateo County—Gregory Spanier, L2734 Chico—Chuck Fry, Vincent Gama, Ray Silverman, Don Stoner, L2881 Cal Fire Local 2881—Steven Casados, James Fitzgerald, James Furia, Daniel Heiser, Carey Jones, Dennis King, Richard Mancha, Kevin Meadows, Charlie Miller, Michael Niewohner, Kelly O'Keefe, William Smith, Jack Thompson, Richard Vallejo, L2899 Anaheim Fire Fighters Association—Les Fitzgerald, Daniel Lambert, Brian Pollema, Ron Snow, David Verdecia, L3226 West Covina—Brian Gilmore, L3399 Stanislaus Consolidated Fire Fighters—Shawn Hancock, L3421 Fullerton Fire Fighters Association—Ryan Aloï, Tim Hartinger, Nick Lopez, Lawrence Stealey, John Zilgitt, L3431 Ventura City—Ron Ramirez, L3522 Chino Valley Professional Fire Fighters, Inc.—Thomas Kevett, L3523 San Luis Obispo City Fire Fighters—Mike Clinite, L3577 Scotts Valley—Mike Pasquini, L3581 Ebbetts Pass—Ronald Getter, L3605 P.F.F.A. Of Santa Cruz County—Lawrence Achen, Don Owens, L3631 Orange County Professional Fire Fighters Association—Michael Blek, Brian Coney, Raymond Falcon, Kurt Larsen, Michael Long, Peggy McClure, Robert O'Connell, L3636 Ceres Fire Fighters—Jeff Santos, L3719 Visalia—Wendi Pineda Gregory, Bob Richardson, L3747 Kings County Fire Fighters Association Incorporated—Jerry Long, L3757 Corona Fire Fighters Association—Anita Jackson, Dale Platt, Michael Ponn, Charles Tierney, Steven Wilford, L4409 Lake Valley Professional Fire Fighters Association—Mike Mosca, L4488 Lakeside Fire Fighters Association—Wesley Barnes, Scott Culklin, L4759 Heartland Fire Fighters of La Mesa—Howard Gunter

COLORADO L0003 Pueblo—Keith Horn, L0005 Colorado Springs—Greg Iafeliece, Luke Magistrelli,

L0900 Boulder—Daniel Courtney, L1309 West Metro Fire Fighters—Steven Abrams, Russell Cupps, Tom Jones, Mark Kenly, Charlie Lish, Timothy Matthews, Dan Moran, L1806 Longmont—Herb Dorn, L1945 Poudre Fire Authority—Jeffrey Gillespie, Randy Wright, L2164 South Metro—Jennifer Dines, Casey Foster, William Greenwalt, L2376 Thornton—Mike Grebenc, L3566 Loveland—Chris Wining, L4116 Castle Rock Professional Fire Fighters—James Piper

CONNECTICUT I0088 Hamilton Sundstrand Emergency Services Officers Association—Timothy Bartlett, L0786 Stamford Professional Fire Fighters Association—Stanley Massena, Donald Mitchell, Craig Mitchell, Joseph Vitti, L0801 Danbury—James Russell, L0830 Norwalk—John Pomponio, L0892 Norwich—Cory Bader, L0944 Milford—Michael Donegan, L1033 Willimantic—Alberto Torres, L1042 Greenwich—Richard Funck, Daniel Ingraham, L1073 Middletown—Ernest Cantwell, L1219 Naugatuck—Richard Tavares, L1241 West Hartford—Cheryl Billow, John Carter, John Deckers, Patrick Finn, Kevin Larsen, Michael Leonard, David McCombe, Robert Michalak, Kevin Munson, Elisabeth Werner, James Williams, Steven Winter, L1326 Wallingford—James Duffy, L1548 East Hartford—Jason Jones, Richard Westman, L1739 Ridgefield—Michael Grasso, David McDevitt, L2687 Hamden Professional Fire Fighters—Maurice Connolly, L2704 Poquonnock Bridge—Joseph Baril, L3918 South Fire District—Louis Bartolatta

DELAWARE L1590 Wilmington—Peter Cramer, Christopher Doyle, Robert Kahn, Scott King, John Porter, Julio Reyes, Terence Tate, Lawrence Trentham, Burdon Tyson, Donald Zulinski

DISTRICT OF COLUMBIA L0036 Washington—Gerald Fraley, Mark Lucas, Robert Washington, L3217 Metropolitan Washington Airport Authority—Matthew Baacke, David Bush, Glen Morreale, Michael Murphy, Andrew Murtaugh

