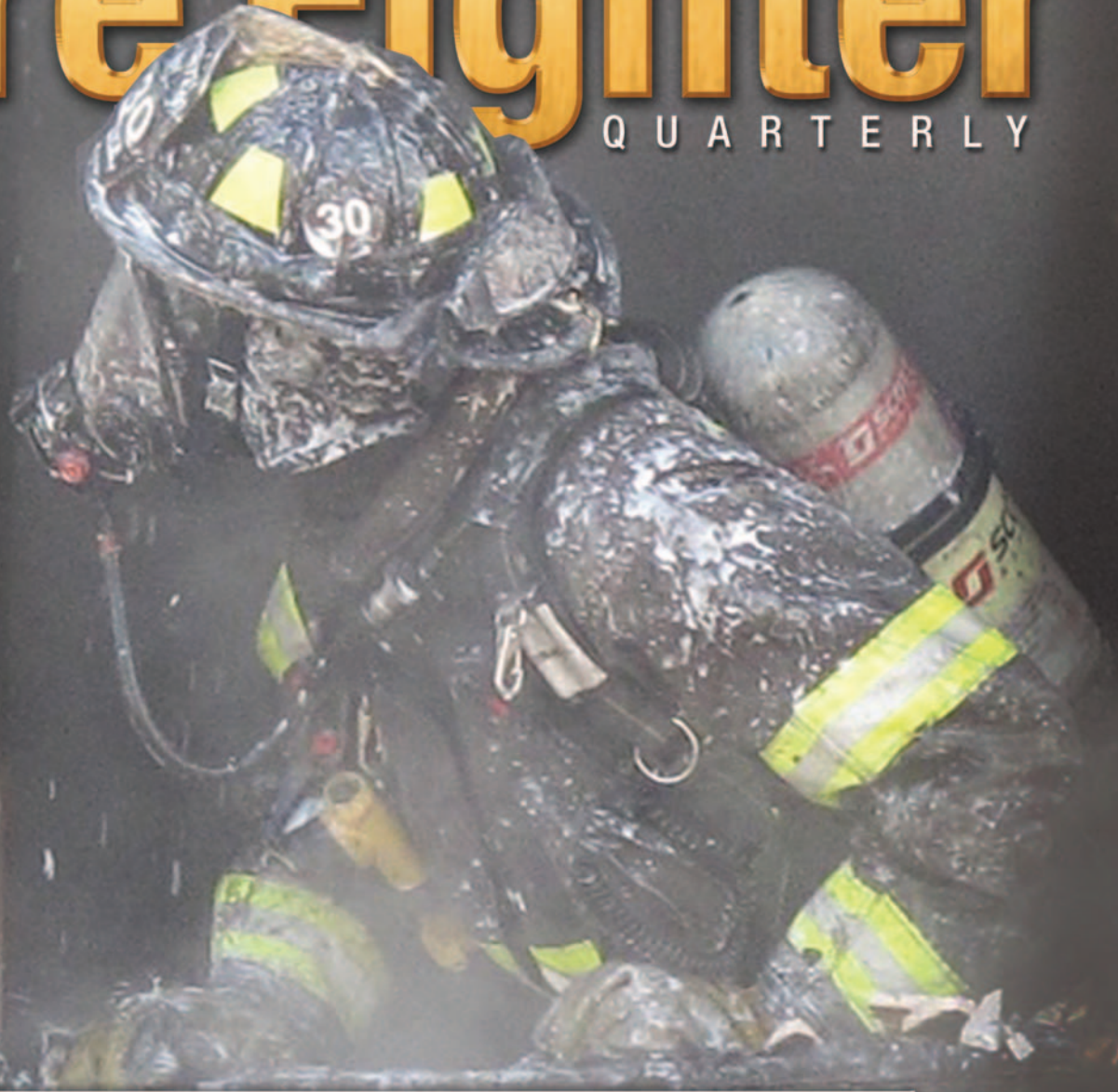


# Fire Fighter

WINTER 2020  
Q U A R T E R L Y



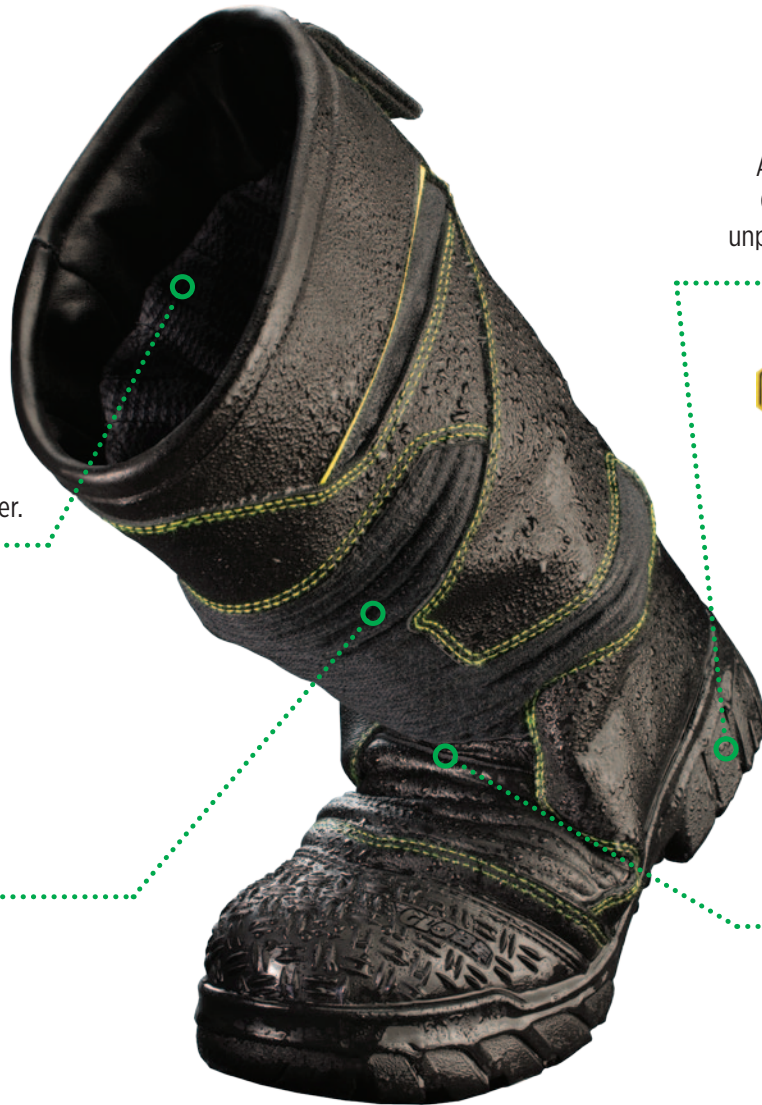
## FIRST & LAST LINE OF **DEFENSE**

Does Your PPE Provide the  
Best Protection Possible?



GLOBE SUPRAFLEX

# FLEXIBILITY HAS NEVER MATTERED MORE.



Available with Vibram Arctic Grip Pro sole technology for unprecedented grip on wet ice.



For performance unmatched by any other waterproof, breathable barrier.

**GORE®  
CROSSTECH®**  
PRODUCTS

Lighter weight and more flexible for safety.

Continuous segmented flex panels.

## GLOBE. ATHLETIC GEAR FOR FIREFIGHTERS.™

SUPRAFLEX™ performs like a boot, feels like a sneaker. Globe gear is designed to meet the new challenges you face every day to help keep you safe and healthy throughout your career and beyond.

Get the full story at [MSAfire.com/Globe](https://MSAfire.com/Globe)

**MSA**  
The Safety Company

**GLOBE®**

GLOBE, SUPRAFLEX and designs are trademarks or registered trademarks of Globe Holding Company, LLC. GORE, CROSSTECH, and designs are trademarks of W.L. Gore & Associates, Inc. VIBRAM and designs are registered trademarks of Vibram S.p.A.



## Cover

10

### First and Last Line of Defense

Proper PPE could save your life. Does your department have the best gear possible to meet your needs on the job?

## Features

14

### Transforming Behavioral Health in the Fire Service

Changing the conversation about behavioral health is saving lives and careers.

## Departments

- 5 From the General President
- 7 From the General Secretary-Treasurer
- 8 Noteworthy News
- 16 Local Scene
- 24 Across the IAFF
- 31 On the Road
- 32 Retirees
- 40 Never Forget
- 42 Last Alarm

### Download the IAFF App

The IAFF app is available for Apple and Android devices. Download the latest update today using this [QR Code](#).



