

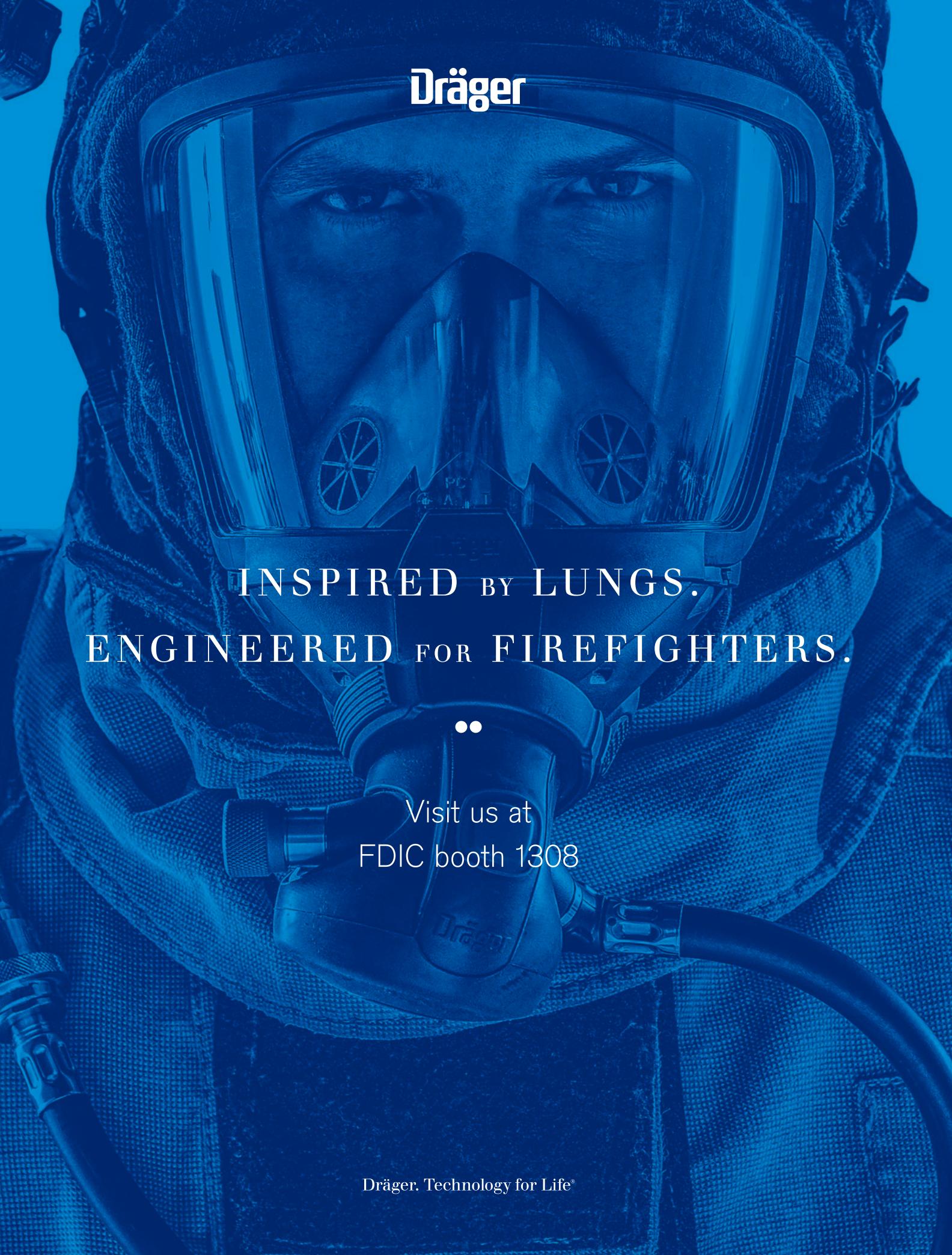
# FireFighter QUARTERLY



## LEADERSHIP TRANSITION

A MEMBERSHIP-DRIVEN  
PROCESS

► **INSIDE:** Fire Fighter Collective Bargaining Bill Introduced in Congress



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### New Leadership Transition

The IAFF is committed to reviewing every program and service offered by our union in order to ensure we provide the highest level of goods and services to our dues-paying members.

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### 10 COVID-19 Vaccine Readiness

Get the facts on the COVID-19 vaccines and learn more about how affiliates throughout the United States and Canada are helping communities deliver vaccines.

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# Fire Fighter

QUARTERLY

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

Published quarterly

Subscription price \$18 per year.

Fire Fighter Quarterly (Print)

(ISSN 2333-3669)

Fire Fighter Quarterly (Online)

(ISSN 2333-3685)

Official publication of and

© Copyright 2021 by the

INTERNATIONAL ASSOCIATION  
OF FIRE FIGHTERS®

1750 New York Avenue, N.W.  
Washington, D.C. 20006-5395

Postmasters send changes of address to:

IAFF

1750 New York Avenue, N.W.  
Washington, D.C. 20006-5395



Printed in USA

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

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## The IAFF Is YOU

The past 15 months have truly challenged the human race in many ways. The deadly COVID-19 virus claimed untold lives globally, including 40 IAFF members. God bless them and their families. The pandemic overwhelmed our healthcare system, wreaked havoc on our economy, crippled many businesses and drove unemployment rates to alarming highs. Schools were shuttered, institutions including Broadway, Hollywood and professional sports came to a screeching halt. Fear gripped society and the only certainty was uncertainty.

The steady hand people could count on when they reached for help were the fire fighters, paramedics, dispatchers and EMS professionals who are the 324,000 members of the IAFF.

As we enter the summer months of 2021, a new, optimistic spirit is rising. The resilience of the human race overcame the threat that the pandemic posed. The world will always be somewhat different, but in many ways our ability to adapt to the challenges the pandemic forced on us has made us stronger and better poised to face the future — and that future is bright!

As a union, we have also faced challenges over the past 15 months. Some harsh realities forced us to take a hard look at ourselves. After months of work, the Ethical Practices Committee has finished its inquiry and prepared an in-depth report with close to 50 recommendations that the IAFF Executive Board will be addressing. It was determined that I did my job: fulfilling my constitutional responsibilities as your General Secretary-Treasurer. I did my job as *your* General Secretary-Treasurer to protect you, your family and *our* union. Thank you to the members of the Ethical Practices Committee for their hard work.

Democracy can be a painful exercise, but it's worth it. You pay your dues and you should have your say. When you elect your delegates to the IAFF, they carry your voice as they did at the 55th IAFF Convention held virtually in January. Due to the pandemic, the IAFF conducted the first election of its Executive Board and Trustees via mail-in ballot.

Politics can often be ugly and it is not for the meek. I'd like to thank all the candidates who put their names forward to lead our union at this year's convention, in particular my Brothers who also ran for General President – Chicago Local 2 President Jim Tracy and President of the Professional Fire Fighters of Wisconsin Mahlon Mitchell. I'd also like to recognize Brothers Jake Lemonda, President of the Uniformed Fire Officers Association of New York Local 854, and Greg Markley, Secretary-Treasurer of the Washington State Council of Fire Fighters, who ran hard for General Secretary-Treasurer.

The members spoke and the politics are over. It's time to focus on the mission, which is you, the dues-paying members who put your life on the line and expect us, your leaders, to put the internal political BS aside and get to work. As your General President, I am committed to doing just that.

Newly elected General Secretary-Treasurer Frank Lima and I are working to unite this union to focus on your safety on the fire ground, fair treatment, access to healthcare, a dignified retirement, combating the carcinogens that plague our ranks and addressing behavioral health needs as we navigate the first transition of two IAFF principal officers in 33 years.

I have appointed 4th District Vice President Andy Pantelis to chair a robust Transition Team with close to 80 IAFF members from all 16 districts representing large cities, small towns, states and provinces throughout the United States and Canada. We are committed to reviewing all aspects of how we currently deliver on our mission and strategizing what we need to do in the future.

We have working groups analyzing all IAFF divisions and services, including:

- Health and Safety
- Technical Assistance
- HazMat and Grant Programs
- Human Relations and Education
- Canadian Operations
- Disaster Relief
- Communications
- Strategic Campaigns
- Political Resources
- Legal Services

We also have working groups focused on the following key issues across our IAFF:

- **Collective Bargaining** rights for all IAFF members
- An **Endorsement Process** that's transparent and not as divisive
- **Federal Fire Fighter Issues** such as the 72-hour work week
- **Organizing and New Leadership** to grow our ranks and cultivate the next generation of leaders
- **Innovation and Research** programs to build the fire service of the future
- **IAFF SMART**, which harnesses the power of technology to communicate with our members and manage our unions
- **Retiree Issues**, such as healthcare access and pension protections
- **State and Provincial** affiliates, where our members benefits are fought for and protected



**Edward A. Kelly**

Pivotal to any transition is the continuity of operations. Tasked with ensuring our deliverables are met is Matt Vinci, serving as the Vice Chair of the Transition Team and my Chief of Staff. Matt was the Director of Education at the IAFF for the past eight years and prior to that he was an IAFF Partnership Education Program (PEP) instructor and served as President of the Professional Fire Fighters of Vermont.

We are also analyzing the IAFF Financial Corporation (IAFF-C), IAFF Foundation, our external relationships — including the Muscular Dystrophy Association (MDA) — vendors and all contracts.

Every organization is in constant need of refinement to adapt to the ever-changing needs of those it serves. Our IAFF is no different. The only exception is that, unlike most organizations, our lives depend on the success of our union. Mission

failure is not an option. The mission of the IAFF is stand up to politicians who refuse to prioritize our health and safety. The mission of the IAFF is to build the science and data to successfully overcome the corporate interests that put profits ahead of our health and safety — be that the chemicals that drive our cancer rates or the failures in building codes that cost us our lives. The mission of the IAFF is to fight for fair wages, dignified retirement and access to quality healthcare.

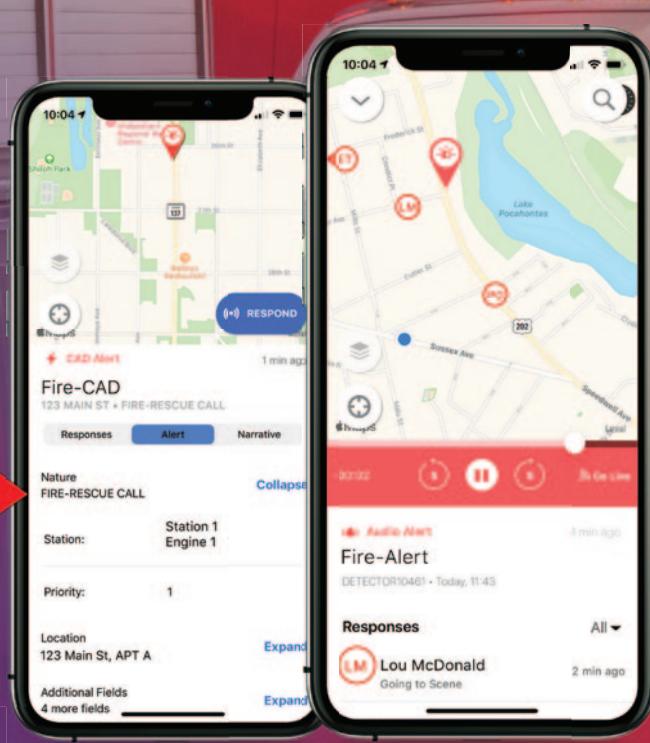
The mission of the IAFF starts in front of a church, like St. Mary's in New Haven, Connecticut, where we celebrated the life of Brother Ricardo Torres of Local 825, who heroically sacrificed his life battling a fire with occupants trapped inside. Rico "Tornado" Torres left behind his pregnant wife, Erica, son Oliver, his unborn son Crew and a loving family. He also leaves behind his Lieutenant Samod Rankins, who was severely burned, and 325 Local 825 members grieving their loss and rationalizing their own mortality as fire fighters. Everyone Rico left behind is the mission of the IAFF, and the IAFF is YOU!

This union is not perfect, nor will it ever be, but it is the most powerful weapon we have to protect each other and our families. Believe in the IAFF because the IAFF is you.

Be You, Be Strong, Be Firefighters

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

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## Team GST – Working for You

For those who don't know me, my name is Frank Líma and I am proud to serve as your newly elected General Secretary-Treasurer (GST) for our IAFF.

This year, I began my 29th year as a proud union fire fighter serving in the Los Angeles Fire Department. I still work regular shifts as a truck captain in the field because I believe that it's essential to stay connected to the rank-and-file fire fighters, EMTs and paramedics who are the backbone of our IAFF. I know what it's like to fight a structure fire, to carry a civilian out of a house fire, what it means to be out for weeks on a wildland fire, not knowing when I would come home, and to respond to gunshots with multiple victims, like the call I responded to as an off-duty fire fighter and District Vice President at the Borderline Bar three years ago in Thousand Oaks, California, where 13 people were killed. Some of the young men who died that night grew up with my oldest son, Nico. The effects of these calls stay with us for a long time and often impact our families.

One of the things that I heard from several members across the United States and Canada during our campaign is, ***You are one of us!***

To me, that is the ultimate compliment, because I have stayed true to who I am.



As a proud labor union member, I also know what it takes to Unite, Fight, and Organize to have an ineffective and hostile former Los Angeles fire chief terminated because he didn't respect or value the work of the men and women in the firehouse. I know how easy it is for management to put a target on your back and try to impose unwarranted suspensions and threaten termination. I fought back because I was a union member that had the support of the IAFF and Local 112. Many IAFF members ask, "Why do I need the union?" until THEY are the ones targeted for unfair discipline. The IAFF will always have the backs of our members. Period.

I served on the Executive Board of the United Firefighters of Los Angeles City (UFLAC) Local 112 for

many years, including four years as president. I spent the past four years as the 10th District Vice President, the largest district in the IAFF representing our members in New Mexico, Arizona, California, Hawaii and Guam. In a three-way contested election in March of this year, I was humbled to receive approximately 70% of the vote to serve as the next GST for the IAFF. My primary responsibilities consist of making sure that your IAFF dues are protected, our great union remains financially secure and every dollar is accounted for.

**I will always remember that I work for the 324,000 members of the IAFF — never the other way around.**

I officially took office on April 9, less than two months ago, but the hard work began on March 10, the day the election results were announced. I am honored to have 14th District Vice President Danny Todd serve as the chair of my Senior Transition Team. He has been essential in pulling together an incredibly talented, dedicated and diverse group of professionals to help us get started and set goals and priorities for not just this first term in office, but for the future of the IAFF.

My Senior Transition Team started with the core belief that there is nothing more important in either the firehouse or in the Office of the General Secretary-Treasurer than the people you work with. That's why I'm proud to have hired Jim Brinkley to serve as Chief of Operations, Teresa Valenzuela as Executive Assistant and Frank Ramagnano as Assistant to the GST.

In my short time in office, I've already sat down with every member of the existing GST Team to inform them of the high expectations I have for our office. I've also met with our actuaries, auditors, pension attorneys, trustees and investors on several occasions. Simply put, we are getting to work.

The legendary union leader, Cesar Chavez, who co-founded the United Farmworkers of America and was a role model of mine, once said:

*Once Social Change begins, it cannot be reversed.  
You cannot uneducate the person who has learned to read.  
You cannot humiliate the person who feels pride.  
And you cannot oppress the people who are not afraid anymore.*

It's time for our IAFF to be courageous and lead ... to not be afraid of fire chiefs or elected officials. Because when we Unite, Fight, and Organize we're more powerful than the strongest fire chief or the biggest politician.

It's my honor to serve as your General Secretary-Treasurer. You have my absolute commitment that Team GST will operate with integrity, honesty and transparency. This is YOUR union and we will always work with nothing but your best interests in mind, serving as the foundation for every decision we make. Let's get to work to make our union bigger, stronger and more helpful to our members than ever before in our proud 103-year history.

**UNITE ★ FIGHT ★ ORGANIZE**



**Frank V. Líma**

# letters

## We want to hear from you!

Submit comments on editorial content or issues of importance to IAFF members to [letters@iaff.org](mailto:letters@iaff.org).

### Celebrating History

General President Kelly:

On behalf of the over 1,300 active and retired members of Denver Fire Fighters Local 858 we would like to express a sincere THANK YOU to you and your staff for the wonderful message for our 75th anniversary.

Your kind words enhanced a great environment that was fun for all. After this last year, it was nice to get together and celebrate our local's history and share stories with many generations of Denver fire fighters.

We are excited about the future of the IAFF under your leadership and, more importantly, we look forward to

building on our relationship moving forward.

Again, thanks to you, E-18 Studios and any other part of the team that helped in this endeavor.

**David Foster**

President

Denver Fire Fighters Local 858



### Outstanding Training

General President Kelly:

I am writing to let you know how great the IAFF HazMat class went here in Indianapolis earlier this year.

I have spoken to several of the members who took this class, many

of whom have already taken a HazMat class before, and they all said how informative and great the class was and spoke very highly of the instructors.

Many said it was the best HazMat class they have ever taken and truly enjoyed it. These members would

tell me the truth and let me know how they really felt about the class, so this is a true representation of the class and the instructors. I attached a class photo as well.

Again, thank you for allowing us to host this class and for all the IAFF assistance on this.

Respectfully,

**Hank Harris**

President  
Indianapolis, IN Local 416

► **Correction:** In the Winter 2021 issue of Fire Fighter Quarterly, Kari Gonzalez was incorrectly listed as retired from Toledo, OH Local 92. We apologize for the error.

## Fire Fighters Say No to Recall Election

General President Ed Kelly participated in a press event May 4 alongside California Professional Firefighters (CPF) President Brian Rice in support of California Governor Gavin Newsom, who faces a possible recall election this fall.

"As fire fighters, we have an obligation to take care of each other and our families," said Kelly. "The only way we're going to be successful is if we have elected

leaders like Gavin Newsom who have our backs. So, I'm here to support Governor Newsom and join the Fire Fighters Say No on the Recall Campaign."

"Governor Newsom is a long-time ally and supporter of fire fighters," said General Secretary-Treasurer Frank Lima. "We helped get him elected and now it is our duty to keep him in office."



"Governor Newsom is a vital partner in public safety, and he understands the issues fire fighters face," said Rice. "He stands by fire fighters and we are proud to stand by him."

In the last few years, CPF has passed and Governor Newsom has signed into law historic, consequential measures that will benefit California fire fighters.

Successful advocacy is made possible when candidates for office support fire fighters and public safety. Newsom is up for re-election in 2022; however, with the recall election, there are now two back-to-back elections, regardless of the recall results. ■

## Michael Glynn Named to Texas Commission on Fire Protection

Texas Governor Greg Abbott has appointed five new commissioners to the Texas Commission on Fire Protection (TCFP), including Texas State Association of Fire Fighters (TSAFF) Trustee and Fort Worth Local 440 President Michael Glynn.