FLORIDA L0122 Jacksonville Association Of Fire Fighters—Edmund Blackwell, Robert Carroll, Robert Fussell, Mark Horrall, John Kvistad, Jeffrey Milberger, Jack Ogin, James Taylor, L0727 West Palm Beach Association Of Fire Fighters—John Meskial, L0747 St. Petersburg Association Of Fire Fighters—Timothy O'Donnell, L0754 Tampa—Michael Shuler, Gary Tinschert, L0765 Fort Lauderdale—Tammy Arana, Miguel Calle, Renee Kelly, L1102 Hialeah Association Of Fire Fighters—Jose Albaladejo, Miguel Anchia, Debbie Ball, Gerard Caldas, Ruben Cantillo, Alberto Carbajal, Ricardo Chavez, Kevin Coney, Calex Cosculluela, Alberto Espinosa, Arthur Fair, Daniel Fernandez, Virginio Gonzalez, Anthony Hannum, Lawrence Money, Chris Muni, Eleazar Muniz, Jorge Munoz, Andres Pamparatto, Michael Peoples, Robert Powell, Edward Prat, Kemuel Pratt, Andrew Ramsay, Rafael Salas, Peter Siegel, L1162 Daytona Beach Fire/Rescue—Raymond Capitola, John Garcia, Anthony McCulley, Aaron Shore, L1210 Coral Gables Professional Fire Fighters Association—David Drescher, Carlos Eguiluz, Tony Jedlinski, L1365 Orlando Professional Fire Fighters—Jeffrey Garrett, Timothy Granada, Garrard Harris, Jeffery Morris, L1403 Metropolitan Dade County Association Of Fire Fighters—Arturo Alvarez-Recio, Raymond Austin, Frederick Cano, Victor Davalos, Harry Garcia, Todd Garofalo, Terry King, Jeffrey Lampert, Frank Leavitt, Shawn Meagher, Grey O'Hara, Denise Paganacci, Rafael Pozo, Joe Prendes, Ricardo Reboso, Hugh Saenz, Ursula Tucker, Michael Vila, L1826 Southwest Florida Professional Fire Fighters—Luther Bledsoe, Chris Lemons, Shane McConnell, Alan Shapiro, Michelle Teague, Carl Temple, L1842 Professional Fire Fighters Of Delray Beach—Bill Adams, Edward Crelin, John Staab, Michael Wise, Wayne Yoder, L1891 Boynton Beach Fire Fighters and Paramedics—Brandon Brescia, Armondo DeFilippis,

Juan Julia, Dean Kinser, Robert Kruse, Michael Landress, Robert Rehr, Christopher Wandell, **L1951 Melbourne Fire Fighters Association**—Thomas Distler, **L2057 Orange County Fire Fighters Association**—Marcel Lewis, **L2117 Reedy Creek Professional Fire Fighters Association Local 2117 Inc.**—Mark Williams, **L2157 Gainesville Professional Fire Fighters**—Reshard Hodges, Stephanie Hornbuckle, Richard Saulsberry, **L2201 Indian River County Fire Fighter/Paramedic**—Kenneth Bleakley, Edward Kuvlesky, **L2294 Hillsborough County Fire Fighters**—Mario Nales, **L2339 Tallahassee Professional Fire Fighters**—Clifford Davis, **L2411 Professional Fire Fighters Of Stuart**—David Hutton, **L2424 Cape Coral Professional Fire Fighters**—Timothy Clark, John Lynch, Richard Morgan, **L2820 Professional Fire Fighters Of Miramar**—Ross Reger, **L2887 Professional Fire Fighters Of Marco Island**—Paul MacMillan, **L2928 Professional Fire Fighters & Paramedics Of Palm Beach County**—Casey Beeler, Daniel Beesley, Robert Creasman, Louie Drakas, Steve Driscoll, Barry Duff, Martin Gainer, Michele Gordon, Elizabeth Jarrett, Timothy Kilcoyne, John McKessey, Craig Merrill, Eduardo Morejon, Michelle Murphy, Kevin Rao, Timothy Thomasson, Michael Toohey, Michael Wise, Lawrence Wolfe, **L2959 Professional Fire Fighters and Paramedics of Martin County**—Matthew Himes, William Hulka, Nathaniel Podaras, Bryan Richardson, Bennett Richardson, Lawrence Robertson, James Von Esslinger, **L2969 Brevard County Professional Fire Fighters**—David Dimoush, Kenneth May, Shannon McNally, Daniel Zimmer, **L2980 Palm Harbor/Oldsmar Professional Fire Fighters**—Lawrence Beers, Kurt Fritz, **L3080 Metro-Broward Professional Fire Fighters**—Robert Accardi, Scott Brackney, Thomas DiBernardo, Dennis Hart, Julio Leon, Michael Miller, Timothy Neal, Richard Norman, Henry Ouzts, Robert Ros, Robert

Shields, Chris Sorrentino, Albert Thiessen, Marc Vermont, **L3101 Nassau County Fire-Rescue Professionals**—Curtis Bollinger, **L3138 Rockledge Professional Fire Fighters Association**—Henley Kirkby, Patrick McNerney, **L3254 Seminole County Professional Fire Fighters Association**—Kenneth Dehle, Jeffrey McCall, **L3471 Hardee County Professional Fire Fighters Association**—William Eagerton, **L3852 Fire Rescue Professionals Of Alachua County**—Steve DeBono, **L3865 St. Johns County**—Lenora Leddy, **L4153 Saint Cloud**—John Greer, **L4173 Lakeland**—Michael Steele, **L4321 Broward County**—Frank Garcia, **L4420 Pasco County Professional Fire Fighters**—Joe Russo
GEORGIA L2563 Cobb Professional Fire Fighters—James Griffin, **L2795 Professional Fire Fighters of Athens-Clarke County**—Terry Tiller, **L3357 Augusta-Richmond County Fire Fighters Association**—Steve Bell, Ian Buckley, Myles Christie, Mark Conner, Tony Galvin, Greg Larke, Doug Neal, Tommy Williams, Wayne Wingrove
HAWAII L1463 Hawaiian Islands—Bram Denhaan, Keven Gravier, Samuel Lee, Lionel Montalvo, James Read, Lance Yamada
IDAHO L0149 Boise—Robert Hanson, **L0187 Pocatello**—Karlene Hall, Tami Wilson, **L0710 Coeur D Alene**—Lucas Pichette, **L0804 Nampa**—Tim Atwood, **L1821 Caldwell**—Darr Johnson, **L4716 Star Fire Fighters**—Timothy McMahan
IOWA L0004 Des Moines—Mark Bristow, Jeffrey Wing, **L0007 Sioux City**—Gerald Bennett, Ronald Lenz, Brian Thiele, **L0017 Davenport**—Patrick McGee, David Miller, **L0622 Fort Dodge**—Michael Thoma, **L3586 West Des Moines**—Bruce Arnold
ILLINOIS L0002 Chicago—James Cooper, Alejandro Diaz, Lorenzo Donegan, Ramon Flores, Silvery Mitchell,

