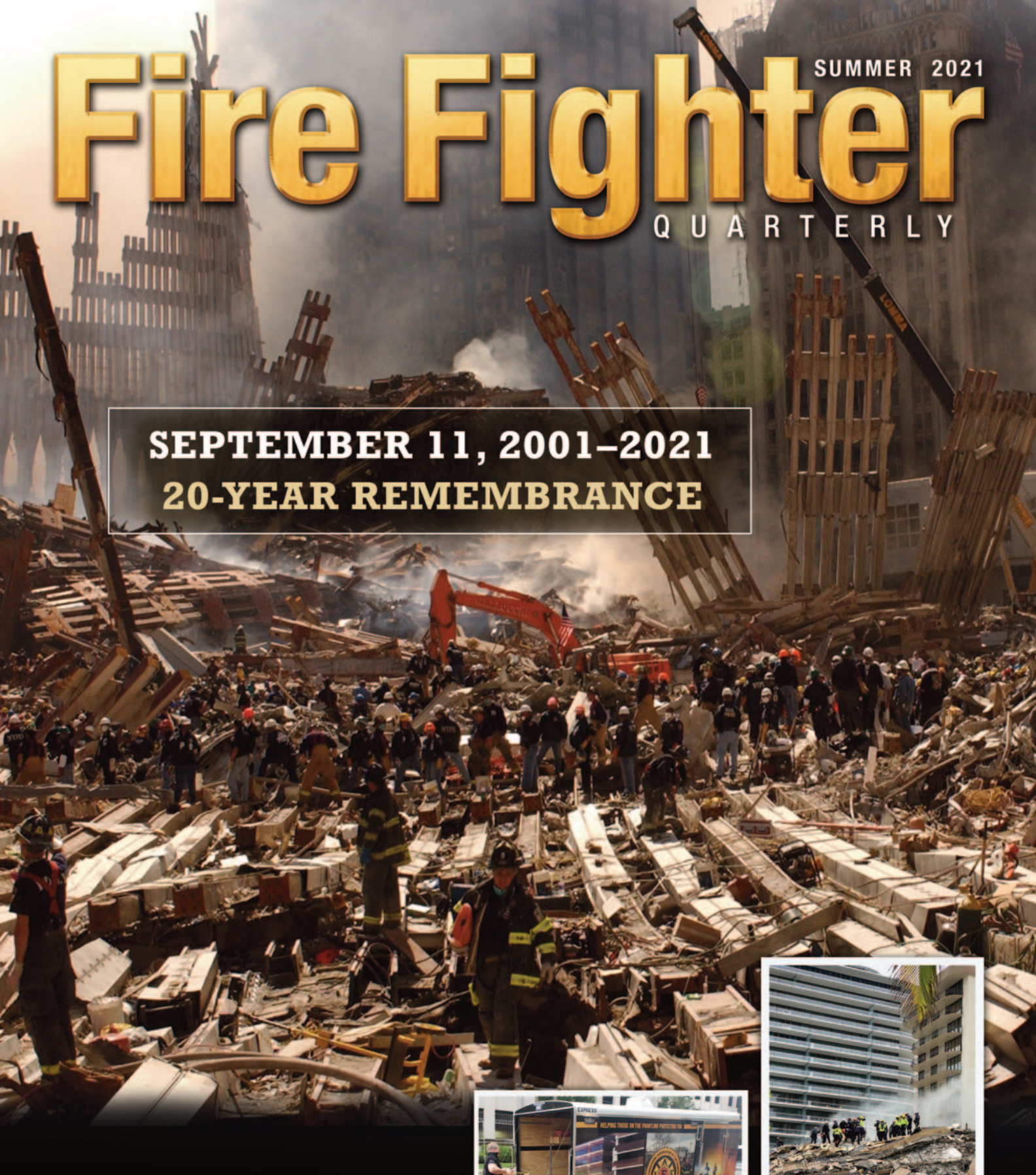


# Fire Fighter

SUMMER 2021  
QUARTERLY

**SEPTEMBER 11, 2001–2021  
20-YEAR REMEMBRANCE**



**INSIDE:** ► **Disaster Relief  
Response to Surfside  
Condominium Collapse**

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# Fire Fighter

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## Delivering For You

After just 150 days in office, I can tell you we have many talented staff members at the IAFF who give their hearts and souls to our union, and for that we should be thankful.

I am pleased to report more great staff have joined us from the field, including Phil Cordova from Denver Local 858. Phil has a strong union leadership background as secretary-treasurer of his local and state and as president of the Colorado Professional Fire Fighters. I have appointed him Assistant to the General President for Governmental and Political Affairs.

I am also happy to report Tim Dupin, president of Kansas City Local 42, has joined us as our Director of Political and Strategic Campaigns. Tim is a tireless worker with over 25 years of experience in the political arena at the local, state and federal levels, including time as the IAFF's political director during the 2004 presidential campaign.

Together, they will bring an energy and passion to this critical work and help execute my goal to weigh in on local and state political and legislative battles. Our work in Washington is very important, but the reality is that most victories are won at the state and local level. Whether it's the recent success in fighting back the recall of California Governor Gavin Newsom or our efforts in North Carolina to secure funding for cancer legislation, we will be taking our strength to cities, towns and provinces across North America.

On the health and safety front, we have brought in Derek Urwin to run a new initiative as our first Director of Science and Research. Derek has been a Los Angeles County Local 1014 member and is completing his PhD in chemistry. He has been invaluable to our PFAS and OSB chemical exposures fight and he tracked and chronicled the dust exposures at the Surfside condominium collapse in Miami.

We are also happy to welcome Chris "Blue" Bartley, former president of Lexington, KY Local 526 and secretary-treasurer of the Kentucky Professional Fire Fighters, to our Technical Assistance Division. The new talent at headquarters is wide and deep and we can be counted on to bring about real, positive change for our union and the lives of our members.

The IAFF Financial Corporation (IAFF-FC) has broadened its approach by welcoming affiliate leaders to the Board of Directors, including Rocco Salvatori, vice president of the Florida Professional Firefighters, Jim McDade, president of Dallas Local 58 and Steve Stein, president of Columbus Local 67. The Board of Directors appointed Kurt Becker from the Professional Fire Fighters of Eastern Missouri Local 2665 as the Chief Operating Officer. Kurt is a longtime IAFF affiliate leader with his local and served 12 years as the IAFF 2nd District Field Service Representative. Kurt has put his education in business administration to work and built an impressive team forging new paths, bringing transparency, value and trust to the membership through IAFF-FC.

As we navigate the first transition of the two principal officers in 33 years, the challenges ahead are daunting. We are still working to bring our staff of 125 employees back to the office from our remote posture due to the pandemic. Think about the difficulty presented transitioning an organization with a \$76 million budget when the employees are working remotely.

One of my top priorities in our Health and Safety Department is to rid our PPE of carcinogenic chemicals. To that end, the IAFF filed an appeal to the NFPA that would have eliminated the ultraviolet test that hinders the development of PFAS-free PPE. The UV test has no scientific benefit; however, our appeal was denied. I can promise you, we aren't going away.

On Capitol Hill in Washington, we continue to push important initiatives, such as fixing the ill-devised cap on State and Local Tax deductions (SALT). The existing cap creates an unnecessary strain on cities and towns and hinders their ability to properly fund many basic public services, including fire and EMS. I want to thank U.S. Representative Tom Suozzi (D-NY) for his efforts in championing our position; we all need to stand ready to continue the push.

The reconciliation package presently under consideration by the U.S. House of Representatives includes monies for local fire departments to replace PFAS-filled firefighting foam and gear. This action is urgent to our membership as we all now know that cancer is the leading job-related cause of death for fire fighters. The package also includes monies for the rehabilitation and construction of firehouses and the resources needed to give 9-1-1 capabilities to text and data platforms. We will continue to advocate for these needed changes, embracing our elected friends and opposing our foes, regardless of party affiliation. It's plain and simple: we don't have democratic or republican issues, we have fire fighter issues.

As we prioritize facets of the IAFF that require focus, taking both external priorities like health and safety initiatives and legislative priorities, we

cannot lose sight of the internal structural needs that are the foundation of our ability to function.

The greatest vulnerability to the organization's functionality is our information technology systems. Sounds boring, but technology drives every facet of our ability to operate.

The IAFF's ability to deliver for you depends on an IT infrastructure that protects our critical data and has the functionality to perform the modern needs of a complex organization like the IAFF.

In order to advise us, we commissioned an IS security audit from IT consultant DelCor and penetration testing by Fortalice. Both vendors noted many deficiencies and identified dozens of vulnerabilities. We ranked the most vulnerable and, of those critical issues, we have addressed and corrected 11 of the top 14 and are working toward better long-term solutions.

There are three production servers that have insufficient resources to operate and have crashed on multiple occasions. The most critical server runs production of reporting for the following divisions: Fire and EMS, Technical Assistance and Information Resources, Health and Safety and Grants Administration, as well as financial reporting. Additionally, of 87 servers, only 36 are actively backed up. The remaining 51 servers are inaccessible due to incorrect credentials. Of those 36 servers, we were able to successfully patch 35 with the most recent security measures.

One important server has existing instabilities, none of which was made known to us by prior leadership or staff. The warranty on that server's hardware expired over seven years ago. For unknown reasons, the issue was not disclosed. We work every day to develop and execute a plan to secure our infrastructure and to make sure that the organization is never confronted with this dangerous situation again.

Given the millions of dollars spent over time to build and maintain our IT systems, the issues are baffling. Equally baffling is the fact that IAFF employees were discouraged from using the SMART platform that was available to serve our affiliates. We continue to do the necessary work to fix the problems.

**James Baldwin was an acclaimed American novelist who coined the phrase, "Not everything faced can be changed, but nothing can be changed until it is faced."**

This IAFF will face its challenges and will work tirelessly to correct them. Whether those challenges are inside headquarters, in the halls of Congress and Parliament or in our relentless pursuit of the protection of the lives and safety of our members, your IAFF will confront each battle head on.

Whatever challenges we may face, they are no match for the righteous spirit of the rank-and-file fire fighters of the IAFF. We have a solemn mission and failure is not an option. Our mission to protect those who put their lives on the line day in and day out demands the best from your leadership. We owe you honesty and transparency, so you can judge your union and be proud of the work it does for you.

On the eve of the 20th anniversary of the attacks on September 11, 2001, the IAFF Executive Board, along with New York City Locals 94 and 854 and the leadership of the New York State Professional Fire Fighters Association, laid wreaths to remember the 343 FDNY members who made the ultimate sacrifice that day. For some of us, 9/11 seems like yesterday, yet some of our IAFF members were only toddlers when the world changed.

All of us need to embrace the responsibility to **NEVER FORGET** our fallen who met the very worst of mankind on 9/11/01 with a righteous courage defining the very best of mankind. Every person who swears an oath to be an IAFF member bears the responsibility to never forget our fallen. We owe it to them. God Bless the 343.

Please call on me for whatever you need. Together, there is nothing we can't accomplish.

Be You, Be Strong, Be Firefighters!



**Edward A. Kelly**



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## A Bold Union — Proud Profession — Bright Future

It was the slogan of my good friend, General President Emeritus Alfred K. Whitehead, who passed away Labor Day weekend. But his wisdom and insight still lead our great union. He saved the IAFF from becoming insolvent with the simple policy embodied in the quote he lived by: “If you want it, you have to fund it.” Sage words from a true trade unionist. Brother Whitehead inspired and supported me to run for General Secretary-Treasurer and I will always hold him, his wise words and teachings near. May perpetual light always shine upon him, his family and his home local of Los Angeles County, CA Local 1014.

As part of the IAFF’s efforts to fulfill our promise to Never Forget, I was humbled to represent our union in New York City for a ceremonial wreath laying to honor our Local 94 and Local 854 members who lost their lives on September 11 and those who continue to lose their lives due to 9/11-related illnesses. This solemn moment is just one way that we pay tribute to their sacrifice and service.

It’s hard to believe that it has been just over 120 days since I took office as your General Secretary-Treasurer. During a pandemic, a summer with major hurricanes, more wildfires in the West than one can count and advocating for our members who are under attack with layoffs and station closures across both of our nations, your IAFF has been busy delivering the services that you and your family expect and deserve.

Our work started on day one as our General Secretary-Treasurer transition team began taking a comprehensive look at all internal processes and practices of the General Secretary-Treasurer’s Office, reviewing every aspect of how this office delivers and protects the important services that keep our IAFF fiscally stable and operating with the best interests of our members in mind. Their review generated a partial report that was released in mid-August with nearly 40 recommendations on topics including budget and finance, procurement, information systems and internal IAFF pension systems. Creating a new approach to our work, Team GST has already completed and fully implemented 18 of those recommendations with another 13 nearly finalized.

I encourage you to view the transition team partial report yourself at [www.iaff.org/gst-transition](http://www.iaff.org/gst-transition) to see how we are changing the General Secretary-Treasurer’s office to achieve **transparency and accountability through simplicity**.

Team GST and I also looked at modernizing the business of your union. Since 1918, at the very beginning of our union, the IAFF has sent a paper statement to our locals outlining their membership and the per capita dues owed. Every month, more than 3,400 locals received a paper slip mailed to them with the same information that is available online for local secretary-treasurers. Realizing the opportunity to eliminate waste, cut costs and take advantage of the simple and safe technology that is currently in use by most other international unions, Team GST moved to a completely paperless system to notify locals of their monthly dues. **I’m proud to say that as of September 2021, the IAFF no longer issues paper monthly per capita statements.**

In early September, I was notified of a victory in the Supreme Court of California for one of our locals.

It was a legal case involving Local 3657 President Owen “Cliff” Snider who was wrongfully terminated by the City of South Pasadena in retaliation for his protected activity as a union leader. The city



General President Emeritus Al Whitehead and General Secretary-Treasurer Lima together at an event early in the GST’s union career.

launched a targeted investigation against this leader and placed him on administrative leave immediately after he filed an Unfair Labor Practice (ULP) charge due to the city’s refusal to bargain over a required contractual clause. When the California Public Employment Relations Board (PERB) issued the Unfair Labor Practice alleging that the city acted improperly in refusing to bargain, the city proceeded to terminate Snider. To call this case egregious is an understatement; this is as anti-union as it gets.

It was one of the first IAFF Guardian cases for me as 10th District Vice President, but more importantly, it was exactly the kind of behavior from employers that makes my blood boil. This brother was being terminated for standing up for his members — our members.

**Not on my watch!** I vowed to do everything in my power as an elected IAFF leader and union brother to stand with him and have his back. Just before Labor Day, almost five years since his wrongful termination, our IAFF legal efforts paid off and he walked back into the fire station and took his spot on the fire engine. Not only did he get his job reinstated with full back pay to 2016 with 7% interest, but for the next 30 days the city must post in all city locations that they violated protected union activity. An immense win for us all, which is why I will continue to fight to ensure this IAFF has the resources needed to fight these cases and protect our members.



General Secretary-Treasurer Lima and Local 3657 welcome back Brother Owen “Cliff” Snider after his IAFF Guardian case overturned his wrongful termination.

Unity is the cornerstone of any successful union. Remember, it’s the union, not the bosses, that makes it possible for us to have the on-the-job rights and protections we have today. It’s our ability to UNITE that provides us with the strongest voice when one of our own is wrongfully treated for standing up and fighting to make our profession better. It’s our union that gives us the power to FIGHT for the health and safety of our fire fighters and EMS personnel. Throughout my career, the one great equalizer for fire fighters and all workers has been our ability to ORGANIZE and build our union — our IAFF.

I’m proud to be an active fire fighter, but even prouder to be your General Secretary-Treasurer leading your union and protecting your finances. Stay safe out there on the frontline.

In Solidarity,



**Phil Cordova Appointed Assistant to the General President for Governmental Affairs, Strategic Campaigns and Political Action**

Phil Cordova has been appointed Assistant to the General President for Governmental Affairs, Strategic Campaigns and Political Action, effective September 13, 2021.

Phil comes to headquarters after serving eight years as Denver, CO Local 858 Secretary-Treasurer and four years as Colorado Professional Fire Fighters (CPFF) Secretary-Treasurer.



**Phil Cordova**

Most recently, he was elected CPFF President, replacing Mike Frainier who was elected IAFF 9th District Vice President.

Phil has also served as an IAFF state representative and as an instructor at Affiliate Leadership Training Summit (ALTS) conferences. He brings with him a wealth of knowledge regarding critical fire fighter issues, including healthcare, pensions and financial security. ■

**Kurt Becker Appointed Chief Operating Officer of IAFF Financial Corporation**

Kurt Becker, a 22-year veteran fire fighter and affiliate leader with the Professional Fire Fighters of Eastern Missouri Local 2665, has been appointed Chief Operating Officer of the IAFF Financial Corporation (IAFF-FC), a wholly owned subsidiary of the IAFF that provides financial services and investment and insurance products to members and their families.



**Kurt Becker**

joined the ranks of the Professional Fire Fighters of Eastern Missouri and served as shop steward and later as District Vice President. Becker also served as a District Field Service Representative for the 2nd District.

Founded nearly 20 years ago, the IAFF-FC provides members alternatives to financial products, such as defined benefit retirement plans and supplemental insurance offered by for-profit organizations (see story on page 40). ■

Becker was a fire fighter for the Clayton Fire Department, just outside of St. Louis, Missouri. He

**Tim Dupin Appointed Political Action Director**

The IAFF continues to work hard to assemble the best team possible to represent the interests of our 324,000 members.

Tim Dupin is joining the IAFF headquarters staff as Political Action Director. He served as a fire fighter for the South Metro Fire Protection District (1989-1992) and Grandview Missouri Fire Department (1992-1996) before joining the Kansas City, Missouri Fire Department in 1996, where he served nearly 25 years.



**Tim Dupin**

Tim also has a long history of union leadership, holding many positions on the Kansas City Local 42 Executive Board, including steward, business agent and secretary-treasurer. Most recently, he served as Local 42 president from 2018-2021. Tim served as secretary-treasurer of the Southern Federation of Professional Fire Fighters and as district vice president of the Missouri State Council of Fire Fighters. ■

**City Ordered to Reinstate Houston Local 341 President**

Houston, TX Local 341 President Marty Lancton is back on the job after an independent arbitrator ruled the city violated his rights and had no cause or authority to indefinitely suspend him in January. The arbitrator ordered the immediate reinstatement to his special assignment working full time as Local 341 president and ruled he must be made whole with full back pay and benefits.

"The truth will always come out," says Lancton. "The city's action against me was nothing more than retaliation and union busting for my

criticism of Mayor Sylvester Turner and his mishandling of our labor contract. I am grateful for the ruling and the opportunity to restore my standing as a city of Houston employee."

Houston members have been embroiled with the City of Houston since Mayor Turner walked out of collective bargaining negotiations four years ago. Turner has since rejected all invitations to bring in an independent arbitrator and chose to fight Local 341 in court. Every court decision has been in favor of Local 341. ■

**Loss of AFL-CIO President Rich Trumka**

America has lost one of its strongest advocates for the hardest working among us, including our fire fighters and paramedics. Richard Trumka dedicated his life to the cause of labor not just in America but around the world. The IAFF will honor his legacy by never forgetting his hard work and continuing the fight for better working conditions, fair wages and respect. ■



**IAFF Mourns Loss of General President Emeritus Alfred K. Whitehead**

The IAFF is greatly saddened by the death of IAFF General President Emeritus Alfred K. Whitehead. He was 91.

A fire fighter who dedicated his life to the labor movement, Brother Whitehead passed away September 4, Labor Day weekend.

"He was a great union leader," says General President Edward Kelly.

"We owe him a huge debt of gratitude for his innovation and dedication to the firefighting profession and the labor movement. Our members were always rest-assured that he would continue to fight with everything he had for better occupational disease protections, working conditions and benefits. The IAFF is as strong and robust as it is today because President Whitehead tirelessly fought for our members every single day. Our thoughts and prayers are with his family, friends and everyone who knew him well. He will be missed."

"The IAFF did not have a line-item budget when Al Whitehead was elected to General Secretary-Treasurer in 1982," says General Secretary-Treasurer Frank Lima. "Then-GST Whitehead saved the IAFF from becoming insolvent; he began the policy of assigning per-capita to every IAFF Convention resolution that had a cost factor. He coined the phrase, 'If you want it, you have to fund it.'"

IAFF President Emeritus Whitehead was an incredibly tough labor leader, friend to many and my mentor. Brother Whitehead inspired me to run for General Secretary-Treasurer and I will always hold him and his teachings near to my heart. May perpetual light always shine upon him, the Whitehead family, Local 1014 and the IAFF."

Whitehead served more than 20 years as a Los Angeles County, California, fire fighter and

dedicated himself to Los Angeles County Local 1014 before he retired in 1982 to serve as IAFF Secretary-Treasurer. Six years later in 1988, Whitehead was elected the union's eighth General

President, a position he held until his retirement in 2000.

"The fire service lost a labor legend this Labor Day weekend," says Los Angeles County Local 1014 President Dave Gillotte. "My good friend and mentor was one of the most dynamic,

passionate and dedicated leaders in the IAFF. He fought on behalf of each and every one of us with a fire in his heart. Our thoughts and prayers lie with his family and close friends. Al is likely negotiating terms in heaven for future fire fighters."

During his tenure in the union's highest office, Whitehead made political action a top priority, working hard to establish allies at the local, state and federal levels.

He became involved in the labor movement as a member of the International Brotherhood of Electrical Workers (IBEW) in the late 1940s and early 1950s. He joined the Los Angeles Fire Department in 1954 and joined Los Angeles County Local 1014, where he was elected president in 1970.

At the state level, he helped what was then called the Federated Fire Fighters of California (later renamed the California Professional Firefighters) develop an effective political action program and worked to save the state association from bankruptcy.

When Whitehead retired in 2000, Convention delegates renamed the IAFF Legislative Conference the Alfred K. Whitehead Legislative Conference. ■



**Alfred K. Whitehead**



# 9/11

# Never forget.

We remember. We honor. We support.



# Lessons Learned From 9/11

## Improve Emergency Response

**S**eptember 11, 2001, changed the world, the nation and the fire service. Twenty years after the worst terrorist attack in American history, the IAFF has never forgotten the 343 FDNY members lost that dark day and always remembers the families of the fallen, remaining steadfast and determined to ensure our members are ready for the next shift, whatever that may bring.

“Our greatest failure as a nation was the failure to imagine the endless possibilities for an orchestrated terrorist attack,” says General President Edward Kelly. “We have made great strides since then in improving our ability to respond. No matter what the event, IAFF members will be there, putting their lives on the line. Our job as a union is to make sure we are trained, equipped and ready to protect and save lives.”

Like so many IAFF members, Kelly was on shift when news of the attacks broke. A fire fighter with the Boston Fire Department at the time, he was on a medical call at the Prudential Building, a high rise in downtown Boston, when the second plane hit. He soon after joined the thousands of first responders at Ground Zero and was stunned by what he saw.

“It was a sight that Hollywood could not have depicted,” says Kelly, who worked the pile in the frantic rescue and recovery effort. “The devastation was on a scale unlike the world had seen since World War II.”

It was grueling and dangerous work, but Kelly notes, “Each person, be they fire fighter, police officer, paramedic, crane operator or iron worker — we had a shared mission to recover those lost and ensure the dignity of delivering them to their families. After 9/11, we were all one nation under God.”

“Being deployed to New York on 9/11 as part of the California Task Force 1 USAR Team and working beside our brothers and sisters from the FDNY and around the country on the pile gave me a different perspective of the absolute devastation,” says General Secretary-Treasurer Frank Lima. “It also provided me with a greater appreciation for the solidarity that our IAFF members share. It was that solidarity and unity that permeated throughout the IAFF’s efforts to protect all our members who answered the call that day. We knew that it was our duty to stand up for those we lost and those we continue to lose.”