"Helping keep Texas fire fighters and other fire protection personnel

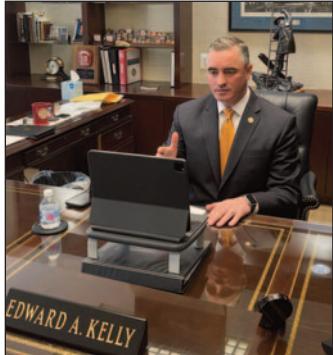
safe begins with the important work of the TCFP in safety, training and credentialing," says Glynn.

Through its 13-member board appointed by the governor, the TCFP develops and enforces statewide fire service standards and provides education and assistance to the industry. ■

## IAFF Testifies Before NFPA Standards Council

On April 14, General President Ed Kelly partnered with Ryan McGill (Fairfax County Local 2068), Derek Urwin (Los Angeles County Local 1014) and Dr. Jeff Burgess (Professor and Associate Dean for Research, University of Arizona) to testify before the NFPA Standards Council on removing the use of Oriented Strand Board (OSB) from live fire training.

In our continuing commitment to the removal of harmful, toxic chemicals from our PPE, on April 25, the IAFF signed on to a rulemaking petition with several coalition partners directing the Environmental Protection Agency

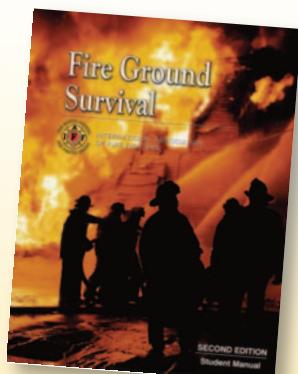


(EPA) to overhaul its approach to approving new PFAS under the Toxic Substance Control Act. ■

## Updated IAFF Fire Ground Survival Awareness Course Now Online

The new IAFF Fire Ground Survival Awareness course is now live online. The FGS program ensures that training for Mayday prevention and Mayday operations are consistent among all fire fighters, company officers and chief officers. This newly updated course features comprehensive curriculum using near misses, close calls and fire fighter fatalities to address critical elements of fire ground survival and includes:

- Mayday Prevention
- Being Ready for the Mayday
- Self-Survival Procedures
- Self-Survival Skills
- Managing a Mayday



This FGS awareness course is a pre-requisite for participation in the FGS (Train-the-Trainer/TtT) course. For more information, visit [www.iaff.org/fire-ground-survival](http://www.iaff.org/fire-ground-survival). ■

## 2021 Fallen Fire Fighter Memorial

The 35th IAFF Fallen Fire Fighter Memorial ceremony will be held in Colorado Springs, Colorado, on September 18, 2021. Families of the members recognized in our virtual remembrance in 2020 are invited and will be honored along with members who died in the line of duty in 2021. All names will be engraved on our

Wall of Honor. We continue to monitor COVID-19 risks and are in constant communication with City of Colorado Springs and Colorado Springs Local 5 leadership to prepare for an in-person event this year. Families and affiliates should expect information regarding registration and hotels with more details to come. ■



## John P. Redmond Symposium/Dominick F. Barbera EMS Conference

The John P. Redmond Symposium/Dominick F. Barbera EMS Conference is scheduled for September 6-10, 2021, in New York City. We will continue to monitor COVID-19 risks and stay in communication with Locals 94 and 854 leadership to prepare for an in-person event this year. Watch for additional information in the coming weeks. ■



## IAFF Partnership With American Cancer Society

The IAFF is partnering with the American Cancer Society (ACS) as part of a mutual desire to help fire fighters and emergency medical personnel facing occupational cancer. Cancer is the leading cause of line-of-duty death and both ACS and the IAFF are committed to providing resources



on prevention, screening, treatment and patient support programs. Another focus of this partnership will be compiling research data and supporting new research to back presumptive protections. Watch for resources and materials later this summer and fall. ■

# COVID-19 and Vaccine Readiness



**N**o one has been immune to the impact of the COVID-19 pandemic.

Within the IAFF, 39 members have lost their lives to COVID-19 and more than 33,000 incidents of potential exposure involving IAFF members have been reported. In many locals, up to 20% of members were under quarantine during the height of the pandemic.

With the release of the vaccines, there is hope for reaching herd immunity and ending the pandemic. However, when the vaccines were made available to fire fighters and emergency medical personnel in late 2020 and early 2021, the response was mixed: some were ready while others were hesitant to receive the vaccine.

In some cases, accessibility to the vaccine was an issue for members who wanted it. Affiliates — including Kansas City, MO Local 42 and Houston, TX Local 341 — had to call on their relationships with hospitals and other facilities to find available doses.

“We know the decision to vaccinate is a personal one,” says General President Ed Kelly. “That’s why we are educating our members on the facts about the vaccine so we can get more of our brothers and sisters vaccinated so we all stay healthy on the job and don’t pass the virus to others.”

Kansas City, Local 42 surveyed its members to gauge how many were planning to be vaccinated.

“About 80 percent answered yes, which is consistent with the number of members who received the vaccine when it became available in mid-January 2021,” says Local 42 President Tim Dupin. “But the city had no plan to specifically give our members access to the vaccine, so we developed our own plan of action.”

Kansas City Local 42 lost three members to COVID-19: Billy Birmingham, Robert Rocca and Scott Davidson.

Local 42 Business Agent Stephen Davis says, “With a spike in cases, getting the vaccine was important for many of us. We leveraged our connections with the local hospitals and worked with the department to notify our members about where, when and how many vaccines were available.”

At the height of the pandemic, Kansas City Local 42 had more than 200 of its 1,300 members in quarantine. Approximately 25% of the Kansas City Fire Department has tested positive for the virus at some point during the pandemic.

Since Local 42 members have been vaccinated, there has been a sharp decline in members testing positive for COVID-19. However, a handful are exhibiting long-hauler symptoms and continue to test positive or experience persistent respiratory

issues that prevent them from returning to work.

Houston, TX Local 341 has also seen a significant decline in positivity rates as members began receiving the vaccines.

“Some of our members did want to learn more about the vaccines before getting the shot, but I haven’t heard any talk of not wanting the vaccine,” says Houston Local 341 President Marty Lancton. “When the vaccine became available, our members were ready to do anything they could to lessen the risk of exposure and get back to normal life. About 80 percent of our members have been vaccinated so far.”

Before the start of the pandemic, the Houston Fire Department was understaffed by 400 fire fighters due to ongoing issues with the city

**“We know the decision to vaccinate is a personal one. That’s why we are educating our members on the facts about the vaccine so we can get more of our brothers and sisters vaccinated so we all stay healthy on the job and don’t pass the virus to others.”**

— General President Edward A. Kelly



administration. When the pandemic reached its peak, Local 341 was down another 300 fire fighters off and on for six months due to potential exposures and quarantines.

With staffing levels dramatically reduced, there was no choice but to compensate as much as possible with overtime and rolling closures of engine companies when overtime wasn’t enough.

To complicate matters further, the city did not have adequate personnel protective equipment (PPE), so Local 341 stepped in. The Houston

Professional Fire Fighters Foundation, the 501(c)(3) charity, donated nearly \$300,000 in N95 respirators.

Unfortunately, despite all the precautions, three Houston Local 341 members have died from COVID-19 — Leroy Lucio, Gerardo Pacheco and Tommy Searcy. Another 400 have tested positive.

When it came time for Houston members to receive the vaccine, some of the 4,000 doses earmarked for Local 341 were allocated to other city employees. Local 341 had to reach out to hospitals and other facilities to locate enough vaccine for the membership.

In some areas, comfort levels with the vaccine are improving over time.

In Franklin, Tennessee, only about 40 percent of the Franklin Local 3758 membership was ready to get the vaccine right away, but that percentage has since climbed to 75 percent.

“Hesitancy was more prevalent during the initial rollout of the vaccine,” says Franklin Local 3758 President David Edge. “But as our membership learned more and saw their fellow union brothers and sisters receiving the vaccine, the number of members willing to be vaccinated went up.”

At the start of the pandemic, the Franklin Fire Department and Franklin Local 3758 used every known safety protocol to help members stay safe on the job, including turning various buildings in the city into satellite fire stations to reduce the chance of exposure. Still, there were times when as many as 20 percent of the membership was in quarantine due to potential exposure.

As the vaccines became available, the Franklin Fire Department made sure members were educated on the safety and effectiveness of the vaccines. Several doctors who live in Franklin were part of a Vanderbilt University clinical trial for Moderna, and the department arranged for those doctors to provide additional information to Local 3758 members and answer questions.

Despite the heavy impact of the pandemic in Chicago, Illinois, some Local 2 members were hesitant to get vaccinated. Two of the first IAFF members to die from COVID-19 were members of Local 2. Mario Araujo died on April 7, 2020,

and Edward Singleton on April 14, 2020. Local 2 lost a third member, Robert Truevillian on December 17.

More than 1,000 other Chicago members have tested positive for COVID-19 during the pandemic. Outbreaks sometimes affected all three shifts in the same firehouse and, at one point, the fire academy had to be closed due to exposures.

"This pandemic has been hard on all of us. I decided to get vaccinated because I did not want to bring the virus home to my family," says Local 2 Vice President Patrick Cleary. "But this decision is personal. About half of our membership has yet to be vaccinated and they have their reasons."

Meanwhile Local 2 is hopeful the city has seen the worst of the pandemic. The frequency of quarantines has dropped off and members have

*Continued on Page 12*

## Fire Fighter COVID-19 Survey

The International Public Safety Data Institute (IPSDI), the International Association of Fire Chiefs and the IAFF collaborated on a survey on vaccination rates among fire fighters and EMS personnel across the United States and Canada. Conducted in March 2021, key findings from more than 11,000 responses include:

### Vaccine Received

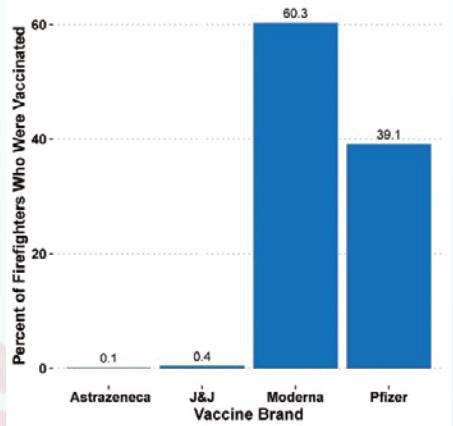
- Moderna - 60.3%
- Pfizer - 39.1%
- Johnson & Johnson - 0.4%
- Astrazeneca - 0.1%

### Reasons for Not Getting Vaccinated

- Not Offered - 31.1%
- Don't Want Vaccine - 16.7%
- Waiting for J&J Vaccine - 3.1%
- Concerned About Side Effects - 11.5%
- COVID-19 Not Severe - 17.4%
- Not Safe - 7.4%
- Scheduled for Vaccine - 2.5%
- Other - 10.3%

Among those who received the Moderna vaccine, 96.9% would recommend others get the vaccine. Among those who received the Pfizer vaccine, 98.2% would recommend others get the vaccine. ■

### What Vaccine Did Firefighters Receive?



## Los Angeles Labor and Management Collaborate on Pandemic Response

What do you do when you need to provide COVID-19 testing and vaccines to a city of more than 4.1 million people? A huge undertaking, Los Angeles Local 112 and the Los Angeles City Fire Department (LAFD) worked together to protect the community.

When Los Angeles Mayor Eric Garcetti asked fire fighters to help coordinate COVID-19 response efforts, Local 112 members answered the call.

"Fire Chief Ralph Terrazas and I knew it would be difficult, but we agreed the task was within our mission to serve and protect our community," says Local 112 President Freddy Escobar. "It was the right thing to do."

Early on, Local 112 staffed testing sites throughout the city. As a show of solidarity, Chief Terrazas, Local 112 President Escobar and Local 112 Executive Board members worked the first day of testing.

"Directly responding to this pandemic through testing was a critical, life-preserving service to our community. But to deliver the most efficient and effective service, it was critical that labor and management work together," says Chief Terrazas.

Approximately 100 fire fighters were needed for testing daily, administering approximately 4.25 million COVID tests.

In December 2020, when the vaccine became available, Local 112 and the Los Angeles Fire Department transitioned from administering tests to giving vaccines. Additionally, the department added 10 mobile units for delivering the vaccine to those more at risk and the homebound. By mid-May, Local 112 members had vaccinated more than one million Los Angeles citizens.

"Our brothers and sisters with Los Angeles Local 112 and the Los Angeles Fire Department



Los Angeles Local 112 and the Los Angeles Fire Department have worked cooperatively with the city to ensure members of the community have access to testing and vaccines.

have done an outstanding job," says General President Ed Kelly. "I hope their collaboration will serve as a model for other locals and departments to emulate when a crisis arises."

"I am very proud of the members from Local 112, my home local, who have led the efforts on testing and vaccinations in the City of Los Angeles for well over a year," says General Secretary-Treasurer Frank Lima. "Our members started by testing over 4 million Angelenos, and now have distributed well over 1 million vaccines to members of the community."

"We are still responding to our 1,500 emergency calls per day, many of them involving transport. Using overtime hours, we also have 100 of our guys at the vaccine sites," says Escobar. "It hasn't been easy, but it has been worth it."

Local 112 and the Los Angeles Fire Department hope to transition the vaccinations to the health department and medical care facilities by September. ■

### AstraZeneca

**United States:** Not approved yet

**Canada:** Health Canada

**Type:** Adenovirus-based (Viral Vector)

**Number of Doses:** 2 shots, 4 to 12 weeks apart

**Common side effects:**

In shot site: Pain, Redness, Swelling

Rest of Body: Tiredness, Headache, Muscle Pain, Chills, Fever, Nausea

### Johnson & Johnson/Janssen

**United States:** Emergency Use Authorization (EUA) in the U.S.

**Canada:** Health Canada

**Type:** Adenovirus-based (Viral Vector)

**Number of Doses:** 1 shot

**Common side effects:**

In shot site: Pain, Redness, Swelling

Rest of Body: Tiredness, Headache, Muscle Pain, Chills, Fever, Nausea

### Moderna

**United States:** EUA in the U.S.

**Canada:** Health Canada

**Type:** mRNA

**Number of Doses:** 2 shots, 28 days apart

**Common side effects:**

In shot site: Pain, Redness, Swelling

Rest of Body: Tiredness, Headache, Muscle Pain, Chills, Fever, Nausea

### Pfizer-BioNTech

**United States:** Emergency Use Authorization (EUA) in the U.S.

**Canada:** Health Canada

**Type:** mRNA

**Number of Doses:** 2 shots, 21 days apart

**Common side effects:**

In shot site: Pain, Redness, Swelling

Rest of Body: Tiredness, Headache, Muscle Pain, Chills, Fever, Nausea

\*For updated Canadian information contact your Canadian office for the most up-to-date information on vaccines

**"I received my vaccine in March to protect those around me. As your General President, I urge everyone to understand the role of the vaccine in stopping this pandemic."**

— General President Edward A. Kelly

Continued from Page 11

been actively assisting with administering the vaccine to the general population.

In Philadelphia, Pennsylvania, members of Local 22 got vaccinated immediately, but vaccinations have slowed after the initial rush. As of this publication, about 50 percent have been vaccinated. Reasons vary, including distrust in the vaccine. Others believe that because they are young, getting the vaccine is not an urgent concern.

Local 22 was also deeply impacted by the pandemic. The local lost two members — Eric Gore and John Evans — and dozens more tested positive in the last year.

Especially at the height of the pandemic, the potential exposure rate among Local 22 members was high, forcing large numbers of members into quarantine. Those not in quarantine worked overtime.

"Because these quarantines were so frequent, fatigue became a significant issue," says Local 22 President Michael Bresnan.

Local 22 hopes that more members will consider getting the vaccine to protect their health and the health of their families and the people they serve. ■

## Memphis Local 1784 Members Go Mobile to Deliver the Vaccine

Memphis, TN Local 1784 members are not only delivering the vaccine to homebound citizens in the City of Memphis but are going outside their jurisdiction to assist those in need throughout Shelby County. The effort is being managed through the fire department's Healthcare Navigator Program.

"Our members have been on the frontlines of this pandemic from patient transport to testing. Now we continue to deliver the best possible service by ensuring everyone has access to the vaccine, if they want it," says Local 1784 President Tom Malone. "I am very proud of the hard work to help all of us get closer to ending this pandemic."

The mobile paramedicine program began in 2015 with a mission to better serve citizens with health conditions who might otherwise need to make multiple visits to the emergency room each month, as well as citizens with urgent behavioral health needs.

Local 1784 members are working overtime to expand the Healthcare Navigator mission to provide access to COVID-19 vaccines to those who might not otherwise have it.

"Depending on demand, we have between two and four mobile units visiting homebound patients inside Memphis city limits and throughout Shelby County," says Kevin Spratlin, a Local 1784 member who oversees the Healthcare Navigator Program. "Because we have provided medical care to many of these citizens before, they trust us to provide this life-saving service as well."

Since some of Shelby County is outside Memphis fire fighters' normal jurisdiction, one of the obstacles was creating service routes that would allow Local 1784 members to reach as many homes as possible each day.

"Once you have opened the vaccine vial, you don't want to waste a single drop, so we reached out to FedEx, which is headquartered right here in Memphis to assist us," says Spratlin. "FedEx is able to take the addresses we give them and produce the time-saving routes we need."

In addition to serving the homebound, Healthcare Navigator has also administered vaccines to staff and residents of adult care facilities and have hosted pop-up vaccine clinics in neighborhoods with low vaccine rates. ■

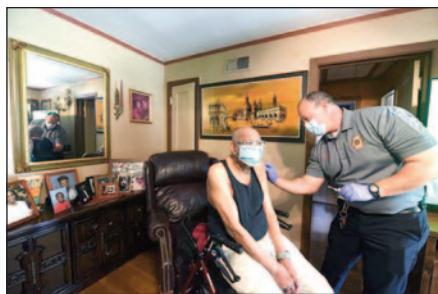


PHOTO CREDIT: JOCELYN AUGUSTINO/FEMA

**Memphis Local 1784 members assist homebound patients in getting vaccinated as part of the fire department's Healthcare Navigator Program.**

## Canadian Members Receiving, Giving COVID-19 Vaccines

More than one year into the COVID-19 pandemic, Canada's IAFF members are still hard at work on the frontlines protecting Canadians while striving to stay safe themselves.

Slowly but surely, Canadian IAFF members are receiving their vaccines and, in some cases, are assisting at vaccination clinics either to guide citizens and help clinic staff or to provide actual vaccinations after receiving the appropriate training.

Preliminary results of a survey conducted on behalf of the IAFF COVID-19 Task Force indicate that as of the first week of May, almost all frontline IAFF members in Canada had access to at least their first dose as a result of their first responder roles and 77% had already received it.

While it was the Canadian government that secured vaccine doses for Canadians, decisions on vaccine eligibility were left to individual provinces. The IAFF worked with provincial affiliates and developed messaging and other advocacy resources designed to help ensure the need to vaccinate fire fighters was understood at all levels.