Michael Schulz, Randall Wilson, **L0049 Bloomington**—John Meckley, **L0253 Granite City**—Quintin Kalkbrenner, Edward Mitchell, **L0413 Rockford**—Michael Riley, David Wisniewski, **L0429 Danville**—Duane Hall, Jeff Seyfert, **L0471 Harvey**—Glen Wolke, **L0505 Decatur**—Doug Neff, **L0506 Berwyn**—Felix Greco, **L0524 Pekin**—Matthew Hannan, **L0555 Galesburg**—Tom Baughman, **L0581 Moline**—David Schrock, James Versluis, **L0637 Jacksonville**—Bethany Kershaw, **L0691 Mattoon**—Doug Dodson, **L0717 Cicero**—Pat DeChicco, Eric Habercross, **L0742 Evanston**—Patrick Novak, **L1147 Urbana**—Sean O'Callaghan, **L1544 Lockport**—Joseph Casagrande, James Grady, Robert Vargo, **L1897 Canton**—Jay Smith, **L1898 Lake Forest Professional Fire Fighters**—John Bardi, **L1999 Zion Professional Fire Fighters Association**—Allen Town, **L2077 Winnetka**—Lee Fanslow, **L2224 North Maine**—Michael Quinn, **L2340 Village Of Elk Grove Village**—Kevin Nejedlo, **L2369 Joliet Officers**—Michael Nurczyk, **L2977 Marion**—Jay Smart, **L2986 Lisle/Woodridge**—Robert Haltom, Edward White, **L3042 Murphysboro**—Steven Dailey, Steven Swafford, **L3074 Alsip**—Greg Monnett, Gary Pinto, **L3177 Buffalo Grove**—Russell Anderson, **L3234 Downers Grove**—Glenn Mathias, Dale Smith, **L3272 Bloomington**—Gregory Myers, **L3322 Saint Charles Fire Department**—Mike Thomas, **L3461 Itasca**—Robert Pokorny, **L3571 Bedford Park Professional Fire Fighters**—Jeffery Clohessy, **L3661 University Park Professional Fire Fighters Association**—Timothy Roche, **L3766 Dolton**—Michael Moreno, **L3985 Algonquin**—Richard Kempe, **L4092 Schaumburg**—Richard Skala, **L4211 Des Plaines Professional Fire Fighters Union**—Jim Brookman, James Brooks, John Foy, Guy Miller, Michael Shaughnessy,



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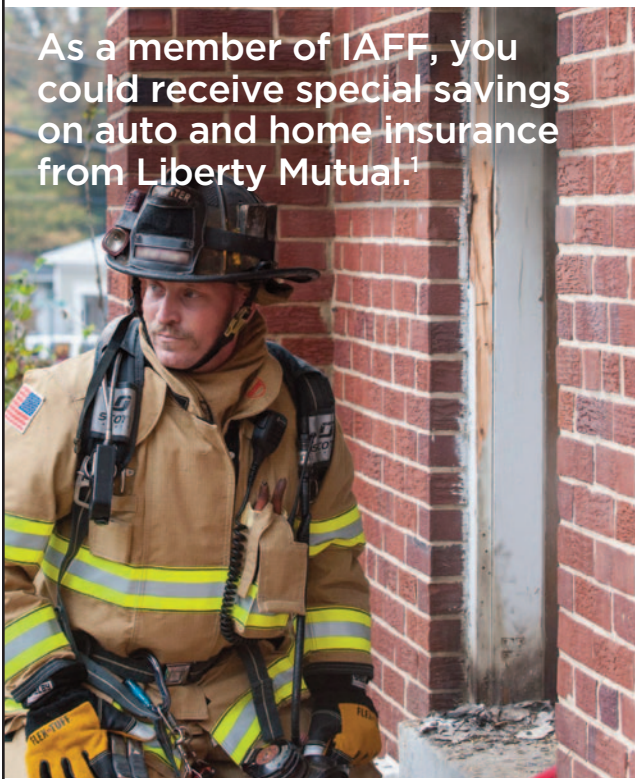
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Wooley, **L1791 Johnson City**—Rick Arnold, **L3035 Murfreesboro**—John Avaritt, Jack Black, Keith Bratcher, Randy Jones, Stephen Melton, William Sauls, **L4364 Greenville Fire Fighters Association**—Bill Teague
TEXAS L0051 El Paso—Patrick Curry, Martin Dominguez, Raul Garcia-Flores, Arturo Hernandez, Kenneth Mills, Scott Ray, Victor Reynoso, Alejandro Rodriguez, Samuel Rodriguez, James Schaeffl, David Smith, Nicolas Torres, **L0058 Dallas**—Bobby Baker, Manuel Calderon, Nathan Dower, John Marshall, Charles Mikkelsen, Allen Mullins, Greg Perry, Ronnie Roe, Charles Swaner, Danny Windle, **L0367 Texarkana**—Jerry Garrett, Charles Mitchell, **L0399 Beaumont**—Thomas Istre, Zachery Lucas, **L0440 Fort Worth**—Troy Baker, Warren Fortenberry, Joe Robinson, Bruce Scott, Kenneth Stevens, James White, **L0872 Laredo**—Jose Benavides, Juan Paz, Ricardo Ramos, Sergio Saavedra, **L0906 Marshall Fire Fighters Association**—David Dean, **L0970 Brownsville**—Oscar Anguiano, Ernest Galvan, Daniel Gutierrez, James Henson, Adolfo Marks, Reynoldo Rosales, **L0972 Lubbock**—Michael Campbell, Michael Dalby, **L1293 Garland**—Tim Behrens, Curtis Bruce, Joe Landrith, **L1329 Arlington**—Kenneth Fulton, **L2073 Irving**—Teddy Jones, David Lewis, **L2092 University Park**—Cecil Barton, Robert Poynter, Brian Thomas, David Watson, **L2149 Plano**—Gary Miller, Matt Nelson, **L2182 Carrollton**—Jeffrey Hale, John Hardin, **L2690 Nacogdoches**—Larry Hamby, Josepeh Ramirez, **L2731 Conroe**—Hudson Hudgins, **L2999 Duncanville**—Jonathon Cannon, **L3325 Farmers Branch**—Sam Moore, N. Gane Roberts, **L3599 Mansfield**—Jason Hinton, **L4231 Lake Cities**—David Lobbes, **L4331 Longview Professional Fire Fighters**—Roger Groves, Wayne Oldham, Shawn Stone, Mark Weaver, Phillip Weis
UTAH L0081 Salt Lake City—David Bloxham, Martha