Connect with  
the IAFF



Visit Fire Fighter Quarterly online  
at [www.iaff.org/magazine](http://www.iaff.org/magazine)



# Fire Fighter

Q U A R T E R L Y

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

## IAFF EXECUTIVE BOARD

**1st District**  
**James Slevin**  
167 Rockaway Avenue  
Garden City, NY 11530  
(917) 757-6388 (Cell)  
(347) 903-1529 (Office)  
(347) 343-5720 (Fax)

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

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

**4th District**  
**Andrew K. Pantelis**  
3060 Mitchellville Road  
Suite 217  
Bowie, MD 20716  
(301) 674-3448 (Cell)

**5th District**  
**Thomas Thornberg**  
23594 Ulysses St. NE  
East Bethel, MN 55005  
(612) 290-8015 (Cell)  
(612) 222-5706 (Office)

**6th District**  
**Mike Carter**  
2234-30 Avenue NE  
Calgary, AB T2E 7K9 CANADA  
(403) 630-7655 (Cell)

**7th District**  
**Ricky Walsh**  
P.O. Box 5604  
West Richland, WA 99353  
(509) 999-3090 (Cell)

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

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

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

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

**12th District**  
**Walter J. Dix**  
11 NW 36th Avenue  
Lauderhill, FL 33311  
(954) 444-8111 (Cell)  
(954) 349-0331 (Home)

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

**14th District**  
**Danny Todd**  
5150 Stage Rd. Suite 103  
Memphis, TN 38128  
901-386-3129 (Office)  
901-409-6549 (Cell)  
(901) 377-6549 (Home)

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

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

**TRUSTEES**  
**Mark S. Ouellette**  
556 Aeolian Drive  
New Smyrna Beach, FL 32168  
(386) 314-5837 (Cell)

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

**Anthony Mejia**  
2201 Cherry Avenue  
Signal Hill, CA 90755  
(562) 989-3667 (Office)  
(562) 212-2055 (Cell)

**GENERAL COUNSEL**  
**Doug Steele**

**Harold A. Schaitberger**, Publisher  
**Mark Treglio**, Supervising Editor  
**Jane Blume**, Managing Editor

**Doug Stern**, Staff Writer **Kristin Craine**, Staff Writer **Tim Burn**, Staff Writer  
**Kristin Hazlett**, Graphic Designer **Michelle Yuen**, Assistant Graphic Designer  
**Mesha Williams**, Staff Writer **Meghan BouHabib**, Editorial Assistant  
**Craig Renfro**, Advertising Director • (972) 416-9782 • crenfro@iaff.org

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

Published quarterly  
Subscription price \$18 per year.  
Fire Fighter Quarterly (Print)  
(ISSN 2333-3669)  
Fire Fighter Quarterly (Online)  
(ISSN 2333-3685)  
Official publication of and  
© Copyright 2020 by the  
INTERNATIONAL ASSOCIATION  
OF FIRE FIGHTERS®

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



Printed in USA

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

## INTERNATIONAL EXECUTIVE STAFF

**Jeff Zack** Chief of Staff  
**Mathew Golsteyn** Chief of Operations  
**Doug Steele** Legal Counsel  
**Patrick J. Morrison** Assistant to the General President for Occupational Health, Safety and Medicine  
**Mark Treglio** Assistant to the General President for Communications and Media  
**Dave Bernard** Assistant to the General President for Information Systems  
**Scott Marks** Assistant to the General President for Canadian Operations  
**Jim Brinkley** Assistant to the General President for Member Services, Technical Assistance and Information Resources  
**James Ridley** Assistant to the General President for Education, Training and Human Relations  
**Dave Lang** Assistant to the General President for Governmental and Public Policy  
**Ryan Weber** Assistant to the General Secretary-Treasurer for Finance and Membership  
**Elizabeth Del Re** Assistant to the General President for Grants Administration and HazMat/WMD Training

## AUXILIARY TO THE IAFF

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

## IAFF CHAPLAIN

**Father Thomas Mulcrone**

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

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

## IAFF FINANCIAL CORPORATION

**Carrie Tucker**  
Chief Operating Officer

## E-18 MEDIA

**Marty Sonnenberg**  
Executive Producer

## EMERITI OFFICERS

**President Emeritus**  
Alfred K. Whitehead  
**Secretary-Treasurer Emeritus**  
Frank A. Palumbo  
Thomas H. Miller  
**Vice President Emeritus**  
Russell P. Cerami  
James L. Hill  
Elliott Hastings  
Dominick C. DiPaulo  
Robert E. Palmer  
Charles L. Buss  
Gerald O. Holland

Michael J. Crouse  
Ernest A. "Buddy" Mass  
Terry A. Ritchie  
Kevin Gallagher  
Bruce Carpenter  
James A. Fennell  
William V. Taylor  
Lorne West  
James T. Ferguson  
Larry Osborne  
**Trustee Emeritus**  
William McGrane  
Dennis Lloyd



# Your Union, Your Voice

As I prepare this column, more cases — and deaths — from the novel coronavirus (COVID-19) are being reported in the United States and Canada. The IAFF and our affiliate leaders have been ahead of this quickly evolving issue since the outbreak was first identified. Our entire IAFF staff has been actively monitoring the situation, working with the Centers for Disease Control (CDC), Congress and other fire service organizations to ensure we address the needs of our members who are on the frontlines responding to patients who may be infected or who are quarantined or isolated due to possible exposure. We will continue to provide updates based on recommendations from the World Health Organization (WHO) and CDC and urge all members to visit our online coronavirus resource for the latest information on precautions, protocols, PPE recommendations and other critical resources to keep you safe.