Some provinces, such as Ontario, included fire fighters in early vaccination phases, especially

those who perform medical duties. But other provinces held out until much later, ignoring fire fighters' medical roles and the need to keep fire fighters on the frontlines and not sidelined due to infections and isolations.

In Alberta, for example, the Alberta Fire Fighters Association (AFFA) worked successfully behind the scenes to lobby the provincial government to include fire fighters in vaccine eligibility groups. "Forty-five per cent of calls that Alberta fire

fighters respond to require us to administer some kind of medical first response," AFFA President Brad Readman says. "Making sure we are vaccinated protects not only fire fighters out on calls but also the public that we serve."

As vaccines became more widely available to the Canadian public, a handful of communities tapped fire fighters to assist with the rollout. Members of Surrey,

BC Local 1271 are providing vaccinations after receiving appropriate training, while members of Ottawa ON Local 162 and Fernie, BC Local 2827 are helping by greeting and directing citizens at vaccine clinics. Members of Winnipeg MB Local 867, Toronto ON Local 3888, Mississauga ON Local 1212, and Brampton ON Local 1068 are giving vaccinations and also



PHOTO CREDIT: FRASER HEALTH

**Surrey, BC Local 1271 members receive training on how to administer COVID-19 vaccines as part of efforts to help vaccinate members in the community.**

greeting and directing citizens at vaccination clinics.

Brandon, MB Local 803 fire fighter-paramedics have assisted with COVID-19 response at local seniors' homes, as have members of Regina, SK Local 181, which has more than 140 members with paramedic certification.

While many Canadian IAFF members experienced COVID-19 infections, thankfully, no deaths have occurred due to the virus and few members have experienced lasting effects. The IAFF, working with the IAFF Canadian Office and Canadian District Vice Presidents, stands prepared to continue assisting Canadian locals on issues related to the pandemic. ■



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# TRANSITION TEAM

## New Leadership Transition Includes Headquarters Restructure, Review of Operations

AFF principal officers General President **Edward A. Kelly** and **Frank V. Líma** officially began their terms in office April 9, marking a new chapter in our union's history and for our 324,000 members across the United States and Canada.

Elected by delegates at the IAFF 55th Convention in March 2021 as our union's 10th General President and 12th General Secretary-Treasurer, Kelly and Líma went to work on day one to build a stronger, more united union with a bright future for the IAFF and our proud profession.

Since the election on March 10 and as the transition process progresses, both Kelly and Líma have appointed strong leadership to serve as part of the transition team.

General President Kelly's transition team, chaired by 4th District Vice President **Andrew Pantelis** along with Vice Chair and Chief of Staff **Matt Vinci**, includes highly regarded local, state and provincial leaders, as well as elected International officers who represent IAFF members in locals large and small in all 16 districts across the U.S. and Canada.

Personnel serving in these key roles are conducting a thorough analysis of programs and services offered by the IAFF and will make recommendations on how to improve these programs to meet the ever-evolving needs of our members.

"As I promised during my campaign, we are committed to reviewing every program and service offered by our union to identify efficiencies, as well as areas of improvement, with the ultimate goal to provide the highest level of goods and services to our members serving on the frontlines," says Kelly.

The transition team — which includes 22 working groups and more than 70 members selected based on their skills and expertise, with each addressing specific programs and services to be evaluated by these subject matter experts.

The **Evaluation of Services** team, led by Vice Chair **Jay Fleming** (Boston Local 718) and supported by 3rd District Vice President **Jay Colbert** and 6th District Vice President **Mike Carter** who serve as senior advisors, is tasked with providing a comprehensive review of

programs and services currently offered by the IAFF. The working groups will collectively identify strengths, weaknesses and areas of improvement to ensure that only the best possible product is provided to members. IAFF Assistant to the General President **Patrick Morrison** serves as the program manager for Evaluation of Services, providing leadership and guidance to the working groups.

**"As I promised during my campaign, we are committed to reviewing every program and service offered by our union to identify efficiencies, as well as areas of improvement, with the ultimate goal to provide the highest level of goods and services to our members serving on the frontlines."**

— General President Edward A. Kelly

The **Non-Profits and Subsidiaries** team, led by Vice Chair **Kurt Becker** (Professional Fire Fighters of Eastern Missouri Local 2665), will provide a comprehensive review and analysis of IAFF relationships with outside non-profit organizations, as well as subsidiaries of the IAFF, such as the IAFF Financial Corporation and IAFF Foundation. 12th District Vice President **Walt Dix** and **Mathew Golsteyn** (IAFF) serve as senior advisors, providing sound guidance and technical expertise.

The **Vision to Mission** team, also led by Vice Chair **Jay Fleming**, is tasked with creating an action plan to serve as the blueprint for the Kelly administration to address the issues most important to the dues-paying members of the IAFF. 3rd District Vice President **Jay Colbert** and 7th District Vice President **Ricky Walsh** serve as senior advisors to the Vision to Mission team, collectively serving as subject matter experts in membership engagement and satisfaction. **Robert Green** (Professional Fire Fighters of Massachusetts) is the program

manager, providing guidance and oversight to the working groups.

The **Contractor and Vendor Analysis Team** is reviewing all contractor and vendor agreements and relationships with the IAFF to ensure we are paying fair market value for services. The Team includes IAFF 1st District Vice President **Jim Slevin**, **Leah Barrault** (Labor Attorney representing multiple IAFF affiliates across New England), **Kelly Fox** (Division Chief, Stakeholder Relations at CalPERS, former IAFF 7th District Vice President and former president of the Washington State Council of Fire Fighters), **Michael Hurley** (Mayor of Burnaby, British Columbia and former IAFF 6th District Vice President and president of the British Columbia Professional Fire Fighters), **Ralph Sicuro** (Pittsburgh, PA Local 1), **Rex Prichard** (Long Beach, CA Local 372), **Mark Wilson** (Vaughn, ON Local 1595) and Senior Advisor **Mathew Golsteyn** (IAFF).

General Secretary-Treasurer Frank Líma's transition team is chaired by 14th District Vice President **Danny Todd** and is assisted by IAFF Chief of Operations **Jim Brinkley**, who is serving alongside Todd to review all aspects of the General Secretary-Treasurer's constitutional, financial, legal and ethical responsibilities.

In addition, the team includes a strong, experienced and diverse team of leaders from the IAFF and the public and private sectors, including **Frank Ramagnano** (Toronto Professional Fire Fighters' Association Local 3888); **Darrell "Doc" Roberts** (Chula Vista Local 2180); **Shon Buford** (San Francisco Local 798); **Ron Herrera** (Los Angeles County Federation of Labor, AFL-CIO); **Betty Yee** (California State Controller); **Jimmy Blackman** (Jimmy Blackman & Associates); **Dixie Abramian** (Firefighters First Federal Credit Union); and **Preet Bassi** (Center for Public Safety Excellence).

"This highly experienced and diverse transition team will work in collaboration with General President Kelly and his team with integrity, while making sure our union remains strong for decades to come," says Líma.

See page 17 for a list of working group and Transition Team members. More information is

**"The Professional Fire Fighters and Paramedics of North Carolina is excited about General President Ed Kelly's vision for the IAFF moving forward. His inclusive leadership style for addressing our issues is encouraging. He understands that problem solving isn't a one-size-fits-all approach. We look forward to having a leader who is always listening, learning, and doing everything he can to put our union in a position to achieve success. North Carolina is all in."**

— Scott Mullins, President, Professional Fire Fighters and Paramedics of North Carolina

also available on our Transition website at [www.iaff.org/transition](http://www.iaff.org/transition).

At the completion of the transition phase, the working groups will have collectively created a pathway to ensure that the IAFF is stronger than it has ever been before. Together with both transition teams, Kelly and Líma will work to build and strengthen this IAFF.

### **Executive Board Approves Restructure of Headquarters Operations**

As our transition process continues, we are pleased to report that the IAFF Executive Board has approved a restructure plan to our operations. Our comprehensive plan ensures that the IAFF has a strong foundation and the personnel and resources in place for your union to deliver high-level programs and services to



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our members across the United States and Canada.

This reorganization in both the Office of the General President and the Office of the General Secretary-Treasurer includes staff changes and promotions. This new structure includes additional science and research capabilities, enhanced GIS and EMS system development and analysis capacity, a greater emphasis on education and human relations program deliveries, and an organizational span of control that will focus on providing the resources needed to take our IAFF to the next level.

In addition to Chief of Staff (COS) **Matthew Vinci**, we have created the position of Chief Administrative Officer (CAO) and have welcomed **Wayne Murphy** to serve in this new role. Wayne Murphy comes to the IAFF from District Council 35 of the International Union of Painters and Allied Trades (IUPAT) where he served as Director of Government and Public Affairs responsible for designing and implementing the union's legislative and public affairs agenda, as well as the office's communications capabilities.

Both Vinci and Murphy will report to the General President and the Executive Board.

Under this new structure, Chief of Staff Matthew Vinci will oversee all programmatic deliverables to our affiliates under the following divisions and departments.

### **Human Relations, Education and Grants Administration Division**

By combining the Education, Training and Human Relations Division with the Grants Administration and Hazardous Materials Training Division under the direction of Assistant to the General President **Elizabeth Del Re**, we will house program coordinators within one division while establishing an organization-wide capacity to develop and distribute all IAFF training programs and ensure a focus on human relations in a more efficient and consistent manner.

### **Health, Safety & Medicine**

Under the direction of Assistant to the General President **Patrick Morrison**, the Health, Safety

*Continued on Page 16*

## **On Day One, Kelly and Líma Join Houston Local 341 to Fight for Local Leaders**

On their first day as principal officers of the IAFF, General President Ed Kelly and General Secretary-Treasurer Frank Líma were together on the ground in Houston with Local 341 members, fighting for the rights of our local leaders to advocate for our members and their families. Local 341 members have faced more than their share of recent challenges, including the termination of President Marty Lancton, who was targeted for his union activity as part of an unscrupulous mayor's latest attacks.

Recognizing the significance of spending his first day as General President with the members, General President Kelly reassured Local 341 members — and all members of the IAFF — that, "When the bell comes in, we show up and we fight. Fighting for a living is what we do. And the members of Local 341 and the IAFF, 324,000 members strong, are going to stand up and fight to make sure that Marty Lancton gets treated fairly."

General Secretary Líma echoed the message. "Our first day in office, we're here to not only fight, but to protect our leaders so they can get to the table to fight for healthcare, better wages and to make fire fighters' jobs safer."

In January, the City of Houston terminated Lancton — yet another in a series of attacks on IAFF members in Houston that include the mayor's anti-union, anti-worker policies that have kept our members from receiving pay increases and ignored a vote of the people for pay parity.

Following the rally, Kelly and Líma visited Houston fire stations, sharing their vision for the future of the IAFF. ■



and Medicine Division will now include a new Director of Science and Research, **Derek Urwin**. A member of Los Angeles County, CA Local 1014 who will be receiving his PhD in chemistry later this year, Urwin's experience and knowledge in the field of science and research will help us advocate to reduce occupational cancer and diseases impacting our members across both countries.

Working with Director Urwin is **Racquel Segall**, who has been promoted to Deputy Director of Occupational Health and Medicine. Deputy Director **John Niemiec** will now focus solely on providing behavioral health services to support our members in the field.

### **Technical Assistance & Information Resources**

The Technical Assistance and Information Resources Division will be managed by the newly promoted Assistant to the General President **Thomas Breyer** and Director of Fire and EMS Operations **Robert McClintock**. In addition, **Adrienne Kramer PhD** has been promoted to Deputy Director of Fire and EMS System Analysis and **Christopher Lake** has been promoted to Deputy Director of Fire and EMS Development.

### **Conferences and Events, Planning and Logistics**

Our new Director of Conferences and Events, Planning and Logistics **Erin Lynch** brings a strong background in strategic planning and event management and will be evaluating all opportunities to increase the operational effectiveness of our events. Coupled with the new Deputy Director of Logistics **Jamie Grimes**, who previously worked in the Office of the General Secretary-Treasurer overseeing procurement and the production center, the department will provide increased coordination for events ranging in size from 10 to 3,500 attendees.

### **Canadian Operations**

Assistant to the General President **Scott Marks** will be continuing his service to the IAFF and supporting the continuity of operations in our Ottawa office. His institutional knowledge and service to the IAFF will be valuable as we evaluate and improve our services and resources for our Canadian members.

**Chief Administrative Officer Wayne Murphy** will be directly responsible for the following divisions:

### **Communications, Media Relations and Public Affairs**

The Communications, Media Relations and Public Affairs Division, led by newly promoted Assistant to the General President **Jane Blume**, will work with all divisions and leadership to effectively

message our mission and brand to members across the United States and Canada. She will also be managing all external communications.

### **Governmental Affairs, Strategic and Political Initiatives**

The Strategic Campaigns Department will be incorporated into the new Government Affairs, Strategic and Political Initiatives Division, with Director of Strategic Campaigns **Doug Stern** reporting to Assistant to the General President **Dave Lang**. Collaborating with our Communications team, this structure will bring increased efficiencies in further service to all IAFF affiliates.

### **Information Systems**

The Information Systems Department also reports to the Chief Administrative Officer with Director **Carmen Gloukhoff** tasked with managing the day-to-day information technology operations across the organization.

### **General Counsel and Legal Services**

**Megan Mechak**, a partner with McGillivray Steele Elkin, has been appointed to serve as IAFF General Counsel. An attorney with McGillivray Steele Elkin since 2007, Megan has provided high-level legal service to the IAFF and our affiliates and has been a tenacious advocate for working women and men.

The Chief Administrative Officer will also be responsible for refining the procurement process for goods and services across the organization.

**Mathew Golsteyn** who served the IAFF for four and half years as Chief of Operations, will assume the role of Special Assistant to the General President for Strategic Initiatives, focusing on developing and implementing strategies to address our affiliates most pressing concerns that do not inherently fall into specific roles and responsibilities.

General Secretary-Treasurer **Frank Lima** has been working with his senior transition team to review the structure, staffing, operations and resources needed for the General Secretary-Treasurer's office to ensure we provide the most effective and efficient services to support our operations and the best possible use of our members' hard-earned dues.

The Executive Board has approved changes that reflect a new approach to providing the best support and services from the Office of the General Secretary-Treasurer for our members. **Frank Ramagnano**, president of Toronto, ON Local 3888, has been appointed to the new position of Assistant to the General Secretary-Treasurer overseeing pensions, procurement and policy. His knowledge and interests in pensions, policy, procurement and Canadian operations will serve the IAFF well in

improving the resources of the General-Secretary Treasurer's office to better serve our members.

Additionally, the General Secretary-Treasurer's Senior Transition Team recommended and the Board approved a new Director of Operations position under Frank Ramagnano.

The addition of these new positions and their roles and responsibilities address some of the most important issues highlighted by the former General Secretary-Treasurer, our auditors and the Ethical Practices Committee reports and reflect a new approach to providing the best support and services our members and staff deserve.

This improved span of control will enhance the ability of the Chief of Operations to provide the appropriate governance and compliance oversight required to manage the operations of the Office of the General Secretary-Treasurer efficiently and effectively.

These organizational changes, including a collaboration on centralizing organizing tools, will help ensure that the IAFF is properly equipped with the structure, personnel and resources to improve efficiencies across all divisions and departments and to support our mission and top priority — protecting our members and their families.

Additional information on the transition and new structure, including our team of outstanding staff involved in the reorganization, is available at [www.iaff.org/transition](http://www.iaff.org/transition).

### **Staff Appointments**

Since taking office on April 9, General President Kelly has appointed several key staff positions across the organization to ensure a smooth transition to the new administration.

**Will Newton** has been transferred from the Division of Health, Safety and Medicine to serve as Director of Education, Training and Human Relations. A fire fighter/EMT with 24 years on the job and a member of St. Petersburg Local 747, Newton joined the IAFF in 2019 as Director of Occupational and Behavioral Health Services. He previously worked as a 12th District Field Service Representative (DFSR), Service Representative and Partnership Education Program (PEP) instructor. He is also a class of 2008 Political Training Academy graduate. Additionally, he was District Vice President for the Florida Professional Firefighters, as well as President and Business Agent for St. Petersburg Local 747 and Pinellas County Local 4966.

**Phil Gauer**, who retired earlier this year after serving as Deputy Director in the Education and Training Division, will work in an interim role to assist the department during the transition. A fire fighter with the Akron Fire

Department for 26 years, Gauer was Treasurer of Akron Local 330 for four years before being elected president, a position he held for eight years. In addition to serving as a District Vice President for the Ohio Association of Professional Fire Fighters, he was an IAFF HazMat instructor for 20 years. He joined the IAFF in 2015 as Deputy Director in the Grants Administration and HazMat Division before moving over to the Education Department.

**Angie Wanner** has been transferred from the Grants Administration and HazMat Division to the General President's office as the Executive Administrative Assistant for Chief of Staff Matt Vinci. Wanner joined the IAFF in 2013 and has worked in the Grants Administration and HazMat Division for the last eight years as an executive secretary. She previously worked for Booz Allen Hamilton at the Federal Emergency Management Agency (FEMA) as an administrative assistant to the Grants Program Directorate.

**Katie Dixon** has been transferred from the General President's office to the General Secretary-Treasurer's office as the Executive Administrative Assistant for Chief of Operations Jim Brinkley. Hired in 1999 to work in the Membership Department, Dixon transferred to the Communications Department in 2001. In 2011, she was promoted to Alumni Coordinator where she streamlined and rebranded the IAFF Alumni program.

**Ariana Hay** has been transferred from the General Secretary-Treasurer's office to the General President's office as Policy Assistant. Hay joined the IAFF as an Administrative Assistant in 2017 after graduating from George Washington University with a bachelor's degree in political science. She was promoted to Policy Coordinator in 2018. In her new position, Hay will have a critical role in supporting the day-to-day operations in the General President's office.