Responders knew the air at Ground Zero could be toxic and made every effort to protect themselves with the appropriate personal protective equipment (PPE). But none could know just how dangerous the air was — that in the years to come so many would develop deadly diseases and hundreds would die from exposures. Appropriate PPE was not available in the beginning stages or the immediate aftermath.

The IAFF and our affiliates continue to honor the 343 FDNY fire fighters who sacrificed their lives by seizing on every lesson learned and every opportunity to protect our members and improve emergency response. Over the last 20 years, the International has been the driving force behind securing

funding for the families of the fallen, protecting the health of Ground Zero responders, expanding terror response training, fighting fire ground toxins and fully confronting behavioral health challenges.

“As someone who responded to 9/11 and is lucky to still be standing here, those attacks put everything in perspective,” says 1st District Vice President James Slevin. “Those of us lucky enough to survive have a duty to those who died and their families to fight for them every single day.”

Some safety improvements came as a result of the goodwill of a nation grateful and proud of their brave fire fighters and anxious to shore up homeland safety. Still, the IAFF and its affiliates needed to educate and lobby lawmakers to pass and fund legislation on Ground Zero illnesses, as well as look inward, doing whatever is needed to protect members from the constantly changing threats they faced.

Following intense IAFF efforts, in 2002, President George W. Bush signed the Mychal Judge Police and Fire Chaplains Public Safety Officers’ Benefit Act (PSOB) Act. This legislation amended existing PSOB rules to ensure all beneficiaries of fallen fire fighters — not just parents, spouses or children — receive the federal compensation. The PSOB program currently provides \$307,376 (indexed for inflation) for the families of fire fighters, emergency response workers and law enforcement officers killed in the line of duty. The law was named in honor of FDNY Chaplain Mychal Judge, who — while serving as a chaplain to the New York City Fire Department — was the first certified



fatality of the September 11 attacks.

In 2003, as more was learned about the toxic conditions during the Ground Zero recovery effort, Congress passed legislation to begin monitoring the health of fire fighters who worked the pile and provided \$25 million for interoperable communications equipment and \$60 million to expand and train more urban search and rescue (USAR) teams.

Later, responding to recommendations put forth in the 9/11 Commission report in 2007, Congress passed legislation to improve emergency preparedness, including funding to support fire fighters in high-risk areas for future terrorist attacks. The legislation also provided homeland security grants to maintain safe staffing and adequate fire department resources.

Many of the most important and lasting changes came after years of relentless lobbying in Washington, DC, by the New York Uniformed Fire Officers Association (UFOA) Local 854, the Uniformed Firefighters Association (UFA) of New York Local 94 and the IAFF.

Scores of New York City IAFF members made numerous bus trips south to the Nation’s Capital to testify before Congress and rally outside the U.S. Capitol to press for legislation providing health benefits and compensation for the thousands of IAFF members and others who spent grueling weeks searching for survivors and recovering remains at Ground Zero.

Many of these thousands became ill with rare cancers linked to toxins from the pile. Many succumbed, hundreds of their names now etched on the IAFF

Fallen Fire Fighter Memorial Wall of Honor. In 2010, after intense lobbying by the IAFF and our New York affiliates, Congress passed the James Zadroga 9/11 Health and Compensation Act to provide medical treatment and benefits for those experiencing 9/11-related health complications. Leadership and members of Local 854 and Local 94 made many more trips to Washington, DC, in the following years before finally convincing legislators to make the law permanent, giving those yet to fall ill greater peace of mind.

Locals 854 and 94 led the way in getting legislation passed and signed into law with the full support and influence of the IAFF.

“There were so many who played pivotal roles in enacting Zadroga and the subsequent reauthorizations, including Jon Stewart [former host of the Daily Show on Comedy Central], who helped make this a national story,” says Jake Lemonda, outgoing president of Local 854. “Nothing would have been possible without the leadership of the IAFF, which through its strength provided access to the most important elected officials in Washington.”

Incoming Local 854 President James McCarthy says the IAFF and all affiliates must continue working with elected officials to make sure that laws enacted continue to protect fire fighters and that federal funding is allocated properly. “The public knows that fire fighters and paramedics will always be the first to arrive for any major event. Looking ahead, we need to make sure funding from the Federal Emergency Management Agency (FEMA) is getting to where the threats are the greatest,” says McCarthy.

Local 94 President Andrew Ansbro considers himself one of the lucky ones. He recalls that he was a rookie fire fighter in the summer of 2001, and 9/11 was his first fire. He was among the many fire fighters in New York City who responded directly to the World Trade Center Towers and barely escaped with his life.

“Twenty years later, I am so grateful that my medical conditions are mild, while so many others perished that day or from cancers since then,” says Ansbro, whose recorded pulmonary function dropped after the attacks and he has dealt with chronic COPD and other ailments since. “Our work as a union will never end. We must continue to make sure our members and their families are protected for the work they did and the sacrifices they made.”

In the years after 9/11, the IAFF and the fire service have learned more about deadly fire ground toxins and worked to pass state and federal legislation designating various cancers and occupational illnesses worthy of presumptive protections and workers’ compensation coverage. Cancer presumption in some form now is the law of the land from coast to coast. In 2018, Congress also passed the Firefighter Cancer Registry Act facilitating the collection of data to better understand the link between fire ground exposures and cancer.

The International has worked tirelessly since 9/11 to address occupational illnesses, including those originating from the toxic brew from massive collapsed structures such as the World Trade Center and, more recently, the deadly condominium collapse in the Miami, Florida, suburb of Surfside (see page 12).

Frank Leto, a member of Local 854 and an FDNY Critical Incident Response Coordinator for most of his career, recalls a brief conversation with IAFF Assistant to the General President for Health and Safety Pat Morrison, at Ground Zero on September 18, one week after 9/11.

“I remember he pulled me aside and told me, ‘Frank, what you learn in these coming days will be of tremendous help to fire fighters in the years to come.’” Morrison was referring to what would become the massive task of addressing the tidal wave of grief, anxiety and guilt plaguing fire fighters who survived the attacks and had to return to their jobs and families.

“The scope of the tragedy was nearly impossible for anyone, including me. We just began doing what we could and learning,” says Leto. “We discovered there were about 600 kids who lost their dads, hundreds of widows, dozens of fire fighters who lost their sons, their brothers or their dads, all of them needing our help to come to terms with such a loss.”

Leto says that after the attacks, the IAFF arrived in New York City “like an army” and began providing peer support. So many fire fighters made themselves available for counseling to begin processing their trauma. As time went on, it became clear that too many fire fighters were “stuffing down” their issues, abusing alcohol and drugs, experiencing uncontrollable anger and, in too many cases, contemplating suicide. He says as fire fighters began to meet

with peer support teams, many also began to open up about work traumas that predated 9/11.

“The terror attacks opened our eyes to this enormous issue of behavioral health in the fire service,” explains Morrison. “The IAFF began to work to make sure members know it is okay to come out of the shadows and discuss trauma.”

In the coming years, the IAFF would begin sharing what it had learned about substance abuse, suicide awareness and reducing the stigma associated with mental health issues. In 2017, the IAFF opened the first-of-its-kind Center of Excellence for Behavioral Health Treatment and Recovery designed solely for IAFF members. A second Center of Excellence is set to open on the West Coast.

Today, the IAFF stands at the ready to dispatch peer support and behavioral health teams immediately on the request of a District Vice President. That was the case in June when 12th District Vice President Walt Dix received and processed a request from Billy McAllister, president of Metro Dade County Local 1403 for immediate assistance at Surfside, where 97 residents perished. Those teams were on the ground and ready to help the hundreds of fire fighters and emergency medical personnel sifting through the rubble.

The IAFF’s work at Surfside went beyond logistical assistance for exhausted fire fighters; beyond even essential behavioral health counseling. Taking further lessons learned from 9/11, the International dispatched IAFF Director of Science and Research Derek Urwin, whose task was to gather detailed exposure data at the Surfside recovery site to determine if fire fighters onsite were at risk of long-term illness.

“One of our highest priorities was to start exposure monitoring for fire fighters working down there so that we could help people if they begin to get sick. This monitoring could help us determine cause,” Urwin says. “This was not nearly on the scale of 9/11, but it was still a building collapse. Materials were pulverized and everything that was in the building could present a toxic exposure.”

While the IAFF can take pride in the strides gained since 9/11 in improving terror and disaster response and protecting the health and well-being of fire fighters, that work can never pause because the threats facing the public, for which IAFF members must always be ready to respond, are ever changing.

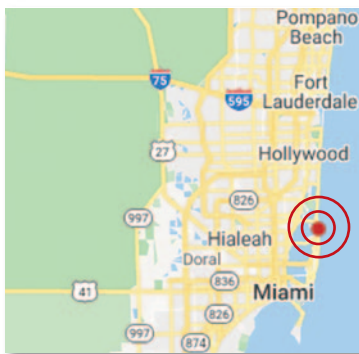
“The battle to make an inherently dangerous job as safe as possible will never end,” says President Kelly. “As the threats against the citizens we have sworn to protect change, the IAFF must change. We will continue to expand our ability to face those threats.” ■



## Remembering Our 9/11 Fallen

In recognition of the 20th anniversary of 9/11 and in the honor of the 343 FDNY fire fighters who lost their lives, the IAFF held a wreath-laying ceremony in New York City at the site of the deadliest terrorist attacks in American history. Speakers included General President Edward Kelly, Uniformed Fire Officers Association (UFOA) of New York Local 854 President James McCarthy and Uniformed Firefighters Association (UFA) of New York Local 94 President Andrew Ansbro. ■





# IAFF RESPONSE TO FLORIDA CONDOMINIUM COLLAPSE

**J**ust before 1:30 a.m. on June 24, residents of Champlain Towers in Surfside, Florida, heard a loud rumble as the building fire alarm sounded.

When Metro Dade Local 1403 members arrived at the scene, it was immediately clear that this incident was unlike anything they'd seen. Most of the 12-story, 136-unit building had literally collapsed.

Local 1403 members were quickly joined by members from Miami Beach Local 1510 and Miami Local 587 as part of the state's USAR Task Force 1 and 2 teams and primary and mutual aid fire department response.

In the first hours, emergency crews helped approximately 35 residents evacuate. Task force teams then began the careful and methodical search for additional survivors in 12-hour shifts.

"When they got the call, our members did what our members do — they responded and stayed on the collapse site until the job was done," says General President Edward Kelly. "It was our job to do everything we could to ensure their health and safety during and after the response. Even though onsite operations are complete, we will be monitoring our members for possible illness or health conditions that may occur from exposure."

The IAFF was also on the ground at the site of the Surfside collapse with peer support teams and health and safety personnel to ensure members had sufficient personal protective equipment (PPE) and to begin air monitoring. General President Kelly, General Secretary-Treasurer Frank Lima and 12th District Vice President Walt Dix also spent days meeting with members and local elected leaders.

"With an incident of this scale, we knew we needed to respond immediately," says General Secretary-Treasurer Lima. "This IAFF had a team and resources on the ground within a few hours so that any critical needs could be addressed immediately. And our resources will continue to be available to them even now that operations at the condominium collapse are complete."

**"When they got the call, our members did what our members do — they responded and stayed on the collapse site until the job was done."**

— General President Edward Kelly

"Our members are the very best at what they do. Many of them have been deployed overseas to help with structural collapses and others have responded in the aftermaths of very damaging hurricanes," says 12th District Vice President Walt Dix. "I am very proud of the way they stayed mission-focused throughout this very tragic and difficult process."

Thanking General President Kelly and calling the IAFF one of the country's great organizations, President Joe Biden met with fire fighters near the Surfside condominium collapse.

"God made man, and then he made a few fire fighters," said President Biden after gathering earlier in the day to meet with Metro Dade Local 1403 members and USAR Task Force members working around the clock in the continuing search for survivors.

By the fourth day, all eight Florida USAR teams, which included about 370 fire fighters, were onsite. It was the largest deployment of state resources



The IAFF provided peer support and other assistance to address members' needs during the rescue and recovery efforts at the condominium collapse site.

without a hurricane. Additional teams from the United States, Israel and Mexico arrived to assist. Crews operated 24 hours per day in 12-hour shifts.

David Sola, a member of

Miami Beach Local 1510 who responded with Task Force 2, explains that this response was very different from the hurricane response team members have experienced. Hurricane response requires a lot of knocking on doors to check on anyone who stayed behind and needs help.

"This was a very focused effort to methodically search what was left of the building piece by piece, careful not to upset any potential voids where survivors might be," says Sola. "We were all very aware of how fragile our environment was, so we stayed mission-focused until the job was done. I was very proud to be a part of such a dedicated, committed team."

USAR Task Force members deployed to the collapse site are trained in structural collapse and rescue. Some gained first-hand experience when they were deployed to Haiti in 2010.

Miami Beach Local 1510 President Adonis Garcia notes, "I went to Haiti in 2010 after the earthquake destroyed some of the heaviest populated areas of the country. I spent several days there assisting with recovery efforts and providing medical assistance. This was more difficult in a way because we know this place. Though I am glad I was there to help, it was difficult."

Like Garcia, other members were there to help their community, but all also had personal reasons to be there. A Miami Local 587 member's seven-year-old daughter lived in the condominium complex with her mother.

"When she was found, our member came to the site, draped his jacket over her and helped carry her out," says Local 587 President Alex Cardenas. "We all feel her loss, but the most important thing is to be there for our member and his family."

As Tropical Storm Elsa threatened the Miami coast, officials on July 4 ordered the remaining structure be demolished for safety. As soon as crews got the all-clear, they continued the search for missing residents.

## IAFF Peer Support Teams

As the members were responding to the collapse site, the IAFF was in Surfside providing assistance, including peer support.

"As our members put their full attention on finding potential survivors, the International immediately got to work assisting us," says Local 1403 President Billy McAllister. "Thanks to our union, peer support counselors were onsite within hours. We were especially thankful that many of them had experienced similar traumas, including the collapse of the World Trade Center Towers in New York City."



The toxins released at the building collapse raised concerns about the short- and long-term health of members working the pile.

Trauma is not an experience any of us should have to bear alone — fortunately, you don't need to; the IAFF Center of Excellence for Behavioral Health Treatment and Recovery is always available to assist members in need. For more information, visit [www.iaffrecoverycenter.com](http://www.iaffrecoverycenter.com).

Four teams comprised of 41 peer supporters and eight clinicians were led by team leaders, including: Uniformed Fire Officers Association Local 854 members Frank Leto and Drew Kane; Oxnard, CA Local 1684 member Alex Hamilton; and Los Angeles County, CA Local 1014 member Scott Ross.

Outreach involved visiting fire stations and dispatch centers to let each shift know peer teams were available around the clock. Peer supporters made direct contact with some 2,300 members, providing various levels of assistance.

### **Air Monitoring and Long-Term Health Considerations**

Knowing that the building collapse released toxins in the air, the IAFF was concerned about the immediate and long-term health of the members working on the site. If inhaled, ingested or absorbed through the skin, toxins can lead to cancer, respiratory disease and other occupational illnesses.

As recommended by Dr. David Prezant of the World Trade Center (WTC) Health Program, the IAFF advocated for members working onsite to wear P-100 respirators, considered the best for preventing exposure. Additionally, the International worked closely with the University of Miami to secure an adequate supply of respirators.

Meanwhile, IAFF Science and Research Director Derek Urwin continues to coordinate efforts with the University of Miami to study fire fighter exposures, including use of its labs and equipment.

Out of an abundance of precaution, the IAFF will be testing members for any toxins that may have penetrated the protective equipment.

Potential exposures are tracked in several ways. Members turned in their P-100 respirator cartridges to be analyzed, along with silicon bands that



President Joe Biden thanked General President Kelly for his strong leadership and met with Metro Dade Local 1403 members and USAR Task Force teams who worked around the clock for days and weeks.

### **Preliminary Air and Environmental Monitoring Findings**

The IAFF and the University of Miami are continuing to analyze data from the air monitoring equipment, P-100 cartridges and wristband collectors. As they become available, all findings will be distributed to personnel from Surfside for exposure reporting and documentation. Preliminary data will include:

- Particulate matter concentrations measured in air
- Chemical analysis of airborne hazards
- Quantification of exposure to polycyclic aromatic hydrocarbons

### **Recommendations**

P-100 respirators, eye protection, and prescribed PPE are vital layers of protection to prevent occupational illness and injury. Those interested in participating in the Surfside Assessment of First Responder Exposures (SAFE) Cohort Study can visit [www.miami.edu/safecohortstudy](http://www.miami.edu/safecohortstudy) to fill out an interest card.

collect substances to which fire fighters are exposed for subsequent analysis at the University of Miami.

The IAFF also used sampling devices before and after the controlled demolition of the remaining structure on July 4 to directly test the materials members came in contact with onsite.

Members responding to the collapse site remained there on some level for 30 days. ■

# IAFF SUPPORTS MEMBERS IN PATH OF HURRICANE IDA, WILDFIRES



**W**ith hundreds of IAFF members in the path of Hurricane Ida, the IAFF was ready to provide disaster relief assistance and was on the ground immediately after the storm made landfall as a strong Category 4 in Port Fourchon, Louisiana, on August 30 — the 16th anniversary of Hurricane Katrina. As the storm roared ashore, it knocked out power for much of the southern part of the state and left behind widespread flooding and severe wind damage.

“We began tracking the storm as soon as it neared hurricane strength. It was soon clear that the impact would be significant but we were prepared to provide assistance anywhere it was needed for as long as it was needed,” says General President Edward Kelly.

“Disaster relief is just one more way the IAFF protects our members and their families,” says General Secretary-Treasurer Frank Lima. “We established communications with our members in the affected area and quickly responded.”

Assistance was coordinated by 14th District Vice President Danny Todd, including establishing a disaster relief command center in Baton Rouge, with 11th District Vice President Sandy McGhee, 12th District Vice President Walt Dix and 16th District Vice President James Johnson also providing work crews to help in emergency home repairs and to ensure other needs were addressed.

On the ground, 12th District Field Service Representatives Eric Chudzik and Dave Syvret, 11th District Field Service Representatives Brandon Day and Daniel Buford, 14th District Field Service Representative Pete Reagan and Shaker Heights, OH Local 516 member Larry Petrick handled ground operations and call intake. Also assisting were Professional Fire Fighters of Louisiana President Chad Major, Baton Rouge Local 557 President Shane Spillman and Baton Rouge Local 557 member Jon Smith.

At the time of publication, the IAFF had received more than 40 applications for disaster relief and sent crews to help repair home and property damage to 144 members’ homes, providing generators, hundreds of gallons of gasoline and

hundreds of tarps to prevent additional roof leaks.

“After Hurricane Ida made landfall, our members were responding to thousands of calls for help from their communities with no time to check on their own homes and property,” says 14th District Vice President Todd. “We were proud to help our members with initial repairs and address any other immediate concerns.”

“Generators and fuel were hard to come by. Thankfully, members from Jacksonville, FL Local 122 and elsewhere picked up those supplies and delivered them to where they were needed,” says 12th District Vice President Walt Dix. “It really does take teamwork and a considerable amount of ingenuity to have successful disaster relief operations.”

**“We began tracking the storm as soon as it neared hurricane strength. It was soon clear that the impacts would be significant but we were prepared to provide assistance anywhere it was needed for as long as it was needed.”**

— General President Edward Kelly

Work crews comprised of IAFF members from Louisiana, Texas, Oklahoma, Arkansas, Georgia, Florida, Mississippi, Tennessee and Alabama were dispatched to help with anything they could do to secure homes until permanent repairs can be made. Additionally, HEART 911, a group of retired and active first responders from New York that provides relief in the aftermath of natural disasters was on the ground to assist.



Hurricane Ida's strong winds severely damaged many Louisiana members' homes.

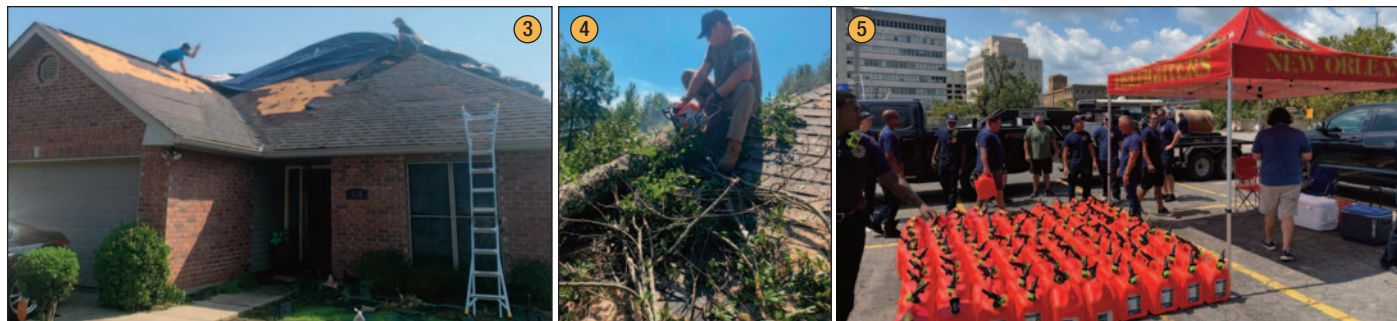
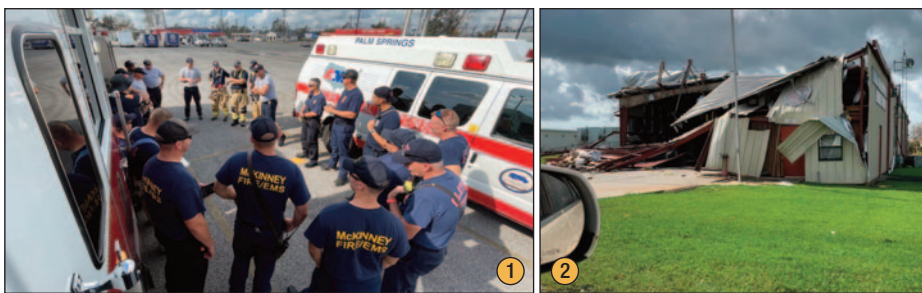
“I am incredibly proud of the work our members did throughout the Hurricane Ida response,” says 16th District Vice President James Johnson. “Whether a municipal or federal member, we worked together as a team to make sure all needs were met.”

In all, the IAFF assisted members from 16 locals, including Houma Local 1405, one of the hardest hit.

Hurricane Ida brought heavy rain, but it was the extreme wind that caused the most damage. One fire station was destroyed and a second station was severely damaged.

Most Local 1405 members have been at least temporarily displaced from their homes. The IAFF dispatched work crews to take care of immediate property damage concerns and is continuing to process financial relief applications. Additionally, the Professional Fire Fighters Association of Louisiana and several area locals also assisted with basic supplies and food.

“We knew it would be bad, but none of us



1. As part of TIFMAS strike teams, several Texas members assisted Louisiana members as they responded to Ida's aftermath. 2. One of Houma's fire stations was destroyed by hurricane-force winds. 3. Woodlands, TX Local 3846 members served as part of an IAFF disaster relief work crew. 4. Members on IAFF work crews removed trees and tarp roofs to prevent further damage to Louisiana members' homes. 5. With many areas expecting to be without power for extended periods of time, the IAFF delivered fuel to members with generators.

predicted that it would be as bad as it was,” says Local 1405 President Jordan Collins. “The outreach from the IAFF and the fire fighter family at large has been invaluable. It is nice to know that so many care.”

With the infrastructure — including water and power remaining spotty at best — other states have deployed their USAR teams and the Texas Intrastate Fire Mutual Aid System (TIFMAS) was activated to deploy strike teams of fire fighters to Louisiana to provide relief. Both USAR and TIFMAS teams are comprised of IAFF members.