[www.iaff.org/coronavirus](http://www.iaff.org/coronavirus)



**Harold A. Schaitberger**

## As a member of this union, you have a voice.

As a member of this union, you may be following us on social media, occasionally going to our website, opening an email from the IAFF or reading this magazine when it comes in the mail.

But as a union member, are you truly engaged? When you don't agree with what the IAFF is doing — or not doing — what do you do about it?

You might talk to your brothers and sisters in the firehouse or take to social media to share your views but speaking out about issues requires more than sitting on the sidelines as an arm-chair quarterback.

We know that it's not possible for every member to agree with the decisions that the IAFF or your local leadership make. Not everyone is ever going to be happy with every decision, every vote, every resolution. But these decisions are made on behalf of the membership as a whole. That's how our union works.

Every decision about our members' jobs, their rights at work, health and safety, retirement and healthcare are made by an elected official or someone who is appointed by an elected official. The political arena is where all the power is — politicians and lawmakers enact policies that greatly affect your career, family and economic future.

Simply put, for fire fighters and paramedics, politics is part of the job.

This union makes no apologies for fighting for your rights. Politicians at all levels of government are making life-and-death decisions that put our members and the communities they serve in danger. We have to support those who support fire fighter issues — regardless of political party. And the IAFF doesn't want the NRA to weigh in on collective bargaining. And we don't make decisions or take positions on gun rights or other issues outside of our narrowly defined mission. If immigration, second amendment rights or views on other social issues are more important to you as a voter, we respect that.

But you pay dues to this IAFF to defend your rights on the job and protect your lives and livelihoods. That's our only job. And our track record on protecting our members and advancing our profession speaks for itself — on jobs, benefits, healthcare, safety and retirement. We get the job done (below are just a few examples of what we've accomplished on behalf of our members). These are successes we can all be proud of because they affect all members.

So, when you disagree with the IAFF on an issue or candidate, understand that the decisions your union makes are to meet our responsibility to work for your best interests as **fire fighters/paramedics**.

And if you feel strongly about a decision or issue, I encourage you to get involved — become more informed about what the IAFF has done for you as a union member and a fire fighter, show up to your local membership meeting, attend IAFF events, talk to your local president and local officers, serve on your local's executive board, attend state or provincial conventions, submit resolutions, vote. It's not hard to have your voice heard or become involved.

With a membership of more than 320,000 — and growing — you may not have personally had a chance to sit at the kitchen table with me in your firehouse, hear me speak at an IAFF event, march with me in a political rally or be on the ground with me helping other members with disaster relief, but your union will always have your back.

This is your union — become an engaged union member. Your involvement is critical to the success of the IAFF. **When we stand together, we win together.**

The choice is yours. Speak up, be heard and make a difference in a way that helps our profession, our union and all your brothers and sisters.

## What's Your Union Done For You?

### TRAINING TO KEEP YOU SAFE

Created and ensured funding of FEMA grants for life-saving Fire Ground Survival and HazMat training to make sure you're equipped and trained to safely and effectively respond to emergencies.

### ADVANCING PRESUMPTIVE PROTECTIONS

Advocated for state and provincial presumptive laws that provide members diagnosed with an occupational disease or post-traumatic stress disorder workers' compensation benefits.

### PROTECTING YOU AGAINST CANCER

Passed legislation to create the National Firefighter Registry to provide researchers with improved data on cancer incidence among fire fighters and evidence of the link between firefighting and an increased risk of cancer.

### SETTING THE STANDARD

Passed NFPA 1710 as the industry standard for staffing and response times to ensure there are enough fire fighters to safely and effectively do the job.

### REMOVING BARRIERS TO TREATMENT

Provided a safe haven for members with our own IAFF Center of Excellence for Behavioral Health Treatment and Recovery, where members can get the best medical and clinical care for PTSD and other mental health issues.

### DEFENDING YOUR PENSION PLANS

Defeated legislation designed to undermine your defined benefit pensions and retirement security.