**Emily Preston** has been transferred from the General President's office to the General Secretary-Treasurer's office as an Administrative Assistant. Preston worked as an intern in the Human Resources Department in 2010 and 2011 before joining the IAFF full time in 2011, providing support for the IAFF Burn Fund and its activities. She was then promoted to the General President's office in 2015. ■

**"I'm excited to work with General President Kelly's administration. Edzo is a transformational leader whose vision and ability will positively impact our organization for years to come."**

— Jason Burns, Fall River, MA Local 314

## Transition Team Working Groups

### VISION TO MISSION

#### Organizing/New Leadership

##### **John Gardell**

Pittsburgh, PA Local 1

##### **Tom Lovell**

Professional Fire Fighters of Idaho

##### **Scott Mullins**

Professional Fire Fighters and Paramedics of NC

#### Political Endorsements

##### **Michael Hull**

Hammond, IN Local 556

##### **Steve McConlogue**

Professional Firefighters of New Jersey

##### **James McDade**

Dallas, TX Local 58

#### Retiree Issues

##### **Joe Baer**

Kentucky Professional Fire Fighters

##### **Michael Crouse**

Professional Fire Fighters of Maine

##### **Michael Rund**

IAFF 4th District Field Service Representative

#### Human Relations

##### **Audrey Owczarzak**

Newport, KY Local 45

##### **Clive Deonarine**

Ajax, ON Local 1092

##### **Barbara Sellers**

Shreveport, LA Local 514

#### Federal Firefighter Issues

##### **Kyle Moser**

Professional Fire Fighters of Maine

##### **Dale Smith**

Hanscom AFB Local F-78

##### **Dusty Warden**

New Mexico Professional Fire Fighters

### SMART Program

#### **Isaac McLennan**

Oregon State Fire Fighters Council

#### **Bradley Reed**

Professional Fire Fighters of Vermont

#### **Matthew Tomek**

Memphis, TN Local 1784

#### Collective Bargaining

##### **Robert Bragg**

Virginia Professional Fire Fighters

##### **Timothy Dupin**

Kansas City, MO Local 42

##### **David Harer**

Professional Fire Fighters of Alabama

#### Innovation/Research

##### **Matthew Lay**

Tulsa, OK Local 176

##### **Kenny Stuart**

Seattle, WA Local 27

##### **Doug Water**

Broward County, FL Local 4321

#### State/Provincial Issues

##### **Sam Fresina**

New York State Fire Fighters Association

##### **Robert Lee**

Hawaii State Fire Fighters Association

##### **Glenn Sullivan**

Atlantic Provinces Professional Fire Fighters

### EVALUATION OF SERVICES

#### Canadian Operations

##### **Gordon Ditchburn**

Vancouver, BC Local 18

##### **Robert Hyndman**

Sudbury, ON Local 527

### Brendon Meagher

Halifax, NS Local 268

#### Grants and HazMat

##### **Michael Bongiorno**

Milwaukee, WI Local 215

##### **Paul Carey**

Boston, MA Local 718

##### **Phillip Gauer**

Akron, OH Local 330

#### Political Resources

##### **James McCarthy**

UFOA of New York Local 854

##### **JT Pennington**

Pennsylvania Professional Fire Fighters

##### **Christopher Steele**

San Antonio, TX Local 624

#### Disaster Relief

##### **Timothy Aboudara**

Santa Rosa, CA Local 1401

##### **Brian Powell**

Metro Broward, FL Local 3080

##### **Gabriel Dominguez**

Houston, TX Local 341

#### Health, Safety & Medicine

##### **Ron Glass**

Orlando, FL Local 1365

##### **Neal Mullane**

Boston, MA Local 718

##### **James O'Toole**

St. Johns, NL Local 1075

#### Strategic Campaigns

##### **Matthew Altar**

Cincinnati, OH Local 48

##### **Ryan Brady**

Peoria, IL Local 50

##### **Matthew Ready**

Professional Fire Fighters of Massachusetts

### Education and Training

#### **Dennis Lawson**

Washington State Council of Fire Fighters

#### **Kevin Reddy**

Federated Fire Fighters of Wyoming

#### **Joshua Smith**

Professional Fire Fighters and Paramedics of North Carolina

#### Legal Resources

##### **Stanley Double**

Hamilton, ON Local 288

##### **Robert Eustace**

UFA of New York Local 94

##### **Floyd Rollins**

San Francisco, CA Local 798

#### TAIR Services

##### **Aaron Mischler**

New Orleans, LA Local 632

##### **Steven Stein**

Columbus, OH Local 67

##### **Daniel Rozier**

Irving, TX Local 2073

#### CONTRACTOR AND VENDER ANALYSIS

##### **Leah Barrault**

Labor Attorney representing multiple IAFF affiliates across New England

#### **Kelly Fox**

Division Chief, Stakeholder Relations at CalPERS and former IAFF 7th District Vice President, as well as former president of the Washington State Council of Fire Fighters

##### **Michael Hurley**

Mayor of Burnaby, British Columbia; Former IAFF 6th District Vice President;

Former President, British Columbia Professional Fire Fighters

### NON PROFITS

#### MDA

##### **Myron Boggess**

Charlestown, WV Local 317

##### **Billy Cabral**

Professional Fire Fighters of Massachusetts

##### **Roger Lopez**

San Antonio, TX Local 624

#### Financial Corporation

##### **Todd Ingalsbee**

Professional Fire Fighters of Nevada

##### **Rich MacKinnon**

Professional Fire Fighters of Massachusetts

##### **Paul Van Gerwen**

CAL FIRE Local 2881

#### IAFF Foundation

##### **Wayne Bernoska**

Florida Professional Firefighters

##### **Philip Cordova**

Professional Fire Fighters of Colorado

##### **Scott Robinson**

Rhode Island State Association of Fire Fighters

## Collective Bargaining Gains Ground in Virginia

The City of Alexandria, Virginia, is the first jurisdiction in the Commonwealth to pass a collective bargaining ordinance, a crucial victory in the battle to give professional fire fighters and EMS personnel a stronger voice in a safer, fairer, more efficient workplace.

The Alexandria City Council unanimously approved the ordinance giving city employees the right to bargain with their employers over a range of workplace issues, including pay, benefits and grievances. The ordinance passed after Alexandria Local 2141, working closely with the IAFF and other unions, effectively beat back efforts to weaken the ordinance.

“Our fire fighters and paramedics deserve a strong voice in their health and safety and of the safety of those they protect,” says General President Edward Kelly. “I applaud the leadership of Local 2141 and our brothers and sisters in Alexandria who will now have a voice to improve their safety on the fire ground and provide security to their families.”

Late last year, the Alexandria City manager proposed an ordinance more closely resembling meet and confer, which would not allow Local 2141 and other unions to fully bargain with employers. Through a concerted campaign, Local 2141 brought awareness to the importance of strong collective bargaining, not just for fire fighters and other city employees but for the community as well.

“We have been using meet and confer for years and it has not worked,” says Local 2141 President Joshua Turner. “Alexandria fire fighters are among the lowest paid in Northern Virginia, even though our duties have expanded as the region’s population has grown. We made this argument forcefully and it resonated, especially with the public.”

The next step for Local 2141 will be to begin negotiating with the city on a new binding contract.

“The fight for collective bargaining in Virginia has been long and difficult,” says 4th District Vice President Andrew Pantelis. “It is wonderful to have this win. Now we must work together to help other affiliates secure collective bargaining and begin writing a new chapter for labor in Virginia.”

This groundbreaking win in Alexandria comes as momentum is building toward expanding public sector collective bargaining throughout the Commonwealth of Virginia, a so-called right to work state. Affiliates across Virginia are eager to follow in the footsteps of Local 2141.

“We have been meeting with other affiliate leaders to put together a game plan to help expand local collective bargaining in Virginia,” says Turner.

Virginia state lawmakers last year approved a law allowing local governments to decide



**“The fight for collective bargaining in Virginia has been long and difficult. It is wonderful to have this win.”**

— 4th District Vice President Andrew Pantelis

whether to adopt collective bargaining, paving the way for the City of Alexandria to become the first to do so.

Fire fighter collective bargaining is gaining steam on the national stage, as well (see story on page 24). The IAFF’s collective bargaining bill, the Fire Fighters and EMS Employer Employee Cooperation Act, HR 2586, has been introduced in the U.S. House by Representatives Dan Kildee (D-MI) and Brian Fitzpatrick (R-PA). President Joe Biden has also repeatedly expressed his support for a stronger union voice in the workplace.

Contact your member of Congress to become a cosponsor of our national collective bargaining legislation and extend basic collective bargaining rights to fire fighters and emergency medical personnel in all 50 states. ■

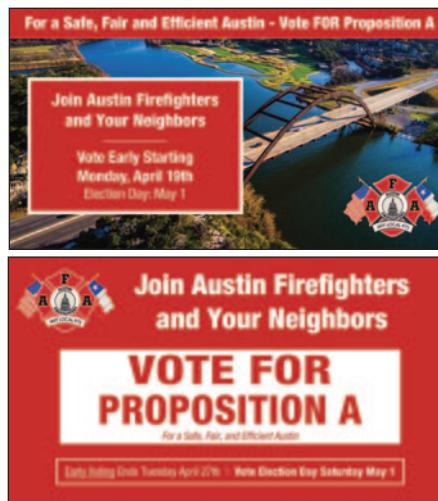
## Austin Voters Approve Binding Arbitration Referendum for Fire Fighters

After an intense campaign, Austin, TX Local 975 has won the ability to call on an impartial arbiter to settle future disputes that may arise while negotiating with the city, after the passage of Proposition A.

Proposition A, which passed by an impressive 81% to 19% margin on May 1, sends a clear message from Austin voters to city leaders. “Our community showed up and voted in support of their fire fighters,” says Local 975 President Bob Nicks. “We are grateful that voters recognized that binding arbitration and timely dispute resolution is closely tied to public safety and fire fighter safety and fulfills the promise of a fair and efficient Austin.”

“Congratulations to our brothers and sisters in Local 975,” says General President Ed Kelly. “Our members stood up and showed the voters why it’s important to give fire fighters a strong and fair voice at the bargaining table. The voters clearly made their support heard. Having binding arbitration will help keep our fire fighters safe on the job by creating a fairer resolution process to tough issues.”

The local began its campaign in earnest amidst the COVID-19 pandemic, safely gathering signatures to bring this important



issue to the May 1 ballot. Following the signature petition drive, Local 975 coordinated with the IAFF to ensure that the message was clearly delivered to Austinites.

“Local 975 members were fully engaged in the effort – from signature gathering all the way to election day,” says Nicks. “Everything we do as fire fighters is about saving lives and protecting property. We’re certain that passing

Proposition A is going to save lives and help us keep Austin safe.”

“This win shows what this union can accomplish when we stick together and fight on the side of public safety,” says 11th District Vice President Sandy McGhee. “Binding arbitration will improve working conditions for Austin’s fire fighters and make the city safer.”

Early polling showed citizens supported Austin fire fighters and especially appreciated their role in several high-profile incidents over the past year. With IAFF assistance, the campaign contacted nearly 500,000 voters through mail, online digital ads, traditional television and streaming video outlets.

The local also developed and leveraged a strong social media presence, along with prior relationships with community advocates, to spread their message organically, gaining numerous public endorsements along the way. This broad, bipartisan coalition of support for Austin fire fighters easily translated into support for Proposition A and ultimately led to a convincing victory for safety and fire fighters in Austin. ■

## Membership in IAFF Pays Off for Durham Local 668 Fire Fighter

Two days after joining Durham, NC Local 668, 18-year veteran fire fighter Jeff Whitfield suffered a severe injury while responding to an early morning apartment fire. The next day, Local 668, with assistance from the IAFF, mobilized to provide support for Whitfield as he recovers from second- and third-degree burn injuries to his shoulders, back and arms that will likely keep him off the frontline for weeks, if not months.

The emergency call to the Bay Creek Apartments in Durham came in at 6:00 a.m. on March 2. Whitfield was first on the scene as Durham fire fighters began setting ladders and searching for tenants in need of rescue. Whitfield joined other fire fighters helping residents escape to safety, he was injured when his turnout coat caught fire as he was blocking flames shooting through a window to allow a tenant to escape to safety.

Whitefield says he is doing well and in recovery and hopes to return at least to light duty as soon as possible. "We made a lot of swift decisions that morning and I have no regrets. I would do it again in an instant," he says. "I can't say enough about the work all the fire fighters did to protect people and the property."

Whitfield is thankful for the support of the IAFF. Local 668 President Jimie Wright contacted 12th District Vice President Walt Dix, who quickly approved assistance through the IAFF Burn Fund to help Whitefield while he is on workers' compensation and receiving reduced pay. IAFF 12th District Burn Coordinator Rusty Roberts helped counsel him on recovery matters.

President Wright says Whitfield was

extremely thankful to have joined the local when he did, noting that many of the benefits provided by the union are what you hope you will never have to use. "I was just impressed with how quickly everything came together. It really just took one phone call and then all of sudden the IAFF moved to action."

Local 668 is in a rebuilding phase since President Wright took the helm one year ago. Membership had been slow to grow, primarily because Durham fire fighters, who work in a right to work state, were skeptical of what Local 668 could offer. The local has worked hard to assist members with individual case issues with the fire department, such as disciplinary actions, making sure members are treated fairly and rules are strictly followed. Local 668 also has established a station steward program to improve communication, established a human relations committee with training from the International and created a charitable fund to support members in need.

In addition, Local 668 has enlisted the help of the IAFF in conducting a statistical pay analysis that shows Durham fire fighter pay is 13 percent below the average for similar departments.

The restructuring is paying off with new membership up from 54 two years ago to 248 today, representing 67 percent of the Durham Fire Department. "The way the International has responded to Jeff Whitfield in his time of need is a perfect example of what this union can get done, even in a non-collective bargaining state like North Carolina,"

President Wright says. ■

## Hawaii Members Donate Leave to Local F-263 Secretary Battling Cancer

When Federal Firefighters of Hawaii Local F-263 Secretary Douglas Barbieto was ordered by doctors to stay home while in treatment for cancer, he faced taking leave without pay as federal fire fighters have no presumptive protections. With his healthcare and finances at risk, Barbieto's Local F-263 brothers and sisters stepped in, donating more than 5,500 hours of leave so Barbieto could focus on his recovery.

"I am very proud of the way our members rallied behind Brother Barbieto," says Local F-263 President Reid Shimabukuro. "Some gave one day while others donated a few weeks, but everyone gave something. It really was an incredible display of solidarity to ensure our brother maintains his pay and benefits as he fights to beat cancer."

An 18-year veteran fire fighter, Barbieto was first diagnosed with prostate cancer in 2017, but doctors discovered this year that the cancer had spread to his bones.

The donated leave will guarantee Barbieto will reach the minimum number of years he needs to retire. He is thankful retirement is an option but is intent on beating the cancer and returning to the job.



Douglas Barbieto, Federal Firefighters of Hawaii Local F-263



## IAFF Welcomes New Locals

### Local 1-0097

Ingalls Fire Fighters  
President, Gerald G. Ward Jr.  
14 members  
Pascagoula, MS

### Local 3895

Battle Born Fire Fighters Association  
President Michael C. Lucey  
25 members  
Carson City, NV

### Local 5257

Bath Iron Works Professional Fire Fighters  
President Paul Carpenter  
18 members  
Bath, ME

### Local 5274

Metro Area Fire Fighters & EMS of Central Iowa  
President James Mease  
11 members  
Windsor Heights, IA

### Local 5286

Porterville City Fire Fighters Association  
President Jeff Dodd  
36 members  
Porterville, CA

### Local 5301

Niceville Professional Fire Fighters Association  
President Timothy Sallee  
18 members  
Niceville, FL

### Local 5315

Unalaska Career Fire Fighters  
President Ben Knowles  
4 members  
Dutch Harbor, AK

### Local 5318

Lee Career Fire Fighters  
President Matthew Fenton  
8 members  
Lee, MA

The new IAFF affiliates listed below joined the International January through March 2021.

### Local 5319

Barre Professional Fire Fighters and EMS  
President Raymond Balser  
4 members  
Barre, MA

### Local 5320

Bexar County District 5 Professional Fire Fighter Association  
President Elisha Herevia  
21 members  
Atascosa, TX

### Local 5321

King and Queen Fire & EMS Professional Association  
President Christopher Bennett  
12 members  
King and Queen, VA

### Local 5322

Cypress Creek Prof. Fire Fighters Assoc.  
President William McDugle  
34 members  
Cypress, TX

### Local 5323

Professional Fire Fighters of Woodstock  
President Christian Killmer  
9 members  
Woodstock, VT

### Local 5325

Metro-North Railroad Professional Fire Fighters Association  
President James Tipa, Jr.  
13 members  
New York, NY

### Local 5328

De Beque Professional Fire Fighters Association  
President Nathan Voorhees  
5 members  
De Beque, CO

### Local 5330

Radford Professional Fire Fighters and EMS Association  
President Jessica Burton-Moore  
12 members  
Radford, VA

## Houston Local 341 Wins Landmark Ruling Affirming Collective Bargaining

An appeals court in Texas has upheld voter-approved collective bargaining rights for Houston's fire fighters, a landmark victory for labor in the Lone Star state and a stinging rebuke for anti-fire fighter Mayor Sylvester Turner.

The Court of Appeals in Texas affirmed a lower court ruling won by Houston Local 341, repeatedly dismissing the city's arguments. The ruling compels the City of Houston to pay the legal costs for Local 341 in this two-year battle over the rights and benefits of Houston's 4,000 professional fire fighters.

"Hard work and strong leadership paid off in Houston and I am so proud of what Local 341 has achieved with this ruling," says General President Ed Kelly. "When we stick together, and we fight together, we win."

Mayor Turner has waged a relentless effort to overturn Local 341's voter-approved collective bargaining rights, while still claiming an interest in reaching a contract agreement with Houston fire fighters, who have not seen a raise in more than a decade.

"We are grateful for this ruling. It should be a signal for the mayor to end the vindictive, taxpayer-funded legal campaign against Houston fire fighters and our families," says Local 341 President Marty Lancton. "This ruling provides the city with an opportunity to reverse course and resolve our disputes."

Texas voters in 2003 approved a referendum granting collective bargaining rights for fire fighters. Until Turner took office in 2016, Houston Local 341 had successfully negotiated with the city. Now in his second mayoral term, Turner remains the only Houston mayor to fail to reach a collectively bargained contract with



**“Hard work and strong leadership paid off in Houston and I am so proud of what Local 341 has achieved with this ruling. When we stick together, and we fight together, we win.”**

— General President Edward A. Kelly

fire fighters.

Though President Lancton believes the city will likely appeal the appellate court ruling, he says Local 341's legal victory should serve as a roadmap for other affiliates in Texas facing attacks on collective bargaining rights. Since the 2003 referendum, President Lancton says some Texas municipalities have hired anti-labor law firms to whittle away collective bargaining rights and force unions to accept weaker contracts.

"Since he became mayor of Houston, Sylvester Turner has repeatedly turned his back

on Houston's fire fighters and demonstrated that he either does not understand the hard work we do, or simply doesn't care," says 11th District Vice President Sandy McGhee. "We are so thankful that Local 341 has never backed down."

In 2015, Local 341 threw its support behind Turner, a Democrat, in his bid for mayor, based on his record as a member of the Texas House of Representatives supporting labor.

Immediately upon taking office, however, Mayor Turner led an effort to cut fire fighter pensions and has fought pay raises for fire fighters ever since. In a further attack against Houston fire fighters, the City of Houston in January terminated President Lancton from the Houston Fire Department in retaliation for his union work.

General President Kelly and General Secretary-Treasurer Frank Lima went to Houston on their first day in office, April 9, to support President Lancton and all affiliate leaders facing attacks from elected officials. ■

## Tennessee Members Covered in Case of Pandemic-Related Illnesses

Thanks to the hard lobbying efforts by the Tennessee Professional Fire Fighters Association (TPFFA), Governor Bill Lee signed legislation into law (effective April 13) that provides workers' compensation to fire fighters, paramedics and EMTs who contract pandemic-related viruses or diseases.