Plano Local 2149 President Wesley Holland and fellow Local 2149 executive board member Jaime Reyes were among those with a TIFMAS team.

“We are proud to be here to assist our Local 1405 brothers and sisters,” says Holland. “We brought additional apparatus and have been assisting with call volume. As power continues to be out, many residents are relying on generators, so there has been a high rate of carbon monoxide alarm calls.”

In Hammond, the path of the hurricane was initially predicted to pass about 50 miles west of the city. Instead, even though the city is located about a three-hour drive from the coast, the storm came through as a Category 2 hurricane.

The wind alone was very destructive. A tree fell on the home of one Local 2361 member, hitting his spouse. The son contacted the station and a crew was dispatched. The wife was transported to the hospital with several broken bones but was released and is recovering.

“We are all relieved she is going to be okay,” says Hammond Local 2361 President Anthony Maurer. “The storm and the first few days afterwards were brutal. We were answering calls around the clock with very little opportunity to check on our own homes.”

Some Hammond fire fighters had just completed their recruit training at the fire academy when the storm hit. It was a lot to process, and Local 2361 requested behavioral health assistance.

The IAFF and retired Baton Rouge Local 557 member Danny Adams assembled peer support teams to assist Hammond Local 2361 and other affiliates. Adams, who is a specialist with the state Office of Behavioral Health and a peer support trainer, says members most often need guidance on processing the enormity of the situation.

“Alleviating financial stress and knowing how to apply for disaster assistance are critical in maintaining behavioral health in the aftermath of any disaster,” says Adams. “Just knowing the steps to take to get back on your feet really helps mitigate stress and any behavioral health concerns that might come with it.”

In New Orleans, which had been devastated previously by Hurricane Katrina, the levees held but the wind knocked out power for the entire city.

“Our members with the most noticeable damage have requested and received assistance. We were glad to see Daniel Buford and others from the IAFF come into the city to help,” says Local 632 President Aaron Mischler.

Buford, an 11th District Field Service Representative and Bryan, TX Local 1204 president, anticipates more requests will slowly

come as infrastructure is restored.

“It will be when the power and water come back on that our members will be able to truly assess the damage Hurricane Ida caused,” he says. “It will be our job to address additional concerns as they arise.”

“The command center may be gone, but the IAFF’s doors are always open when it comes to helping its members,” says 11th District Vice President Sandy McGhee. “Members can continue to apply for disaster relief assistance or contact their local presidents for help.” ■

## IAFF Mobilizes to Provide Disaster Relief for Members Fighting California Fires

IAFF disaster relief teams dispersed across California to help members battling numerous destructive wildfires, many of them with homes in areas designated for evacuation.

Some 15,000 firefighting personnel were battling more than a dozen major wildfires in California, including the Dixie Fire in the Sierra Cascades region that is reportedly the state’s second-largest wildfire in history. As of early September, the Dixie Fire had scorched 847,308 acres and was 52 percent contained.

About 65 miles to the south, fire fighters battled the Caldor Fire, recorded as the 17th largest fire and threatening the resort community of South Lake Tahoe. The Caldor Fire as of early September had burned more than 204,390 acres and was 20 percent contained.

The IAFF, along with affiliate leaders in the region, worked diligently to locate and contact IAFF members whose homes are located in areas that have been designated for evacuation due to the movement of the fires. State officials had ordered about 53,000 residents evacuated from the affected areas.

“While so many of our members are battling on the frontlines protecting their communities from these dangerous wildfires, the IAFF stands ready to assist our brothers and sisters and their families whose homes may also be threatened,” says General President Edward Kelly.

**“As wildfire season continues to be longer and more intense, our disaster relief team is gearing up and preparing to help our brothers and sisters and their families should they be impacted by these devastating fires. It is just one more way the IAFF protects our members.”**

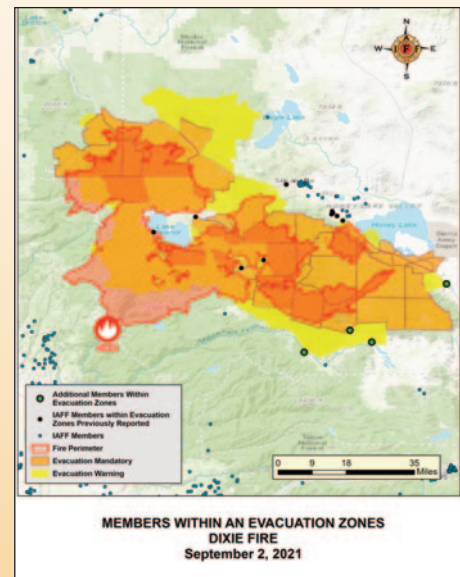
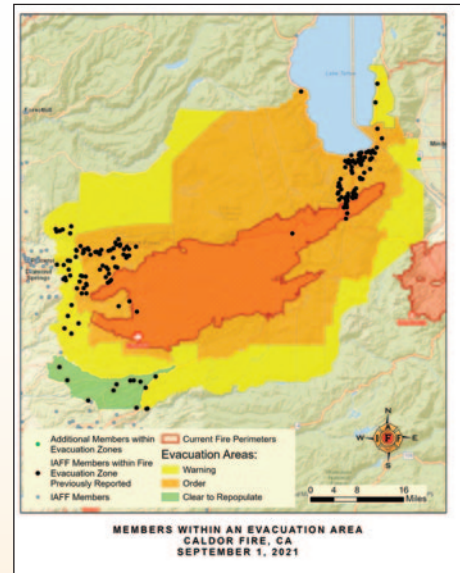
— General Secretary-Treasurer Frank Lima

General Secretary-Treasurer Frank Lima adds, “As wildfire season continues to be longer and more intense, our disaster relief team is gearing up and preparing to help our brothers and sisters and their families should they be impacted by these devastating fires. It is just one more way the IAFF protects our members.”

IAFF 10th District Vice President Stephen Gilman says disaster relief teams cross-referenced home addresses for IAFF members with updated GIS maps of the fires to determine who might need assistance.

“We forward this information to local presidents so they can determine if any members need disaster relief,” says Gilman. As of early September, a handful of members had applied for the assistance.

The IAFF provides disaster relief to members in affected wildfire areas in the form of financial aid for anything they and their families need, from



lodging to food for families or toiletries for members working the fire lines. The money is made possible from donations to the IAFF Disaster Relief Fund.

Though requests for assistance have been modest so far, the 2021 wildfire season is already ferocious, starting earlier than normal and burning more acreage amid one of the driest summers in state history. Smoke from the 2021 fires has impacted air quality across the western states and drifted as far as the East Coast, presenting as high-altitude haze.

The IAFF is tracking several other fires across California, including the French Fire in Kern County, which covered some 38 square miles in the Southern Sierra Nevada region, and the Monument Fire in Trinity County, which was at 176,704 acres burned in early September. ■

# CHALLENGES

## of Properly Fitting PPE for Female Fire Fighters

It's called the "Shimmy." That's the hip move Alexis Mundy and her female co-workers use as they attempt to pull up the bulky pants that are part of their fire fighter turnout gear.

Then there is the "fold over." That's when there is a little too much room in the fingertips of gloves that have been meticulously designed over the years to protect from burns and other common fireground hazards.

Mundy, a seven-year fire fighter and member of Cincinnati Local 48 — along with other women fire fighters — are beginning to speak up about firefighting gear that doesn't quite fit right. The issue has nothing to do with appearance and everything to do with safety and performance.

Like many fire fighters, Mundy says her fellow female fire fighters have remained mostly stoic about ill-fitting fire gear — use what you have and do the job.

The good news is that the fire service is listening and learning more about how important it is for the nearly 98,000 female fire fighters in the United States — or approximately 11 percent of professional fire fighters — to have turnout gear that fits properly so they can stay safe on the job.

"We have made some strides over the last decade or so with research and by speaking with the various manufacturers of both wildland and structural fire bunker gear," says Meredith McQuerry, professor at Florida State University who is leading an ongoing study on the safety and effectiveness of female personal protective equipment (PPE). "We definitely see that female fire fighters are aware of this issue and the manufacturers are as well. But there is still not enough data on the scope of the problem," she says.

The gist of the problem is clear. Both structural and wildland firefighting turnout gear is primarily developed and designed for male fire fighters, despite a growing number of women entering the fire service. Women fire fighters are wearing the same turnouts as male fire fighters, putting them at higher risk of injury or fatality, according to the National Fire Protection Association (NFPA).

"Some women are being given hand-me-down gear, not PPE customized to their measurements or proportional to a female body. They are just getting the gear made for the smallest man," McQuerry says.

Improperly fitting PPE can cause dangerous mobility and dexterity problems for fire fighters who are routinely called on to respond to structure fires and conduct search and rescue. Fire fighters have to be able to move swiftly and comfortably, not just for their own safety but also to provide backup for other fire fighters.

**Women fire fighters are wearing the same turnouts as male fire fighters, putting them at higher risk of injury or fatality.**

Source: National Fire Protection Association (NFPA)



**Improperly fitting PPE can cause dangerous mobility and dexterity problems for fire fighters who are routinely called on to respond to structure fires and conduct search and rescue. Fire fighters have to be able to move swiftly and comfortably, not just for their own safety but also to provide backup for other fire fighters.**

Mundy says she has often wondered how ill-fitting gloves may be impairing her mobility in certain situations, for example, if she had to help another fire fighter adjust SCBA controls in the middle of a structure fire response.





Her colleague, fire fighter Briana Singer, another Local 48 member, also has issues with glove size. “At the end of the day, women fire fighters must be able to do the exact same job that male fire fighters do. Having properly fitting PPE will allow us to do our job better,” she says.

Beyond mobility, poorly fitted turnout gear could also lead to dangerous thermal exposure, particularly around the neck, wrists and torso area where gaps may exist. Those gaps may also put fire fighters at greater risk for exposure to deadly toxins and infectious liquids.

McQuerry’s research project is designed to determine the scope of mobility issues on a variety of body types and to fully understand how dangerous exposures can occur and, more importantly, be prevented. Her team is measuring range of motion in three turnout combinations: 1) with only a base layer; 2) with a full turnout suit; and 3) with the full ensemble, including breathing apparatus and helmet. Each fire fighter, whether male and female, is measured with a three-dimensional body scanner and then asked to perform numerous range-of-motion tests to assess comfort and agility.

The project, led by Florida State University and North Carolina State University with collaborative support from the Fire Protection Research Foundation, is funded through a Federal Emergency Management Agency (FEMA) Assistance to Firefighters (FIRE Act) grant. The project includes in-depth surveys of individual female fire fighters, focus groups with fire fighters and manufacturers and full body scans. The project began in 2019 and is expected to be completed in 2022.

While both men and women have reported mobility issues with their PPE, there are significant differences. Women surveyed tend to reveal problems in the upper body of their turnouts, particularly when performing tasks above their head. Women were also more likely to say their turnouts were too large. Men surveyed identified more discomfort in their turnouts around the crotch area and pants.

McQuerry says all stakeholders — fire fighters, fire department leaders and industry representatives — have shown an eagerness to resolve the challenge of properly fitting women who are making up a rising percentage of fire fighters.

“Our fire departments are stronger and more responsive to their communities because more women are stepping forward to become fire fighters,” says General President Edward Kelly. “They must have the tools they need to get the job done and we always have and always will fight for the safety of the sisters and brothers on the fire line.”

**Beyond mobility, poorly fitted turnout gear could also lead to dangerous thermal exposure, particularly around the neck, wrists and torso area where gaps may exist. Those gaps may also put fire fighters at greater risk for exposure to deadly toxins and infectious liquids.**

More than any other factor, McQuerry believes education about the scope of the issue and what is possible will be key to improving turnout fits for women. She adds that many female fire fighters — Mundy included — are just now realizing the importance of proper fit. More female fire fighters are coming forward and sharing their

concerns about the fit of their turnout gear.

Recently, Mundy and Singer brought their concerns to Cincinnati Local 48 President Matt Alter, who then held focus group meetings with fire fighters, fire department leaders and representatives from turnout maker Morningstar. Both Mundy and President Alter say the meetings have been extremely productive.

Alter notes that Local 48 has a clause in its contract giving it the authority to sign off on all gear specifications, and the local has empaneled a women’s employee resource group, including Mundy and Singer, to provide feedback on a range of issues,

including turnout gear.

“Our view is a rising tide will lift all boats, and we want to make sure our female fire fighters have gear that fits their needs,” says Alter.

There are signs that some manufacturers are listening to calls for better-fitting PPE. Laurie Peverill, a member of the Fairfax County, VA Local 2068, says the PPE she wears is much improved from other turnouts over her 19-year career.

“I actually did not realize how much properly fitted PPE could make a difference in comfort and performance,” says Peverill, who sits on Local 2068’s PPE Committee.

Jenna Jackson, also a Local 2068 member, says having a PPE Committee has been helpful in allowing fire fighters to air concerns regarding the fit of their gear. Jackson, a 16-year fire fighter and HazMat technician who is 5 feet 9 inches and slender has found her gear fits her. However, she adds that her boots are a bit wider at the top, making it take longer than it should to get them on under her turnout pants. She also says the masks she is provided are somewhat cumbersome to wear. The good news is that Local 2068’s PPE Committee is well aware of these issues and urges other Local 2068 members to communicate them. ■

**“Our fire departments are stronger and more responsive to their communities because more women are stepping forward to become fire fighters. They must have the tools they need to get the job done and we always have and always will fight for the safety of the sisters and brothers on the fire line.”**

— General President Edward Kelly

**Women surveyed tend to reveal problems in the upper body of their turnouts, particularly when performing tasks above their head.**



# 2021 Fallen Fire Fighter Memorial Held as Virtual Remembrance

Despite being unable to gather together this year in Colorado Springs for our traditional Fallen Fire Fighter Memorial observance, the IAFF paid tribute to our fallen brothers and sisters in a respectful, virtual remembrance broadcast on September 18. The names of the fallen will forever be etched onto the Wall of Honor.

The program recognized the sacrifice of 225 members and included the U.S. and Canadian national anthems and a prayer from Father Thomas Mulcrone. The names and photographs of those lost in the last year appeared on the screen, followed by the traditional Last Alarm signifying their welcome home from a final call before a pause in silence to commemorate their passing.



“We work hard every day to keep our members healthy and safe. And while we can reduce the risks and exposures, the facts are this is a difficult and dangerous profession that takes many of our sisters and brothers too soon,” says General President Edward Kelly. “To our fallen brothers and sisters whose lives we celebrate, thank you for your duty and thank you for your sacrifice. Your legacy will never be forgotten.”

All 2020 and 2021 families will be invited to our 2022 ceremony in Colorado Springs. Details will be provided when arrangements are finalized.

If you missed the virtual remembrance, watch it at [www.youtube.com/IAFFTV](http://www.youtube.com/IAFFTV) or on the Fallen Fire Fighter Memorial website at [www.iaff.org/ffm21](http://www.iaff.org/ffm21). ■

Name	Local Name	Date of Death
Salvatore N. Galasso	L0274 White Plains, NY	07/31/1954
Bernard J. Callahan	L0274 White Plains, NY	07/31/1954
Christopher Harmon	L0274 White Plains, NY	05/30/1962
Vincent E. Davis	L0498 Kingston, ON	08/23/1976
Willie J. Blakely	L0293 Erie, PA	10/25/1982
Albert Barrett	L0288 Hamilton, ON	05/04/1989
Brian Kirby	L3888 Toronto, ON	11/17/1991
Jaroslawn Bryczka	L0288 Hamilton, ON	12/11/1993
Jean-Guy Daigle	L0125 Montréal, QC	02/19/1994
Lloyd Rutherford	L0288 Hamilton, ON	06/21/1995
Normand A. Plouffe, Jr.	L3372 Coventry, RI	01/21/1997
James Miller	L3888 Toronto, ON	11/04/1999
Peter M. Panosian	L1363 Cranston, RI	11/27/2001
Andrew B. Lang	L1363 Cranston, RI	12/30/2002
Joseph F. Kriebel	L0022 Philadelphia, PA	10/25/2004
Robert L. Blair	L3888 Toronto, ON	11/20/2014
Francis E. Bachelder	L0740 Portland, ME	01/16/2015
André Bertrand	L0125 Montréal, QC	11/22/2016
Paul D. Brodeur	L1397 Falmouth, MA	01/20/2017
Timothy McFadden	L1595 Vaughan, ON	03/25/2018

Name	Local Name	Date of Death
Arthur E. King	L0935 San Bernardino County, CA	10/23/2018
Clifford Goodale	L1582 Oakville, ON	11/27/2018
Timothy B. Cunningham	L0341 Houston, TX	12/17/2018
Valentin Ramos	L3128 Fitchburg, MA	12/18/2018
Joe F. Leggio	L0341 Houston, TX	12/21/2018
Christopher B. Parker	L0372 Long Beach, CA	02/08/2019
Mark R. Danielson	L3631 Orange County, CA	02/19/2019
Gary R. Hart	L1364 Ventura County, CA	02/21/2019
Andrew J. Douglas	L0734 Baltimore, MD	02/24/2019
James B. Blundell	L0018 Vancouver, BC	03/31/2019
Stanley F. Craig	L2881 Cal Fire - Sacramento, CA	04/08/2019
Marcel Charbonneau	L0125 Montréal, QC	04/10/2019
Raymond Charlebois	L0125 Montréal, QC	04/12/2019
Joseph Ortuso	L0125 Montréal, QC	04/22/2019
Gordon W. Crawford	L3888 Toronto, ON	04/30/2019
Yvon Coupal	L0125 Montréal, QC	05/05/2019
Robert E. Collis	L0854 New York, NY	05/11/2019
Vincent F. Rodgers	L1067 Riverside City, CA	05/12/2019
Edmond F. Lynch	L3888 Toronto, ON	05/15/2019
Mark A. Tolbert	L1014 Los Angeles County, CA	05/19/2019



Name .....Local Name .....Date of Death

Robert A. Frank .....L4027 Springdale, OH .....06/03/2019  
 Serge Buron .....L0125 Montréal, QC .....06/07/2019  
 Gregory A. Simerson .....L3888 Toronto, ON .....06/26/2019  
 Scott D. Ely .....L2829 Redmond, WA.....07/22/2019  
 Kyle T. Rice .....L0341 Houston, TX .....08/17/2019  
 Rémi Neveu .....L0125 Montréal, QC .....08/24/2019  
 Anthony Morado, Sr. ....L0341 Houston, TX .....08/26/2019  
 John J. Nykiel .....L0854 New York, NY .....09/14/2019  
 Joseph A. Mary .....L0995 Richmond, VA.....09/18/2019  
 Brian J. Poole .....L0136 Dayton, OH .....10/09/2019  
 John B. Martin.....L0345 Louisville, KY .....10/12/2019  
 Scott A. Shaw .....L0341 Houston, TX .....10/13/2019  
 Paul Villeneuve .....L0288 Hamilton, ON .....10/18/2019  
 Arthur W. Ordish .....L0142 London, ON .....11/05/2019  
 John P. Cronin .....L2400 San Mateo County, CA .....11/06/2019  
 William L. Knott .....L1014 Los Angeles County, CA .....11/29/2019  
 Dennis M. Gilhooly .....L0854 New York, NY .....11/30/2019  
 Robert Dupré .....L0125 Montréal, QC .....12/06/2019  
 Gary Kuhl.....L3631 Orange County, CA .....12/10/2019  
 William C. Anderson .....L0018 Vancouver, BC .....12/13/2019  
 Kenneth W. Swan .....L0018 Vancouver, BC .....12/16/2019  
 George M. Helfer .....L0858 Denver, CO .....12/21/2019  
 Harold D. McKee .....L4066 Irondale, AL .....12/26/2019  
 Roland Houle .....L0125 Montréal, QC .....12/31/2019  
 Joseph M. DiCorte.....L2294 Hillsborough County, FL .....01/01/2020  
 Charles H. McCormick.....L3112 Cass County, MO .....01/05/2020  
 Robert A. Ramos .....L1230 Contra Costa County, CA .....01/07/2020  
 Robert J. Rehse .....L2717 Saint Francis, WI .....01/07/2020  
 Johnnie Jacobs .....L3681 Georgetown, KY .....01/09/2020  
 Robert L. Weiss .....L0209 Edmonton, AB .....01/11/2020  
 Eric Hill .....L0972 Lubbock, TX .....01/11/2020  
 Wayne Elford .....L3888 Toronto, ON .....01/16/2020

Name .....Local Name .....Date of Death

Rick Hawkins .....L2494 Ft. McMurray, AB .....01/17/2020  
 Ronald A. Fyffe .....L0018 Vancouver, BC .....01/20/2020  
 Hilary John Hartman .....L5150 Dickinson, ND .....01/20/2020  
 Ignatius J. Nash .....L1075 St. John's, NL.....01/21/2020  
 Richard J. Feldman .....L1265 Sparks, NV .....01/21/2020  
 Christopher M. Still .....L1616 Weymouth, MA.....01/22/2020  
 Stuart L. Weatherford .....L0883 Tyler, TX .....01/24/2020  
 Douglas H. Borgerding .....L0136 Dayton, OH .....01/26/2020  
 Russell D. Horn .....L0841 New Bedford, MA.....01/27/2020  
 Michael L. Feldman .....L0094 New York, NY .....02/01/2020  
 Darrin Jones .....L0215 Milwaukee, WI .....02/01/2020  
 Sean H. Land .....L2924 Virginia Beach, VA .....02/05/2020  
 Richard B. Jones .....L0094 New York, NY .....02/07/2020  
 Paul W. Deo, Jr. ....L0854 New York, NY .....02/07/2020  
 Dan E. Moran.....L1309 West Metro, CO .....02/07/2020  
 Gregory J. Coleman .....L1363 Cranston, RI .....02/10/2020  
 William R. Hawkins .....L3888 Toronto, ON .....02/11/2020  
 Joseph A. Hatzelman.....L0094 New York, NY .....02/18/2020  
 Roger K. Martin .....L3888 Toronto, ON .....02/21/2020  
 Daniel R. Foley .....L0094 New York, NY .....02/22/2020  
 Bernard Tremblay .....L0125 Montréal, QC .....02/23/2020  
 James B. Soukup .....L0341 Houston, TX .....02/27/2020  
 Samuel C. Neubauer .....L1014 Los Angeles County, CA .....03/02/2020  
 Tommy Arriaga .....L0493 Phoenix, AZ .....03/06/2020  
 Anthony Thompson .....L0718 Boston, MA .....03/10/2020  
 Travis B. Mahoney .....L0338 Elkhart, IN .....03/11/2020  
 Gerald Don Becker .....L2149 Plano, TX .....03/12/2020  
 Dennis J. Moynihan.....L0854 New York, NY .....03/21/2020  
 Donald Franz .....L0854 New York, NY .....03/23/2020  
 Jerald D. Bellamy .....L2201 Indian River, FL .....03/30/2020  
 Bradford S. Smith .....L1652 Framingham, MA .....04/01/2020  
 Chris Francis .....L2665 Saint Peters, MO .....04/02/2020