Ellis, Bruce Emmett, Daniel Gish, Eric Kraus, Mark Luthi, Barry Makarewicz, Glade Ridd, Richard Snow, Jonathan Stoll, Matthew Vandertoolen, **L3851 South Jordan**—Weston Walker, **L4624 West Jordan Fire Fighters**—Clint Petersen, **L4892 Park City Fire**—Brent Cannon
VIRGINIA F0273 Fort Belvoir—Robert Nagem, **F0287 Fort Lee**—Allen Smith, **L0068 Norfolk**—William Ansell, Vada Gray, John Merritt, Brett Roeske, Mark West, **L1132 Roanoke**—John Arrington, **L1146 Lynchburg Fire Fighters Association**—Natalie Darling, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Jeffrey Allen, John Caussin, David Neilan, Sean O'Neill, Ronald Rodriguez, **L2363 Charlottesville**—Tim Karr, **L2449 Chesapeake**—Ralph Germ, Jeffery White, **L2532 Danville Professional Fire Fighters Association**—Steve Dishman, Wesley Marshall, Steve McDowell, **L2598 Prince William Professional Fire Fighters, Inc.**—Jeff Howdyshell, Robert Seitz, **L2803 Chesterfield County Professional Fire Fighters Assn.**—Gregory Smith, **L3468 Staunton**—Alexander Foresman, Perry Weller, **L4012 Stafford County**—Chad Williams
WASHINGTON F0282 Puget Sound Federal Fire Fighters—Brent Stelling, **F0283 Fort Lewis**—Jerry Flatterich, Shane Mikesch, **L0027 Seattle**—Jeff Blevins, J. Dirk Halliwill, Margie Jones, Paul Leachtenauer, Robin Nordberg, Randy Nye, Carol Wisman, **L0106 Bellingham**—Scott Farlow, **L0315 Hoquiam**—John Bickar, **L0452 Vancouver Fire Fighters**—Joe Goodwin, **L0656 Port Angeles**—Kevin Denton, **L0726 Pierce County Professional Fire Fighters**—Craig Saunders, **L0864 Renton**—Michael McCoy, **L1257 Port of Seattle Fire Fighters**—Scott McClurken, Thomas Ryan, Mike Swartosky, **L1461 Burien**—Kenneth Deman, **L1604**

Bellevue—Phil Pierson, **L1747 Kent**—Loren Williamson, **L1828 South County Union Fire Fighters**—Kathy Baker, **L2299 Clarkston**—Daniel Sokoloski, Melissa Welter, **L2409 Tumwater**—Ken Goldsby, Thomas Verellen, Benjamin Wilburn, **L2545 Kirkland**—Troy McKinney, Gregory Rogers, David Walker, **L2595 King County Paramedics**—Richard Norwood, **L2819 Kitsap County**—Jim Gillard, Edward McLaughlin, Tammy Sargeant, Jonathan Thomas, **L2876 South Kitsap**—Kirk Bugg, Jeff Miller, **L2950 Woodinville Fire Fighters, IAFF Local 2950**—Gary Arnold, Dale Griffith, Chris Hughes, Rick Ihrie, Dave Leggett, **L3674 Clark County Fire Fighters**—Tim Dawdy, **L4034 Bainbridge Island**—Dorothy Callahan, David Coatsworth, Dave Hannon, Diane Johnson, Lloyd Lundin, **L4362 Benton 1 Fire Fighters Association**—Ronnie Bush
WEST VIRGINIA L0313 Morgantown—Frank Mellie, **L0948 Weirton**—Robert Hinchee, **L1822 Nitro**—Ronnie King
WISCONSIN L0127 La Crosse Area Professional Fire Fighters Association—Joseph Jablonski, Bret Kummer, **L0215 Milwaukee**—David Anderson, Thomas Dammer, **L0311 Madison**—Ronald Blumer, **L0407 Waukesha**—Daniel Berghoefter, **L0483 Sheboygan**—Todd McLaughlin, Joseph Raml, Kurt Spatt, Blaine Werner, Mark Zemke, **L0487 Eau Claire**—Greg Stegge, **L1021 Marshfield**—Peter Winistorfer, **L1072 Milwaukee County**—Kelly McFarlane, **L1440 North Shore**—Michael Sukow, Brian Sullivan, **L1793 Rice Lake**—Robert Anderson, **L2025 West Bend**—Donald Peil, **L2051 Brookfield**—Steven Leger, Joseph Washcovick, **L4854 Germantown Fire Fighters Association**—Todd Spence
WYOMING L0279 Cheyenne—Ron Mulberry, **L0946 Laramie**—Kevin McIntyre

THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS



INSURANCE DIVISION

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- **Pension Protection Plan**
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NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name	Local Name	State	Local	Name	Local Name	State
F0282	Brent Stelling	Puget Sound Federal Fire Fighters	WA	L0140	Dayton Cook	Nashville	TN
I0060	Jesus Garcia	United Emergency Medical Professionals Of Arizona	AZ	L0140	William Crow	Nashville	TN
L0002	John Coughlan	Chicago	IL	L0140	Edward King	Nashville	TN
L0002	Thaddus Lewandowski	Chicago	IL	L0140	Allen Lawrence	Nashville	TN
L0002	Raymond Ludkevics	Chicago	IL	L0140	James Lovell	Nashville	TN
L0002	Darryl Moore	Chicago	IL	L0140	Edward Smith	Nashville	TN
L0002	Kenneth Rutka	Chicago	IL	L0140	Ronald Thornton	Nashville	TN
L0002	Richard Sullivan	Chicago	IL	L0140	Jerry Tomlinson	Nashville	TN
L0002	Anthony Womack	Chicago	IL	L0142	Larry Doolittle	London	ON
L0012	Richard Lemery	Wheeling	WV	L0142	W. Peter Harding	London	ON
L0012	David Neuman	Wheeling	WV	L0142	Ron Stokley	London	ON
L0012	William Palmer	Wheeling	WV	L0157	James Butler	Oklahoma City	OK
L0012	Henry Schmitt	Wheeling	WV	L0157	Joe Catron	Oklahoma City	OK
L0022	Ferdinand Bell	Philadelphia	PA	L0157	Carl Cobb	Oklahoma City	OK
L0022	Robert Brode	Philadelphia	PA	L0157	John McCutchen	Oklahoma City	OK
L0022	Steven Callaghan	Philadelphia	PA	L0157	Bob Mowles	Oklahoma City	OK
L0022	Peter Demchenko	Philadelphia	PA	L0157	Lawrence Robinson	Oklahoma City	OK
L0022	Simon Drayton	Philadelphia	PA	L0157	William Semtner	Oklahoma City	OK
L0022	Edward Dumont	Philadelphia	PA	L0162	Shawn Mathieson	Ottawa	ON
L0022	William Emmertz	Philadelphia	PA	L0204	Casey Klein	Warren	OH
L0022	James Felix	Philadelphia	PA	L0209	Wayne Brundage	Edmonton Fire Fighters Union	AB
L0022	Charles Flood	Philadelphia	PA	L0209	Ted Davis	Edmonton Fire Fighters Union	AB
L0022	Austin Gibbons	Philadelphia	PA	L0209	Fred Falk	Edmonton Fire Fighters Union	AB
L0022	Albert Gramlich	Philadelphia	PA	L0209	Joe Hudson	Edmonton Fire Fighters Union	AB
L0022	Anthony Granato	Philadelphia	PA	L0209	Matt Keller	Edmonton Fire Fighters Union	AB
L0022	Michael Judge	Philadelphia	PA	L0209	John Klaver	Edmonton Fire Fighters Union	AB
L0022	Michael Keely	Philadelphia	PA	L0209	Harry Timinski	Edmonton Fire Fighters Union	AB
L0022	Barnett McCullough	Philadelphia	PA	L0215	Lawrence Kentowski	Milwaukee	WI
L0022	Joseph McGarrigle	Philadelphia	PA	L0215	Leroy Mack	Milwaukee	WI
L0022	John Morrison	Philadelphia	PA	L0215	Ralph Walczyk	Milwaukee	WI
L0022	Thomas Morrissey	Philadelphia	PA	L0268	Kyle Currie	Halifax	NS
L0022	John Nangle	Philadelphia	PA	L0288	Terry Hagan	Hamilton	ON
L0022	Nathaniel Nixon	Philadelphia	PA	L0293	Mary Wolksi	Erie	PA
L0022	Selby Robison	Philadelphia	PA	L0317	Earl Gunno	Charleston	WV
L0022	Joseph Shenko	Philadelphia	PA	L0322	James Carter	Tiffin	OH
L0022	Walter Sherman	Philadelphia	PA	L0323	Roy Davies	Burnaby	BC
L0022	Charles Zavrel	Philadelphia	PA	L0341	Ronald Brown	Houston	TX
L0027	Sidney Gill	Seattle	WA	L0344	Michael Lubig	Detroit	MI
L0027	Kim Staats	Seattle	WA	L0357	Kerry Postlewaite	Evansville	IN
L0036	James Seavey	Washington	DC	L0399	Darius Jensen	Beaumont	TX
L0042	John Chipchase	Kansas City	MO	L0439	Jerry Eadler	Elgin	IL
L0042	Stephen Maxwell	Kansas City	MO	L0440	Andrew Heimer	Fort Worth	TX
L0042	Billy Nading	Kansas City	MO	L0460	Lawrence Collier	Brantford	ON
L0042	Moniquia Schweitzer	Kansas City	MO	L0484	Ernest Schultz	Stevens Point	WI
L0042	Giovanna Vittori	Kansas City	MO	L0522	Robert Kern	Sacramento	CA
L0042	Arthur Wilson	Kansas City	MO	L0528	Bruce Green	Niagara Falls	ON
L0051	Rafael Rodriguez	El Paso	TX	L0587	William Martin	Miami Association Of Fire Fighters	FL
L0068	Andre Glaubke	Norfolk	VA	L0624	Max Weltens	San Antonio	TX
L0080	Wade Hindmarsh	Saskatoon	SK	L0632	Alan Bock	New Orleans	LA
L0081	Tyson Mason	Salt Lake City	UT	L0632	Louis Bouchoux	New Orleans	LA
L0094	Michael Reilly	Uniformed Fire Fighters Association Of New York	NY	L0632	Alvis Dunne	New Orleans	LA
L0104	Donald Compton	Wilkes Barre	PA	L0632	Henry Gibson	New Orleans	LA
L0122	Odell Norris	Jacksonville Association Of Fire Fighters	FL	L0632	Philip Graham	New Orleans	LA
L0140	Harry Byrd	Nashville	TN	L0632	Frank Zorn	New Orleans	LA
L0140	Thomas Carrigan	Nashville	TN	L0648	Kenneth Murray	Springfield	MA
L0140	Terry Coleman	Nashville	TN	L0648	Luis Rodriguez	Springfield	MA

NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name	Local Name	State	Local	Name	Local Name	State
L0718	Joseph Davies	Boston	MA	L1271	David Enfield	Surrey	BC
L0718	Jaime Galarza	Boston	MA	L1271	David Olsen	Surrey	BC
L0718	Ronald Gatnik	Boston	MA	L1286	Karl Bessler	Richmond	BC
L0718	Sixto Jusino	Boston	MA	L1311	William Danner	Baltimore County	MD
L0718	Stuart MacLean	Boston	MA	L1311	James Parks	Baltimore County	MD
L0718	Hubert McGrath	Boston	MA	L1339	Hector Lopez	Waterbury	CT
L0718	Gerald Miller	Boston	MA	L1347	Francis Murphy	Watertown	MA
L0718	Edward Miller	Boston	MA	L1403	Thomas McDermott	Metropolitan Dade County Association Of Fire Fighters	FL
L0718	John Noonan	Boston	MA	L1403	Thomas Tomberlin	Metropolitan Dade County Association Of Fire Fighters	FL
L0718	William O'Brien	Boston	MA	L1403	Albert Wright	Metropolitan Dade County Association Of Fire Fighters	FL
L0718	Edward Paris	Boston	MA	L1424	Francisco Gutierrez	Key West Fire Department	FL
L0718	Michael Pass	Boston	MA	L1463	Gabriel Machado	Hawaiian Islands	HI
L0718	George Patukonis	Boston	MA	L1463	Edward Nishihara	Hawaiian Islands	HI
L0718	Robert Prince	Boston	MA	L1463	William Schimmelfennig	Hawaiian Islands	HI
L0718	Henry Sheridan	Boston	MA	L1563	Thomas Stag	Anne Arundel County	MD
L0718	Richard Steiner	Boston	MA	L1568	Kevin O'Connell	Henrico County	VA
L0718	John Sullivan	Boston	MA	L1568	Thomas Yates	Henrico County	VA
L0718	Lawrence White	Boston	MA	L1582	Jack McClay	Oakville	ON
L0718	James Whitted	Boston	MA	L1590	James Hayes	Wilmington	DE
L0726	Daniel Johnson	Pierce County Professional Fire Fighters	WA	L1590	Howard McMillan	Wilmington	DE
L0734	Thomas Ecker	Baltimore	MD	L1619	Jesse McCullough	Prince George's County	MD
L0734	Mario Gugliotta	Baltimore	MD	L1660	Donald Knotts	Tualatin Valley	OR
L0734	George Horn	Baltimore	MD	L1689	Dale Holback	Fremont	CA
L0734	John Keenan	Baltimore	MD	L1689	Lawrence Smith	Fremont	CA
L0734	Robert LeBeau	Baltimore	MD	L1694	Travis Pilgreen	Ouachita Parish	LA
L0734	George Miller	Baltimore	MD	L1707	Samuel Crisafulli	Natick	MA
L0734	Wilbert Tice	Baltimore	MD	L1723	Brian Beach	Norwich Township	OH
L0765	James Rust	Fort Lauderdale	FL	L1763	Thomas Haydon	Delta Firefighters	BC
L0786	Walter Finch	Stamford Professional Fire Fighters Association	CT	L1791	Charles Alexander	Johnson City	TN
L0798	Michael Kirk	San Francisco	CA	L1904	James Young	Acton Professional Fire Fighters	MA
L0798	Steven Pacatte	San Francisco	CA	L2061	Norman Pannhausen	Hoffman Estates	IL
L0841	Kevin Medeiros	New Bedford	MA	L2068	Luther Dawson	Fairfax County Professional Fire Fighters And Paramedics	VA
L0848	William Sproul	Professional Fire Fighters Of Attleboro	MA	L2294	Alan Anderson	Hillsborough County Fire Fighters	FL
L0854	Christopher Raguso	New York Uniformed Fire Officers Association	NY	L2294	Benjamin Edwards	Hillsborough County Fire Fighters	FL
L0858	Ira Aldrich	Denver	CO	L2335	Frank Mitarotonda	Norristown	PA
L0867	Tom Hogue	Winnipeg	MB	L2363	Dennis Brent	Charlottesville	VA
L0867	E. Klassen	Winnipeg	MB	L2423	James Gibson	Elko	NV
L0867	Norm Mymko	Winnipeg	MB	L2511	Chris Lowe	Central York	ON
L0867	Robert Wazny	Winnipeg	MB	L2511	Michael Scott	Central York	ON
L0941	Tim Boutin	Trail	BC	L2718	Raymond Robidoux	Nahant	MA
L0964	James Catterton	Baltimore Fire Officers Association	MD	L2928	Neil Klein	Professional Fire Fighters & Paramedics Of Palm Beach County	FL
L0964	Roger Eichelberger	Baltimore Fire Officers Association	MD	L3357	Lenston Harris	Augusta-Richmond County Fire Fighters Association	GA
L0964	Edward Schaeffer	Baltimore Fire Officers Association	MD	L3754	Darrel Wasmer	Liberty Township (Powell)	OH
L0972	Michael Lewis	Lubbock	TX	L3846	Nicholas Daniel	Woodlands Professional Fire Fighters Association	TX
L0975	Charlie Kennedy	Austin	TX	L3888	James McLaughlin	Toronto Professional Fire Fighters	ON
L1009	Christopher Roy	Worcester	MA	L3985	John-Paul Kilanski	Algonquin	IL
L1014	Russell Fagan	Los Angeles County Fire Fighters	CA	L4202	Bradford Clark	Hanover	VA
L1073	Andre Raymond	Middletown	CT	L4660	Paul Foster	Hurst Fire Fighters Association	TX
L1102	James Kidd	Hialeah Association Of Fire Fighters	FL				
L1102	Eddie Martin	Hialeah Association Of Fire Fighters	FL				
L1102	Michael Wright	Hialeah Association Of Fire Fighters	FL				
L1230	Rodney Bruce	Contra Costa County	CA				
L1230	George Shoemaker	Contra Costa County	CA				
L1230	Benton Wright	Contra Costa County	CA				
L1264	Frank Carpenter	Anchorage	AK				
L1264	Marvin Krogh	Anchorage	AK				