"Even as this bill received pushback from some municipalities, our Tennessee leaders never stopped fighting. And when we fight, we win," says General President Edward Kelly. "Congratulations to TPFFA President Eddie Mitchell and his members on this important victory."

"Because of the passage of this bill, our members in Tennessee won't be left wondering if they will be protected if they get sick during this pandemic or others in the future," says

14th District Vice President Danny Todd. "Great work by the Tennessee Professional Fire Fighters Association."

The new law amends Section C of the existing infectious disease presumption law, which already provides workers' compensation coverage to fire fighters, paramedics and EMTs if they contract HIV or Hepatitis C on the job. The new law adds viruses or other communicable diseases for which a pandemic has been declared by the World Health Organization (WHO) or the Centers for Disease Control and Prevention (CDC) and for which the governor has declared a state of emergency.

Mitchell says some municipalities did the right thing for TPFFA members exposed to the

virus, while others demanded that fire fighters take personal sick leave for quarantines. The TPFFA stepped in and advocated for this new law.

"In the case of a pandemic, workers' compensation coverage for our members should not be a question mark. The TPFFA made it its mission to add pandemic-related viruses and disease to the existing infectious disease presumption law and, despite some pushback, we got it done," says TPFFA President Mitchell, who credited lobbyist Lindsay Spain for helping push the legislation over the finish line.

The presumption is rebuttable, but the burden is on the municipality to prove that the virus or disease was contracted off the job. ■



## PFFALA President Emeritus Charlie Fredieu Dies Age 84

The IAFF is saddened to report of the passing of Professional Fire Fighters Association of Louisiana (PFFALA) President Emeritus Charlie Fredieu, 84.

He dedicated his whole life to fighting for fire fighters across the state of Louisiana, especially for pensions and retirement benefits.

"It has been said that we stand on the shoulders of those who came before us. Brother Charlie Fredieu had very broad shoulders," says 14th District Vice President Danny Todd.

"While his work to get benefits and pension improvements will be what he is remembered for most, we have him to thank for so much more. Our thoughts and prayers are with his wife, Marie, and his entire family."

Fredieu was born in 1937 in Aloha, Louisiana, and would grow up to join the Shreveport Fire Department and Shreveport Local 514. He believed in his union from the beginning, serving as



Charlie Fredieu

president for Shreveport Local 514 and, later, the Professional Fire Fighters Association of Louisiana.

He is the former state fire marshall (1992-1996) and served as president of the Louisiana Firefighters' Retirement System for 16 years.

He is survived by his wife, Marie, five adult children, grandchildren and great-grandchildren. ■

## IAFF 5th District Vice President Emeritus Charles Buss Dies

IAFF 5th District Vice President Emeritus Charles Buss, 82, died on March 12 in Indio, California. He is remembered as a dedicated union leader and champion of the labor movement.

"My condolences to the Buss family and the 5th District on the passing of Charlie," says General President Ed Kelly. "The 5th District was well served by his leadership and his fighting spirit will live on across the IAFF."

"We will be forever indebted to Brother Buss' many contributions as a local, state and district union leader and for his dedication to charities like the Muscular Dystrophy Association," says 5th District Vice President Tom Thornberg. "Our thoughts and prayers are with his wife, Cathy, sons, step-daughters and extended family members."

Buss was called to the fire service in 1965 when he joined the Fond Du Lac Fire



Charles Buss

Department and was assigned to Fire Station 2. He also became a dedicated member of Local 400, becoming president and serving in the position until he retired from the department in 1991.

Perhaps one of his greatest accomplishments was adding ambulance service into the Fond du Lac Fire Department, making it one of the first departments in Wisconsin to do so. Meanwhile, Buss also served on the Professional Fire Fighters of Wisconsin (PFFW) Executive Board in various capacities from 1971-1990 (as vice president for the last seven of those years).

In 1990, he was elected IAFF 5th District Vice President and served until 2000 when he was awarded District Vice President Emeritus status by Convention delegates. He was known for traveling tirelessly throughout the district to protect the interests of the membership.

**"We will be forever indebted to Brother Buss' many contributions as a local, state and district union leader and for his dedication to charities like the Muscular Dystrophy Association."**

— 5th District Vice President Tom Thornberg

His legacy carried over to his son, Brian, who joined the Rochester Fire Department in Minnesota and became a member of Rochester Local 520 in 1999.

"Even though I joined a fire department 300 miles from my hometown and in a different state, his influence was felt far and wide," says Local 520 member Brian Buss. "There was never a doubt that he lived and breathed the fire service and the union." ■

## Longtime PFFO Legislative Director Charles "Chalk" Norton Dies

The IAFF is saddened to learn that long-time Professional Fire Fighters of Oklahoma Legislative Director Charles "Chalk" Norton, 71, has died.

Norton was born to serve. As a member of the U.S. Navy Reserve, he was deployed to Vietnam from 1967-68 and stayed in the reserves upon returning home until 1972.

He joined the Shawnee (Oklahoma) Fire Department and Local 206 in 1973. By the time he retired in 2007, he had risen to the rank of battalion chief.

Chalk was the legislative director of the Professional Fire Fighters of Oklahoma from 1977 to 2020. In those years, he was instrumental in lobbying for passage of legislation benefiting the state's fire fighters, including the Fire and Police Arbitration Act of 1994, which provided collective bargaining protections.

He also served on the Oklahoma State AFL-CIO Executive Board and was inducted



Charles Norton

into the Oklahoma Labor Hall of Fame in 2011.

He is survived by his wife, Doris; daughter Alesia Downing; son Brett Norton; grandchildren Taryn Hampton, Rylan Hall-Norton and Lily Downing of McKinney. ■

## Benefits of Being Physically Active

How fire fighters perform any relevant job task, sport skill or activity of daily living is influenced in part by fitness-related attributes — such as mobility, stability, strength and aerobic capacity. In other words, being physically fit provides opportunities to engage in specific activities and perform in ways that would otherwise not be possible.

But being physically fit is not synonymous with being physically active, nor does it provide the same type or number of benefits. We encourage every fire fighter to pursue a level of fitness to be able to perform and enjoy any activity for work, life and play. But the first step is to set a goal to be more active, more often, particularly given evidence that up to 80% of fire fighters may not be meeting the weekly physical activity recommendations.

The new IAFF Fit to Thrive (F2T) program will provide

resources, support and guidelines to help every fire fighter in the pursuit to be more active more often. The program includes systems, strategies and tactics for improving fire fighter fitness and performance, with an emphasis on behavior change and making active choices easy choices for everyone.

Many of the cited benefits of regular exercise stem from the behaviors established by engaging in physical activity, meeting the

weekly physical activity recommendations outlined by the World Health Organization (150 minutes of moderate-to-vigorous activity) and finding a sense of joy in and connection to physical activity of any kind. This suggests that they occur independently of your fitness status and span physical, psychological and social well-being.

Every fire fighter should strive to maintain a particular level of fitness to meet the demands of the job, but this may be best accomplished by emphasizing, promoting and supporting the development of physical activity habits instead of fitness outcomes.

Consider your reasons to be active — perhaps they include maintaining your waistline, improving your sex life, improving your 5k time or avoiding the chronic conditions that influence so many of your peers. Or maybe it's because of the way exercise makes you feel: more energy throughout the day, better sleep, sharper memories, improved self-confidence, elevated mood, etc. There are benefits that every fire fighter can achieve by pursuing a



physically active lifestyle, not necessarily by attaining or maintaining a specific level of fitness.

When it comes to brain health, your exercise habits are much more important than your fitness level. Engaging in strenuous physical activity can mimic the responses that come with anxiety and help you learn to improve resilience and manage these responses in other situations. Regular exercise can also produce new brain cells (increase the size of our brain) and enhance thinking skills and memory. And the bigger and stronger your brain becomes, the longer it will take for neurodegenerative diseases, such as dementia and Alzheimer's, to have an effect.

For more information about the F2T program and to receive program updates as new resources are available, contact [F2T@iaff.org](mailto:F2T@iaff.org). ■



## Canadian Haz-Mat & CBRNE Training Initiative Breaks New Ground in Calgary

Calgary, Alberta, has become the first city with licensee status under the IAFF Canadian Haz-Mat & CBRNE Training Initiative, one of several recent milestones for the program.

The license was granted to Calgary, home to Canada's third-largest IAFF local with more than 1,400 active members, following a recent Train-the-Trainer course. It means the city now has its own certified IAFF instructors who can deliver the IAFF Haz-Mat training curriculum in-house to Calgary Local 255 members anytime.

Also of note, all frontline suppression members of Guelph, ON Local 467 recently received IAFF training under the program, with final testing expected to take place in May. The level of training in the local is a significant achievement as all frontline responders will be trained to the Operations level. In the fall, the local will be pursuing IAFF Fire Ground Survival training for its members.

While the pandemic slowed the number of courses that took place in 2020 and into 2021, more than two dozen courses were held in the past year with 500 Canadian first responders

trained. All applicable COVID-19 restrictions were observed and all provincial and local protocols were followed. The use of regional IAFF instructors meant that air travel was not necessary to conduct the training.

"We're always pleased to see our Haz-Mat training break new ground," says IAFF Assistant to the General President for Canadian Operations Scott Marks. "It not only enhances first responder safety, but public safety as well. It's a win-win and we're grateful to the Canadian government for the ongoing funding commitments that make it possible."

Established by the Canadian government as a direct result of IAFF lobbying, the Canadian Haz-Mat & CBRNE Training Initiative has trained more than 5,000 first responders across Canada since 2009. The program, which is Pro Board accredited and meets NFPA 472/1072, receives up to \$500,000 in funding annually from the federal government, with the current funding agreement in place until March 2023. Training courses are available in both English and French.



The IAFF has recently approached the Canadian government about using the same model and funding arrangement to conduct IAFF Wildland Urban Interface (WUI) response training in Canada, with initial discussions seeming positive.

For more information about IAFF Canada Haz-Mat & CBRNE response training, contact Program Coordinator Bruce White at [bwhite@iaff.org](mailto:bwhite@iaff.org). ■

## West Coast IAFF Center of Excellence to Open in Spring 2022

The IAFF is moving swiftly towards opening a second IAFF Center of Excellence for Behavioral Health Treatment and Recovery on the West Coast, likely by the spring of 2022.

The need for a second facility to help IAFF members in their recovery from behavioral issues, including post-traumatic stress, was confirmed via Convention resolution in 2018. The Center of Excellence in Upper Marlboro, Maryland, which opened in March 2017, has treated nearly 1,700 members.

The second Center of Excellence is being developed on a 285-acre property in Temecula, California, located between Los Angeles and San Diego.

Plans are also in the works for several existing recovery centers located throughout Canada, serving fire fighters, other first responders and military service members. A timeframe for opening has not been set. ■



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## Collective Bargaining Bill Passes First Hurdle in Congress

Legislation to extend basic collective bargaining rights to fire fighters and emergency medical personnel in all 50 states has been introduced in the U.S. House by Representatives Dan Kildee (D-MI) and Brian Fitzpatrick (R-PA). The bipartisan Fire Fighters and EMS Employer Employee Cooperation Act, HR 2586, is expected to be advanced by the House Education and Labor Committee and the full House of Representatives in the coming months.

“Fire fighters and emergency medical personnel deserve to have a say in their own health and safety and that of the people they protect,” says General President Ed Kelly. “This important legislation will guarantee that we protect our members and their families in all 50 states, including for the nearly 80,000 fire fighters and



EMS personnel currently lacking such rights, and provides a needed voice for our hard-working members who dedicate their careers to keeping their communities safe.”

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.

Nothing in the Cooperation Act would supersede state laws that exceed the provisions of the bill. This legislation also provides members who work every day in jurisdictions that do not provide full bargaining rights a much-needed standard for employer and employee cooperation.

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 resolution mechanism. Under the bill, states that do not comply with these basic rights will have two years to do so. The Federal Labor Relations Authority, an agency with a proven track record of handling labor disputes, will then have jurisdiction to ensure workers are provided these necessary rights.

The bill’s introduction marks a crucial next step in the IAFF’s continued commitment to fight for basic collective bargaining rights for all fire fighters and emergency medical personnel. We will continue to provide updates as the Cooperation Act advances in Congress. ■

## American Rescue Plan Act Includes Significant Funding for Fire/EMS

Significant funding and benefits for fire fighters and emergency medical personnel were included in the American Rescue Plan Act, HR 1319, which passed the United States Congress and was signed into law by President Biden in March.

The IAFF worked diligently to ensure the bill provides the following:

- \$200 million in supplemental funding for the Staffing for Adequate Fire and Emergency Response (SAFER) grant program to retain fire fighters at risk of layoff and rehire laid off fire fighters.
- \$100 million in supplemental funding for the Assistance to Firefighters (AFG) grant program.
- \$195.3 billion in funding to states and \$130.2 billion to cities and counties to address a variety of needs, including budgetary shortfalls for fire departments and other government services and premium pay for essential workers:
  - \$60.1 billion to counties
  - \$45.57 billion for cities of 50,000 or more
  - \$19.53 billion for cities of less than 50,000
- Authorizes Medicare to reimburse ground ambulance providers and suppliers for Treatment in Place (TIP) without transport for the duration of the public health emergency when community EMS protocols dictate the patient not be transported to a medical facility.
- Provides \$80 million to state and local governments and other entities for training to address suicide, burnout and behavioral health conditions, including substance abuse among public safety officers and healthcare professionals.
- Provides an additional \$50 billion for the Disaster Relief Fund to reimburse fire

departments and other government entities for COVID-related activities and purchases at 100%.

- Establishes a COVID-19 presumption under federal workers’ compensation to ensure federal fire fighters who become ill from COVID-19 receive necessary benefits.
- Guarantees paid emergency leave for civilian federal employees, including federal fire fighters who must quarantine or are ill, or to care for family members, including children who participate in remote learning during COVID.

The bill, which originally passed the U.S. House of Representatives in February, was significantly improved in the Senate by the addition of provisions that fund SAFER and AFG and the TIP authorization. The IAFF worked closely with Senator Chuck Schumer (D-NY) to include the SAFER and AFG funding and with Senator Cortez Masto (D-NV) to include the TIP authorization.

In mid-April, General President Ed Kelly hosted a series of webinars for IAFF affiliate leaders to provide a deep dive into the legislation and help affiliates learn how to access the funding and benefits provided by the Act.

“This is a great opportunity for us as IAFF leaders to tap into the resources allocated by Congress and President Biden to help ensure our affiliates can address the continuing pandemic and its economic repercussions, which have impacted our members and their families,” says Kelly.

The IAFF will provide further information to affiliate leaders on the American Rescue Plan Act and will hold similar educational webinars regarding future legislative initiatives and accomplishments. ■

## Federal Fire Fighter Presumptive Legislation Introduced in Congress

Legislation to provide federal fire fighters presumptive workers’ compensation benefits has been reintroduced by a bipartisan group of legislators. The Federal Firefighters Fairness Act, HR 2499, was reintroduced in the U.S. House of Representatives by Representatives Salud Carbajal (D-CA) and Don Bacon (R-NE), and in the U.S. Senate, as S 1116, by Senators Tom Carper (D-DE) and Susan Collins (R-ME).

General President Ed Kelly says, “Every fire fighter knows there is a link between the job and occupational illnesses, including cancer. The studies are there to prove the causal link is real. Forty-seven states provide presumptive benefits to fire fighters and their families. It is well beyond time for the federal government to take care of our federal fire fighters.”

Federal fire fighters protect our nation’s military installations, veterans’ medical centers, laboratories and our nation’s most critical assets and infrastructure and experience the same exposure to heat, stress, carcinogens and toxic chemicals as their state and municipal brothers and sisters. Yet, federal fire fighters do not receive any form of presumptive benefits, unlike fire fighters in 47 states.

Absent a presumptive benefit, federal fire fighters must demonstrate with specificity the precise exposure that caused their occupational illness. Cases of cancer are particularly hard to prove — fire fighters must identify the carcinogen they were exposed to, the duration of each exposure and the exposure location. These requirements fail to recognize the chaotic environment in which fire fighters operate, the complete lack of scientific instrumentation on the scene and the cumulative impact of multiple exposures to many different carcinogens over a fire fighter’s career. The Federal Firefighters Fairness Act will eliminate these requirements for federal fire fighters and allow them access to the benefits they need and deserve. ■

## Lifestyle Changes Transform Indiana Member's Health and Fitness

At the age of 35, Matthew Dhoore, a member of Clay, IN Local 1630, was the heaviest he had ever been at 275 pounds and suffering from high blood pressure. His doctor told him he needed to make changes as he was on track for a heart attack before his 40th birthday.

We asked Dhoore to share his journey to a healthier lifestyle. "When I started thinking about what I did, it all came down to a wakeup call," he explains. "Like most fire fighters starting out, I was younger, in good health, strong and not overweight. As time progressed, I stopped working out and was eating less nutrient dense meals at the firehouse. When I received my annual physical in 2017, the report hit me hard!"

Dhoore was put on blood pressure and acid reflux medications and told to lose 50 pounds. That's when he asked for help from a friend and fitness/health enthusiast. Together, they came up with a daily workout plan that included circuit training and high-intensity interval training.

"We worked out together at the fire station on and off duty every day," says Dhoore. "I needed that support and motivation to push

me and keep me on track."

At the same time, he discovered that adopting a clean eating lifestyle was the way to go, staying away from anything boxed, canned or frozen. Dhoore created meal plans and prepped so he could have a ready-made meal out of the fridge.

"When I had hit my goal of 225 pounds, I was motivated to get to under 200 pounds," he says. He kept exercising and eating healthy and reached his goal of 195.

Dhoore admits there have been ups and downs since reaching this goal but always got right back on track. "I now feel better and stronger than I ever have, and I am off the medications," he says.

For the last two years, Dhoore has participated in the IAFF 30 Days of Whole Food nutrition challenge, which helped keep him focused and aware about what he was eating and shopping and provided great



Clay, IN Local 1630 member Matthew Dhoore, who has lost 80 pounds, says the IAFF nutrition challenge helped keep him focused on healthy eating habits and lifestyle changes.

recipes. "It has been a great motivator and reinforces good eating habits and provides support along the way," he says.

His advice to others wanting to eat healthier is to set small goals, enjoy the wins, find someone to push you along the way and have a great support team. ■

## IAFF Provides Full Support as New Haven Local Loses One of Its Own

It is with deepest regret and sorrow that we report the line-of-duty death of New Haven, CT Local 825 member Ricardo Torres Jr. Brother Torres, 30, died while battling a residential fire on May 12, 2021. The IAFF stands ready to support New Haven Local 825 as it mourns the loss of one of its own.

"Brother Torres gave his life saving lives," says General President Ed Kelly. "His dedication to service above self was evident as he made the ultimate sacrifice while rescuing others. Our hearts break for his young family and for his Local 825 brothers and sisters. Let our brother's sacrifice inspire us to fight harder for each other and our families."