Dräger

# Dräger Up

## Don't Just Gear Up. Dräger Up.

Dräger offers firefighter equipment that works together to improve the safety and health on today's fire ground including ergonomic, NFPA-certified SCBAs, mobile gas detection, and live-fire training systems that fits all budgets. Visit with Dräger at Firehouse World (booth 1129), EMS Today (booth 1813), and FDIC International (booth 1111) to learn more.

LEARN MORE ABOUT OUR TRADE IN PROGRAM AT [DRAEGER.COM/FIRE](http://DRAEGER.COM/FIRE).

Dräger. Technology for Life®



# The Third Decade of the Millennium

## ALTS/HRC 2020

At the Affiliate Leadership Training Summit/Human Relations Conference in January, the General Secretary-Treasurer's office delivered seven updated or new workshops totaling 13 deliverable hours with more than 704 attendees.

I want to recognize Coeur d'Alene, ID Local 710 Treasurer Bill Dodd, Portland, OR Local 43 Secretary-Treasurer Travis Chipman and Vice President Isaac McLennan, Denver, CO Local 858 Secretary-Treasurer Phil Cordova, Memphis, TN Local 1784 Secretary-Treasurer Matt Tomek, Boston, MA Local 718 Secretary Ralph Dowling, Hoover, AL Local 4035 Brother Josh Jordan, and Professional Firefighters Association of New Jersey (PFANJ) Secretary Jack Doll for sharing their knowledge and experience with attendees.

In addition to the workshops offered, Treasurer Dodd, an enrolled agent with the IRS, met with locals to discuss their 990 compliance. He helped 18 locals with their noncompliance and set them on a path to having their tax-exempt status reinstated. Dodd also met with an additional five locals to answer their questions on tax filings.

## Convention 2020

We are less than six months away from our 55th Convention, scheduled for August 10-14 at the Walt Disney World Swan and Dolphin Resort in Orlando, Florida. I want to thank our host locals that undertook the burden of hard work, financial investment and human capital that taxes any local willing to host our 2,000-plus delegates and guests. This year, five locals teamed up for the challenge. Thank you to our Central Florida locals: Reedy Creek Local 2117, Orlando Local 1365, Orange County Local 2057, Winter Garden Local 4947 and Osceola County Local 3284.

As we do every two years, our membership — now over 320,000 strong — sends their elected delegates to represent them on the convention floor as we chart the course for the next two years and beyond. We, as IAFF leaders from the local, provincial, state or International level, contemplate how best to address the needs of our members. When you take the IAFF mission in its totality, there are many fronts the IAFF needs to invest in to be successful.

At its core, delivering our sisters and brothers home safe at the end of a tour is paramount to the IAFF mission, so addressing health and safety issues has traditionally been a primary focus of convention action. Effecting change in our safety and benefits requires the assistance of every division in the IAFF — including Political, Governmental and Public Affairs, Technical Assistance and Information Resources, Communications, Media and Strategic Campaigns, Education, Training and Human Relations our Grants Administration and HazMat Training. Each division helps achieve important aspects of the IAFF mission.

However, we cannot be successful in our mission unless we have a solid internal foundation. In a complex organization like ours, with a \$75 million annual budget in Fiscal Year 2020, 143 full-time employees and officers, more than 600 affiliate leaders serving as independent contractors, a collective bargaining agreement with OPEIU, two qualified pension plans, and healthcare costs for our employees, retirees and dependents, we cannot lose focus on the internal stressors that tax our organization. At each convention, charting the course for our union includes focusing on our internal foundation and, at this convention, we will do just that.



Edward A. Kelly

## Speaking Truth to Power

Any organization whose mission's success requires a foray into the political arena must have not only a solid internal foundation but must also be able to withstand the scrutiny of those who have power. The genesis for the labor movement was workers uniting together to have a collective voice to change things for the better. The rationale behind having a union is speaking truth to power. When you speak truth to power, you get a target on your back. In the early days of the labor movement, that meant being assassinated. Today, you'll be politically assassinated, likely in the form of a harassment complaint or media barrage. Those people who truly believed that cause was worth dying for paved the way for us. We owe it to them to live up to their ethos.

## The Kitchen Table Test

All of us — from our General President down to the treasurer of a three member local — have to have those ethos in the business operations of our organizations to withstand scrutiny from government authority, be it the Department of Labor, Internal Revenue Service or Canadian Revenue Service, local, state or federal law enforcement agencies. That's why it's important the Executive Board members of your organization — every one of whom is a fiduciary — maintains checks and balances. Don't wave the treasurer's report — listen intently at your meeting — it is your money. Make sure your IRS Form 990 is filed every year and you audit your finances properly at least once a year and send that review to my office.