LAST ALARM

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



L0647	George Arnett	Grand Island, NE	01/24/1984	L0034	Clarence Barr	Little Rock, AR	06/16/2016
L0076	John F. Marques	Somerville, MA	11/22/1989	L1723	Brian K. Davis	Norwich Township, OH	06/29/2016
L0647	George Pontious	Grand Island, NE	06/05/1994	L0209	John Klaver, Jr.	Edmonton, AB	06/30/2016
L0094	John P. Sullivan	New York, NY	04/18/1995	L3080	Matthew D. Boyer	Metro-Broward, FL	07/17/2016
L2140	James Diantonio	Milford, MA	04/18/1995	L3888	Harry Ron Milroy	Scarborough, ON	07/29/2016
L0341	L. Franklin Hatton, Jr.	Houston, TX	08/18/1997	L2928	Cynthia Steinhoff	Palm Beach County, FL	10/23/2016
L0941	Kenneth E. Cook	Trail, BC	03/28/1998	L0125	Gerard Barre	Montréal, QC	11/07/2016
L0112	Kenneth Edwards	Los Angeles City, CA	04/02/1998	L0112	Michael Reddy	Los Angeles City, CA	11/17/2016
L0209	James Griffiths	Edmonton, AB	05/03/2003	L0628	Peter S. Guyett	Yonkers, NY	12/30/2016
L3888	James K. O'Halloran	Etobicoke, ON	11/21/2003	L0341	Forrest A. Bailey, Jr.	Houston, TX	02/22/2017
L0455	Patricia Byrd	Windsor, ON	05/04/2004	L0125	Rémi Arsenault	Montréal, QC	03/17/2017
L0485	Richard M. Gatenby	St. Catharines, ON	12/18/2004	L0905	Douglas Angrove	Nanaimo, BC	05/12/2017
L2866	Gregg Riley	Fayetteville, AR	10/26/2005	L0255	Donald M. McDougall	Calgary, AB	05/15/2017
L0094	William O'Connor	New York, NY	01/17/2006	L0125	Jean-Pierre Harvey	Montréal, QC	05/23/2017
L0125	Normand Roy	Montréal, QC	02/06/2006	L2140	Gary Barrows	Milford, MA	07/04/2017
L0125	Serge Thibeault	Montréal, QC	07/21/2006	L0125	Pierre Massé	Montréal, QC	07/10/2017
L0125	Thomas Hughes	Montréal, QC	03/22/2007	L0125	Luigi Ialenti	Montréal, QC	07/20/2017
L0341	Tracy Birkelbach	Houston, TX	01/01/2009	L1318	Wyatt C.D. Evans	Swift Current, SK	08/10/2017
L0888	Bill Sharrah	Greeley, CO	02/14/2009	L0073	Richard J. Schall	Saint Louis, MO	08/12/2017
L0125	Maurice Labarre	Montréal, QC	01/27/2010	L0341	Ronald G. Brown, Jr.	Houston, TX	09/08/2017
L0209	Luke Pringle	Edmonton, AB	03/04/2010	L1934	Kevin L. Ward	Redding, CA	10/12/2017
L0030	Philip A. Paris	Cambridge, MA	09/05/2010	L0255	Glenn Adams	Calgary, AB	12/11/2017
L0288	Lawrence Power	Hamilton, ON	11/27/2010	L2727	Lorne Martin	Markham, ON	12/23/2017
L1212	John C. Hickey	Mississauga, ON	03/03/2011	L3888	Thomas H. Thompson	Toronto, ON	01/01/2018
L0125	Normand Gosselin	Montréal, QC	06/27/2014	L0094	Ronald Svec	New York, NY	02/02/2018
L0094	James Hicks	New York, NY	07/25/2015	L1286	Karl H. Bessler	Richmond, BC	02/19/2018
L1934	Dean Herzberg	Redding, CA	08/25/2015	L0125	Michel Dufresne	Montréal, QC	03/06/2018
L0372	Ryan L. Thornton, Sr.	Long Beach, CA	09/30/2015	L0094	Paul Tokarski	New York, NY	03/10/2018
L0485	Corry L. Vanderlee	St. Catharines, ON	10/28/2015	L0094	Christopher Zanetis	New York, NY	03/15/2018
L2928	Neil Klein	Palm Beach County, FL	11/19/2015	L0854	Christopher Raguso	New York, NY	03/15/2018
L1270	David L. Gasperson	Salinas, CA	12/09/2015	L0094	Thomas Phelan	New York, NY	03/16/2018
L0341	Jackie Ray McDonald, Jr.	Houston, TX	03/22/2016	L0094	Keith Young	New York, NY	03/18/2018