"This is a tremendous loss for the Torres family, the sisters and brothers of Local 825 and our entire IAFF family," says General Secretary-Treasurer Frank Lima. "We will always remember the sacrifice made by Brother Torres and pray for a speedy recovery for Brother Rankins and all of those injured on this tragic day."

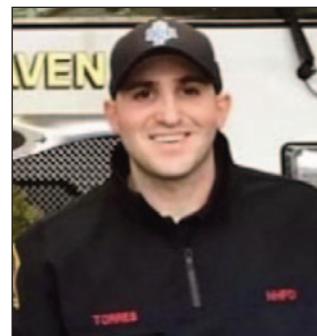
**Brother Torres gave his life saving lives. His dedication to service above self was evident as he made the ultimate sacrifice while rescuing others. Our hearts break for his young family and for his Local 825 brothers and sisters. Let our brother's sacrifice inspire us to fight harder for each other and our families."**

Three other fire fighters were also injured during the successful rescue of a woman trapped inside the building. Following the rescue, a Mayday call went out alerting the crew that fire fighters were in distress.

Just two years into his career as a fire fighter, Torres died responding to an emergency call of a fire inside a multi-family building with numerous occupants trapped inside. Torres leaves behind a wife and child, with another child on the way.

One of the injured, Lieutenant Samod Rankins, was taken to the hospital and placed in a medically induced coma at Bridgeport Burn Center. He is now recovering. The names of the other two fire fighters had not been released.

Local 825 President Patrick Cannon says



Torres grew up wanting to be a fire fighter and was very well liked among his brothers and sisters in the fire service. "His nickname was 'Tornado' and he lived that to the fullest," says Cannon. "He took a passion to this job and the same living strength to his family."

Local 825 and the IAFF responded swiftly to the news of a lost member in New Haven. Within hours of the incident, 3rd District Vice President Jay Colbert was on the ground in New Haven to support the grieving family and Local 825 members.

"I offered the full resources of the IAFF to our brothers and sister in New Haven in this time of tragedy," says Colbert. "That assistance will include both peer support and help with funeral planning."

Cannon, adds, "Local 825, in conjunction with the IAFF and surrounding departments, is supporting our brothers and sisters as we mourn our fallen brother. Fire fighter Torres was a hero and gave his life protecting the citizens of New Haven." ■

— General President Edward A. Kelly

## Preparing for Your Next Urban Interface Fire

Throughout the United States and Canada, more than 150,000 IAFF members respond to thousands of wildland fires that threaten homes and critical infrastructure every year.

These incidents range from small lot fires in urban areas requiring a single apparatus response to massive fires that take the lives of innocent civilians, destroy neighborhoods, businesses and entire communities while consuming thousands of acres of natural resources and costing millions of dollars.

These complex fires take a collective effort of countless fire departments, along with other emergency responders, to help stop the fires and restore communities.

Delegates at the 2016 IAFF Convention in Las Vegas, Nevada, passed Resolution 50, creating the Responding to the Interface program. Developed over the past few years by a group of structural fire fighters who share the passion for fire fighter safety and training, the Responding to the Interface program is designed to prepare fire fighters to fight these fires and saves lives and property.

"The IAFF Responding to the Interface online course gives structure fire fighters the tools to safely and effectively engage in the urban interface firefight," says Jordan Simmonds, a

wildland training captain and member of Eastside, WA Local 2878. "The training was incredibly relevant and well presented."

### The Wildland Urban Interface

**Operating Principles** textbook — available online at [www.iaff.org/wildland](http://www.iaff.org/wildland) — provides the foundation for the Responding to the Interface program and is designed to help fire fighters and company officers safely respond to initial attack fires, as well as larger and more damaging fires in the Urban Interface.

The Responding to the Interface online course is a free independent study course, as well as a 16-hour in-person training that reinforces the concepts learned in the online course. Students receive eight hours of classroom training and eight hours of field training, including multi-company drills.

For additional information, visit [www.iaff.org/wildland](http://www.iaff.org/wildland). ■

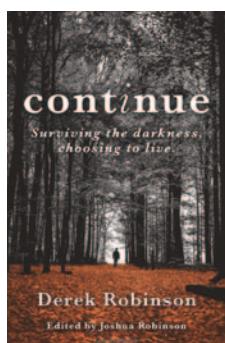


## California Member Writes Book on PTSI Recovery

Kern County, CA Local 1301 member Derek Robinson wants fire fighters and other first responders to know help is available for those suffering with post-traumatic stress injury (PTSI).

Robinson is living proof that treatment works and a happier life is possible and it's okay to ask for help. Robinson tells his story of recovery in his newly published book *Continue: Surviving the Darkness, Choosing to Live*.

"Like many others, I was fearful that if I asked for help, it would hold me back in my career and my life. Nothing could have been further from the truth," says Robinson. "I am telling my story to let others know it's okay to ask for help. If my story can help just one person choose life over suicide, it will be worth it."



In 2015, the IAFF launched a "Stamp Out the Stigma Campaign" to embolden fire fighters experiencing post-traumatic stress or other behavioral health issues to ask for help processing the trauma they've witnessed.

Robinson, who was president of Local 1301 at the time, was one of the campaign's biggest advocates. He never wanted to get a call or read a story about another brother or sister who believed suicide was their best option for dealing with post-traumatic stress.

It took some time before Robinson admitted to experiencing the signs of post-traumatic stress in himself. Like other fire fighters, Robinson sees trauma every day on the job. Over the years, the cumulative effect began to weigh heavily on his shoulders. But one incident in particular had a more profound effect and led



## IAFF Disaster Preparedness and Relief Efforts

Disasters can occur at any time. Unfortunately, disasters sometimes affect our own hard-working members, often while they are serving on the frontlines and unable to tend to their own or their families' needs.

The IAFF has our members' backs by providing financial assistance, damage control efforts and behavioral health support. During the record-breaking hurricane and wildfire season in 2020, the IAFF deployed resources, including two new disaster relief trailers and IAFF disaster relief Go-Team members, to assist hundreds of members.

Members should make sure that their address and contact information are current by logging onto [www.IAFF.org](http://www.IAFF.org). Please include the physical address, not a Post Office (PO) Box.

Also consider making a donation to the IAFF Foundation so we can continue to provide much-needed assistance to IAFF members.

For more information on disaster relief, visit [www.iaff.org/disaster-relief](http://www.iaff.org/disaster-relief). ■

him to reach out for help.

"After going through treatment, I found myself asking why I had waited," says Robinson. "I wish I had done it sooner because now I can go back to the things I love — like my job, swimming and spending time with family and friends without feeling anxious or depressed."

He first shared his story on Facebook. The response was overwhelmingly positive and supportive. Because his words helped them, many IAFF members encouraged him to write more, maybe even write a book.

The more stories he wrote down, the more Robinson realized he did have enough material for a book. He compiled the stories and told them in a way that is relatable to all first responders and their families.

His book is available on Amazon. ■

## Canadian Legislative Conference Back Online

With the COVID-19 pandemic and a potential federal election in the background, Canadian IAFF members are asking MPs and Senators to advance two important priorities during the 28th Canadian Legislative Conference.

Fire fighters are lobbying the Canadian government to provide municipalities with additional emergency funding to maintain vital frontline services, such as fire protection and EMS, and to ban chemical flame retardants in upholstered furniture. The Conference began with a virtual issues-focused session May 26, followed by a two-week period for virtual lobby meetings. The Conference will conclude with a virtual wrap-up session June 14.

In November 2020, during the first-ever virtual Canadian Legislative Conference, delegates met virtually with MPs and Senators and asked them to prioritize COVID-19 vaccination for fire fighters as a public safety measure and to move forward with emergency funding for municipalities for frontline services, such as fire protection and EMS.

In a December guidance note on vaccine prioritization for provincial and local health

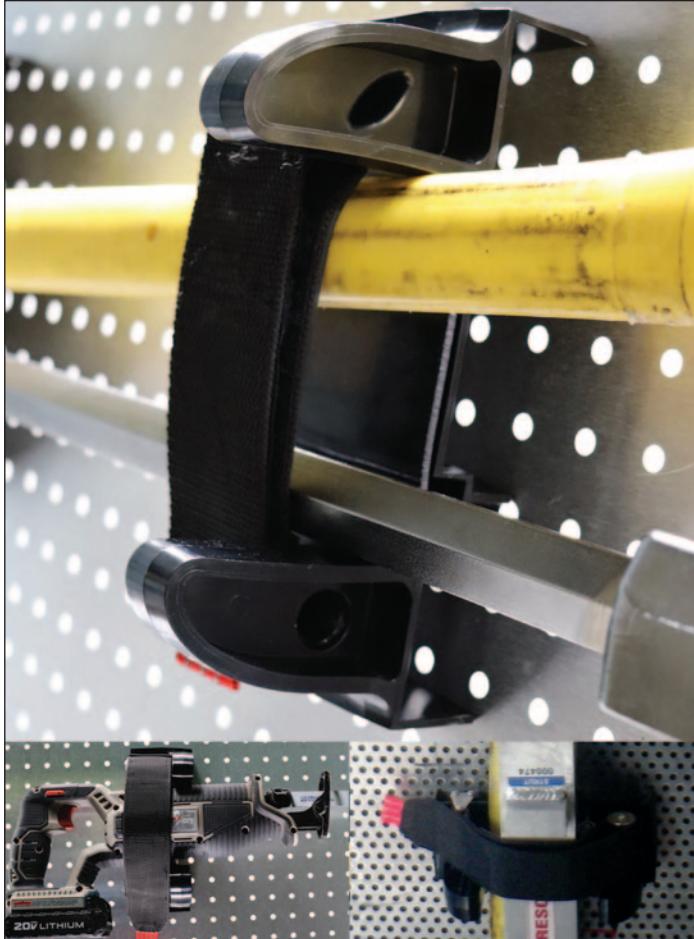
officials, the Canadian government cited fire fighters as essential workers and clearly stated that "immunizing essential workers minimizes the disproportionate burden of those taking on additional risks to maintain services essential for the functioning of society."

The Canadian government has already announced some emergency funding for municipalities that are coping with revenue shortfalls resulting from the pandemic. The IAFF is urging the government to continue to support municipalities and to support pandemic-resilient public safety infrastructure projects, including proper staffing and training.

In March, 13th District Vice President Fred LeBlanc and Assistant to the General President Scott Marks joined Canadian Labour Congress President Hassan Yussuff in a phone call with Canadian Prime Minister Justin Trudeau. The IAFF raised the municipal funding issue and thanked Trudeau for his Liberal government's ongoing support for the IAFF Canadian Haz-Mat & CBRNE Training Initiative and for

establishing the Memorial Grant Program, which has provided a total of \$39.6 million to the families of 132 Canadian IAFF members who have died in the line of duty since April 1, 2018.

The IAFF is also preparing for a possible spring or fall federal election in Canada. In 2015 and 2019, the IAFF was politically active during federal election campaigns, remaining non-partisan while striving to educate members and the public about the various political parties' track records on important public safety, fire fighter safety and labour issues. ■



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## Nationwide Free Healthcare Cost Assessment and Insights

As a fire fighter, you see firsthand the impacts of COVID-19. According to a recent study, as a result of the COVID-19 pandemic, Americans are more stressed and concerned about their health and related costs, making it more important to include healthcare costs both pre- and post-retirement in your broader financial plan.

Nationwide has served as the IAFF's premier retirement plan provider for more than 18 years and has designed tools and resources to help you stay on track with your retirement planning — including planning for future healthcare expenses.

For more information on the online tools available to you, visit [FrontLinePlan.com](http://FrontLinePlan.com). The My Healthcare Estimator tool provides a quick look at what your future costs may be after you answer four simple questions. For a deeper look, complete the Healthcare Cost Assessment Fact Finder. Go to [FrontLinePlan.com](http://FrontLinePlan.com), click on Tools and Calculators, then click on the Health Care Cost Assessment pdf, follow the easy steps and send the form to Nationwide to get your report. Once you complete the Fact Finder and send it back to Nationwide, you will receive an in-depth report that includes:

✓ Personalized estimate based on your outlook for retirement, current health conditions and family medical background, as well as your employer Medicare options.

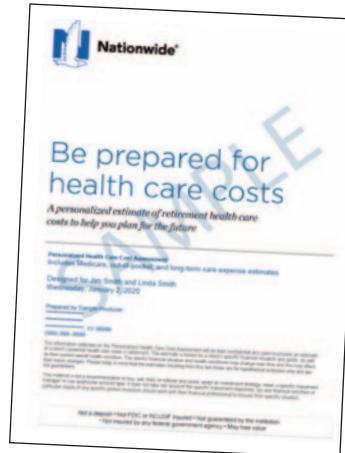
✓ How much healthcare spending can change throughout retirement and what you can expect to pay for out-of-pocket healthcare costs and Medicare premiums.

✓ Research from one of the world's leading actuarial firms to align your anticipated healthcare needs with current trends in healthcare spending.

✓ Personalized plan to address your healthcare costs throughout retirement.

Planning for healthcare costs by working with financial professionals and using online tools such as Nationwide's Healthcare Cost Assessment can help ensure you and your family are prepared and have a comprehensive plan for future healthcare expenses.

For more ways to save for future healthcare



costs on a tax-exempt basis, contact Nationwide to learn about the Health Reimbursement Arrangement (HRA) referred to with its trademarked name, Post Employment Health Plan (PEHP®). If you have a high deductible healthcare plan available, learn more about whether

it makes sense for your employer to offer a Health Savings Account (HSA). Both products are employer sponsored, available through Nationwide and help create a tax-exempt bucket of dollars for you and your family to use for future qualified healthcare expenses.

To learn more about the IAFF Financial Corporation FrontLine Program, administered by Nationwide, and products and services available — including HRAs and HSAs, contact Rebecca Gill at [gillr4@nationwide.com](mailto:gillr4@nationwide.com). ■

Retirement Specialists are registered representatives of Nationwide Investment Services Corporation: Member FINRA. Nationwide representatives cannot offer investment, tax or legal advice. Consult your own counsel before making retirement plan decisions.

Nationwide, through its affiliated retirement plan service and product providers, has an endorsement relationship with the

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PAPER 2021

## What to Do If You're New to Medicare

The IAFF Financial Corporation (IAFF-FC) understands that access to affordable, quality health insurance in retirement is important. It's important to know what your plan options are so you can make an informed decision when you turn 65 or become eligible for Medicare because of certain health conditions.

The first step is to enroll in Medicare. Enrollment for Medicare is offered during a seven-month window: the three months before your 65th birthday; the month you turn 65; and the three months following your 65th birthday. Be sure to sign up early to avoid any gap in healthcare coverage – apply online at [SSA.gov](http://SSA.gov). Your local Social



Security office may be closed for in-person services; call 1-800-MEDICARE (TTY: 1-877-486-2048) if you have questions. The IAFF-FC is offering retired IAFF members, their spouses and surviving spouses the option to enroll in a choice of four Aetna Medicare Advantage plans with prescription drug coverage. The IAFF-FC plans, which are Medicare Advantage or Part C plans, combine everything covered under Part A (hospital care), Part B (doctor services) and Part D (prescription drugs) into one plan.

To be eligible for a Medicare Advantage plan, you must enroll in Part A and Part B and pay your Part B monthly premiums. Go to [IAFF-FC.AetnaMedicare.com/turning\\_65](http://IAFF-FC.AetnaMedicare.com/turning_65) for more information, including helpful videos on

enrolling in Medicare and the plan options available to you.

These IAFF-FC Aetna plans are for people who purchase their own healthcare coverage and don't have a bargained benefit through their former employer or union. These plans also include extra benefits not offered by original Medicare, such as vision and hearing aid reimbursements, the SilverSneakers® fitness benefit, a behavioral health coaching program and other care and wellness programs to help keep you healthy.

Sign up for an IAFF-FC Aetna Medicare Advantage plan throughout 2021 as you become eligible for Medicare. Be sure you've already enrolled Medicare Part A and Part B, then visit [IAFF-FC.AetnaMedicare.com](http://IAFF-FC.AetnaMedicare.com) or call Aetna at 1-866-246-8039 (TTY: 711). ■

## Winning a Homebuyer Bidding War

You've found it: the home of your dreams. But reality can hit hard; several other homebuyers want it just as badly as you do.

Welcome to your local seller's market!

If you're a first-time homebuyer, a competitive housing market can seem daunting. However, with the right tools, timing and team, you can realize the American dream of homeownership and secure the future you envision.

### Getting Help in a Bidding War

**Loan officer.** Your loan officer offers your most important tool in an intense seller's market: the mortgage pre-approval letter. This document tells any potential seller that you are ready to buy and that scrupulous underwriting has certified your financial circumstances and credit score for home loan authorization.

**Real estate agent.** Agents act as a loan officer's eyes and ears and provide a crucial service in fluctuating housing markets. The mortgage loan process is best when there's a smooth hand-off, so having a two-person (or more) team is to your advantage as a first-time homebuyer. Once your pre-approval letter is in hand, your agent becomes your top general in a potential bidding war, submitting offers and negotiating on your behalf.

**Yourself.** Research is key. Information is available that can give you an early advantage. Avoiding a bidding war entirely is the best option. Maybe there's a neighborhood that might not be the trendy place to live but could be *your* place to live. Perhaps there's a home that's less attractive to other buyers because it needs renovation. If you broaden your horizons, you may have more choices.

Small home loans are best to bring to a bidding war, with the rest of the purchase capital coming from cash. Sellers love all-cash or mostly cash offers because they remove potential hurdles involved with buyer financing. However, knowing that most buyers won't show up at the front door with a briefcase full of Ben Franklins, sellers want the next best thing, which is an indication of smooth sailing through the home-selling process.

A conventional home loan, accompanied by a healthy down payment (20% or more), will usually demonstrate you're ready, willing and able to make a serious offer on the home. But don't be discouraged if you're using a different type of loan with a lower down payment. In either case, a solid pre-approval from a reputable lender shows the seller – and their agent – you mean business.

A seller's market is no place to wander alone. An expert loan originator from our preferred lending partner, CrossCountry Mortgage, can give you the mortgage advice you need to succeed. Get a free lending consultation today – call 833-CCM-IAFF (833-226-4233) or visit [IAFFCCMHomeLoan.com](http://IAFFCCMHomeLoan.com). ■

## Adjusting Your Pace En Route to Retirement

As you get closer to retirement, you may be cautious about market volatility and intent on protecting your savings from loss. Fixed index annuities provide an alternative to the stock market and stable value funds to help you get more mileage out of your money.

A fixed index annuity, issued by an insurance company, typically features a fixed account option with a set rate that may change annually but is guaranteed to never go below a specified minimum rate. The fixed index annuity also offers additional index account options that credit interest determined by a portion of the change of one or more financial market indexes during a specified time period (usually one contract year).