The most important test of all is what our 10th District Vice President Frank Lima says, "If you can't sit at the kitchen table of the firehouse and justify how you're spending the fire fighters' money, you're doing it wrong."

Be you, be strong, be firefighters!

**CONVENTION 2020:** As we prepare for our upcoming 55th Convention in Orlando, Florida, please note these important dates.

### April 2020

- Delegate voting strength is determined by averaging past 12-month per capita payment (April 1, 2019-March 31, 2020)
- Locals in existence for less than 12 months voting strength is determined by the monthly average of per capita tax paid
- All per capita tax and EDF loans must be current through March 2020 in order to access the online credential/registration process

### Monday, April 6

- Affiliate presidents, secretaries and secretary-treasurers will receive an email notice that access to the online convention information, including credentials, registration, proxies, hotel reservation information, etc. is available
- The ability to credential delegates, alternates, and proxies is available only to the president or secretary-treasurer of the affiliate and only to locals with up-to-date per capita tax payments

### June 2020

- All per capita and EDF loans must be paid through June 2020 to be seated at convention

### Thursday, June 11

- Censure resolutions must be received by the General President (60 days prior to convention)

### Sunday, June 21

- All resolutions (except censure resolutions) must be received by the General Secretary-Treasurer via mail, email (preferred) by 5:00 p.m. EDT (50 days prior to convention)
- Any resolution received after this deadline will be returned to sender

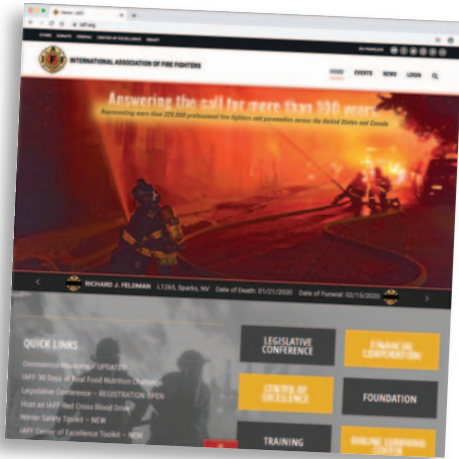
### Wednesday, July 15

- The online process for proxies and alternate proxies must be completed by 5:00 p.m. EDT

**IAFF.org Is New and Improved**

Our newly redesigned website is faster with a robust search function to make it much easier to find information about our programs and services, and to access resources.

Visit [www.iaff.org](http://www.iaff.org) today! Login using your email and password. And if you have any questions, suggestions, feedback or comments, email [feedback@iaff.org](mailto:feedback@iaff.org). We welcome your help in constantly improving the services we provide to our affiliates and members. ■



**Metropolitan Fire Fighters Burn Fund Donates \$50,000 to IAFF Burn Camp**



For its final act, the Metropolitan Fire Fighters Burn Fund donated \$50,000 to the IAFF International Burn Camp. The fund decided to make the IAFF Burn Camp its last donation because the funds' organizers have been involved in the camp for many years.

The final donation of \$50,000 will be split into \$10,000 increments over the next five years. "This means a lot to us. Even though we are disbanding, our fundraising efforts will continue to help burn survivors for just a little bit longer," says Metropolitan Fire Fighters Burn Fund Board member and

retired Baltimore Local 734 member Tom McLhinney.

The Metropolitan Fire Fighters Burn Fund includes current and retired members of Baltimore Local 734, Baltimore County Local 1311 Baltimore/Washington International Local 1742 and Annapolis Local 1926 with the support of Johns Hopkins Burn Center staff. Since 1981, the fund's mission has been to support burn survivors in any way it can. The Metropolitan Fire Fighters Burn Fund disbanded because there were not enough people to handle the charity's operations. ■

**Coronavirus Guidance and Preparedness**

With cases of the novel coronavirus (COVID-19) reported in the United States and Canada, the IAFF has developed a resource for responding to patients who may have been exposed to COVID-19. This resource provides basic information specifically about COVID-19, including signs and symptoms and standard precautions and protocols for response and exposure. Visit [www.iaff.org/coronavirus](http://www.iaff.org/coronavirus). ■



**Former 6th District Vice President Eric Simmons Dies**

The IAFF is saddened to report the loss of former IAFF 6th District Vice President Eric Simmons. He was 99. After first serving his country in World War II, Simmons continued to serve by joining the Victoria Fire Department in 1946 and quickly became a member of Victoria, BC Local 730.