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Name	Local Name	Date of Death
Mario E. Araujo	L0002 Chicago, IL	04/07/2020
Franklin D. Williams, Jr.	L0344 Detroit, MI	04/08/2020
Harry W. Skakum	L0255 Calgary, AB	04/09/2020
Mike Sokoluk	L0209 Edmonton, AB	04/11/2020
Robert A. Bruce	L0323 Burnaby, BC	04/12/2020
John Andrew Schoffstall	L0758 Terre Haute, IN	04/12/2020
Billy W. Birmingham	L0042 Kansas City, MO	04/13/2020
Dwight E. Hicks	L0136 Dayton, OH	04/13/2020
Edward L. Singleton	L0002 Chicago, IL	04/14/2020
Dominick Marino	L3950 North Hudson, NJ	04/14/2020
Richard P. Campbell	L2883 Edison, NJ	04/16/2020
Craig Shormas	L2665 Saint Peters, MO	04/21/2020
Victor Patrick Kelly	L3888 Toronto, ON	04/25/2020
Ray E. Van Blarcom	L0112 Los Angeles, CA	05/01/2020
Edward J. Ciocca	L0274 White Plains, NY	05/01/2020
Andrew J. DiMaggio	L0273 New Rochelle, NY	05/03/2020
Matthew J. Kelly	L0574 Savannah, GA	05/04/2020
Glenn Grieve	L3888 Toronto, ON	05/04/2020
John C. Doherty	L0255 Calgary, AB	05/05/2020
David W. Mathis	L0493 Phoenix, AZ	05/05/2020
Paul J. Greco	L0094 New York, NY	05/06/2020
Kevin C. Dunn	L0854 New York, NY	05/06/2020
David F. Jameson, Jr.	L0781 Independence, MO	05/07/2020
James B. Togher	L0060 Scranton, PA	05/12/2020
William R. Cahill	L0076 Somerville, MA	05/16/2020
Roger K. Thompson	L0255 Calgary, AB	05/20/2020
Thomas Keith McMillan	L0018 Vancouver, BC	05/21/2020
Todd G. Gagnon	L4662 Cromwell, CT	05/22/2020
G. Walter Taylor	F0121 Annapolis, MD	05/25/2020
Hans Bolowich	L2881 Cal Fire - Sacramento, CA	05/25/2020

Name	Local Name	Date of Death
Donald G. Taylor	L0255 Calgary, AB	05/26/2020
Stephen R. Hill	L1954 Richardson, TX	05/29/2020
Anthony J. Catapano	L0094 New York, NY	05/30/2020
Christopher D. Orloske	L0135 Wichita, KS	05/31/2020
Brad A. Scott	L2000 Howard County, MD	05/31/2020
Eric M. Gore	L0022 Philadelphia, PA	06/02/2020
Paul A. McManaman	L0094 New York, NY	06/05/2020
James F. Horn	L1365 Orlando, FL	06/08/2020
Russell A. Brode	L0330 Akron, OH	06/13/2020
Jacki J. deHaro	L0479 Tucson, AZ	06/13/2020
Michael McLaughlin	L1820 Mansfield, MA	06/13/2020
Robert D. Read	L0080 Saskatoon, SK	06/14/2020
Kendall J. Ward	L0814 Sioux Falls, SD	06/16/2020
Stephen M. Letourneau	L0018 Vancouver, BC	06/24/2020
Paige Madrid	L2881 Cal Fire - Sacramento, CA	06/25/2020
Jason R. O'Brien	L2881 Cal Fire - Sacramento, CA	06/29/2020
Brian K. Ballentine	L1014 Los Angeles County, CA	07/14/2020
Clay Westfall	L3552 Harrison Township, OH	07/14/2020
David Rivett	L1271 Surrey, BC	07/16/2020
Steven S. Bailie	L1296 Kennewick, WA	07/17/2020
Leroy P. Lucio	L0341 Houston, TX	07/20/2020
Brian E. Hardiman	L1365 Orlando, FL	07/21/2020
Jose M. Perez	L0112 Los Angeles, CA	07/25/2020
Frederick R. Hall	L0528 Niagara Falls, ON	07/25/2020
Richard Kubler	L2081 Hackensack, NJ	07/25/2020
Daniel M. Kendall	L2999 Duncanville, TX	07/31/2020
J. Gregory Hinzey	L0012 Wheeling, WV	08/02/2020
Chad E. Crisp	L0820 Chattanooga, TN	08/02/2020
Gerardo I. Pacheco	L0341 Houston, TX	08/03/2020
Anthony C. Christensen	L2174 Naples, FL	08/04/2020



Name	Local Name	Date of Death
Eric T. Hayashi	L1463 Hawaiian Islands, HI	08/08/2020
Jesus De La Rosa, Jr.	L3207 Weslaco, TX	08/08/2020
Jonathan Q. Wilson	L3010 Waxahachie, TX	08/09/2020
Edward F. Suarez	L3128 Fitchburg, MA	08/09/2020
Gary Eric Campbell	L3888 Toronto, ON	08/11/2020
Darrell W. Dabbling	I0024 Hanford, WA	08/13/2020
Brian D. Doherty	L0718 Boston, MA	08/14/2020
Richard A. Petras	L0093 Cleveland, OH	08/15/2020
Michael J. Fournier	L1014 Los Angeles County, CA	08/19/2020
Sivad H. Johnson	L0344 Detroit, MI	08/22/2020
Thomas P. McDonough	L0021 Saint Paul, MN	08/24/2020
John P. Fogarty	L0094 New York, NY	08/25/2020
Michael J. Paidar	L0021 Saint Paul, MN	08/26/2020
Christopher J. Fabian	L0740 Portland, ME	08/27/2020
Brian A. Oxenbury	L0018 Vancouver, BC	08/29/2020
J. Chris Cage	L1696 Salt Lake County, UT	08/29/2020
Dwight F. Robertson	L3660 Weston, MA	09/02/2020
Tommy W. Searcy	L0341 Houston, TX	09/08/2020
James E. Townsend	L0279 Cheyenne, WY	09/09/2020
Timothy J. Burke	L0094 New York, NY	09/12/2020
Lee Holbert	L2182 Carrollton, TX	09/13/2020
Cory Norton	L0935 San Bernardino County, CA	09/15/2020
David Mierzejewski	L3498 Worthington, OH	09/15/2020
John J. McGrath	L1714 Marlborough, MA	09/20/2020
Jeffrey T. Elks	L0244 Albuquerque, NM	09/21/2020
Richard V. Todd	L5226 Salem, WV	09/23/2020
Jeff Saal	L1329 Arlington, TX	09/28/2020
Dylan T. Cunningham	L4109 South Holland, IL	09/30/2020
Joey L. Marano	L0076 Somerville, MA	10/02/2020
Stephen C. Collins	L0440 Fort Worth, TX	10/04/2020

Name	Local Name	Date of Death
Robert J. Rowse	L0455 Windsor, ON	10/04/2020
Donald F. King	L1732 Cobourg, ON	10/04/2020
Jason A. Cortez	L0798 San Francisco, CA	10/07/2020
Roderick W. Longpré	L0136 Dayton, OH	10/14/2020
Lemuel D. Bruce, Jr.	L0341 Houston, TX	10/16/2020
Scott W. McClain	L1264 Anchorage, AK	10/23/2020
James L. Lerch, Jr.	L1803 Reading, PA	10/28/2020
John P. Poulos	L0854 New York, NY	11/01/2020
David W. Kerr	L2130 St. Albert, AB	11/03/2020
Jonathan J. Donaldson	L0282 Buffalo, NY	11/06/2020
Chester G. Kimbrell	L0341 Houston, TX	11/13/2020
Matthew D. Bennett	L0416 Indianapolis, IN	11/14/2020
Sean D. Laffan	L0055 Oakland, CA	11/16/2020
William Hodgens	L0094 New York, NY	11/17/2020
Don Beauchene, Jr.	L0204 Warren, OH	11/17/2020
Robert J. Rocha	L0042 Kansas City, MO	11/21/2020
Scott C. Davidson	L0042 Kansas City, MO	11/22/2020
Christopher R. Slezak	L1557 Sterling Heights, MI	11/25/2020
Alex Lobsinger	L0485 St. Catharines, ON	11/28/2020
David P. Murphy	L1080 Newport, RI	11/30/2020
Jeffrey Alan Guernsey	L3369 Washington Township, OH	12/03/2020
Raymond C. Johnson	L0718 Boston, MA	12/06/2020
Robert E. O'Grady	L0136 Dayton, OH	12/10/2020
James Dustin Samples	L3748 Cleveland, TN	12/11/2020
Robert Truevillian	L0002 Chicago, IL	12/17/2020
Randal D. Robinson	L0440 Fort Worth, TX	12/17/2020
Darlene G. Raffelson	L2409 Tumwater, WA	12/17/2020
Robert J. Kelly	L0094 New York, NY	12/20/2020
Stephen Sunday	L0060 Scranton, PA	12/29/2020
Brandon T. Peterson	L3164 Lancaster, TX	12/29/2020
Mark S. Roedel	L2881 Cal Fire - Sacramento, CA	12/30/2020

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# COVID-19 Isn't Over: What the Delta Variant Means for IAFF Members

Since the COVID-19 pandemic was first identified in January 2020, it has since undergone multiple waves of outbreaks and hospitalizations. With the rollout of vaccines in December 2020, many thought the pandemic was nearing its end and the world would return to normal. Unfortunately, with low vaccine rates across the United States and delayed and limited availability of vaccines in Canada, IAFF members are now seeing another wave of COVID-19 infections impacting their communities as a result of the COVID-19 Delta variant.

In fact, COVID cases in the United States and Canada are trending up and, unfortunately, 54

of our members have died in the line of duty from COVID-19.

Variants occur when a virus widely circulates in a population. The virus is constantly replicating, and this increases the opportunity to undergo changes or mutations.

Typically, most viral mutations have little-to-no impact on the virus's ability to cause infections and disease but depending on where the changes are in the virus's genetic material, they may affect a virus's properties, such as transmission (spreads quickly or slowly) or severity (causes more or less severe disease).

The four main mutations in the United States are Alpha (UK), Beta (South Africa), Gamma (Brazil) and Delta (India). Most mutations

have been minimal, but the Delta variant has mutated differently than the others, causing it to spread much more easily and resulting in more severe symptoms, particularly among the unvaccinated population.

The Delta variant is thought to spread two to three times more quickly than previous variants, which means it can infect more people more quickly as well. According to the Centers for Disease Control and Prevention (CDC), the Delta variant is more transmissible than other coronaviruses (MERS and SARS), Ebola, the common cold, the seasonal flu and smallpox, and is almost as contagious as chickenpox. For example, an individual who is sick with the original strain of COVID-19 could infect three people, an individual with



## IAFF Members Lost to COVID-19

Since the beginning of the COVID-19 pandemic, 54 IAFF members have lost their lives to the virus. 16 have been reported since April 2021. The IAFF has also recently learned of another member who died of the virus in December 2020. All were the result of on-the-job exposure.

Seguin, TX Local 4122 fire fighter Roger Dean, 31, died on April 23, 2021, after being exposed to the virus on an emergency medical call four months prior. Dean joined the Seguin Fire Department in 2018 as a fire fighter/paramedic. He will be remembered for his kind, caring nature, and his dedication to serving this community. Dean is survived by his wife, Stephanie and eight-month-old daughter Amelia.

Affectionately known as "Bear" because of his personality and size, Camp Pendleton Professional Fire Fighters Local F-85 member Matthew Rominger, 48, died May 16, 2021, after a five-week battle with the virus. He dedicated his career to public safety and loved giving back to the community by coaching youth sports teams. Rominger leaves behind four children and his wife.

Scott Allender, a member of Melbourne, FL Local 1951, died August 3, 2021, after being diagnosed with COVID-19 in early July. Allender, 51, was a 22-year veteran fire fighter and a 19-year veteran paramedic. Allender was a dedicated family man to his wife, children and grandchildren. He will be remembered as a great

mentor to other paramedics, an avid bass fisherman and dedicated Florida Gators fan.

La Marque, TX Local 3282 member Jesse Turrubiate, 32, was born to serve. Before becoming a fire fighter, Turrubiate served in the United States Marines Corps from 2008-2012. He was deployed and fought in Iraq from 2009-2010 and was awarded the Bronze Star for his heroic service. He died on August 5, 2021, after a monthlong battle with the coronavirus. He is survived by his loving wife, Randi Turrubiate; sons, Cayden, Tristan and Nolan; daughters, Mia and Emily.

Mario Moya, a member of Jacksonville, FL Local 122, died on August 17, 2021, from complications of COVID-19. Moya, 51, started what he called his dream job with the Jacksonville Fire and Rescue Department in 2004. He spent most of his career assigned to Station 42 and was a member of the JFRD's Peer Support Team. Mario enjoyed serving his community and neighborhood. He is survived by his wife Christina, by his son Mario John Moya III and twins Bobby and Bella.

Anniston, AL Local 508 member Justin Roberts, 40, had been on a ventilator for a week when he died on August 19, 2021. The 20-year veteran was a well-respected fire fighter, considered to be a mentor to many. Roberts is survived by his wife Michelle and son Jake. Alabama Governor Kay Ivey ordered flags in the

city of Anniston to be flown at half-staff on August 22, the day he was buried.

Cory Collins, a member of Pine Bluff, AR Local 14, died of COVID-19 on August 22, 2021, at age 32. The nine-year fire fighter veteran was dedicated to professionalism and duty. By all accounts, he was always looking for additional training to increase his skill set as a first responder. He was known as an easygoing guy who was friends with everyone. He is survived by his wife, Lindsay.

Austin, TX Local 975 member Rodney Kelley, 56, was a 20-year veteran fire fighter known for his strong work ethic and dedication to the public. Kelley contracted the virus after an on-the-job exposure and spent 15 days on a ventilator before dying on August 29, 2021. He is survived by his family and friends.

Garrett Presnell, a member of Black Mountain, NC Local 5246, was looking forward to becoming a first-time dad when he lost his battle with the coronavirus on August 31, 2021. Presnell, 28, came from a family of fire fighters and took pride in his work. He was also a member of the Buncombe County Task Force 2 USAR Team. He is survived by his wife Kelsey.

Nashville, TN Local 140 member Malcolm Arrington, 54, lost his battle with COVID-19 on September 1, 2021. The 31-year veteran fire fighter will be remembered as a selfless man who loved the outdoors and auto racing.

chickenpox may infect closer to 10 people and an individual with the Delta variant could infect up to seven people.

The Delta Variant is the most dominant form of COVID-19, accounting for about 80% of new cases and a significant increase in hospitalizations. Delta has also become a major concern and led to tightened restrictions and mask mandates across the United States because of how quickly it can spread.

Putting the Delta variant's infection in perspective, it is about 50% more contagious than the Alpha variant, which was already 50% more contagious than the original coronavirus first identified in China in 2019.

The Delta variant also presents the greatest risk to unvaccinated individuals, as they are more susceptible to developing COVID-19 and spreading it to others who are not vaccinated. Additionally, reports show that vaccinated individuals who are exposed to someone with COVID-19 can develop enough viral load to spread COVID-19 even if they do not exhibit symptoms themselves.

Another concern is data are showing that

vaccines are less effective against preventing the Delta variant. Pfizer, Moderna and Johnson & Johnson have identified that their vaccines' effectiveness against COVID-19 decreases against the Delta variant but are still very effective against severe symptoms and hospitalizations. Expect to see the same findings for the other COVID-19 vaccines due to the mutation of Delta.

Unfortunately, since vaccine effectiveness has dropped, breakthrough cases are being reported. Fortunately for those individuals who are vaccinated, their symptoms are mild and do not require hospitalization. According to the CDC, 97% of COVID-19 hospitalizations are in the unvaccinated population.

With the drastic increase in COVID-19 cases in mid- to late-July, many states have reimplemented mask mandates and vaccine requirements. The purpose of these restrictions is to protect individuals who are not vaccinated or cannot be vaccinated due to medical or religious exemptions. As the Delta variant is spiking in communities where vaccine rates are low, scientist and researchers have identified

that unvaccinated individuals are most at risk and have highlighted the urgency for vaccination rates to increase to get the pandemic under control. Currently in the United States about 54% of the population is fully vaccinated and in Canada 68% of the population is fully vaccinated.

Despite the vaccines being less effective at preventing the Delta variant, the vaccines still perform as they were designed — to prevent severe symptoms and hospitalizations. To support the findings that the vaccines do work, the U.S. Food and Drug Administration (FDA) gave full approval for the Pfizer COVID-19 vaccine for the prevention of COVID-19 disease in individuals 16 years of age and older. This is the first FDA-approved COVID-19 vaccine. Moderna should soon have full FDA approval as well.

The Delta variant remains a major concern and it's important to protect ourselves, our families and our communities. The vaccine is the best protection and the best answer to returning to normal and ending this pandemic.

Continued on Page 24

Arrington is survived by his wife, Connie, daughter Abbie and son Jason.

David Leos, a member of Dallas, TX Local 58 battled the coronavirus for two months before he died on September 2, 2021. Leos, 62, was a 40-year veteran fire fighter and was a well-respected member of the Dallas Fire Department. Leos drove the engine assigned to fire station 41. He leaves behind a wife and eight children.

Tanner Reed, a member of Houston, TX Local 341, died of complications of COVID-19 on September 3, 2021, at the age of 39. The 17-year veteran fire fighter was assigned to Station 10 in southwest Houston where he spent most of his career. He leaves behind a daughter and many loved ones and friends. Reed is the fourth Local 341 member to succumb to the virus.

After a long battle with COVID, Phoenix, AZ Local 493 member Miguel Angulo died September 6. Angulo, 42, was a 15-year veteran of the Phoenix Fire Department who was known for his big personality and even bigger heart. He is survived by his six children and partner.

Tony Caldwell, a member of Memphis, TN Local 1784, died September 7. The 17-year veteran fire fighter is believed to have contracted COVID-19 as he was recovering from surgery related to his pancreatic cancer diagnosis. His health declined and he was hospitalized in August. He will be remembered by how much he



**Roger W. Dean III**  
Seguin, TX  
Local 4122  
4/23/2021



**Matthew Rominger**  
Camp Pendleton, CA  
Local F-85  
5/16/2021



**Scott Allender**  
Melbourne, FL  
Local 1951  
8/3/2021



**Jesse Turrubiate**  
La Marque, TX  
Local 3282  
8/5/2021



**Mario Moya**  
Jacksonville, FL  
Local 122  
8/17/2021



**Justin Roberts**  
Anniston, AL  
Local 508  
8/19/2021



**Cory Collins**  
Pine Bluff, AR  
Local 14  
8/22/2021



**Rodney Kelley**  
Austin, TX  
Local 975  
8/29/2021



**Garrett Presnell**  
Black Mountain, NC  
Local 5246  
8/31/2021



**Malcom W. Arrington**  
Nashville, TN  
Local 140  
9/1/2021



**David Leos**  
Dallas, TX Local 58  
9/2/2021



**Tanner Reed**  
Houston, TX  
Local 341  
9/3/2021

loved his family and his profession.

Memphis, TN Local 1784 member Travis Isabel, 52, lost his battle with COVID-19 on September 14, 2021. The 23-year veteran fire fighter will be remembered as a true leader and great fire fighter. His sharp focus and dedication to duty were qualities that many of his fellow Local 1784 members aspired to emulate. He is survived by his family and friends.

Just before this magazine went to publication, the IAFF learned Jefferson Parish, LA Local 1374 member Eric Bacon, 52, was lost to COVID-19 on



**Miguel Angulo**  
Phoenix, AZ  
Local 493  
9/6/2021



**Tony Caldwell**  
Memphis, TN  
Local 1784  
9/7/2021



**Travis L. Isabel**  
Memphis, TN  
Local 1784  
9/14/2021



**Eric Bacon**  
Jefferson Parish, LA  
Local 1374  
12/29/2020

December 29, 2020. He had been a member of Local 1374 since 2006, serving in his department as a fire investigator. He is remembered as a career public servant who consistently pursued knowledge of both the fire industry and criminal law and worked tirelessly to combat arsonists. He is survived by his large family. ■



fatalities reported through the first 17 months of the pandemic. While the Delta variant is posing new concerns in Canada — and elsewhere — Balcaen says he is satisfied with how Canadian affiliates are staying safe from the virus while protecting their fellow citizens.

Balcaen is proud of how Canadian members have adhered to COVID-19 protocols and restrictions, and he credits the IAFF for getting evidence and science-based information into the hands of affiliate leaders.

“For the thousands and thousands of on-duty contacts our members have had across the country, our members have responded to the crisis without any fatalities among them. That speaks to their compliance with PPE and how complying with PPE works,” he says, adding the experience has literally created PPE subject matter experts within the membership.

“I thank our members for their dedication,” he adds. “Let’s keep up the vaccines and the proper PPE so we can limit the severity of new cases, if we do get those breakthrough cases.”

The pandemic has also reinforced the benefits and efficiencies of using fire fighters as an additional resource for medical response. For example, IAFF members across Canada have worked in test sites, vaccination centres and care homes, including fire fighters in several British Columbia and Ontario cities who were deployed to assist at vaccine clinics earlier this

Continued from Page 22

For more information about COVID-19, vaccines and the Delta variant, visit [www.iaff.org/coronavirus/](http://www.iaff.org/coronavirus/).

### Steady Vaccine Uptake and PPE Practices Benefit Canadian IAFF Members

While the coronavirus has taken a toll on Canadians and is still a major safety concern among Canadian members, a number of positives are slowly emerging from the pandemic, according to Derek Balcaen, a Winnipeg, MB Local 867 Executive Board

member who serves on the IAFF COVID-19 Task Force.

Steady vaccine uptake has significantly minimized the number of recent infections among Canadian IAFF members, a trend that has mirrored the Canadian population in general. At the same time, evolving personal protective equipment (PPE) practices and skills have also worked to provide effective protection to fire fighters and paramedics on the frontlines in Canadian cities.

As of early August, all known Canadian IAFF members infected by COVID-19 have recovered or are recovering, with thankfully no

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## PUBLIC INFORMATION OFFICER, SECOND EDITION

- Written to NFPA 1035, *Standard on Fire and Life Safety Educator, Public Information Officer, Youth Firesetter Intervention Specialist and Youth Firesetter Program Manager Professional Qualifications*
- Complete revision of our previous edition
- Features an overview of the skills and knowledge a PIO needs to perform the diverse and demanding tasks associated with the position

MANUAL ITEM NUMBER: 36347  
EBOOK ITEM NUMBER: 75223



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year, with some trained to administer vaccine shots.

In Brandon, MB, Local 803 fire fighter-paramedics responded to COVID-19 situations in care homes for seniors, using their HazMat concepts to improve care home exposure best practices and greatly reduce PPE usage and cost. IAFF members from Regina, SK Local 181 — many of whom have paramedic qualifications — also helped mitigate COVID-19 at care homes in their city.

The IAFF COVID-19 Task Force has worked hard since the beginning of the pandemic to provide resources to affiliates to help them keep their members as safe as possible on the frontlines from the coronavirus. The task force is in regular contact with the Public Health Agency of Canada and the U.S. Centers for Disease Control and Prevention (CDC) for the latest scientific information.

“I’ve never worked with a more dedicated and focused group of people,” Balcaen says of the IAFF COVID-19 Task Force. “We’ve got the best people in the best positions, and decisions are made on the best qualified advice at the time.”

Throughout the pandemic, Canadian affiliates have also benefited from a coordinated response to COVID-19 issues from the three Canadian District Vice Presidents and from staff at IAFF headquarters in Washington, DC, and the Canadian Office in Ottawa, Ontario. ■

## Vaccine Mandates

The U.S. federal government has established a mandate that all federal employees must become vaccinated or be subject to enhanced testing and distancing protocols. Other state and local governments have enacted, are enacting or are contemplating vaccine mandates for employees. The IAFF is continuing to closely monitor the rapidly evolving situation relating to COVID-19 vaccines and concerns regarding potential vaccine mandates, as well as fielding inquiries from IAFF members who are opposed to the vaccine for various reasons.