If an index underlying an index account you've allocated to performs well, your

contract will be credited interest based on a part of that increase and your contract value will grow tax deferred until you withdraw the money.<sup>1</sup> If the index drops, a fixed index annuity serves as a guardrail on your road to retirement, guaranteeing your contract will not lose value.

A fixed index annuity through the Responders First® program can be purchased with an IRA or rollover funds with a lump sum distribution from a 457 plan or DROP account.

Visit [Responders-First.com](http://Responders-First.com) or call 877.700.6847 to learn more about how the safety features of a fixed index annuity can help steer your portfolio toward a confident, comfortable retirement. ■

<sup>1</sup>Withdrawals taken before age 59½ are subject to taxation and may include a 10% penalty.

*Security Benefit Life insurance Company is not a fiduciary and the information provided is not intended to be investment advice. This information is general in nature and intended for use with the public. For additional information, including any specific advice or recommendations, visit with your financial professional.*

*The Responders First® program is provided through the Security Benefit Foundations Annuity, form 5800 (11-10) and ICC10 5800 (11-10), a flexible Purchase Payment deferred fixed index annuity issued by Security Benefit Life Insurance Company (Security Benefit). In Idaho, Foundations is issued by form ICC10 5800 (11-10). Product features, limitations, and availability may vary by state. Responders First® is not currently available in Idaho. Security Benefit Life Insurance*

*Company issues annuities in all states except New York.*

*Guarantees provided by annuities are subject to the financial strength of the issuing insurance company. Annuities are not FDIC or NCUA/NCUSIF insured; are not obligations or deposits of and are not guaranteed or underwritten by any bank, savings and loan, or credit union or its affiliates; and are unrelated to and not a condition of the provision or term of any banking service or activity.*

*Fixed index annuities are not stock market investments and do not directly participate in any equity, bond, other security, or commodities investments. Indices do not include dividends paid on the underlying stocks and therefore do not reflect the total return of the underlying stocks. Neither an index nor any fixed index annuity is comparable to a direct investment in the equity, bond, other security, or commodities markets.*

# IAFF Retirees

## A Salute to Dedication, Service and Courage

**ALABAMA L0117 Birmingham**—Joshua Myles, Roger Wyatt, **L0270 Florence Professional Fire Fighters Association**—Rob Joiner, **L1288 Homewood**—Phillip Autry, Clyde Crowder, Jeffrey Dansby, John Praytor, **L1437 Decatur**—Lynn Hemrick, **L1833 Huntsville**—Stephen Butler, Darryl Cameron, Michael Dodson, Jason Patterson, Marty Robinson, **L3992 Rainbow City**—Richard Johnson, **L4142 Alabaster**—Andy Reid

**ALBERTA L0209 Edmonton Fire Fighters Union**—Charles Cartier, Les Davidson, Bradley Hoekstra, Jeffery Lamb, Garry Lazor, Rod Lewis, Robert Romick, Kevin Sieben, Frank Van Soest, **L0237 Lethbridge**—Karen Spengler, **L0255 Calgary**—James Bender, Wayne Bonderud, Randy Chomistek, Christopher Coy, Gary Kapitz, Allan Pipke, Jeffrey Pronk, Dennis Raven, Garth Schnurer, Mark Scobie, Mark Whittington, Don Younker, **L2461 Strathcona County Fire Fighters**—Laurette Baron, **L2494 Ft. McMurray**—Scott Cooper, **L4819 Cochrane Fire Fighters Association**—Harold Phillips, Jared Wallace

**ALASKA L1264 Anchorage**—Terry Baruela, Scott Halbert, Richard Hood, Kevin Keene, Brian Keene, John Kiewik, Steven Kostlin, Christopher Mondloch, Cody Smith, James Sterling

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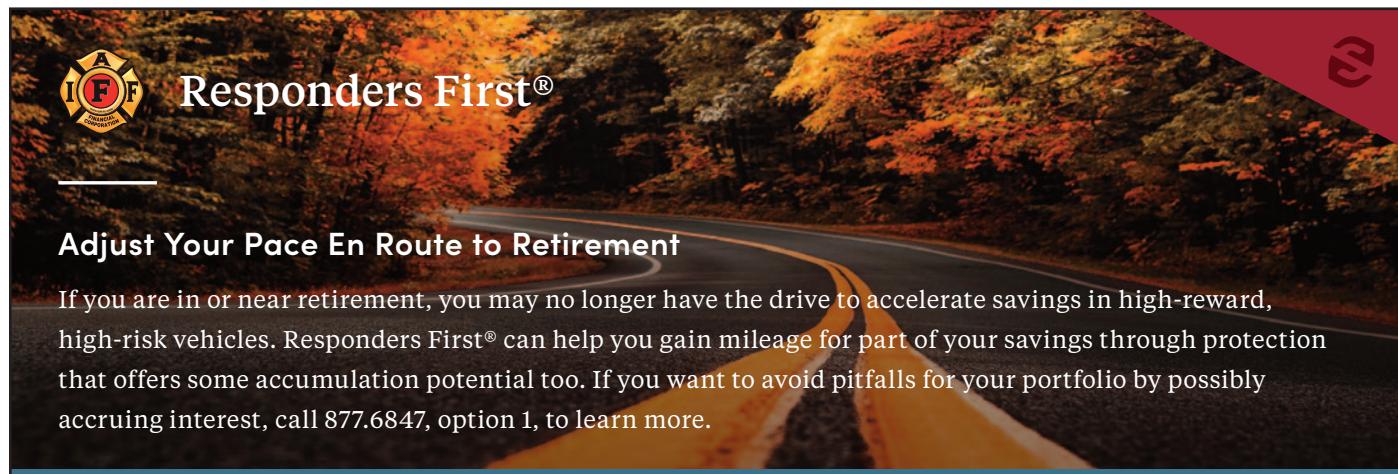
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**Mississauga**—Paul Farrant, Robert Kirkpatrick, Calvin Wilson, **L1552 Burlington**—Dennis Hayes, Peter Reilly, Jeff Rock, Wendy Virtue, **L1582 Oakville**—Richard Craibbe, Michael Paris, Darryl Storey, **L1595 Vaughan Professional Fire Fighters**—Ken Hamilton, John Krasnokutsky, John Ricottone, **L1753 Barrie**—Kevin Christopher, Brad Conrad, **L1957 Richmond Hill**—Thomas Irving, Scott Massey, David West, **L2036 Whitby**—Jeffrey Dinsmore, **L2511 Central York**—James Bolby, Stephen McNaught, Chris Palmer, Russell Robinson, **L2727 Markham**—Leslie Chepach, Andrew Kubes, Anthony Macoretta, Paul Saunders, **L3139 Clarington Fire Fighters Association**—Ken Ostler, **L3659 Ottawa Airport Professional Aviation Fire Fighters Association**—Jacqueline Pelley, Rodolph Sabbak, Carlton Sorge, **L3888 Toronto Professional Fire Fighters**—Scott Bailey, Mark Bills, Mike Bilzer, John Brodie, Kieran Conroy, Candace Davis, Tito De Conciliis, Brian Donaldson, Vincent Durbin, Danny Fiedler, David Flatman, Gregory Galante, Roland Hill, David Holwell, David Juby, Nichols Laffey, William Lambert, Seonaid Lennox, John MacEachern, Michael Madden, Gregory Martin, Ross McCannell, George Meisner, Robert Patterson, Doug Ridler, Peter Saunders, Martin Schoblocher, Manuel Serodio, Brian Spooner, Edward Tos, Jeno Toth, William Ulett, Craig Waters, Ross Welsh, Ronald Yenn, **L4382 Pearson Airport**—Robert Lenders, Alan McGee, **L4686 Caledon Professional Fire Fighters Association**—Darryl Thompson

**OREGON L0043 Portland**—Steve Blair, Todd Eisenzimmer, **L0314 Salem**—Steven Berkson, Michael Ladd, Mark Philp, Gregory Rains, Greg Sanberg, Mark

Steinmetz, **L0851 Lane Professional Fire Fighters Association**—Gregg Burton, Greg Deggelman, Kevin Gray, Wayne Pearson, Glen Roberson, Andrew Young, **L0890 Klamath Falls**—Glen Johnson, Helge McGee, **L1660 Tualatin Valley**—Steve Fisher, David Haines, **L2091 Douglas County Professional Fire Fighters**—Bill Endicott, George Herrold, Paul Sackinger, Raymond Shoufler, **L2240 Corvallis**—P. Timothy Finnegan, **L2752 Hermiston**—Gabriel Billings, Mark Johnson, **L3215 Saint Helens**—Gregory Brody, **L3513 Rogue River**—James Webb, **L4436 Sweet Home Fire Fighters Association**—Tim Walker

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**QUÉBEC** **L0125** **Association des Pompiers de Montréal Inc.**—Sylvain Carpentier, Michel Daoust, Stephane Derome, David Edwards, Steven Morrissette, Sylvain Ouellet, Daniel Pelletier, Donald Pelletier, Francois Sauve, Luc St-Louis

**RHODE ISLAND** **F0100** **N.E.T.C.Naval Base - Newport**—Edward Smith, **L0732**

**Woonsocket**—Michael Lataille, **L0799**

**Providence**—Thomas Balutowski, John Fallon, Daniel Isles, Roland Jacob, Michael Labossiere, John Mangione, Joseph Misto, Christopher O'Halloran, Carl Richards, Christopher Richards, John Tierney, John Zuffoletti, **L0850** **East Providence**—Michael O'Melia, **L1104** **West Warwick**—Albert Clarke, Steven Harter, Christopher Seelenbrandt, David Studley, Louis

Traficante, **L1363** **Cranston**—Donald Crabtree, Stephen MacIntosh, **L1589** **Narragansett**—Matthew Shea, **L2722** **Cumberland Professional Fire Fighters**—Gary Grenier, **L2748** **Warwick**—Bryan Barlow, Joseph O'Neill

**SOUTH CAROLINA** **L0369** **Spartanburg**—Samuel Goforth, Samuel Osment, Blandon Yeargin, **L0793**

**Columbia**—A. Scott Brazell, Michael Burke, Josh Dahnke, Ronald Davis, Todd Dupree, Warren Eargle, Ky Emmons, Kevin Finnin, Taylor Fitzpatrick, Brantley Hanna, Zak Humphries, Philip Kambeitz, Arnold Scott, Michael Smith, Charles Spears, **L3456** **Georgetown City Professional Fire Fighters**

**Association**—Norman Beauregard, **L4345** **Horry County Fire Fighters**—Carl Meyer, **L4614** **Myrtle Beach Professional Fire Officers**

**Association**—James Phalen, **L4637** **North Myrtle Beach Professional Fire Fighters**—Bryan Schoenjahn

**SOUTH DAKOTA** **L0814** **Sioux Falls**—David Talley, **L1724** **Watertown**—Troy Breitag, Henry Johnson

**SASKATCHEWAN** **L0080** **Saskatoon**—Dale Altrogge, Bruce Clark, Kent Gray, Clifford Haday, Ken Michasiw, Claude Mireau, Pat Schnitzler, Todd Young, **L0181**

**Regina Professional Fire Fighters**

**Association**—Dean Beatty, Blake Liskowich, Don Olsen, **L0553** **Moose Jaw**—Rodney Stapleton, **L2989**  
**Weyburn**—Kevin Benning

**TENNESSEE** **L0140** **Nashville**—Danny Brooks, Erica Bruce, James Murray, Bradley Robinson, Harry White, **L1784** **Memphis**—Cassius Bass, Steven Bowers,

Stephen Bynum, Eldridge Davis, Michael Devore, Anthony Gray, William Higgins, Kendrick Johnson, Terrance Jones, Phillip Kennedy, William Lovell, Damon Maclin, Thomas McDaniel, Alton Merritt, Timothy Mohundro, John Murrell, Clint Pope, Fredrick Powell, Larry Slayton, D. Randy Sykes, Robert Vawter, Lindsay Young, **L1791** **Johnson City**—Jon Hartman, **L1850**

**Jackson**—David Drews, James Murdaugh, **L2270** **Kingsport**—David Deaton, **L2585** **Shelby County**—William Kirby, Thomas Lancaster, **L3145**

**Dickson**—Julia Holt, **L3227** **Bristol**—Mark Gentry, **L3583** **Bartlett**—Chris Chambers, Jerry Colley, Kristi Cook, James Harrison, William Little, Jimmy McCaskey, Walter Thompson, Neal Turner, Glenn Williams, **L3748** **Cleveland Professional Fire Fighters**—Tim Myers, Roger Turpin, **L3758** **Franklin Fire Fighters**—Jeffery Moss, Sean Smith, Larry Woody

**TEXAS** **F0299** **Fort Bliss**—Raymond Silva, **L0058**

**Dallas**—Richard Brewer, Todd Grimes, Peter Hartnett, Randy Holmes, Lee Johnson, Phillip Mercer, George Stricklin, Kenneth Sutcliffe, William Walters, **L0069**

**Denison**—Kirk Ervin, **L0341** **Houston**—Bruce Arnold, Ronald Blackmon, Kenneth Bousquet, Clifford Brown, John Childers, Mike Cobb, James Cooney, Mark Cummings, Robert Doolittle, Gerald Fontaine, Phillip McKinney, Kevin Scarber, Gerard Taylor, Ernest Terry, Christopher Tyra, **L0399** **Beaumont**—Douglas Allen, Leo Holden, Patrick Kadilis, David Stacey, **L0432**

**Wichita Falls**—Brady Duke, Stephen Vaughn, **L0440**

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**Bryan**—William Huggins, Christopher Searles, **L1293**  
**Garland**—Kenneth Wells, **L1329**  
**Arlington**—Christopher Balough, David Crow, Clint Walker, **L1905 Groves Professional Fire Fighters Association**—Darin Monceaux, **L1954**  
**Richardson**—Brett Smith, Vincent Wernimont, **L2073**  
**Irving**—John Bitto, Richard Bruno, Antonio Lombard, **L2149 Plano**—Cody Cox, Kevin Dritschler, Gayland Gibbs, Joel Hall, Deanne Murillo, John Whitehead, **L2182 Carrollton**—William Gallina, Scott Title, **L2602**  
**McAllen**—Reyes Banda, George Castillo, Chris Davidson, Israel Nava, Jose Salinas, Jose Vargas, **L2661**  
**Professional Fire Fighters of McKinney**—Vincent Edwards, **L2943 Sweetwater**—Jarett Knowles, **L3113**  
**Grapevine**—Michael Do Byns, Brent Irving, Tommy Nicholson, Robert Thompson, **L3178 Coppell**—Dustin Conner, **L3599 Mansfield**—Robert Matthews, **L3607**  
**Athens**—Brian Horton, Chris Womble, **L3609 Mission Fire Fighters Association**—Joe Luna, **L3649 Flower Mound**—Troy Mills, **L3662 Del Rio**—Arnold Chacon, **L3991 Georgetown**—Jesse Brookes, **L4097 San Benito**—Concepcion Leija, **L4122 Seguin**—Richard Wiggins, **L4146 Stephenville**—Burl Davis, **L4213**  
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**VERMONT L3044 Burlington Fire Fighters Association**—Matthew Trombley