From the beginning, Simmons took on an active role in the union, eventually serving in elected positions including secretary-treasurer and president.

As a union leader, he was a strong advocate for fire fighter



**Eric Simmons**

safety and improved working conditions.

Simmons was elected to his final union position as 6th District Vice

President in 1962, a position he held for three years before being promoted out of the union. He retired from the fire department in 1980 but continued to serve his community as a city councillor. ■

**IAFF Upcoming Events**

- **Political Training Academy**  
March 22-28, 2020  
Silver Spring, MD
- **Canadian Legislative Conference**  
March 29-April 1, 2020  
Ottawa, ON
- **Communications Training Academy**  
May 11-15, 2020  
Silver Spring, MD
- **IAFF 55th Convention**  
August 10-14, 2020  
Orlando, FL
- **IAFF Fallen Fire Fighter Memorial**  
September 19, 2020  
Colorado Springs, CO



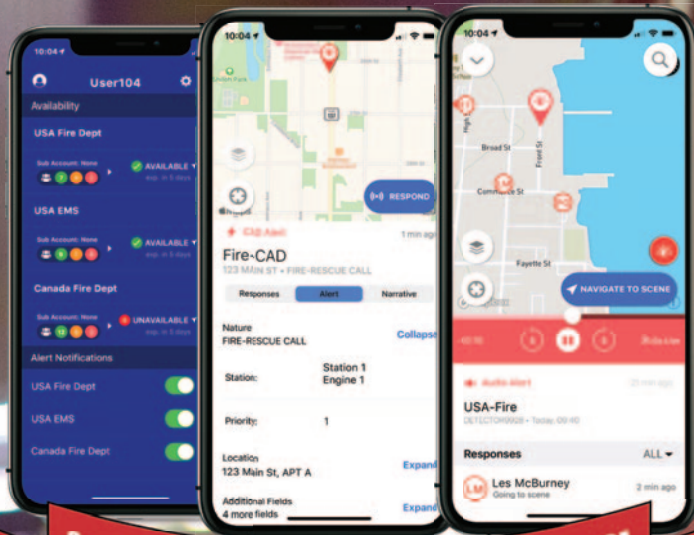




CAD Messaging



Audio Dispatch



Serving IAFF DEPARTMENTS ACROSS NORTH AMERICA WHO "Never Miss A Call"

### INCLUDED FEATURES

- Tone-Out Audio Dispatch
- App, Phone Call & Text Alerts
- CAD Messaging
- Mapping & Routing
- Availability & Response
- Streaming Dispatch Audio
- Display Boards
- Mass Messaging
- No Dispatch Involvement Required
- Compatible with Analog & Digital Systems
- Equipment Provided at No Cost
- Free US-Based Technical Support

### NEW FEATURES

- Redesigned Mobile App
- Visual Response (GPS)

### COMING SOON

- Point of Interest Mapping
- In-App Messaging

973.453.5810 • [www.edispatches.com](http://www.edispatches.com) • [sales@edispatches.com](mailto:sales@edispatches.com)

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

# THE FIRST AND LAST Line of Defense

*Does your turnout gear provide the best protection on the job?*

**THE ANSWER COULD SAVE YOUR LIFE.**

The turnout gear you wear is much more than just the protective clothing you don to respond to an emergency call. The full ensemble — the coat, pants, boots, gloves, hood and helmet — is your first and last line of defense.

Your personal protective equipment (PPE) helps ensure you return safely, with the smallest amount of contamination from the scene as possible.

The question is — do you have the absolute best turnout gear available? Does it meet your needs? Or did a regional fire equipment distributor convince someone to buy in bulk a few years back, maybe with a nice perk to seal the deal?

The right turnout gear could save your life, yet many departments don't evaluate and select PPE as carefully as they should, according to numerous experts in the fire service and within the highly lucrative fire equipment industry.

"Our union is always strongest when we stand together and speak out on any issue affecting the safety of our members, and turnout gear is no exception," says General President Harold Schaitberger. "Our affiliates need to be involved, become more educated and demand a seat at every table whenever decisions about safety are made."

"Fire fighter PPE is a prime example of why the IAFF needs to have representation on the NFPA standards committee so we have input from the end user to push back on corporate interests," says General-Secretary Kelly.

Locals should ensure they are engaged in the selection process, understand the components and invest the time in educating themselves on testing and performance requirements.

PPE consists of three layers of material — an outer shell, moisture barrier and thermal liner that — when worn properly — serve important functions to protect fire fighters from fire and debris, chemical substances and other dangers, such as bodily fluids. The moisture barrier also helps regulate body temperature during exertion and drastic temperature changes.