**On September 9, 2021, President Biden issued an executive order requesting that the U.S. Occupational Safety and Health Administration (OSHA) promulgate an emergency standard to establish vaccine mandates for all employers with more than 100 workers. IAFF leadership has already been in contact with officials at the Department of Labor, including Secretary Marty Walsh, to offer input into the creation of the standard to ensure that issues around collective bargaining, as identified in our existing position on this issue, are fully considered by the administration.**

The IAFF understands and acknowledges that employers can, in some circumstances, mandate their employees be vaccinated against COVID-19. Before imposing a COVID-19 vaccine mandate, employers should confer with their IAFF affiliate or their recognized bargaining representative to bargain to the fullest extent permitted by law over topics including cost, paid time off for employees to become vaccinated or quarantine after a COVID-19 contact, liability for potential adverse consequences of being vaccinated and the process for exemption from the mandate.

Employees in the United States who are unable to be vaccinated due to a disability, or because they are the member of another protected class, should be offered reasonable accommodations consistent with Title VII and the Americans With Disabilities Act (ADA) or applicable state or local laws. Employees in Canada who are unable to be vaccinated due to a disability or because they are the member of another protected class should be offered reasonable accommodations consistent with applicable human rights legislation.

The IAFF continues to monitor the status of pending legislation; however, because some state and local governing bodies include exemptions for first responders and healthcare providers, we recommend that affiliates confer with their legal counsel. ■

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## Connecticut Local S-15 Victorious on Key Issues

When faced with serious labor-management disputes involving working conditions and emergency medical service delivery, Connecticut State Fire Fighters Local S-15 members turned to the Uniformed Professional Fire Fighters Association (UPFFA) of Connecticut for assistance. The combined efforts resulted in a resolution in favor of S-15 members.

“The Connecticut Airport Authority was threatening to make unilateral decisions impacting public and fire fighter safety without negotiation. We could not let that stand,” says UPFFA President Pete Carozza. “The UPFFA deployed all appropriate resources to assist Local S-15 in its fight. We were proud to do it.”

“We are very grateful to the UPFFA and the IAFF for always putting members first and sticking with us throughout this tough process,” says Local S-15 President Christopher Albani. “We could not have had this success without their help.”

In August 2020, the Connecticut Airport Authority (CAA) claimed the reduction in

revenue brought about by the reduced airport use during the pandemic meant that the Authority could not afford to fill the 10 vacant positions, some of which had gone unfilled since 2017.

Due to the lack of staffing, the CAA claimed drastic changes were needed elsewhere, including switching from a four-platoon system with a 24/72 shift schedule to a three-platoon system with a 24/48 shift schedule and eliminating paramedic service at the airport.

“Using COVID-19 as a cover, the CAA moved to make these drastic changes impacting public and workplace safety without allowing S-15 to negotiate any conditions or protocol,” says Albani. “With the help of the IAFF and the UPFFA, we fought back.”

The strategy was a multi-pronged approach that included filing a prohibitive practice complaint with the state labor board.

Meanwhile, the UPFFA turned up the



Connecticut State Fire Fighters Local S-15 prevailed in a labor-management dispute over working conditions.

political heat by engaging its contacts with the governor’s office and other political contacts. The UPFFA also connected with S-15 to launch a public/social media campaign using various mediums, including video.

The CAA relented. The Airport Authority is now in the process of hiring with plans to fill all open positions. Additionally, the shift schedule will remain at 24/72 and the paramedic program will continue. ■

## Houston Local 341 Grateful for Wage Bonus, Seeks Permanent Solution

The Houston City Council has approved an 18% wage increase for the city’s fire fighters to be paid over the next three years. While Houston Local 341 members welcome the additional pay, it’s only a temporary solution to one of the outstanding issues between Local 341 and the City of Houston.

The newly approved wage increase calls for a 6% increase each year for the next three years. However, since the funding is tied to the American Rescue Plan Act (lobbied for by the IAFF) and is subject to the city’s annual budget approval process, the wage increase is only guaranteed for one year.

“The full weight of this IAFF will be behind our Houston brothers and sisters until all issues are resolved and a contract is signed,” says General President Edward Kelly. “All they have asked for from the beginning is fairness. We will not back down until they get it.”

“Let there be no misunderstanding; these are not permanent raises. Let’s call them what they are: temporary bonuses funded with temporary dollars provided by the federal government,” says Local 341 President Marty Lancton. “While grateful for the money, Houston fire fighters and their families want, need and deserve the security that comes with a binding labor contract.”

Texas voters in 2003 approved a referendum granting collective bargaining

rights for fire fighters. Until Mayor Sylvester Turner took office in 2016, Houston Local 341 had successfully negotiated contracts with the city.

In 2017, Local 341 and the Turner administration reached an impasse, Local 341 took the matter to court.

Since then, the city has appealed and lost every decision, including the most recent case heard before the 14th Court of Appeals. The mayor — who is termed out and cannot seek reelection — has taken the case to the state Supreme Court as he still refuses to allow Local 341 to bargain over wages and benefits. The decision from this case will be final and cannot be appealed.

“This mayor wants to union bust and take away Local 341’s right to collectively bargain, a right given to Houston fire fighters by city voters nearly 18 years ago,” says General Secretary-Treasurer Frank Lima. “The Local 341 Executive Board and their membership

are united. I am proud to fight alongside them for their dignity, respect and a fair contract.”

Meanwhile, Local 341 is campaigning to add an amendment to the city charter requiring binding arbitration in contract disputes with the city. Through hard work, the local has secured more than 20,000 signatures, which is enough to get the issue on the November Ballot. The city secretary is expected to verify the signatures in the coming days.

“Our proposed charter amendment is a fair and cost-effective way to end this four-year dispute with the city,” says Lancton.

While wages are the primary issue (Local 341 members have only had an increase of 3 percent since 2011), there are approximately 40 unresolved issues, many of which are tied to health and safety, not wages and benefits. ■

**“Let there be no misunderstanding; these are not permanent raises. Let’s call them what they are: temporary bonuses funded with temporary dollars provided by the federal government. While grateful for the money, Houston fire fighters and their families want, need and deserve the security that comes with a binding labor contract.”**

— Local 341 President Marty Lancton

## Charlottetown Fire Fighters Turn to Province on Staffing Shortfalls

With municipal officials ignoring calls to improve public and fire fighter safety in the dangerously understaffed City of Charlottetown, Prince Edward Island (PEI), fire fighters turned to the province's legislature for help.

A contingent from Charlottetown Professional Fire Fighters Association Local 5219 appeared before PEI's Standing Committee on Health and Social Development June 9 to describe how meagre frontline resources directly impact safety and how poorly the city's emergency response capabilities compare to other cities.

"Our main concerns are working alone and the service levels within the City of Charlottetown," Local 5219 President Spencer Waite testified before the committee, explaining that for 72 hours a week, the city only staffs its downtown firehall with one fire fighter working alone.

A historic and picturesque city of 40,500 that is known as the Birthplace of Canada's Confederation, Charlottetown has an old downtown core with narrow streets and numerous vulnerable older structures. It's also experienced a 70% increase in fire department call volume in the past 10 years and a 25% population increase in the past 15 years. Yet the city has what is likely by far the lowest on-duty staffing complement of any Canadian city its size, with only three fire fighters on duty much of the time and only one fire fighter on duty alone weeknights from 4:00 p.m. until midnight and again all day on Saturday and Sunday.

This means Charlottetown never has enough staffing on duty to conduct interior search and rescue when first arriving on scene. At the city's main firehall, full-time staff are backed up by volunteers who are dedicated, Waite says, but whose response times factor into overall

capabilities. In addition to fire suppression, Charlottetown fire fighters also respond to medical calls, haz-mat incidents and other emergencies.

Waite testified about the two-in, two-out rule for fire fighter entry and the extremely difficult position a fire fighter responding alone can find themselves in when bystanders are frantically calling for intervention but the fire fighter has to stand on the sidewalk and wait for backup to arrive.

"So, at that point, we wait for incoming volunteers or these folks that are on call to come and back us up. It's an awful position to be in and it's an awful position for the public to be in," he told the Committee.

That situation did in fact happen to Charlottetown Local 5219 Vice President Allan Tilley, who responded alone to a fire call near the city's main firehall and was, therefore, unable to rescue a man who died from his injuries. Tilley was off work for one year after experiencing post-traumatic stress. The fatality was one of 25 fire fatalities that have occurred in Charlottetown since 1982, all of them occurring when there were two or fewer fire fighters on duty. Tilley has also responded alone to a similar fatality and a 17,000-litre propane leak.

Waite explains that in addition to dangerous staffing levels, Charlottetown residents are getting two levels of service depending on where they live, despite one tax rate. Those in the downtown area are covered by the full-time complement at a composite station, while those in suburban areas are covered by volunteers only – and may experience a response time of 15 minutes or more before an adequate number of personnel arrive on scene.



Charlottetown Local 5219 members take the fight for more frontline workers to the province's legislature.

Committee members listened intently to the Charlottetown fire fighters' presentation and, in the end, moved to request a 2019 consultants' report on fire department resources that the city is refusing to release despite the fact it was created with taxpayers' dollars. The report is one of several in the past 40 years that the local believes show that the city should have more fire fighters on duty.

Local 5219, which joined the IAFF in 2019, has also used IAFF resources in its quest for safe staffing, including a GIS analysis and communications assistance. Waite says he hopes the attention from the province will help Charlottetown realize that it needs to invest in additional frontline resources to keep its citizens and property safe.

"We hope it doesn't take more tragedies or a major tragedy to make the city realize it needs to invest in more frontline resources to keep this city safe." ■



## Burnaby Local Donates \$10,000 to Food Bank

Burnaby, BC Local 323 made a generous \$10,000 donation in May to the Mayors' Food Bank Challenge to assist with Mayor Mike Hurley's \$110,000 goal for the initiative in which five Lower Mainland mayors challenged each other to raise a total of \$500,000 for the Greater Vancouver Food Bank. Mayor Hurley is a former Burnaby Local 323 president, British Columbia Professional Fire Fighters Association (BCPFFA) president and IAFF 6th District Vice President.

## Shreveport Local Helps Fight Against Rampant Gun Violence

Shreveport, LA Local 514 has taken a leading role in working with police and civic leaders to develop a long-term strategy for stemming escalating gun violence in the city.

Louisiana's third-largest city with a population of nearly 200,000 has been wracked with steadily increasing gun violence in recent years, driven largely by gang and drug activity in the city's most impoverished neighborhoods.

Local 514 President Barbara Sellers says the rise in gun violence is taking a toll on the under-staffed Shreveport Fire Department, with many fire fighters and paramedics demanding greater protection on the job and others seeking mental health assistance.

"This gun violence has been escalating over several years and has really changed the conversation around the delivery of public safety service," Sellers says. "When we think about personal protective equipment, we used to talk about bunker gear; now members are requesting ballistic vests to protect them from gun fire."

Sellers says fire fighters and paramedics in Shreveport have been worn down by the sheer number of emergency responses to drive-by shootings, domestic gun incidents and in particular incidents where children have been caught in the crossfire.

On May 5, President Sellers and members of Local 514 joined Shreveport police and other city and community leaders for a press conference raising the alarm about gun violence

and calling for a collaborative and sustained effort to address the root causes of the problem.

Local 514, working with other stakeholders, released a position statement on the day of the press conference that serves as a call to action. It stated, in part: "We are calling on our citizens, elected leaders, our educators, the business community, our faith-based organizations, our neighborhood associations and all other stakeholders and agencies to work with us. We need your help to address the violence and find solutions that will make a difference in ensuring our city is a safe place to work and live."

The day of the press conference turned out to be among Shreveport's most violent, according to Sellers, who was on shift in the hours leading up to the press event. Multiple news reports later in the day noted that eight people had been shot in several incidents, with three left dead.

As a next step, Sellers says representatives from fire and police, the city and community groups will meet again June 10 to form subcommittees to begin addressing various issues related to gun violence. She says socio-economic challenges are a major factor, but also that the fire and police departments are both severely understaffed.

Fire fighter behavioral health is also a concern as Local 514 members repeatedly confront the carnage of gun violence. "We need to make sure our members are cared for and have the mental health support they need to do their jobs," Sellers says. ■

## Arlington County Local 2800 a Step Closer to Collective Bargaining

Arlington County, VA Local 2800 is formally requesting that Arlington County allow Local 2800 to be recognized as the exclusive bargaining unit for the county's fire and EMS personnel.



"This is an historic time for Arlington," says Local 2800 President Brian Lynch. "Until the new collective bargaining law was passed, Virginia fire fighters were denied a seat at the table on critical safety issues for fire fighters and the community. Soon we will be able to officially negotiate on these issues critically important to us."

Once approved, Local 2800 will be able to bargain for a contract with the county. ■



## IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International April through June 2021.

### Local 1979

Tipton Professional Fire Fighters  
President Jeffrey D. Ogden  
13 members  
Tipton, IN

### Local 3368

Carpinteria-Summerland Fire Fighters  
Association  
President Dean Carey  
24 members  
Carpinteria, CA

### Local 3710

Victorville Professional Fire Fighters  
President Marcus Lynch  
51 members  
Victorville, CA

### Local 4377

Converse Professional Fire Fighters  
President Daniel Cano  
25 members  
Converse, TX

### Local 5283

Bathurst Professional Fire Fighters  
Association  
President Gregory West  
20 members  
Bathurst, NB

### Local 5324

Professional Fire Fighters of Boylston  
President William Wier  
4 members  
Boylston, MA

### Local 5326

Mecklenburg County Prof. Fire Fighters  
Assoc.  
President Jeff Tracey  
30 members  
Cornelius, NC

### Local 5327

Parma Fire Fighters  
President Broc Perry  
10 members  
Parma, ID

### Local 5331

Chester Township Professional Fire Fighters  
President Frank Virant, Jr  
5 members  
Chesterland, OH

### Local 5332

Eastland Professional Fire Fighters  
Association  
President Ben Edwards  
3 members  
Eastland, TX

### Local 5333

Northern Union County Fire Fighters  
President James Collins  
3 members  
Richwood, OH

### Local 5334

Town of Bernalillo Professional Fire Fighters  
Association  
President Richard Maestas  
11 members  
Bernalillo, NM

### Local 5335

Northern Marianas Professional Fire Fighters  
Union  
President Paul Sasamoto  
57 members  
Saipan, MP

### Local 5336

Pleasant View Professional Fire Fighters  
President Elizabeth Henderson  
6 members  
Golden, CO

### Local 5337

Fort Cherry Professional Fire Fighters  
President Kevin Wolford  
9 members  
Fort Cherry, PA

### Local 5338

Tulare Professional Fire Fighters  
President Scott Scheline  
36 members  
Tulare, CA

### Local 5339

Professional Association of Upper Merion  
EMS  
President Corey Felker  
15 members  
Upper Merion Township, PA

### Local 5340

Fort Wright Professional Fire Fighters  
President Raymond Embry  
6 members  
Fort Wright, KY

### Local 5341

Hamilton Fire Department  
President Robert C. Wallace  
4 members  
Hamilton, MA

## Burnaby Local 323 Welcomes Federal Funding to Support New Fire Station

Fire fighters in Burnaby, British Columbia, are welcoming news that the Canadian government will contribute \$30 million to support operational costs for a new fire station in the fast-growing city.

The funding was announced July 30 by Liberal MP Terry Beech (Burnaby North-Seymour) and will be used for ongoing operation of a fire station to be built on Burnaby Mountain, an ecologically sensitive area that's home to a growing residential community.

Burnaby Local 323 President Jeff Clark says the 10,000 residents in the area have had safety concerns dating back to 2002. The recent expansion of the Trans Mountain Pipeline, which will triple in size, has raised significant concerns in the event of a tank farm fire as it is situated next to the only two access roads to the mountain.

"A new fire station in the vicinity of the tank farm will allow us to meet the NFPA 1710 standard, add more fire fighters and have the resources available for training and infrastructure to enhance our emergency preparedness," Clark says, adding the IAFF's mandate to encourage locals to get involved in political action also played a role.

Burnaby Mayor Mike Hurley, who is a former IAFF 6th District Vice President, Burnaby Local 323 president and British Columbia Professional Fire Fighters Association president, also welcomed the announcement and thanked the federal government for its commitment.

"It's an important step towards keeping this vibrant community and sensitive ecological area safe," he says. "The Burnaby Fire Department is well-trained, and this investment ensures that they will be well equipped to deal with changing emergency management needs of the community." ■



Burnaby Local 323 celebrated approved funding for a new fire station that will enhance its emergency response capabilities.

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## Memphis Fire Fighters' Efforts on the Frontlines and City Hall Pay Off

The Memphis City Council has approved a new contract and raises for its professional fire fighters, marking a resounding and long-fought win for Memphis Local 1784.

By a 10-3 vote, Memphis City Council members agreed to a new three-year contract that includes back-to-back 3% annual raises with an opportunity to consider an additional raise in the final year. Local 1784's previous contract had expired, and the union and city were thrust into impasse negotiations that ultimately led to the May 18 council vote.

While the win capped a long and tough negotiation, Local 1784 President Thomas Malone says council members were persuaded by abundant evidence that the understaffed Memphis Fire Department was steadily losing fire fighters to nearby communities offering better pay and benefits.

"We are so proud of what Memphis Local 1784 has accomplished," says General President Edward Kelly. "The IAFF will always stand and fight with its brothers and sisters on the frontlines. Because when we stand together,

**"I hope that this big win in Memphis will resonate across the southern states where too many of our brothers and sisters are underpaid and working overtime to protect their communities."**

—14th District Vice President Danny Todd

and we fight together, we win."

President Malone also says Local 1784 members had won over most on the council in the last year due to fire fighters' strong efforts in battling the COVID-19 pandemic, from effectively handling the dramatic spike in calls to leading vaccination efforts throughout the city.

"Our people have been doing a bang-up job and the city council knows this," Malone says. "I have been working hard every day to educate the council on the work we do, but the truth is, our members have been showing it all year."

"City leaders everywhere must understand that strong public safety is worth the investment, and I urge elected leaders to listen to their fire fighters and give them what they need to get the job done," says General Secretary-Treasurer Frank Lima.

The IAFF assisted Memphis Local 1784 in its contract negotiations in numerous ways, including providing municipal finance reports detailing how Memphis stacks up with surrounding jurisdictions. The IAFF also provided Local 1784 with detailed information on the amount of federal stimulus funding the city has received to help maintain service levels.

"I hope that this big win in Memphis will resonate across the southern states where too many of our brothers and sisters are underpaid and working overtime to protect their communities," says 14th District Vice President Danny Todd.

The council win follows a successful referendum two years ago when Local 1784 and the Memphis Police Association convinced voters to raise sales taxes by one-half of 1% to restore pensions and insurance that had been slashed in 2014.

Following the council vote, the Memphis Commercial Appeal ran a story with the headline: "With Clear Victory, Memphis Fire Fighters Show Clout of Public Employee Unions."

President Malone attributes the new "clout" to the hard work of members on the frontlines and a tried-and-true strategy of "supporting politicians who support us, regardless of party affiliation." ■

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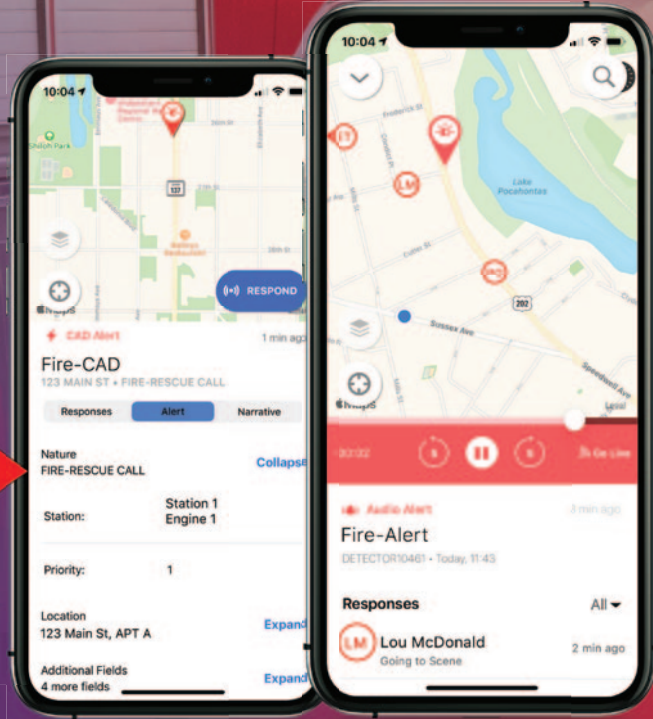
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## Special Alfred K. Whitehead Legislative Conference Held Virtually

The IAFF held its first virtual Alfred K. Whitehead Legislative Conference June 28. Led by General President Edward Kelly, the Conference provided registrants with details and updates on three IAFF legislative priorities: providing collective bargaining rights for all fire fighters and emergency medical personnel, ensuring early retirees can purchase Medicare coverage at 50 and establishing presumptive disability benefits for federal fire fighters. Additionally, strategies for lobbying these issues, especially in the virtual environment, were provided.

“The IAFF’s top priority will always be to protect its members. To do that, we must be involved in politics,” said General President Kelly. “We must demand a seat at the table with anyone who is making decisions about our health and safety. These aren’t democratic or republican issues. These are fire fighter issues.”

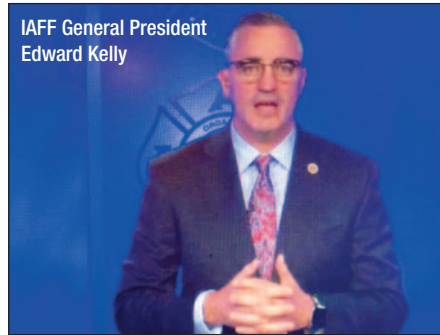
“When we work as a team, we win,” said General Secretary-Treasurer Frank Lima. “We must be united when we fight for things that will help us, like collective bargaining and when we fight against things that are harmful to our health like PFAS.”

Collective bargaining has been the IAFF’s top priority for more than two decades. The last time the legislation came close to passing was in 2007. Now, the political environment is once again ripe for the bill’s consideration, and the IAFF is optimistic about the collective bargaining bill’s future.

The Fire Fighters and EMS Employer-Employee Cooperation Act (S 2178/HR 2586) will ensure all fire fighters and emergency medical services personnel have basic collective bargaining rights. While many already do, more than 80,000 IAFF members do not.

Speaking from his congressional office, U.S. Representative Dan Kildee (D-MI) explained why he is sponsoring the bill.

“Strong labor unions and worker rights are



IAFF General President Edward Kelly



IAFF General Secretary-Treasurer Frank Lima

essential for a fair economy that works for everyone, not just those at the top,” said Representative Kildee. “I am proud to support legislation to ensure IAFF members have the right to fight for fair wages and safe working conditions. You serve our communities every day, regardless of personal risk, and deserve critical workers’ rights, including the ability to collectively bargain.”

The Expanding Health Care Options for Early Retirees Act (S 2236/HR 4148), if passed, would allow retired first responders — fire fighters, emergency medical services personnel and police officers — to buy into Medicare beginning at age 50.

The IAFF believes now is the best time to advocate for this legislation as federal lawmakers are seeking to make healthcare more affordable for all Americans and are considering numerous proposals to expand healthcare coverage,



U.S. Secretary of Labor Marty Walsh



U.S. Representative Dan Kildee (D-MI)

including proposals to lower the age of Medicare eligibility.

The Federal Firefighters Fairness Act would provide presumptive protections for federal fire fighters in case of heart and respiratory disease, cancers and infectious diseases .

Currently, federal fire fighters have no presumptive protections, save for a temporary COVID-19 presumption. Meanwhile, in 48 states, state and municipal fire fighters are already protected by presumptive laws for various kinds of occupational health conditions.

The passage of this legislation would put the federal fire fighters on par with their state and municipal counterparts.