**VIRGINIA L0068 Norfolk**—Roger Burris, William Morey, **L0539 Portsmouth**—Christopher DeVaughn,

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**Henrico County**—Ryan Ernest, Alan Pollard, **L2068**  
**Fairfax County Professional Fire Fighters And Paramedics**—John Adams, Carlton Burkhamer, John Chabal, Michael Crowder, Edward De Carlo, Elliott Ferrence, James Istvan, Kimberlyn Klaren, Joseph Merritt, John Stetter, Robert Upchurch, Jerome Williams, **L2498 The York County/City of Williamsburg/City of Poquoson/James City County Fire Fi**—Tom Cannella, **L2532 Danville Professional Fire Fighters Association**—Tim Cassell, Steven Decker, Charles Finney, Gregory Setliff, **L2598 Prince William Professional Fire Fighters, Inc.**—William King, **L2800 Arlington County**—Steve Hughes, Geoffrey Mayer, John Warren, **L2801 Suffolk Professional Fire And Rescue**—David Espinosa, David Grove, Mark Hubbert, Laurina Watson, **L2924 Virginia Beach Professional Fire Fighters**—Raymond Chisnell, David Fairhurst, Francisco Plasencia, **L3406 Norfolk Airport**—Tomas Arroyo, James Davis, **L4012 Stafford County**—Edmund Owens, Steven Weissman, **L4145**  
**Frederick County Professional Fire Fighters Association**—Marshall Younker, **L4202**  
**Hanover**—Justin Nuckles, John Portwood, **L4517**  
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**Everett**—Kevin Arndt, Tom Cobb, Robert Edgley, **L0106**  
**Bellingham**—Michael Larson, James Morell, David Parker, Scott Peterson, **L0315 Hoquiam**—Timothy Smith, **L0404 Walla Walla**—John Clayton, **L0452**  
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**County Paramedics**—Jeff Merritt, **L2781 Union Firefighters of Snohomish County**—Jeffrey Larsen, Ed Mahrt, **L2819 Kitsap County**—Ricky O'Rourke, **L2829 Redmond**—Ralph Ashmore, Drew Cassady, Michael Navarro, **L2876 South Kitsap**—David Ellis, **L2878 Eastside Fire & Rescue**—Kerry Gall, Ken Larson, Rick Scriven, **L2898 Seattle Fire Chiefs**—Michael Sharp, Douglas Windle, **L2916**  
**Professional Fire Fighters Of Spokane County Fire District 9 & 10**—Jim Walkowski, **L2950 Woodinville Fire Fighters, IAFF Local 2950**—Jeff Smith, **L3390**  
**Gig Harbor Peninsula Fire Fighters**—John Johnson, **L3520 East Pierce Professional Fire Fighters**—Jay Adams, Lane Walthers, **L3711 Spokane County Fire District 8**—Chris Wyrobek, **L3828 Cowlitz 2 Fire & Rescue Career Fire Fighters Association**—Todd Buzalsky, **L3999 Pacific County**—David Allsup, Jason Derrey, **L4033 North Snohomish County Union Fire Fighters**—Chad Schmidt, **L4378 Vancouver Fire Command Officers**—Ward Knable, Drew Tracy, **L4574**  
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F0313	Walter Shimp .....	Joint Base New Jersey Federal Fire Fighters .....	NJ	L0036	John Powelson .....	Washington .....	DC
I0024	Gerard Hickson .....	Hanford .....	WA	L0041	Claude Funk .....	Mason City .....	IA
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L0002	Keith Bozenda .....	Chicago .....	IL	L0042	Kenneth Goff .....	Kansas City .....	MO
L0002	Donald Brandel .....	Chicago .....	IL	L0042	Logan Grote .....	Kansas City .....	MO
L0002	Raymond Bronke .....	Chicago .....	IL	L0042	Raymond Wynn .....	Kansas City .....	MO
L0002	James Carroll .....	Chicago .....	IL	L0048	Michael Thompson .....	Cincinnati .....	OH
L0002	Richard Chapin .....	Chicago .....	IL	L0049	Richard Farmer .....	Bloomington .....	IL
L0002	Merlin Decker .....	Chicago .....	IL	L0049	William Richey .....	Bloomington .....	IL
L0002	James Dillon .....	Chicago .....	IL	L0049	Frederick Wade .....	Bloomington .....	IL
L0002	Edward Doocy .....	Chicago .....	IL	L0049	E. Michael Walsh .....	Bloomington .....	IL
L0002	James Dunn .....	Chicago .....	IL	L0065	Tommy Chaffin .....	Knoxville .....	TN
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L0002	Vincent Zajdzinski .....	Chicago .....	IL	L0157	John Knuppel .....	Oklahoma City .....	OK
L0012	Cliff Sligar .....	Wheeling .....	WV	L0157	Charles Ramirez .....	Oklahoma City .....	OK
L0012	David Wiethe .....	Wheeling .....	WV	L0157	Claude Rex .....	Oklahoma City .....	OK
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L0022	Frank Brooks .....	Philadelphia .....	PA	L0157	Clinton Williams .....	Oklahoma City .....	OK
L0022	Francis Collins .....	Philadelphia .....	PA	L0162	Martin Charbonneau .....	Ottawa .....	ON
L0022	Robert Crowe .....	Philadelphia .....	PA	L0209	William May .....	Edmonton Fire Fighters Union .....	AB
L0022	Bernard Farrell .....	Philadelphia .....	PA	L0209	John Millard .....	Edmonton Fire Fighters Union .....	AB
L0022	James Fenerty .....	Philadelphia .....	PA	L0209	W.F. Moor .....	Edmonton Fire Fighters Union .....	AB
L0022	Dennis Flanagan .....	Philadelphia .....	PA	L0209	Norm Rochat .....	Edmonton Fire Fighters Union .....	AB
L0022	Charles Franklin .....	Philadelphia .....	PA	L0209	Murray Schill .....	Edmonton Fire Fighters Union .....	AB
L0022	Paul Gac .....	Philadelphia .....	PA	L0209	Herman Swab .....	Edmonton Fire Fighters Union .....	AB
L0022	Robert Gaughan .....	Philadelphia .....	PA	L0302	Arthur Kline .....	Allentown .....	PA
L0022	Joseph Hilferty .....	Philadelphia .....	PA	L0302	Claude Kohl .....	Allentown .....	PA
L0022	Rudolph Jandris .....	Philadelphia .....	PA	L0302	Robert Kudlak .....	Allentown .....	PA
L0022	Frank Kennedy .....	Philadelphia .....	PA	L0302	Robert Wallitsch .....	Allentown .....	PA
L0022	Richard McEwing .....	Philadelphia .....	PA	L0311	Ken Adell .....	Madison .....	WI
L0022	Joseph Milici .....	Philadelphia .....	PA	L0311	Douglas Tinkham .....	Madison .....	WI
L0022	Thomas Mitchell .....	Philadelphia .....	PA	L0334	Larry Inskeep .....	Lima .....	OH
L0022	William Nunlist .....	Philadelphia .....	PA	L0341	Jason Coronado .....	Houston .....	TX
L0022	John Ott .....	Philadelphia .....	PA	L0341	Michael Hogue .....	Houston .....	TX
L0022	Dominic Povine .....	Philadelphia .....	PA	L0344	Jon Bozich .....	Detroit .....	MI
L0022	Joseph Roberts .....	Philadelphia .....	PA	L0345	James Blair .....	Louisville .....	KY
L0022	Karl Rudloff .....	Philadelphia .....	PA	L0345	Richard Coan .....	Louisville .....	KY
L0022	Garrett Sahn .....	Philadelphia .....	PA	L0345	Frederick Denny .....	Louisville .....	KY
L0022	Michael Shimony .....	Philadelphia .....	PA	L0345	James Heitzman .....	Louisville .....	KY
L0022	Preston White .....	Philadelphia .....	PA	L0345	James Hunt .....	Louisville .....	KY
L0034	Brian Harlan .....	Little Rock .....	AR	L0345	Dirk McCoy .....	Louisville .....	KY
L0034	Charles Pinkerton .....	Little Rock .....	AR	L0345	Kenneth Shope .....	Louisville .....	KY
L0036	Jeff Burris .....	Washington .....	DC	L0345	Andrew Ward .....	Louisville .....	KY
L0036	Albert Drew .....	Washington .....	DC	L0396	William Carter .....	Kokomo .....	IN
L0036	Ramon Granados .....	Washington .....	DC	L0399	Charles Cropper .....	Beaumont .....	TX
L0036	Francis Holmberg .....	Washington .....	DC	L0399	Joe Domenico .....	Beaumont .....	TX
L0036	Frederick Lewis .....	Washington .....	DC	L0399	James Hannan .....	Beaumont .....	TX

# NEVER FORGET

*In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State
L0399	Henry Hebert	Beaumont	TX	L0964	Francis Dolan	Baltimore Fire Officers Association	MD
L0399	J. P. Taylor	Beaumont	TX	L0964	Harry Head	Baltimore Fire Officers Association	MD
L0399	Raymond Westman	Beaumont	TX	L0964	Charles Mueller	Baltimore Fire Officers Association	MD
L0400	Charles Buss	Fond Du Lac	WI	L0964	William Sheffield	Baltimore Fire Officers Association	MD
L0416	Ronald Andrews	Indianapolis	IN	L0964	Barry Shipley	Baltimore Fire Officers Association	MD
L0416	Donald Bollinger	Indianapolis	IN	L0970	Sean Hemmingway	Brownsville	TX
L0416	Kevin Fahey	Indianapolis	IN	L1080	Joseph Sullivan	Newport	RI
L0416	John Foran	Indianapolis	IN	L1102	James Miller	Hialeah Association Of Fire Fighters	FL
L0416	William Hawkins	Indianapolis	IN	L1158	Gary Costa	Clearwater Fire Fighters Association	FL
L0416	Emory Pence	Indianapolis	IN	L1162	Douglas Marlett	Daytona Beach Fire/Rescue	FL
L0416	Richard Shores	Indianapolis	IN	L1173	Jeffery Daigle	Baytown	TX
L0416	Glen Stout	Indianapolis	IN	L1236	James Clucas	Dekalb	IL
L0416	Edward Wirtz	Indianapolis	IN	L1258	Andrew Deering	Moses Lake Fire Fighters	WA
L0479	William Celaya	Tucson	AZ	L1347	Donald Morrison	Watertown	MA
L0479	Robert Perry	Tucson	AZ	L1347	Richard Powers	Watertown	MA
L0522	Robert Beckley	Sacramento	CA	L1374	Eric Bacon	Jefferson Parish	LA
L0522	David Frausto	Sacramento	CA	L1463	David Chun	Hawaiian Islands	HI
L0522	Carl Granger	Sacramento	CA	L1463	Michael McMahon	Hawaiian Islands	HI
L0522	Peter Pellerin	Sacramento	CA	L1463	Jason Park	Hawaiian Islands	HI
L0522	Michael Ponce	Sacramento	CA	L1463	Kalani Telles	Hawaiian Islands	HI
L0522	Kyle Rutherford	Sacramento	CA	L1463	Melvin Tomita	Hawaiian Islands	HI
L0522	Donald Sandretto	Sacramento	CA	L1568	Grover Barnett	Henrico County	VA
L0522	Richard Shannon	Sacramento	CA	L1616	Francis Rogers	Weymouth	MA
L0528	Luciano Lisi	Niagara Falls	ON	L1619	Nicholas Finamore	Prince George's County	MD
L0548	Herman Ellis	Raleigh	NC	L1619	Lenwell Johnson	Prince George's County	MD
L0556	Mathew Jakubczyk	Hammond	IN	L1619	Eugene Jones	Prince George's County	MD
L0556	Robert Luther	Hammond	IN	L1619	Ronald Martin	Prince George's County	MD
L0632	Paul Andrieu	New Orleans	LA	L1689	Dave Gould	Fremont	CA
L0632	Nicolo Fabbra	New Orleans	LA	L1689	Neil Huwatschek	Fremont	CA
L0632	Robert Martin	New Orleans	LA	L1742	Marvin Carr	Baltimore/Washington International Airport	MD
L0660	Thomas English	Charlotte	NC	L1742	Sidney Dennis	Baltimore/Washington International Airport	MD
L0660	J. Spencer Lucas	Charlotte	NC	L1784	Richard Dexter	Memphis	TN
L0660	Patric Saunders	Charlotte	NC	L1784	John Foote	Memphis	TN
L0660	Van Sullivan	Charlotte	NC	L1784	Lionel Jones	Memphis	TN
L0718	Joseph Del Signore	Boston	MA	L1784	Ronald Maxwell	Memphis	TN
L0718	Anthony Donatella	Boston	MA	L1784	Waldo May	Memphis	TN
L0718	Francis Doyle	Boston	MA	L1784	John Rainey	Memphis	TN
L0718	Joseph Driscoll	Boston	MA	L1784	Jimmy Sanders	Memphis	TN
L0718	Paul Farren	Boston	MA	L1784	Gary Stout	Memphis	TN
L0718	Louis Lentini	Boston	MA	L1784	Terrence Taylor	Memphis	TN
L0718	Lawrence Lohnes	Boston	MA	L1784	Charles Word	Memphis	TN
L0718	Michael Mason	Boston	MA	L1791	George Campbell	Johnson City	TN
L0718	Francis McAlpine	Boston	MA	L1803	Daniel Giandomenico	Reading	PA
L0718	Patrick McDonough	Boston	MA	L1828	Leslie Fredrickson	South County Union Fire Fighters	WA
L0718	Patrick Munroe	Boston	MA	L1841	Ronald Griffin	Leominster	MA
L0718	Jose Nieves	Boston	MA	L1841	Charles Lowe	Leominster	MA
L0718	Michael Ricci	Boston	MA	L1841	Gerald Marino	Leominster	MA
L0718	Coleman Wallace	Boston	MA	L1841	Salvatore Spinelli	Leominster	MA
L0747	Cornealus Guy	St. Petersburg Association Of Fire Fighters	FL	L1841	Ronald Storro	Leominster	MA
L0747	James Haugh	St. Petersburg Association Of Fire Fighters	FL	L1908	Sidney Fry	Clark County	NV
L0747	John Speakman	St. Petersburg Association Of Fire Fighters	FL	L2007	Edward Person	Albany	NY
L0765	Ann Linehan	Fort Lauderdale	FL	L2068	Raymond Blood	Fairfax County Professional Fire Fighters And Paramedics	VA
L0773	William Sutter	Bristol	CT	L2068	Vincent Guidi	Fairfax County Professional Fire Fighters And Paramedics	VA
L0858	Terry Jones	Denver	CO	L2068	James Woodard	Fairfax County Professional Fire Fighters And Paramedics	VA
L0858	George Love	Denver	CO	L2157	Walter McGraw	Gainesville Professional Fire Fighters	FL
L0858	Larry Priest	Denver	CO	L2157	Gerald Smith	Gainesville Professional Fire Fighters	FL
L0858	Gordon Smith	Denver	CO	L2394	Stephen Anderson	Mason County Professional Fire Fighters	WA
L0867	Curtis Cyr	Winnipeg	MB	L2753	John Van Petten	Forest Park	IL
L0867	Ron Ellie	Winnipeg	MB	L2928	Jeffrey Smith	Professional Fire Fighters & Paramedics Of Palm Beach Co.	FL
L0867	Henry Lecuyer	Winnipeg	MB	L3074	Richard Darge	Alsip	IL
L0867	Gary Miller	Winnipeg	MB	L3112	Johnny Cody	Cass County Professional Fire Fighters	MO
L0867	Bruno Sledzinski	Winnipeg	MB	L3239	Darrel Shoop	Pontiac	IL
L0867	Gerald Ziprick	Winnipeg	MB	L3609	Mike Saldana	Mission Fire Fighters Association	TX
L0880	James Franklin	Cloquet Area Fire District	MN	L4561	Chad Cooper	Professional Fire Fighters of Maricopa	AZ
L0880	Tony Jurek	Cloquet Area Fire District	MN	L4562	Keith Rigalo	Professional Fire Fighters of Citrus County	FL
L0947	Ramziddin El-Amin	Professional Fire Fighters Of Greensboro	NC	L4959	Navin Deodharry	Uniformed Fire Alarm Dispatchers Benevolent Association	NY
L0964	George Baker	Baltimore Fire Officers Association	MD				
L0964	William Bogdan	Baltimore Fire Officers Association	MD				

# LAST ALARM



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

Richard J. Elwood .....	L0093 .....	Cleveland, OH .....	11/30/1928
Joseph F. Kriebel.....	L0022 .....	Philadelphia, PA .....	10/25/2004
Brian S. Blaikie .....	L1627 .....	Truro, NS .....	11/10/2017
David A. Insley, Jr. ....	L4246 .....	Salisbury, MD .....	06/11/2018
Lance Norwood.....	L4511 .....	College Station, TX .....	09/14/2019
Richard D. Walker .....	L0162 .....	Ottawa, ON .....	09/22/2019
Brian L. Blois .....	L1627 .....	Truro, NS .....	10/26/2019
Brian C. Coney .....	L3631 .....	Orange County, CA .....	12/08/2019
Alvin Girard.....	L0162 .....	Ottawa, ON .....	01/12/2020
Michael L. Feldman.....	L0094 .....	New York, NY .....	02/01/2020
Richard B. Jones.....	L0094 .....	New York, NY .....	02/07/2020
Joseph A. Hatzelman .....	L0094 .....	New York, NY .....	02/18/2020
Daniel R. Foley .....	L0094 .....	New York, NY .....	02/22/2020
Paul J. Greco .....	L0094 .....	New York, NY .....	05/06/2020
Anthony J. Catapano.....	L0094 .....	New York, NY .....	05/30/2020
Cameron Potts .....	L0263 .....	Medicine Hat, AB .....	06/04/2020
Patrick T. Dorion .....	L0162 .....	Ottawa, ON .....	06/04/2020
Paul A. McManaman .....	L0094 .....	New York, NY .....	06/06/2020
Richard Boksteyn .....	L0263 .....	Medicine Hat, AB .....	07/11/2020
John P. Fogarty .....	L0094 .....	New York, NY .....	08/25/2020
Timothy J. Burke.....	L0094 .....	New York, NY .....	09/12/2020
Anthony Squires .....	L1075 .....	St. John's, NL .....	11/07/2020
William Hodgens .....	L0094 .....	New York, NY .....	11/17/2020
Manfred Martens .....	L0485 .....	St. Catharines, ON.....	11/30/2020
Robert Gorman .....	L0162 .....	Ottawa, ON .....	12/18/2020
Robert J. Kelly.....	L0094 .....	New York, NY .....	12/20/2020
Ramziddin El-Amin .....	L0947 .....	Greensboro, NC.....	01/03/2021

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

# LAST ALARM



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

Erik D. Segura.....	L0872 .....	Laredo, TX .....	01/26/2021
Charles W. Carroll .....	L1261 .....	Pawtucket, RI .....	02/22/2021
John A. Bellanti.....	L1631 .....	Norwood, MA .....	02/24/2021
Daniel O'Connell .....	L2583 .....	Dennis, MA .....	02/27/2021
Richard Pula .....	L0858 .....	Denver, CO .....	03/01/2021
Conrad A. Dion .....	L2494 .....	Ft. McMurray, AB .....	03/01/2021
Jeffrey A. Brozich .....	L1357 .....	Madison Heights .....	03/01/2021
Martin J. Meyers .....	L0396 .....	Kokomo, IN .....	03/04/2021
Patrick M. Bergman .....	L2505 .....	Killeen, TX .....	03/05/2021
Fred Alder .....	L0237 .....	Lethbridge, AB .....	03/06/2021
Jon Kauffmann .....	S0006 .....	Minneapolis-Saint Paul International Airport ..	03/11/2021
Peyton L. Morse .....	L0191 .....	Watertown, NY .....	03/12/2021
Royland Vidal .....	L1826 .....	Fort Meyers, FL .....	03/14/2021
Tye Seets .....	L3066 .....	Prescott Valley, AZ .....	03/17/2021
Michele Clore .....	L2424 .....	Cape Coral, FL .....	03/20/2021
Brian W. LeVasseur .....	L1014 .....	Los Angeles County, CA .....	03/26/2021
William G. Mott .....	L0747 .....	St. Petersburg, FL .....	03/31/2021
William E. Gunderson .....	L0341 .....	Houston, TX .....	04/02/2021
Jeffrey Kirkner .....	L2860 .....	Eastlake, OH .....	04/04/2021
Roger W. Dean, III .....	L4122 .....	Seguin, TX .....	04/23/2021
Andrew Valenta.....	L4107 .....	Vista, CA .....	04/25/2021
Todd A. Landreth .....	L3406 .....	Norfolk Airport, VA .....	04/27/2021
Samuel T. Wenger .....	L0414 .....	Kenosha, WI .....	04/28/2021
Robert Dorr .....	L3402 .....	Ellsworth, ME .....	05/05/2021
E. Joseph Sullivan.....	L2748 .....	Warwick, RI .....	05/05/2021
Herve Thomas.....	L3909 .....	Monroe County, FL .....	05/11/2021
Eric M. Siena .....	L2057 .....	Orange County, FL .....	05/11/2021
Ricardo Torres, Jr. ....	L0825 .....	New Haven, CT .....	05/12/2021

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# Fire Fighter

QUARTERLY



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### SHORT SLEEVE DRESS SHIRT

Cambray short sleeve button-up shirt with 4-way stretch fabric and designed to wear untucked is stylish, comfortable and casual, making it your go-to dress shirt for work or play. 92/8 poly spandex blend. Heather charcoal with multi-color logo and text embroidered on left chest. Sizes: M-3XL

Item F1319 - \$70.00



### FIRE RESCUE TUMBLER

Black and red Fire & Rescue design on light gray. 18oz. insulated travel mug with clear, sip-through lid.

Item F701 - \$11.00



### EL GRANDE MUG

Black, 15oz. ceramic mug with red and white maltese on one side with #OneIAFF on the other. Dishwasher safe.

Item F702 - \$19.00



### RED DUFFLE BAG

This lightweight, but heavy-duty gym duffle is made for portability with its 18"x9" size. Perfect for a trip to the gym or when traveling. Red with contrasting black straps. White IAFF printed on side.

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### NAVY MOUNTAIN T

100% cotton unisex T with large mountain design on back and 2-color maltese logo on front left chest. Sizes: S-4XL

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### BLUE SKY PERFORMANCE T

Designed for your active lifestyle, this moisture wicking, 100% microfiber polyester shirt is fuller cut for maximum comfort. Safety blue with white IAFF on chest and maltese logo on left sleeve. Sizes: M-3XL

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### MEN'S BLACK STAINLESS STEEL WATCH

Men's black stainless steel watch with IAFF maltese logo on dial. Scratch-resistant glass, stainless steel band, rotating bezel, and date display window. Water resistant to 100 feet. Gift boxed.

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