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

LAST ALARM



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

L0255	David E. Rothery	Calgary, AB	.....03/20/2018	L4660	Paul Foster	Hurst, TX	.....10/25/2018
L0094	John Buhler	New York, NY	.....03/26/2018	L1424	Francisco Gutierrez	Key West, FL	.....11/01/2018
L0094	George Froehlich	New York, NY	.....03/29/2018	L3888	James L. McLaughlin	Toronto, ON	.....11/01/2018
L0125	Pierre Laurent Laberge	Montréal, QC	.....04/10/2018	L1563	Thomas A. Stag	Anne Arundel County, MD	....11/02/2018
L1212	William D. Scott	Mississauga, ON	.....04/15/2018	L3754	Darrel L. Wasmer	Liberty Township (Powell), OH	..11/05/2018
L0112	Cecil D. Morris	Los Angeles City, CA	.....04/17/2018	L1568	Kevin P. O'Connell	Henrico County, VA	.....11/06/2018
L0094	Daniel Stryker	New York, NY	.....04/25/2018	L0323	Roy Davies	Burnaby, BC	.....11/09/2018
L0341	Timothy W. Ham	Houston, TX	.....05/01/2018	L0718	Jaime Galarza, Jr.	Boston, MA	.....11/09/2018
L0288	Terry Hagan	Stoney Creek, ON	.....05/07/2018	L0718	Richard F. Steiner	Boston, MA	.....11/11/2018
L0094	Terence Lorino	New York, NY	.....05/14/2018	L0344	Michael J. Lubig	Detroit, MI	.....11/12/2018
L0455	Garry Marchand	Windsor, ON	.....05/20/2018	L0941	Tim Ivan Boutin	Trail, BC	.....11/14/2018
L0125	Gérard Bélanger	Montréal, QC	.....05/21/2018	L1014	Russell V. Fagan	Los Angeles County, CA	.....11/24/2018
L0094	Robert Lembo	New York, NY	.....05/29/2018	L0094	Daniel Bove	New York, NY	.....11/26/2018
L0854	Ronald Spadafora	New York, NY	.....06/23/2018	L0798	Michael Kirk	San Francisco, CA	.....11/27/2018
L0142	Larry Doolittle	London, ON	.....06/25/2018	L2363	Dennis L. Brent	Charlottesville, VA	.....12/01/2018
L0162	John David Carriere	Ottawa, ON	.....07/13/2018	L0142	W. Peter Harding	London, ON	.....12/04/2018
L0094	Charles Williams	New York, NY	.....07/16/2018	L1009	Christopher Roy	Worcester, MA	.....12/09/2018
L0624	Max L. Weltens, Jr.	San Antonio, TX	.....07/27/2018	L3888	John Scott Daly	Toronto, ON	.....12/09/2018
L1212	Richard B. Holmes	Mississauga, ON	.....08/01/2018	L0876	Dave A. Phay	Spokane Valley, WA	.....12/16/2018
L0094	Michael McDonald	New York, NY	.....08/14/2018	L0876	Tim D. Cruger	Spokane Valley, WA	.....12/24/2018
L0142	Ron Stokley	London, ON	.....08/14/2018	L0609	Eric Hosette	Clinton, IA	.....01/05/2019
L0094	Jimmy Martinez	New York, NY	.....08/23/2018	L0094	Steven Pollard	New York, NY	.....01/06/2019
L0209	Marc R. Renaud	Edmonton, AB	.....08/26/2018	L1230	Roger Harless	Contra Costa County, CA	.....01/09/2019
L0460	Lawrence Collier	Brantford, ON	.....08/31/2018	L1014	Randall Duarte	Los Angeles County, CA	.....01/13/2019
L0094	Dennis Heaney	New York, NY	.....09/10/2018	L0493	Richard Telles	Phoenix, AZ	.....01/17/2019
L0094	John Elges	New York, NY	.....09/15/2018	L1212	David E. Monkhouse	Mississauga, ON	.....01/19/2019
L0493	Mark Boulanger	Phoenix, AZ	.....09/16/2018	L1075	Edgar Caines	St. John's, NL	.....01/23/2019
L3080	Michael K. Matonak	Metro-Broward, FL	.....09/18/2018	L0362	Joshua Comeau	South Bend, IN	.....01/24/2019
L0209	Matt R. Keller	Edmonton, AB	.....09/27/2018	L3888	William Blair Gibson	Toronto, ON	.....01/30/2019
L0455	Robert Ronald Hunter	Windsor, ON10/14/2018	L0332	Karen Shuart	Asheville, NC01/31/2019
L3888	Edward Batten	Toronto, ON10/16/2018				

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Fire Fighter

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Item F994 - \$30.00



ENGRAVED CUFF BRACELET

Highly polished, silver-tone cuff bracelet is engraved with Courage, Strength and Unity.
Item F995 - \$30.00



FIRE HELMET BOTTLE OPENER

Heavy-duty forged metal helmet is powder coated for durability and features the IAFF Maltese logo on front shield and reflective tetrahedron decals on sides. Bottle opener on bottom tackles bottles with ease. Heavy-weight sculpture can easily double as a paperweight or as an attractive display piece.
Choice of black or white.
Item FCU-1036 - \$22.00

COMFORT & STYLE

NAVY PLAID PLACKET POLO

Constructed from breathable, snag-resistant fabric., Navy with stylish plaid placket and IAFF maltese logo embroidered on left chest.
Item F1288 - \$48.00



ORANGE WORKOUT T

Designed for your active lifestyle, this moisture wicking, 100% microfiber polyester shirt is fuller cut for maximum comfort. Bright orange color with reflective design.
Item F1290 - \$26.25

LONG SLEEVE 1/4 ZIP PERFORMANCE SHIRT

100% Dry Wicking poly with UPF 30+ makes this shirt comfortable and lightweight while offering protection from the sun. Black tiger stripe jersey with reflective IAFF maltese logo on left chest
Item F1291 - \$38.00



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