At the conclusion of the Conference, IAFF members heard from U.S. Secretary of Labor Marty Walsh.

“I have known General President Kelly since his earliest days as a union leader in Boston, so, I know IAFF members could have no one better out there fighting for them,” said Secretary Walsh. “And the Biden/Harris administration will do its part to support issues important to IAFF members, like collective bargaining which promotes a fair, equitable and safe working environment.” ■

## Early Medicare Eligibility Introduced In Congress

Representative Tom Malinowski (D-NJ) and Senator Sherrod Brown (D-OH) have introduced legislation to allow retired fire fighters and EMS personnel to qualify for Medicare at age 50. If passed, this important legislation would ensure fire and EMS retirees have access to affordable healthcare, regardless of whether their retirement benefits include an employer-sponsored health insurance plan.

“Fire fighters and EMS personnel sacrifice their own health and routinely are exposed to carcinogens while serving their communities,” says General President Edward Kelly. “Almost half of fire department retirees have no access to an employer-sponsored healthcare plan and those who do often face steep premiums and deductibles that put care out of reach. This

legislation will let us take care of the men and women who take care of our communities.”

The Expanding Health Care Options for Early Retirees Act (HR 4148/S 2236) recognizes the career’s worth of physical and mental sacrifices among fire and EMS retirees by allowing them to qualify for Medicare at age 50 rather than 65.

The legislation directs the Secretary of Health and Human Services to calculate a monthly premium for fire service retirees. Once retirees reach age 65, they would seamlessly transition into the traditional version of Medicare. This legislation would eliminate the burden placed on early retirees to obtain costly plans and allow them to affordably manage their healthcare



throughout retirement.

Recent data show that nearly half of all retired fire fighters and EMS personnel lack access to employer-sponsored healthcare plans. Even for those retirees who have such plans, many face exceptionally high deductibles of more than \$2,000, in addition to large monthly premiums. This failure to provide quality health insurance to retirees forces them into an untenable financial position.

The IAFF is urging Congress to pass this legislation as soon as possible and assist the thousands of fire fighters and EMS personnel who retire each year without affordable healthcare options. ■



## IAFF Canada Celebrates Fire Fighter Safety Advances, Prepares for Election

The IAFF is celebrating two major advances in fire fighter safety in Canada while preparing to engage in a major political action initiative for a September 20 federal election.

On August 11, the Canadian government announced an action plan to reduce the harm that chemical flame retardants pose to the nation's fire fighters.

On the same day, the Canadian Commission on Building and Fire Codes finalized new language for the 2020 edition of the National Building Code that finally recognizes the unique roles fire fighters play during residential structure fires and the need to incorporate fire fighter safety in building design.

"August 11 was a great day for fire fighter safety in Canada, and yet another illustration that our political action efforts pay off," says IAFF Assistant to the General President for Canadian Operations Scott Marks. "We're grateful to the Liberal government for responding to fire fighters' safety needs yet again and to our members across Canada who tirelessly lobbied these issues at our Canadian Legislative Conference."

The announcements were the latest in a number of important advances on public and fire fighter safety issues enacted by the Liberal government since 2015, including a national action plan on first responder mental health and the Memorial Grant Program for First

Responders, which has provided a total of \$41.7 million to the families of 139 Canadian IAFF members who have died in the line of duty since April 1, 2018.

In advance of the September 20 federal election, the IAFF exercised its right to be politically active and engage members and the public with a registered Third-Party initiative called Fire Fighters for Canada. Through social media and other means, the initiative strives to educate members and the public about federal political parties' past and current positions on fire fighter and public safety issues, as well as issues affecting union members and working families.

The IAFF is non-partisan in Canada and doesn't endorse national political parties or candidates. Through online outreach, the IAFF encourages members to think about their profession and their needs as workers when they go to the polls.

Prior to the legislative advances and the election call, the IAFF was busy raising important issues in the federal arena in Canada. In May, delegates lobbied the flame retardant issue and the need for continued emergency



Representatives from the IAFF Canadian Office met virtually with Canada's Minister of Public Safety and Emergency Preparedness to discuss Responding to the Interface (RTI) training for IAFF members.

funding for municipalities during the virtual 28th Canadian Legislative Conference. And on July 23, IAFF Canadian Office representatives met virtually with Bill Blair, Canada's Minister of Public Safety and Emergency Preparedness, to discuss mental health resources for first responders and federal funding for conducting IAFF Responding to the Interface (RTI) wildland firefighting training in Canada.

While campaigning on August 18, Liberal Party Leader Justin Trudeau announced that a Liberal government would invest \$500 million to better protect Canadian communities from wildfires, including equipment and wildland response training for 1,000 fire fighters. ■

## President Kelly Welcomes New Illinois House Speaker to Headquarters

General President Edward Kelly welcomed recently elected Illinois State Speaker of the House Chris Welch to IAFF headquarters. Illinois State Representative Marcus Evans, Associated Fire Fighters of Illinois (AFFI) President Chuck Sullivan and AFL-CIO Illinois State President Tim Drea joined Welch as they discussed issues of importance to fire fighters.

Speaker Welch is a recognized champion of labor and has a perfect voting record on

fire fighter-supported initiatives during his time as an elected official. Kelly thanked Speaker Welch for his steadfast commitment to issues of concern to IAFF members, particularly as they relate to workers' rights and the need to elect people who recognize and support the critical work performed by fire fighters in our communities. ■



General President Edward Kelly with Illinois House Speaker Chris Welch, Chair of Labor Representative Marcus Evans, Illinois AFL-CIO President Tim Drea and Affiliated Fire Fighters of Illinois President Chuck Sullivan.

## Colorado Springs Local 5 Member Appointed to Credentialing Commission

The Center for Public Safety Excellence (CPSE) Board of Directors has appointed Colorado Springs, CO Local 5 member Grant Tinker as the newest member of the CPSE Commission on Professional Credentialing. The



Grant Tinker

commission has 11 members who represent a cross-section of the fire and emergency services. It reviews fire fighter applications for a designation of fire officer, fire marshal, chief training officer, chief EMS officer or chief fire officer.

"I feel very honored to be appointed to the commission," says Tinker. "I am looking forward to working with other commissioners to support professionalism and excellence in fire and emergency service." ■

## Tools for Survivability

IAFF members show up to emergency calls of all types, including wildland urban interface (WUI) fires. The IAFF Responding to the Interface (RTI) course provides the tools and training to develop a standardized decision-making process to safely mitigate urban interface fires.

The RTI course teaches that assessing a structure's survivability is an important first step to any response to an urban interface fire. This course uses the Structure Defense Guide to quickly assess and categorize structures threatened by an approaching fire into three categories in order to prioritize suppression and structure defense tactics.

Threatened structures may be residential homes, outbuildings, commercial structures or any other infrastructure in the urban interface. The structure triage categories used in the guide are Not-Threatened, Threatened Defensible or Threatened Non-Defensible.

A **Not-Threatened** structure is either out of the path of the approaching fire or its construction and clearance characteristics are such that there is minimal threat, even if the fire front burns the immediate area of the structure.

The **Threatened Defensible** structure has a safety zone or temporary refuge areas (TRA) nearby. Additionally, there is a high probability



## STRUCTURE DEFENSE GUIDE

### STRUCTURE TRIAGE DECISION PROCESS (S-FACTS)

#### SURVIVAL

- Initial Assessment: can you survive here? **If not, LEAVE NOW!**
- Is there a Safety Zone nearby? **If not, LEAVE NOW!** (RPG)
- Do you have a viable Escape Route?
- What is the decision point at which you will leave based on fire behavior and rate of spread?
- Is there a Temporary Refuge Area (TRA) on site? **If not, LEAVE NOW!**
  - Preplanned area for immediate, temporary refuge
  - Use of fire shelter should not be necessary
- Is there a viable Escape Route to the TRA or Safety Zone?
  - Is "Prep and Go" tactic an option?
- Do you have communications with your supervisor and adjoining forces?
- If safety issues cannot be mitigated, **LEAVE NOW!**

#### FIRE ENVIRONMENT

- Can you survive based on current and expected fire behavior? **If not, LEAVE NOW!**
- Look up, Look Down, Look Around Indicators:
  - Fuels (characteristics, moisture, temperature)
    - What will the intensity of the fire be when it arrives?
    - How long will it take to consume the fuels?
  - Wind
    - Current speed/direction
    - Expect changing winds
  - Terrain
    - Are you in a chute, chimney, or saddle? **If yes, LEAVE NOW!**
    - Is wind in alignment with topography?
    - What is your position relative to topography?
    - Are you mid slope or on top of a ridge?
  - Atmospheric Stability
  - Fire Behavior (requires constant monitoring)
    - Spotting, crowning, sheeting, rate of spread?
    - Flame length and height?
  - Other weather considerations:
    - What is the current relative humidity?
    - Is there an expected change?
    - Are thunderstorms forecasted?

#### ACCESS

- Is access compatible with time and distance factors necessary to utilize as an Escape Route to a Safety Zone?
  - Road surface adequate for speed necessary?
  - Adequate width?
  - Turnaround/turnouts?
  - Bridges within limits for fire apparatus?
  - Drainage ditches/culverts?
  - Steep grades?
  - Is there a safe place to spot apparatus?

that the structure will be damaged or destroyed without some intervention by fire fighters. Structures in this category typically have some degree of clearance from surrounding fuels and limited fire-safe construction features.

Finally, the **Threatened Non-Defensible** structure cannot be safely defended based on current or forecasted fire behavior or does not have a safety zone or TRA onsite.

It is important to remember that structure triage is a dynamic process. Any change in the fire environment can quickly alter the defensibility of a given structure. For example, a structure initially categorized as Not Threatened could be recategorized as Threatened Defensible or Threatened Non-Defensible based on a change in fire direction or increase in fire intensity. If the fire intensity subsides or more resources arrive on scene, the structure triage category could change from Threatened Non-Defensible to Threatened Defensible or Not-Threatened.

Additionally, the IAFF Structure Defense Guide includes how to use the S-FACTS mnemonic. S-FACTS helps identify important information regarding fire fighter survival, the fire environment, access routes, construction and clearance of the structure, time constraints and whether to stay or go. All of these factors assist fire fighters in the structure triage process. Download the S-FACTS at [www.iaff.org/SFACTS](http://www.iaff.org/SFACTS).

For more information on the IAFF RTI program and IAFF wildland program, visit [www.iaff.org/wildland](http://www.iaff.org/wildland). ■

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## Team Effort Leads to Legislative Success for Professional Fire Fighters of Alabama

Thanks to the Professional Fire Fighters of Alabama (PFFA) lobbying efforts, six of the state association's legislative priorities passed with bipartisan support in the state legislature this year, leaving Alabama members more secure when it comes to cancer, behavioral health and retirement benefits.

"I want to congratulate the PFFA and its affiliates on a successful state legislative session. Thanks to their hard work, all Alabama members have better protections and benefits in place," says 14th District Vice President Danny Todd. "This is what success looks like."

"It truly is a team effort. Our affiliates work hard to maintain working relationships with their senators and representatives," says PFFA President David Harer. "Because they have done their part, we were able to accomplish a lot this session with retirement benefit protections, cancer and peer support priorities."

Three legislative priorities were passed unanimously in the House and Senate, including legislation that says Alabama fire fighters no longer must have developed cancer while still on the job to be eligible for death and disability benefits. That eligibility window is



now extended to 10 years after the last day of service.

The PFFA was also able to lobby for the unanimous support of legislation that changes existing laws to protect the families of FLC (fire fighters, law enforcement and corrections) employees in case of a fatality. Alabama FLC employees pay an extra 1% to the Retirement System of Alabama (RSA) for what is called stress time, which provides an extra one year of service credit for every five years on the job.

Previously, a fire fighter had to retire before the stress time was added to retirement benefits calculation. Now, if a fire fighter dies, the fire fighter's family or beneficiaries will receive the retirement benefit with the stress time added in.

The PFFA also successfully lobbied for the unanimous passage of a law that allows Alabama Fire College to train and certify fire fighters in peer support. Previously, all certifications had to go through the Alabama Law Enforcement Agency. The peer support program is managed by Hoover Local 4035 member Toby Rigsby and Pelham Local 5049 member Jim Terrell, who have completed IAFF peer support training. About 100 people finished this program so far.

Meanwhile, the PFFA's lobbying efforts also

**"I want to congratulate the PFFA and its affiliates on a successful state legislative session. Thanks to their hard work, all Alabama members have better protections and benefits in place. This is what success looks like."**

— 14th District Vice President Danny Todd

earned enough bipartisan support for the passage of legislation that adds \$1 to all fire fighter vehicle license plate tags to support the Alabama fire fighter memorial and the new peer support system with the Alabama Fire College.

And the PFFA was also able to garner bipartisan support for a new law to help stabilize the pension system for the City of Birmingham and another law that creates state funding for the Alabama Fire Fighter Annuity Fund. Any active fire fighter can join the annuity fund, which provides retirement, disability and death benefits to its members. Members must be active for 25 years to receive the full benefit. ■



Casey Jones  
B.S. Fire Administration  
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## Fire Fighters Committed to MDA Drives Despite COVID-19

Fire fighters and paramedics across the United States are doing all they can to boost collections for MDA this year even while COVID-19 continues to challenge their efforts.

As summer wound down, many IAFF affiliates were back on street corners, following COVID-19 safety protocols while other affiliates adjusted their Fill the Boot drive strategies or took a wait-and-see approach.

The IAFF, by far the largest contributor to MDA, had been eager to ramp back up with Fill the Boot drives this year, with the bold declaration, “The Boot is Back!” However, COVID-19 and its latest and more contagious Delta strain put a damper on that plan.

“We know this has been a challenging year for our locals that are so eager to keep their traditional commitment to MDA families,” says IAFF-MDA Coordinator Roger Lopez. “Their efforts have been nothing short of heroic in the face of this pandemic. We hope conditions will improve so all participating affiliates can get out there.”

MDA collections are down significantly compared to pre-pandemic levels. IAFF affiliates are going to impressive lengths to engage with their communities and raise funds and awareness for MDA research and treatment, and some are still raising impressive amounts for MDA.

This summer, the 34th Annual Trans New Hampshire Bike Ride, which began at Cisco Brewery in Portsmouth, New Hampshire, raised more than \$80,000. The event featured more

than 100 in-person and virtual cyclers, as well as support volunteers. The month-long virtual challenge had cyclists riding 250 miles each in the month of June.

Deltona, FL Local 2913 posted a record-breaking year for MDA, bringing in more than \$14,000. The drive was spearheaded by Local 2913 member Ricardo Garcia, father of two sons with neuromuscular disease. Sadly, one of his sons succumbed to the illness earlier this year.

“This was really personal, not just for Ricardo but for the entire local,” says Erin Randall, MDA Regional Director of Fire Fighter Partnerships in the 12th District. “They were determined to collect this year and made sure to stay protected wearing gloves and masks.”

Affiliates across the Northeast have tried different methods for collecting donations while practicing social distancing, from parking lot

collection to storefront collection. Fire fighters also held their boots on the end of hockey sticks, according to Jane Testa, Northeast Regional Director for MDA. Testa says MDA is starting to move toward a more cashless process. Some local programs have been using QR codes affixed to boots to allow donors to contribute through their smart phones.

Still, the compulsory distancing has not eliminated the emotional component many affiliates feel toward their MDA drives.

Honoring its commitment to MDA, Greenburgh, NY Local 1586 has vowed to send 10 children to camp for the next 10 years through the Robert A. Mentrasti Foundation. Robert Mentrasti, a Local 1586 member, had been involved with MDA for more than 30 years until he succumbed in 2017 to cancer linked to his work at Ground Zero. ■



Greenburgh, New York Local 1586 and The Robert A. Mentrasti Foundation vowed to send 10 kids to MDA camps for the next 10 years. The Professional Fire Fighters of New Hampshire raised more than \$80,000 hosting the 34th Annual Trans New Hampshire Bike Ride.

## Muscular Dystrophy Canada Fundraising Beyond Expectations During Pandemic

Muscular Dystrophy Canada (MDC) is thanking Canadian IAFF locals and members who showed their dedication and commitment to the charity beyond expectations in a fundraising year affected by the COVID-19 pandemic.

“It is with heartfelt appreciation that I say thank you to each and every fire fighter who supported Muscular Dystrophy Canada over the last year,” says Stacey Lintern, CEO of MDC. “2020 was a challenging year but with fire fighters by our side, we were able to continue meeting the needs of the neuromuscular community, even when those needs drastically increased. Thank you for being creative in your fundraising and awareness efforts and for finding new and unique ways in which to engage with our community.”

Explaining that its number-one priority is to ensure the health and safety of its clients, volunteers, donors, partners and staff members, MDC made the difficult decision during the pandemic to cancel all in-person fundraising events.

However, fire fighters from coast-to-coast-to-coast got creative, quickly adapting their efforts to a virtual world, holding various safe in-community fundraising events, such as asking for support online, climbing trees, stairs and hills, and using hockey sticks to hold their boots.

Between April 1, 2020, and March 31, 2021, 69 IAFF locals raised a total of \$304,448, which helped MDC as it adapted its delivery of services and programs to meet the complex and ever-changing needs of the neuromuscular community.

MDC congratulates Edmonton, AB Local 209, which raised \$50,576.04 and to date has raised more than \$2.2 million through its fundraising initiatives. The charity also notes Montreal Local 125 — which raised \$30,873 by participating in the virtual High Rise Challenge — Richmond BC Local 1286 fire fighters who raised \$15,282 in a safe Fill the Boot event thanks to generous residents, and Whitehorse, YT Local 2217, which showed its dedication with a donation of \$7,500.



Members from Sault Ste. Marie, ON Local 529 were among those who helped raise funds for Muscular Dystrophy Canada. Fundraising from IAFF locals exceeded MDC's expectations in a year marked by the challenges presented by the COVID-19 pandemic.

MDC also thanks the Regina Local 181 Charity Fund, which supported the Walk4MD, shared a video on social media and gave a donation of \$5,130, and Cape Breton Local 2779 almost tripled its donation from the previous year and helped Fill the Boot with a donation of \$3,131.

Several lucky fire fighters from Timmins, ON Local 535 won a local raffle and showed their commitment to MDC by deciding to donate \$1,755 to MDC. ■

## FIT TO THRIVE Improves Fire Fighter Fitness and Well-Being

The IAFF has launched **FIT TO THRIVE**, a new program designed to improve the physical, psychological and social well-being of every fire fighter by making active choices more accessible, inclusive and meaningful.

Born as an extension of the IAFF/IAFC Wellness-Fitness Initiative (WFI) and the IAFF/IAFC Peer Fitness Trainer (PFT) program and in response to the growing need for practical strategies, tactics and resources that support the implementation of department-led wellness and fitness initiatives, **FIT TO THRIVE** accommodates the range of capabilities, opportunities and motivations that drive the physical activity habits of fire fighters.

The evidence is irrefutable. Regular exercise should be one of the principal recommendations to prevent and treat chronic conditions that afflict many fire fighters. However, most fire fighters are not currently active enough. In pursuit of the program's mission — more fire fighters, more active, more often — the selection, design and implementation of relevant initiatives for every department is supported via the sharing of education and training resources, the mentorship of frontline ambassadors and the distribution of best practice guidelines that provide direct support for affiliates and departments.

“The F2T program will change lives,” says General President Edward Kelly. “This program reflects our unwavering commitment to members’ physical, psychological and social well-being.”

### F2T Education

The IAFF is committed to sharing evidence-informed ideas that motivate, empower and challenge fire fighters to redefine health, wellness and performance. This commitment reflects the belief that education can be a powerful

catalyst to facilitate change and should not be constrained by conventional classroom settings.

The F2T program includes in-person, online and virtual options for all members, including the new F2T 101 Fitness Principles and Practice course. New courses, workshops and webinars will be made available every month.

### F2T Training

The F2T program makes exercise accessible (options to be active every day wherever you are), inclusive (opportunities to practice movement hygiene, build physical literacy and redefine performance), enjoyable (choices that accommodate diverse activity preferences) and relevant (programming that will impact work, life and play). There is no one type of exercise for every fire fighter, but every fire fighter should be active. New programs, exercise tips and how-to videos will be made available every month.

### F2T Mentorship

The F2T program supports the training and mentorship of three types of program ambassadors — the Fitness and Performance Specialist (FPS), the Peer Fitness Trainer (PFT) and the Wellness-Fitness Ambassador (WFA). Each designation is recognized with an IAFF F2T certificate once a specific level of training and education has been achieved. For further details



about each designation and the (re)certification process, visit [iaff.org/f2t](http://iaff.org/f2t) or [fittothrive.ca](http://fittothrive.ca).

### F2T Support

Central to the F2T program is a framework to assess the sources of fire fighters’ current health and physical activity behaviors, inform the design of interventions to influence fire fighters’ behaviors and guide policies and procedures to reinforce fire fighters’ behaviors. We are committed to sharing resources and best-practice guidelines that accommodate the diverse needs of the global fire service and help more fire fighters be more active more often. New insights, best-practice guidelines, practical tips and fact sheets will be made available every month.

Contact [F2T@iaff.org](mailto:F2T@iaff.org) for more information about the F2T program. For a complete list of available courses, workshops and resources, visit [iaff.org/f2t](http://iaff.org/f2t) or [fittothrive.ca](http://fittothrive.ca). ■

### F2T 101: An Industry-Leading Virtual Experience

An engaging virtual experience that combines the flexibility of online learning with interactive and practical activities typically reserved for in-person deliveries, the F2T 101 – Fitness Principles and Practice course (formerly the Peer Fitness Trainer certificate course) was successfully launched in June 2021. In just four months, more than 400 fire fighters representing 115 departments from 40 states and provinces across the United States and Canada will have participated together in this virtual experience, creating an unparalleled opportunity for all involved to learn and expand their professional network.

## IAFF Partnerships Help Prevent Cancer and Provide Support for Survivors

For fire fighters and paramedics, occupational cancer deaths have surpassed cardiac events and all other line-of-duty deaths to become the leading cause of death for IAFF members.

As part of a mutual desire to help members prevent or cope with cancer, the IAFF has formed two separate cancer partnerships, one with the Firefighter Cancer Support Network (FCSN) and one with the American Cancer Society (ACS).

Both partnerships provide cancer information and prevention resources and access to patient support programs and research.

### Fire Fighter Cancer Awareness Month

In 2020, the IAFF partnered with the Firefighter Cancer Support Network (FCSN) to designate and launch an annual Fire Fighter

Cancer Awareness Month (FFCAM) in January. The inaugural launch in 2021 featured fact sheets, research, podcasts and member stories designed to help IAFF

leaders, members and their fire departments become more educated and aware about why cancer cases are on the rise in the fire service and provide best practices on how to limit day-to-day exposures to cancer-causing carcinogens. The IAFF and FCSN are in the process of kicking off the second Fire Fighter Cancer Awareness Month in January 2022.



### American Cancer Society

The IAFF partnership with the American Cancer Society (ACS) will officially launch this fall and give IAFF members access to cancer prevention resources and patient support services, including an IAFF-specific support line. As the partnership continues, resources will be expanded to include cancer research by the IAFF’s new Science and Research Department.

These partnerships will help the IAFF increase occupational cancer resources and services to benefit members and their families. ■



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## Your Retirement Planning To-Do List

It's time to check your to-do list — the one that makes you sit back for a minute and evaluate the goals you set for this year. If you've had any significant life circumstances that might change how you look at and handle your finances, now is the time to review your account, your plan and your progress. Use these tips from Nationwide, the IAFF Financial Corporation's (IAFF-FC) premier retirement plans provider and administrator of the IAFF-FC FrontLine program.

If you need help with your personal evaluation and you have an account with Nationwide, all you have to do is call your local representative. They're ready to help you with your individual retirement goals.

### Retirement Planning To-Do List

- ❑ **Make sure my correct beneficiary designation is on file.**  
Note: Life changes may need to be addressed.
- ❑ **Establish my online account profile.**  
Establishing an online account profile helps add a layer of security against fraudsters. Create your online account before someone tries to create one for you.
- ❑ **Consider increasing my deferral.**  
In 2021, the annual limit for contributions to a 457(b) deferred compensation plan is

\$19,500 or up to \$39,000 if you're three years prior to retirement.

- ❑ **Check out [FrontLinePlan.com](https://www.frontlineplan.com).**  
If you haven't already, log on to [FrontLinePlan.com](https://www.frontlineplan.com) and check out the My Interactive Retirement Planner, an easy-to-use interactive tool connected to your account at Nationwide that allows you to see whether or not you're on track for retirement. Even if you don't have an account at Nationwide, you can still get access to important retirement planning tools and information, including on-demand webinars and educational videos.
- ❑ **Get a free Healthcare Cost Analysis.**  
Nationwide can help you understand healthcare cost considerations that you'll have in retirement that can help you plan for those future costs.
- ❑ **Get the scoop about early distributions.**  
Nationwide can explain your options, especially related to DROP requirements when you separate from service. Your 457(b) account is never subject to the 10% penalty (excise tax) like age 59 ½ on other qualified plans and you do not have to rollover your account to avoid a penalty.

- ❑ **Learn about consolidating my various retirement accounts into my FrontLine Plan account.**  
Take advantage of the plan's competitive offering.
- ❑ **Schedule an account review with my local representative.**  
Nationwide's retirement specialists can review your account with you regardless of whether you're new on the job and in the accumulation phase, trying to better understand your options for getting distributions in retirement or somewhere in between.
- ❑ **Check my investment allocations.** You may need to reallocate your money due to fund performance or risk tolerance changes. Speak with your Nationwide representative or consider using the auto-rebalance feature available at [FrontLinePlan.com](https://www.frontlineplan.com).
- ❑ **Enroll in the FrontLine Plan.**  
If you're not already enrolled and it's an available option with your employer, contact your Nationwide representative today.

For information about how to bring the IAFF-FC FrontLine Plan to your members, contact Rebecca Gill at [gillr4@nationwide.com](mailto:gillr4@nationwide.com). ■

Qualified retirement plans, deferred compensation plans and individual retirement accounts are all different, including fees and when you can access funds. Assets rolled over from your account(s) may be subject to surrender charges, other fees and/or a 10% tax penalty if withdrawn before age 59½.

Investing involves risk including possible loss of principal.

Nationwide representatives are Registered Representatives of Nationwide Investment Services Corporation, member FINRA. In

Michigan only: Nationwide Investment Svcs. Corporation. Nationwide Retirement Specialists cannot offer investment, tax or legal advice. You should consult your own counsel before making retirement plan decisions.

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products and services sold exclusively in public sector retirement markets. More detail about these payments is available at [www.frontlineplan.com](https://www.frontlineplan.com).

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## Union Plus Scholarships Awarded to IAFF Members and Family

Three IAFF members, nine children and one spouse have been awarded Union Plus Scholarships.

More than 5,000 applications were submitted from students representing all 50 states, Puerto Rico and Canada. Scholarships are awarded based on academic ability, social awareness, financial need and appreciation of labor.

"On behalf of the IAFF, congratulations to this year's recipients," says General President Edward Kelly. "I know that all will use these scholarships to achieve academic goals and make the world a better place."

The scholarship recipients are:

- **Brayden Caraynoff-Huber** is the son of Bridgeview, IL 4330 member Richard Huber. Craynoff-Huber was awarded a \$1,000 scholarship.
- **Payton Cassidy**, whose father is East Molene, IL Local 929 Thomas Cassidy, has been awarded a \$1,000 scholarship.
- **Matthew Gajdos** is a member of King George County, VA Local 4438. He has been awarded a \$1,000 scholarship.

- **Patrick Golding** is the son of Uniformed Firefighters Association (UFA) of New York Local 94 member Michael Golding. He has been awarded a \$1,000 scholarship.
- **Gustavus Gremp**, whose father is Fort Leonard Wood, MO Local F-108 member Kenneth Gremp, has been awarded a \$1,000 scholarship.
- **Lucas Husch** is the son of Bloomfield Township, MI Local 3045 member Ryan Husch. He has been awarded a \$1,000 scholarship.
- **Chase Larkin**, whose father is Camano Island, WA Local 3438 member Dana Larkin, has been awarded a \$750 scholarship.
- **Anthony Lein**, who is a member of Oak Park, IL Local 95, has been awarded a \$1,000 scholarship.
- **Hailey Mullins**, whose father is Franklin Township, OH Local 1441 member Carvel Mullins III, has been awarded a \$1,000 scholarship.



- **Victoria O'Connor** is the spouse of Dewitt, NY Local 2733 member Michael O'Connor. She has been awarded a \$1,000 scholarship.
- **Nicholas Petrillo**, whose father is North Providence, RI Local 2334 member Jay Petrillo, has been awarded a \$1,000 scholarship.
- **Zachary Snyder** is the son of Danny Snyder, a member of Clarksburg, WV Local 89. He has been awarded a \$1,000 scholarship.
- **Bryan Walker** is a member of Wilder, ID Local 5158. He has been awarded a \$4,000 scholarship.

Union Plus was established by the AFL-CIO in 1986 to provide union members with benefits and services, including the Union Plus Scholarship awards. Union members, spouses and children are eligible for the scholarship if they are attending a two-year college, four-year college, graduate school or technical/trade school.

Visit [www.unionplus.org](https://www.unionplus.org) for more information. ■



## General President Kelly Fights for Presumptive Cancer Coverage in North Carolina

General President Edward Kelly was in North Carolina August 25 working alongside the Professional Fire Fighters and Paramedics of North Carolina (PFFPNC) to lobby members of the North Carolina General Assembly in support of the Firefighters Fighting Cancer Act of 2021.

North Carolina remains one of only two states in the nation that does not extend any presumptive protections to fire fighters and their families when they are diagnosed with occupational cancer.

The Firefighters Fighting Cancer Act of 2021 would provide fire fighters across the state with funding for medical treatment reimbursement, lump sum payments and disability benefits, provided the fire fighter's diagnosis meets certain criteria negotiated by the PFFPNC and the bill's authors.

While in Raleigh, Kelly met with key supporters of the presumptive cancer bill, including Governor Roy Cooper, Speaker of the House Tim Moore, House Majority Leader John Bell, Senior House Appropriations Chairman Jason Saine and House Rules Chairman Destin Hall. Kelly thanked the legislators for their continued support of fire fighters and urged their Senate colleagues to support this important legislation.

"Our brothers and sisters in North Carolina are literally in a fight for their lives," says Kelly. "I was eager to join them to meet with their legislators and explain how important this bill is to North Carolina fire fighters. I pledged to PFFPNC President Scott Mullins that the IAFF is closely monitoring the legislation and stands ready to provide any and all resources needed to ensure its successful passage."

The road to presumptive cancer legislation has not been easy. For the last several years, bills have been introduced but have ultimately fallen short due to opposition from outside groups, including the North Carolina League of Municipalities, as



well as members of the state Senate who are ideologically opposed to expanding the workers' compensation system for any occupation classification.

The Firefighters Fighting Cancer Act of 2021 avoids the workers' compensation system by creating a separate cancer fund administered by the North Carolina Department of Insurance for fire fighters who are battling cancer.

The bill was revised by the sponsors and placed as an amendment in the state budget; however, if Senate and House leaders are not able to come to a consensus that also gathers the support of Governor Roy Cooper, the bill is likely to be a casualty of the ongoing battle between the Republican-controlled legislature and the Democratic governor. However, there remains optimism that the General Assembly will be able to work with the governor's office to craft a budget that both sides can agree to.

PFFPNC President Scott Mullins and Secretary-Treasurer Josh Smith are also optimistic that this year will be the best chance for this bill to

become law. By communicating on an almost daily basis with leadership at the General Assembly and the governor's office, both sides are well aware of what's at stake.

"A benefit to being almost last in the nation to pass presumptive cancer legislation for fire fighters was that we are able to look at what works and doesn't work in other states. We crafted strong legislation that provides financial and job security for our members and their families. By creating a separate cancer fund instead of involving the workers' compensation system, we believe this legislation is better for fire fighters and much more palatable for the Senate," says PFFPNC Mullins.

In May of this year, WLOS, the ABC affiliate in Asheville, North Carolina, produced a documentary titled "Deadlier Than Fire" that follows several North Carolina fire fighters as they provide testimony describing their fight with cancer and pays tribute to Asheville Local 332 member Will Willis who passed away at the age of 34 in 2018 from kidney cancer. ■

## IAFF-FC Develops New Financial Offerings

The IAFF Financial Corporation (IAFF-FC) is implementing several structural changes designed to improve financial services offerings to current and retired members and reinvest revenue back into the International over time.

The changes, announced this summer and made in consultation with the IAFF-FC Board of Directors, will take place over the coming months; members can expect to begin seeing tangible results in 2022, says IAFF-FC Chief Financial Officer Kurt Becker.

"By this time next year, we will be providing top-of-the-line financial products and services to our members," says Becker, noting that all revenue generated by the IAFF-FC not allocated to operating expenses will be reinvested into the IAFF to support and expand critical programs, such as cancer research and prevention, member education and behavioral health initiatives while easing the burden on dues-paying members for those enhancements.

Among the changes, the IAFF-FC will be reestablished as a financial broker-dealer with

Jack Hughes, a career expert in financial services appointed as Director of Investment and Finance. Becoming a broker-dealer will allow the IAFF-FC to negotiate directly with financial planning and money management firms and improve its ability to negotiate for better products and lower fees for members.

**"By this time next year, we will be providing top-of-the-line financial products and services to our members."**

— IAFF-FC Chief Financial Officer Kurt Becker

The IAFF-FC also will serve as an insurance agency to be led by Sara McMullin, Director of Insurance. This move will position the IAFF-FC to offer improved product lines tailored to fire fighters. The IAFF-FC intends to establish partnerships to offer fire fighters supplemental cancer and critical illness policies. The policies will include a wide price range and options in

the hopes that members see the importance of these plans. Plan details and enrollment information will be provided to members beginning in October.

The IAFF-FC Board of Directors also approved establishing the position of Affiliate and Membership Engagement Program Coordinator, a role to be filled by Moira James. For the past five years, James has served as Marketing Associate for the IAFF-FC. In this new role, she will manage webinar education, advertising and social media and will oversee IAFF-FC field representatives tasked with getting the word out about new products and services.

Becker, a 22-year veteran fire fighter and affiliate leader with the Professional Fire Fighters of Eastern Missouri, began his new role on June 1 and immediately began a thorough analysis of the IAFF-FC and its programs. ■

# IAFF Retirees

## *A Salute to Dedication, Service and Courage*

► **Correction:** In the Spring 2021 issue of Fire Fighter Quarterly, Joseph Marchitte was incorrectly listed as retired from Buffalo, NY Local 282. We apologize for the error.

**ALASKA L1264 Anchorage**—Todd Bowey, Jeffrey Briggs, Ursa Lively

**ALABAMA L0117 Birmingham**—Stentsen Ellenburg, George Gerson, Laura Hall, **L1349**

**Mobile**—Leon Snipes, **L1437 Decatur**—David Cantrell, Shaun Chandler, Johnny Putman, Marcus Schrimsher, Shawn Serrett, **L1444**

**Montgomery**—Michael Ingram, John King, Patrick Smith, Denver Thompson, **L1833 Huntsville**—Robert Carrasquillo, Dennis Drake, **L2644 Cullman**—Joseph Duncan, **L3201 Pleasant Grove Fire Fighters Association**—Chad McElroy, **L3301**

**Hueytown**—David Stanley, **L4035 Hoover**—Clay Neely, **L4534 Gardendale Professional Fire Fighters Association**—Alan Durham, Robert Price, **L4566 Madison Professional Fire Fighters Association**—Jimmy Campbell, Marty Emerson, Ron Hopkins, Bobby Phillips, **L4772 Foley Professional Fire Fighters Association**—Lee Steiner, **L5049 Pelham Fire Fighters Association**—Kent Barber

**ALBERTA L0209 Edmonton Fire Fighters Union**—Pat Beaulieu, Gary Hoekstra, Bradley Kitiuk, Glen Klotz, Joe Koreman, Terry Krucik, Gary Mayorchak, Dwayne Pringle, Murray Steedsman, **L0237 Lethbridge**—Ken Hoibak, Ron Lamane, Paul Wasylewich, **L0255 Calgary**—Gary Baker, Richard Brown, Tom De Waal, Douglas Martin, Richard Praud, Dana Robinson, **L3021 Spruce Grove**—John Hawreliak, **L4819 Cochrane Fire Fighters Association**—Doug Noseworthy, Adam Robbie, Brad Witcher

**ARIZONA L0479 Tucson**—Christopher Bryant, Patrick Bunker, Brad Chilcote, Francisco Nieto, **L0493 Phoenix**—Daniel Adami, Jose Amarillas, Kathleen Andersen, Benjamin Arredondo, Bruce Becker, Andrew Bielecki, Bruce Campbell, Randy Dunkelbarger, Clifton Ennis, Paul Gill, Mark Harvey, Mathew Heistan, Joe Hester, Ken Jackson, Robert Johnson, David Kalkbrenner, Tim Klug, Mitchell Laird, Bryan Machol, Anthony Manfredi, Thomas Mitchell, Brian Parks, Neil Rayes, Bobby Ruiz, Matthew Russell, Lynn Smith, Jim Spengler, Casey Stanton, Paul Stickler, Ray Temple, Kyle Towles, Donald Van Dyke, Suzanne Vargo, James Walter, Stephen White, Don Williams, **L1505 Flagstaff**—Duane Deck, Roy Lippman, **L2260 Mesa**—Douglas Brown, Kurtis Dana, Jason Fragos, Vance Friend, Chuck Gaetjens, Fred King, Chris Larsen, David Millett, Chris Ottersberg, Kim Rush, Randy Schumacher, **L2273 Globe**—Thomas Murtha, **L3573 United Sun Cities Fire Fighters**—Frank Levandowski, William Tuvell, **L3832 North Tucson Fire Fighters**—Anthony D'Albini, Cameron Hendrix, James Sutherland, **L3878 United Maricopa County Fire Fighters Association**—Kevin Geiger, Donald

Lindquist, **L3924 Avondale Professional Fire Fighters Association**—John Hoffman, Kevin Moore, **L4005 United Goodyear Fire Fighters**—Russell Braden, Arnoldo Rivera, **L4125 Green Valley**—Michael Downes, Joseph Fox, Pedro Mendoza, Glenn Simmonds, **L5050 United Scottsdale Fire Fighters Association**—JT Collier, Gregory Fossum, Steve Lietzell, Tamala Rosenhagen

**ARKANSAS L0014 Pine Bluff Fire Fighters Association**—Lee Bateman, George Fallis, **L0034 Little Rock**—Harold Brown, Mitch Chism, Edwin Etheridge, Matt Greer, Ricky Hodge, Tobey Hoffman, John Hogue, Glenn Johnson, Dana Logan, Kyle Norman, Kyle Pickard, Roger Pool, Charles Roe, Douglas Speer, William Watson, Jeff West, **L0879 Hot Springs**—Terry Fryhover, Dennis Huggs, Kenny Knox, Shannon McDaniel, **L1074 El Dorado**—James Bates, **L2866 Fayetteville Fire Fighters Association**—Justin Christie, Barry Cox, Kyle Flynn, Joe Shirley, **L3718 Jonesboro**—Jeremy Glass, David Smith, **L4016 Conway**—Jeff Hill, Rick Powell, Charles Prout, Ed Prout

**BRITISH COLUMBIA L0018 Vancouver**—Carol Messenger, Barry Murton, Douglas Pughe, Stanislav Sovdat, Dave Tierney, Marcus Vonminder, **L0323 Burnaby**—Brad Maars, **L1183 District Of North Vancouver**—Greg Roberts, Graeme Slee, **L1271 Surrey**—Dan Castiglia, Reo Jerome, **L1286 Richmond**—Richard Barnes, Todd Falconer, Gordon Graebel, Randall Kelder, Brad Swift, Simon White, **L1525 West Vancouver**—Tom Attieh, Mark Wilkinson, **L1667 Port Alberni Professional Fire Fighters Association**—R. L. Thoen, **L2827 Fernie Professional Fire Fighters Association**—Tom Hopkins, **L2848 Langford Fire Fighters Association**—Sandi Carson, **L3944 Whistler P.F.F.A.**—David Rushbrook, **L4264 Esquimalt**—Spencer Robinson

**CALIFORNIA F0033 San Diego**—Mathew Caswell, Joseph Fredericks, Christopher Goodale, **F0298 Coast Guard**—Kyle Kortie, **F0314 USAF Plant 42 Federal Fire Fighters**—Rick Gimmetstad, **L0055 Oakland/Alameda County Fire Fighters**—Susan Abel, Rory Bodnar, Zoraida Diaz, Gary Jones, Stephen Keating, Brian Lopes, Alex Moyer, Perry Washington, **L0112 Los Angeles City**—Keenan Backstrom, Alexis Butler, Alejandro Callangan, James Callison, David Chavez, Eric Dillon, Leonard Gribbons, George Hall, Robert Hays, Linda Hughes, Ronnie Jimenez, Stephen Lastimoso, Stephen Lopez, Marc Lundgren, Keith Massey, Patrick Oyama, Jeffrey Palmer, David Pimentle, Andy Reim, Richard Robison, Steve Romas, Erik Schneider, Jefferson Shattuck, James Stewart, Kevin Zaan, **L0145 San Diego**—Perry Esquer, Kevin

Ester, Barbara Favors, Arsenio Ortanez, Steven Powell, **L0202 Fresno City Fire Fighters Association**—Richard Cabral, **L0230 San Jose**—Victor Loesche, Jarod Middleton, Kirk Spillner, **L0372 Long Beach**—Anthony Maleta, Joyce Vanderweide, **L0456 Stockton**—Ralph Lagana, David Pruitt, Craig Young, **L0689 Alameda**—Axel Araquistain, **L0778 Burbank**—Steven Owen, **L0798 San Francisco**—Sean Andrasik, Ethan Banford, Kayotae Blackwolf, Steven Bokura, Michael Cochrane, Edgar Covarrubias, Nicolette Divecchio, Daniel Douglass, Wayman Duncan, Hansjuerg Enz, Marc Evans, Raul Francisco, Kreig Harman, Randall Hiro, Ricky Hui, Ryan Kennedy, Carson Larsen, Mark Macias, John Maguire, Nicholas Payne, Jean Pinto, Douglas Riba, Samuel Romero, Christopher Siegler, Britton Smith, Eric Tanimura, Arnold Woo, Alison Yee, Daniel Yonts, **L0935 San Bernardino County**—Steve Brown, **L1014 Los Angeles County Fire Fighters**—Richard Adam, Chris Adomeit, Bruce Alpern, Richard Amador, Carlos Arellanes, Jennifer Baron, James Benci, Mark Bernard, Jonathan Bowers, Craig Bradford, Gordon Buchan, Sterling Callahan, Scott Coulter, Lewis Currier, Louis Danes, Andre De Cohen, Michael Dubron, Wade Elliott, David Ellis, Andrew Fredricks, Kevin Freymond, Richard Fullerton, Robert Funke, Mitchell Gillespie, Fernando Gonzalez, William Hailey, Kerry Henson, Walter Hovanesian, Mark Jimenez, Robert Jones, Brian Jordan, Christopher Judd, Donald Kershishnik, Alex Knudsen, Stephen Kolstad, Christopher Lanc, Colt Larson, Carl Linzner, Gregory Lugosi, Grandison Luke, David Mann, Roberto Marcucci, Robert Martinez, Oswaldo Matute, Thomas May, Brian Meckler, Brett Meehan, Sean Merritt, Tony Moreno, Charles Murray, Richard Murrietta, Thomas Overstreet, John Owens, Adolfo Perez, John Price, Robert Prince, Jeffrey Robson, Henry Rodriguez, Roy Rodriguez, Keith Rummier, Scott Salhus, Phillip Schneider, Rapheal Solis, Larry Sotelo, Eric Stratton, Rydell Style, Steve Toledo, John Tolmasoff, Donald Tryon, Robert Underwood, Jeff Vidrinskas, Charles Vincent, Edward Watson, Scott Watson, Patrick Wilson, Teresa Zehdar, **L1165 Santa Clara County**—McNeir Bala, Jim Nash, Lorenzo Perez, Alejandro Valcazar, **L1171 Santa Clara**—William Montana, **L1186 Fire Fighters Local 1186**—Robert Weist, **L1227 Berkeley**—Warren Davis, Scott McKinney, **L1230 Contra Costa County**—Elia Ala'ilima, Janet Brandi-Routt, Gregory Fernando, Steve Rupnow, William Scott, Lydia Woofter, **L1270 Salinas**—Kevin Skinner, **L1289 Modesto**—Ed Bartley, **L1301 Kern County**—Michael Grisedale, Jose Hernandez, Jack Langston, Mark Mott, Mark Palomo, Ira Peshkin, Robert Thornburg, **L1364 Ventura County**—Jon Bergh, Vincent DeSanto, Richard Macklin, Robert Schaper, **L1507 South San Francisco**—Eric Haslam, Richard Root, **L1592 Roseville Fire Fighters**—George Titus, **L1775 Marin Professional Fire Fighters**—Jim Boggeri, Kevin Kelleher, Thomas Moran, Jason Schmitt, Donald Stasiowski, Roderick Stewart, **L1965 Mountain View**—Scott Williams, **L2046 Santa Barbara County**—Bruce Carlisle, Darrol Crossland, Eric Eacker, Glenn Olher, Richard Pinal, Bruce Stapp, **L2197 San Gabriel City**—Dennis Barwick, Jim Miller, **L2274 Rancho Cucamonga**—Robert Walker, **L2400 San Mateo County**—Ernie Gomez, **L2434 Turlock**—Matthew Horn, **L2604 Healdsburg**—Bill Albers, **L2787**

**Redondo Beach**—John Velasquez, **L2881 Cal Fire Local 2881**—Mario Hernandez, Jeremy Rahn, Phil Rawlings, **L3124 Napa City**—Steve Becker, **L3354 Huntington Beach**—Mike Farr, Robert King, Clint King, Humberto Sanchez, **L3355 Tracy City**—Mark Paulsen, **L3522 Chino Valley Professional Fire Fighters, Inc.**—Kenneth Calvert, Chris Cragg, **L3523 San Luis Obispo City Fire Fighters**—Gene Hicks, **L3546 San Ramon Valley**—Brian Morales, Bruno Spani, **L3601 Palm Springs Fire Fighters Association**—Paul Duenas, **L3604 El Dorado Hills**—Hank Ferlini, Michael Le Blanc, Phillip Glenn, **L3624 La Verne**—John Grapentin, **L3631 Orange County Professional Fire Fighters Association**—Bernie Brawner, Manny DeBaca, Gregory Ellis, Donald Ford, David Hogan, Joel MacLean, Jeffrey McBride, Edward Mosqueda, David Rich, Joseph Smith, Matthew White, **L3684 Laguna Beach Fire Fighters Association, Inc.**—Kurt Bladergroen, **L3747 Kings County Fire Fighters Association Incorporated**—Ernest Amato, Shanda Canady, **L3776 Brea**—Casey Maze, **L3793 Yuba City**—Justin DeVorss, Carl Pratt, **L5187 Valley Center Fire Fighters Association**—David Loop

**COLORADO** **L0005 Colorado Springs**—Stevn Fontana, John Schreiber, **L0858 Denver**—Glenn Alvarez, Danny Archuleta, Douglas Brock, Craig Carter, Charles Chase, Kathleen Deegan, Derrick Delgado, Michael Eitzel, Gregory Foster, Wayne James, James Koziol, Colton Liberacki, Mark Nord, Rory O’Leary, Troy Schwiegerath, Robert Werner, **L0900 Boulder**—Randall Haynes, Bruce Penfold, **L1309 West Metro Fire Fighters**—Kevin Centola, Randy

Greening, Wayne Keith, Bruce Kral, Keith Schneider, **L1945 Poudre Fire Authority**—Bryan Hanson, **L3319 Pueblo Rural Fire District**—Michael Williams, **L4245 Eagle River**—Christopher Perkins, Paul Stoltman, **L4325 Red, White and Blue Career Fire Fighters Association**—Zachary Hutchinson, **L4528 Summit Professional Fire Fighter Association**—Jim Farquhar

**CONNECTICUT** **L0760 Hartford**—Bryan Riddick, **L0786 Stamford Professional Fire Fighters Association**—John Edwards, Harold Fisher, James Kelley, Edward Longo, Michele McEwen, William Wood, **L0825 New Haven**—Ricardo Torres, Jerome Turner, **L0830 Norwalk**—Albert Bassett, **L0834 Bridgeport**—David Otero, **L0892 Norwich**—Nathan Kannas, James Roberts, **L0944 Milford**—Roger King, **L1042 Greenwich**—Lester Gilman, **L1073 Middletown**—Donald Mason, **L1339 Waterbury**—Michael Bergin, William Gannon, Edward Grenier, Howard Osorio, Samuel Smith, Thomas Varanelli, **L1426 Fairfield**—Mark Harry, **L1522 New London**—Matthew Condon, David Dow, Bridget Yuknat, **L1548 East Hartford**—Todd Lomento, Robert Merski, **L1579 Manchester**—Chip Atzbach, Robert Thomas, **L1739 Ridgefield**—David Dachinger, Ted Peatt, **L2533 Branford**—David Morton, **L3565 Suffield**—Michael Thibedeau, **L4177 Guilford**—Timothy Hession

**DELAWARE** **L5121 Sussex County Uniformed Fire Fighters Association**—Samantha Lewis

**DISTRICT OF COLUMBIA** **L0036 Washington**—Rodney Taylor, James Ward



**FLORIDA** **L0122 Jacksonville Association of Fire Fighters**—Brad Boley, Henry Carrow, Michael Hardee, William Held, James Kane, Cliff Shaw, Larry Williams, Randall Wyse, **L0587 Miami Association Of Fire Fighters**—Ulysee Kemp, **L0727 West Palm Beach Association Of Fire Fighters**—Jeffrey Barndt, Brandon Bartlett, David Dudley, Brian Dunbar, Nicholas Perry, Kenneth Repass, Jeffrey Walk, **L0747 St. Petersburg Association Of Fire Fighters**—Steve Hay, Mark Turner, **L0754 Tampa**—Shirl Dame, Michael Layton, **L0765 Fort Lauderdale**—Paul Bodie, Beau Johnson, Anthony Niosi, Karen Niosi, Rodney Peeler, Peter Santamarina, **L1102 Hialeah Association Of Fire Fighters**—Mario Alem, Henry Avila, Richard Johnson, Albert Johnson, Ruben Martinez, Anthony Scaccianoce, William Zell, Fred Zoller, **L1210 Coral Gables Professional Fire Fighters Association**—Erik White, **L1377 Professional Fire Fighters & Paramedics Of Saint Lucie County**—Nick Anicito, Michael Derewyanko, Paul Smith, **L1403 Metropolitan Dade County Association Of Fire Fighters**—Paul Blake, Jesus Casales, Frank De Simone, Maria Dominguez, John Ferraro, Javier Montes De Oca, Christine Murray, Gabriel Nemeth, Tanya Phillips, Alexander Rivas, Joseph Rivers, Cathy Rollins, **L1549 Pompano Beach Professional Fire Fighters**—Steven Sirota, **L1560 Fire Fighters Of Boca Raton**—Scott Clark, **L1826 Southwest Florida Professional Fire Fighters**—Stephen Greenburg, Jason Snyder, **L1842 Professional Fire Fighters Of Delray Beach**—Kenneth Thompson, **L2057 Orange County**

# We're in this together.

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To find out more, contact:

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 [gillr4@nationwide.com](mailto:gillr4@nationwide.com)

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**Fire Fighters Association**—Jonathan Behr, Michael Blue, Nancy Pruum, Frank Raikie, Raymond Ramsey, Christy Siena, **L2135 Professional Fire Fighters of Ocala**—Scott Abston, Jesse Minor, John Toms, **L2157 Gainesville Professional Fire Fighters**—Joseph Dixon, Michael Lowery, **L2292 Professional Fire Fighters Of Pembroke Pines**—Jason Cohen, David Hamel, **L2297 North Collier Professional Fire Fighters and Paramedics Local 2297**—Michael Hoover, John McMahon, Larry Oakum, **L2315 Davie Professional Fire Fighters**—Christian Koegel, Kerry Wisdom-Henbest, **L2339 Tallahassee Professional Fire Fighters**—Charles Dery, **L2546 Suncoast Professional Fire Fighters & Paramedics**—Rommel Arostegui, Thomas Bowman, Christopher Campbell, Rod Griffon, Paul Kurtz, William Weaver, **L2820 Professional Fire Fighters Of Miramar**—Jason Fraidenburg, **L2896 Seminole Professional Fire Fighters**—Scott Eddinger, Jonathan Perry, **L2928 Professional Fire Fighters & Paramedics Of Palm Beach County**—Steve Campana, Elizabeth Coyne, Wayne Johns, Mark Joyce, Louis Kanitsch, Scott Lord, Brian Mulligan, Darrell Nelson, Guy Roper, Timothy Sellitti, Daniel Teems, Pablo Torres, **L2957 Professional Fire Fighters Of Leesburg**—Edward Giese, Woody Straub, **L2959 Professional Fire Fighters and Paramedics of Martin County**—James Loffredo, **L2969 Brevard County Professional Fire Fighters**—Karen Holley, **L3080 Metro-Broward Professional Fire Fighters**—Thomas Holstein, Patrick Jones, **L3169 Professional Fire Fighters Of Marion**

**County**—Patrick Asselin, Tim Castell, Laurence Vorisek, Robert Walsh, **L3254 Seminole County Professional Fire Fighters Association**—Albert Caballero, Anthony Everett, John Jones, Stephen Maxwell, Kirk Musselman, Kevin Welday, **L3284 Osceola County Professional Fire Fighters**—Brian Friers, Roland Hemling, William Kabela, David Lord, Alvin Lugo, **L3444 Bonita Springs Professional Fire Fighters Association**—Alysha Oleary, **L3529 Putnam County Fire and EMS Professionals**—Gene Bouchez, **L3531 Polk County Professional Fire Fighters**—Vernon Austin, **L4173 Lakeland**—John Lisk, **L4321 Broward County**—John Calandra, Marc Hubschman, Daniel Olson, **L4420 Pasco County Professional Fire Fighters**—Donald Campbell, **L4966 Pinellas County Professional Fire Fighters**—Patrick Competelli, **L4967 Winter Haven Professional Fire Fighters**—Charles Parr, **L5293 Apopka Professional Fire Fighters Association**—John Longmire, Stacy Roney

**GEORGIA** **L0134 Atlanta**—Michael Austin, Douglas Cantrell, Christopher Collier, Gary Dabney, Robert Foster, Dwight Goins, David Head, Timothy Henson, Christopher Jackson, Charles McKinney, Timothy Metcalf, Christopher Moss, Robert Perez, Frank Swider, **L0574 Savannah**—Stan Allen, Craig Landolt, Michael Metivier, **L1492 Dekalb County**—Eric Catron, William Corbett, James Hendrix, **L2084 Thomasville Professional Fire Fighters Association**—Ronnie Smith, **L3357 Augusta-Richmond County Fire Fighters**

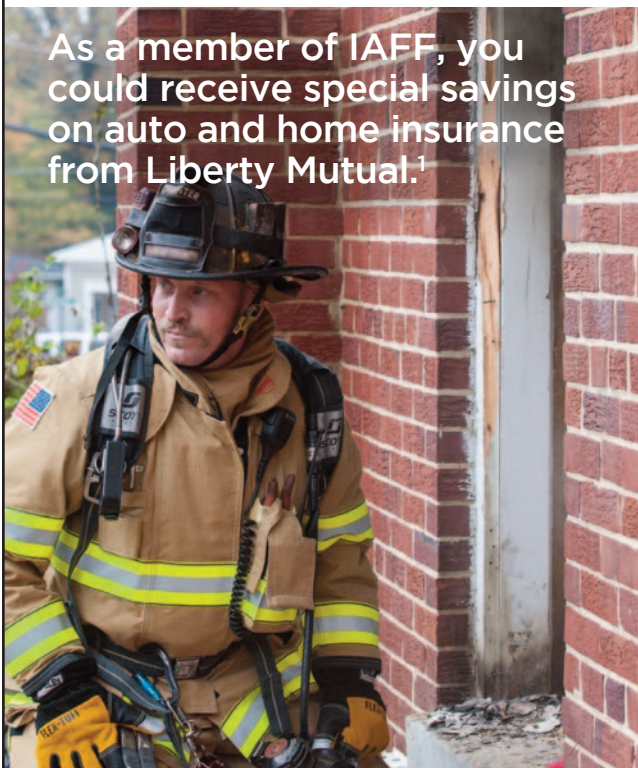
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L0002	William Janisch	Chicago	IL	L0140	Steven Crowe	Nashville	TN
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L0002	Gerald Peck	Chicago	IL	L0140	Paul Poole	Nashville	TN
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L0022	Kenneth Fletcher	Philadelphia	PA	L0341	Walter Luna	Houston	TX
L0022	Robert Giampietro	Philadelphia	PA	L0341	Donald Stamps	Houston	TX
L0022	Salvatore Mangeri	Philadelphia	PA	L0379	Larry Sanders	Marion	OH
L0022	Daniel Parker	Philadelphia	PA	L0416	Tandy Branham	Indianapolis	IN
L0022	Edward Pomykacz	Philadelphia	PA	L0416	Jack Hedges	Indianapolis	IN
L0022	John Skarbek	Philadelphia	PA	L0416	Joseph Kinney	Indianapolis	IN
L0022	Nicholas Spak	Philadelphia	PA	L0416	Jerry Kocher	Indianapolis	IN
L0022	Robert Vitzthum	Philadelphia	PA	L0416	Kenneth Mattox	Indianapolis	IN
L0022	Paul Wallace	Philadelphia	PA	L0416	Larry Pallikan	Indianapolis	IN
L0036	Wayne Drapeau	Washington	DC	L0416	Don Presley	Indianapolis	IN
L0036	Raleigh Midkiff	Washington	DC	L0457	Michael Pearce	Kitchener	ON
L0042	Homer Baldwin	Kansas City	MO	L0493	Robert Brunacini	Phoenix	AZ
L0042	Steven Bell	Kansas City	MO	L0493	Carl Carlozzi	Phoenix	AZ
L0042	Roy Clark	Kansas City	MO	L0493	Shaun Johnson	Phoenix	AZ
L0042	Robert Dailey	Kansas City	MO	L0516	Thomas Day	Shaker Heights	OH
L0042	Roy Youmans	Kansas City	MO	L0516	Al Gollwitzer	Shaker Heights	OH
L0050	Thomas Jackson	Peoria	IL	L0516	David Toomey	Shaker Heights	OH
L0073	Donald Nestle	Fire and EMS Professionals of Saint Louis, Missouri	MO	L0522	Charles Bolden	Sacramento	CA
L0083	Gary Oyler	Topeka	KS	L0522	Kevin Whiteley	Sacramento	CA
L0093	Elmer Khal	Cleveland	OH	L0528	Jack James	Niagara Falls	ON
L0112	John Ruedy	Los Angeles City	CA	L0624	David Pearson	San Antonio	TX
L0122	Jack Flood	Jacksonville Association of Fire Fighters	FL	L0632	Earl Pansano	New Orleans	LA
L0122	Frederick Johnston	Jacksonville Association of Fire Fighters	FL	L0632	Ambrose Schexnayder	New Orleans	LA
L0122	Peter Quinley	Jacksonville Association of Fire Fighters	FL	L0632	Michael Tournier	New Orleans	LA
L0124	Gary Brown	Fort Wayne	IN	L0632	Edward Webb	New Orleans	LA
L0124	Henry Rigsby	Fort Wayne	IN	L0718	John Cavanaugh	Boston	MA

# NEVER FORGET

*In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State
L0718	Robert Cusick	Boston	MA	L1348	Hurley Goodall	Muncie	IN
L0718	Robert Driscoll	Boston	MA	L1348	Michael Hutchison	Muncie	IN
L0718	Paul Hackett	Boston	MA	L1408	Jeff Gindling	Richmond	IN
L0718	Robert Leon	Boston	MA	L1426	Charles Furdon	Fairfield	CT
L0718	Hector Medal	Boston	MA	L1426	John Gordon	Fairfield	CT
L0718	Joe Montoya	Boston	MA	L1426	Henry Letsch	Fairfield	CT
L0718	William Mulloy	Boston	MA	L1426	Robert MacQuarrie	Fairfield	CT
L0718	Edward O'Toole	Boston	MA	L1463	Henry Kim	Hawaiian Islands	HI
L0718	Alan Scully	Boston	MA	L1463	Larry Machado	Hawaiian Islands	HI
L0718	Leo Stapleton	Boston	MA	L1463	Fred Rokero	Hawaiian Islands	HI
L0718	Richard Stirling	Boston	MA	L1463	Dean Wakuta	Hawaiian Islands	HI
L0718	John Sullivan	Boston	MA	L1563	John Fobare	Anne Arundel County	MD
L0718	John Sullivan	Boston	MA	L1580	Lawrence O'Brien	Canton	MA
L0734	William Harris	Baltimore	MD	L1619	John Craft	Prince George's County	MD
L0786	James Bailey	Stamford Professional Fire Fighters Association	CT	L1619	James Fox	Prince George's County	MD
L0786	Donald Corrigan	Stamford Professional Fire Fighters Association	CT	L1619	Edward Killen	Prince George's County	MD
L0786	Donald Mitchell	Stamford Professional Fire Fighters Association	CT	L1619	Richard LaForte	Prince George's County	MD
L0786	Joseph Vitti	Stamford Professional Fire Fighters Association	CT	L1619	Rabiah Samiullah	Prince George's County	MD
L0798	Steven Brantley	San Francisco	CA	L1619	Albert Simms	Prince George's County	MD
L0825	William McMillian	New Haven	CT	L1619	Thomas Zook	Prince George's County	MD
L0858	Raymond Zoglo	Denver	CO	L1664	C. Edward Bickham	Montgomery County	MD
L0867	Bob Carlson	Winnipeg	MB	L1664	Bernard Collins	Montgomery County	MD
L0867	Walter Nilsson	Winnipeg	MB	L1664	Dana Gilman	Montgomery County	MD
L0867	Bruce Relke	Winnipeg	MB	L1664	Frederick Rest	Montgomery County	MD
L0867	James Ross	Winnipeg	MB	L1664	Ralph Turner	Montgomery County	MD
L0867	Gerry Smith	Winnipeg	MB	L1689	Michael Sanchez	Fremont	CA
L0913	Brian Lannon	Kamloops	BC	L1689	Carl Schelbert	Fremont	CA
L0935	Melvin Dorow	San Bernardino County	CA	L1784	Gary Fiveash	Memphis	TN
L0936	J Boren	Corpus Christi	TX	L1784	John Gatlin	Memphis	TN
L0936	Alfredo Flores	Corpus Christi	TX	L1784	Gregory Hall	Memphis	TN
L0936	Manuel Garcia	Corpus Christi	TX	L1784	Marvin Jones	Memphis	TN
L0936	James Mitchell	Corpus Christi	TX	L1784	Gerald White	Memphis	TN
L0936	George Murcko	Corpus Christi	TX	L1951	Robert Coulter	Melbourne Fire Fighters Association	FL
L0936	Homero Serna	Corpus Christi	TX	L2040	Dale Arthur	Elizabeth Fire Officers Association	NJ
L0936	Martin Vara	Corpus Christi	TX	L2057	Stephen Etienne	Orange County Fire Fighters Association	FL
L0936	Maximo Vera	Corpus Christi	TX	L2068	Larry Johnson	Fairfax County Professional Fire Fighters And Paramedics	VA
L0936	Jimmy Young	Corpus Christi	TX	L2068	Grant McIntosh	Fairfax County Professional Fire Fighters And Paramedics	VA
L0964	Anthony Czepik	Baltimore Fire Officers Association	MD	L2068	Edward Snyder	Fairfax County Professional Fire Fighters And Paramedics	VA
L0964	John Hall	Baltimore Fire Officers Association	MD	L2157	William Swilley	Gainesville Professional Fire Fighters	FL
L0964	Robert Salefski	Baltimore Fire Officers Association	MD	L2205	Gary Milholland	Connersville	IN
L0964	Donald Strade	Baltimore Fire Officers Association	MD	L2338	Adam VanEvery	La Grange	IL
L0975	Donald Brown	Austin	TX	L2345	Johnny Simpson	Myrtle Beach	SC
L0975	Paul Freasier	Austin	TX	L2545	Keith Adams	Kirkland	WA
L0975	Richard Hicks	Austin	TX	L2928	Graeme Gilmour	Professional Fire Fighters & Paramedics Of Palm Beach Co.	FL
L0975	Paul Juline	Austin	TX	L2928	Timothy Kilcoyne	Professional Fire Fighters & Paramedics Of Palm Beach Co.	FL
L0975	George Raatz	Austin	TX	L2956	Patrick Grogan	Lake Mohegan	NY
L0975	Ronnie Stailey	Austin	TX	L3399	Edward Fultz	Stanislaus Consolidated Fire Fighters	CA
L1044	Guy Turner	Abilene	TX	L3437	James Hobbs	Darien-Woodridge	IL
L1260	Joseph Garrison	Champaign	IL	L3556	Erin Weber	El Dorado County	CA
L1260	Trevor Herderhorst	Champaign	IL	L4198	Vincent Jones	Highland Village	TX
L1260	Dominic Smith	Champaign	IL	L4746	Jeffrey King	Mashantucket Pequot Fire Fighters Unon	CT
L1348	Ray Crutcher	Muncie	IN	L5087	William Kennedy	Miramichi Professional Fire Fighters Association	NB

# LAST ALARM



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

James Band	L0162	Ottawa, ON,	11/26/2019
Jay Wheeler	L0027	Seattle, WA	03/04/2020
Donald Thelen	L0472	Lafayette, IN	07/31/2020
Beverly K. Henry	L0209	Edmonton, AB	10/26/2020
Dale Mosby	L4349	Rancho Santa Fe, CA	11/16/2020
James G. Gunter	L2424	Cape Coral, FL	12/21/2020
Andy Davis	L0157	Oklahoma City, OK	12/24/2020
Eric A. Bacon	L1374	Jefferson Parish, LA	12/29/2020
Matthew M. Rominger	F0085	Camp Pendleton, CA	05/16/2021
Stephen T. Andrews	L2734	Chico, CA	05/21/2021
Donald Campbell	L2196	Sandwich, MA	05/29/2021
Tory B. Carlon	L1014	Los Angeles County, CA	06/01/2021
Charles J. Grover	L0022	Philadelphia, PA	06/06/2021
Ralph E. Parker, III	L0514	Shreveport, LA	06/07/2021
Christopher Yock	L0798	San Francisco, CA	06/08/2021
Karl Conrad	L0771	Saint John, NB	06/10/2021
Jeffery C. Erickson	L2740	Caledonia, WI	06/14/2021
Thomas M. Barber	L0122	Jacksonville, FL	06/14/2021
David Daniel Stutzman	L0493	Phoenix, AZ	06/15/2021
Edward D. Ferleyko	L0323	Burnaby, BC	06/19/2021
Michael B. Painter	L2924	Virginia Beach, VA	06/24/2021

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

# LAST ALARM



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

Brett T. Burkinshaw	L0827	Newburyport, MA	07/01/2021
Gregory G. Marchant	L0762	Gloucester, MA	07/05/2021
Dennis R. Hushagen	L0209	Edmonton, AB	07/07/2021
Anthony Cano	L4488	Lakeside, CA	07/08/2021
Michael D. Harman	L4478	Medfield, MA	07/10/2021
Kerry Davis	L0493	Phoenix, AZ	07/14/2021
L. Jeffrey Phipps	L4202	Hanover, VA	07/18/2021
Thomas E. Royds	L2844	Lower Merion, PA	07/24/2021
Elizabeth Hoover	L3390	Gig Harbor Peninsula, WA	07/26/2021
Jacob Dindinger	I0060	United Emergency Medical Professionals Of AZ	07/29/2021
Scott E. Allender	L1951	Melbourne, FL	08/03/2021
Jesse C. Turrubiate	L3282	La Marque, TX	08/05/2021
Heinz Hess	L2136	Dawson Creek, BC	08/10/2021
Josh D. Laird	L3666	Frederick County, MD	08/11/2021
Curtis Bruce	L1293	Garland, TX	08/11/2021
Daniel G. Thompson	L3888	Toronto, ON	08/11/2021
Mario Moya	L0122	Jacksonville, FL	08/17/2021
Martin W. Costoff	L3888	Toronto, ON	08/17/2021
Justin K. Roberts	L0508	Anniston, AL	08/19/2021
Cory P. Collins	L0014	Pine Bluff, AR	08/21/2021
Kyle Martincic	L4252	Johnson County, IN	08/23/2021

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# Fire Fighter

QUARTERLY



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Washington DC 20006  
www.iaff.org  
Printed in the USA



## IAFF Online Store



### QUILTED VEST WITH PATCH

Heavy thermal-lined quilted vest with IAFF international patch on left chest. Nylon taffeta shell with double ply knit thermal lining and polyester fiberfill insulation for extra warmth. Patch measures 3" wide. Sizes: M-4X  
Item F1322 - \$75.00

### STEEL BLUE 1/4 ZIP PULLOVER

A distinct texture adds style to this soft and comfortable steel blue pullover. Keep warm while looking great. 100% polyester. Sizes: S-3X  
Item F1296 - \$54.00



### ST. FLORIAN STERLING SILVER CHARM

Beautiful sterling silver charm of Saint Florian, the patron saint of fire fighters. Can be worn on a bracelet or chain (not included). Measures 1". Gift boxed.  
Item F900 - \$98.00

### WOODEN COASTER SET

Set of 4, solid alder wood coasters with cork backing. Laser engraved IAFF maltese logo stands out on light wood finish. With matching wood holder.  
Item F834 - \$44.00



### WOODEN DISPLAY 3 COIN SET

Solid walnut with laser engraving on front. Includes 1 each of the Saint Florian Coin, Unity Challenge Coin and the Never Forget Coin. 2 tiers hold up to 8 coins.  
Item F971 - \$54.00



### FIRE TRUCK SOCKS

Pair of black dress/trouser socks custom knit with all over red antique-style fire truck pattern and IAFF at top near cuff. Contrasting yellow heel and toe. Available for shoe sizes 6-11 and 12+.  
Item F615 - \$10.00



### ZIPPER PORTFOLIO

Handsome portfolio constructed from fine quality leatherette and includes an 8 1/2" x 11" lined writing pad. Also features a large interior gusseted file pocket, a variety of smaller pockets, I.D. window, pen holder and zip-around closure. IAFF international logo debossed on front.  
Item F254- \$36.00

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