Though the materials' design is important, industry insiders say the number of choices can make it difficult. There are more than a dozen

thermal barrier and outer shell designs on the market and several moisture barrier possibilities. Run the math and that's hundreds of possible combinations.

"Most manufacturers offer the same material, with some exceptions, and primarily promote a variety of design features," says Jeff Stull, president of International Personnel Protection, Inc., who has helped many affiliates make informed choices about PPE.

He and others agree that the overabundance of fabric choices has more to do with the manufacturers who produce multiple fabrics for numerous industrial uses and want to move product.

"It was a real eye opener when I left the fire service for industry," says one marketing manager. "I assumed the industry had my back. But the truth is we don't sit around and consider what the highest amount of protection some garment manufacturers can provide is. It's about the price of a yard of fabric and how much we will make from each yard," the marketer says.

According to another industry insider, regional managers of turnout gear often push products based more on hidden financial incentives than in the best interests of the fire fighter who will wear that garment.

"A fabric manufacturer may have offered a distributor a monetary incentive for every set of gear it sells made with a specific fabric, even though many other options are available," says one engineer working for a turnout fabric maker. "This is common in our industry. And the person on the receiving end of this deal is completely

## NFPA Standards on PPE

**NFPA 1971** — Standard on Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting — specifies the minimum design, performance, testing and certification requirements for PPE.

**NFPA 1851** — Standard on Selection, Care, and Maintenance of Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting — specifies the minimum selection, care and maintenance requirements for PPE.



unaware of these hidden agendas."

The incentive might not seem like much money but consider that a purchasing agreement involving a large city or county will include selling thousands of turnouts, each costing between \$2,000 and \$3,500.

These corporate insiders paint a picture of a massive industry heavily promoting an array of options for customized turnout gear — using all sales tactics available, from reams of data to hidden and not-so-hidden incentives to close the deal.

They say that while most PPE managers are passionate about their products and helping their customers, some are taking incentives too far.



Those responsible for making purchasing decisions for their fire departments are often part of a health and safety committee or PPE selection committee. Many conduct their own due diligence, taking time to test and select gear that will offer the highest level of protection for their brothers and sisters on the frontlines.

An alarming number of fire fighters involved in selecting PPE are not as informed or engaged as they should be, leaving them vulnerable to aggressive sales tactics.

Many who serve on health and safety committees are in these roles for shorter periods of time, leading to frequent turnover and a loss of institutional expertise about proper methods for testing and selecting PPE.

Unfortunately, some who are engaged in selecting PPE let relationships with vendors in the industry influence which gear is worn. "Building these relationships can cross into some ethically questionable territory," says a marketing manager. "It is common in our industry for marketers to ply prospective buyers with incentives. This happens all the time."

Interviews with several affiliate leaders and career fire fighters who sit on safety committees suggest that most are doing their best to educate themselves and their members to make informed decisions about the best level of protection, even gathering their own research regarding PPE selection and comparing it to data and sales pitches from PPE sellers. It is important to understand that a demo is not a test. It is also important not to take

data at face value. PPE committees should ensure data are coming from reputable, independent third-party test facilities.

But more affiliate leaders and rank-and-file members must become involved in the PPE selection process to make sure fire fighters are routinely outfitted with the top level of protective gear for the job. Along with the proper selection, everyone who wears PPE should be trained on what it does and does not do to protect them.

It only takes one poor choice or use of PPE to cause serious harm, according to Stull. "How PPE is both selected, used and maintained can also affect long-term health due to exposure from fireground contaminants or effects on fire fighter physiology," he says.

**"The union members I come across care a lot about safety but there is an assumption that if turnout gear meets the minimum requirements, it's safe. There is a lot of education that needs to happen."**

Continued on Page 12

## Per- and Polyfluoroalkyl Substances (PFAS)

The complex design and technology of personal protective equipment (PPE) is intended to protect fire fighters not just from heat but also from carcinogens, toxic chemicals and biological substances.

Recently questions have been raised about the safety of chemicals used on and in PPE to protect fire fighters against these hazards.

The class of chemicals known as per- and polyfluoroalkyl substances (PFAS) are added to countless consumer products because of their water repellency and stain resistant properties. This class of more than 4,000 chemicals are also used in firefighting foam. PFAS chemicals are known as forever chemicals because they do not break down and specifically because within this class are PFOS and PFOA, which have been identified as toxic to the human body, possibly increasing risk for cancer.

Forms of PFAS chemicals are present in turnout gear as these chemicals are used in the moisture barrier and in the durable water repellent (DWR) finish on the outer shell.

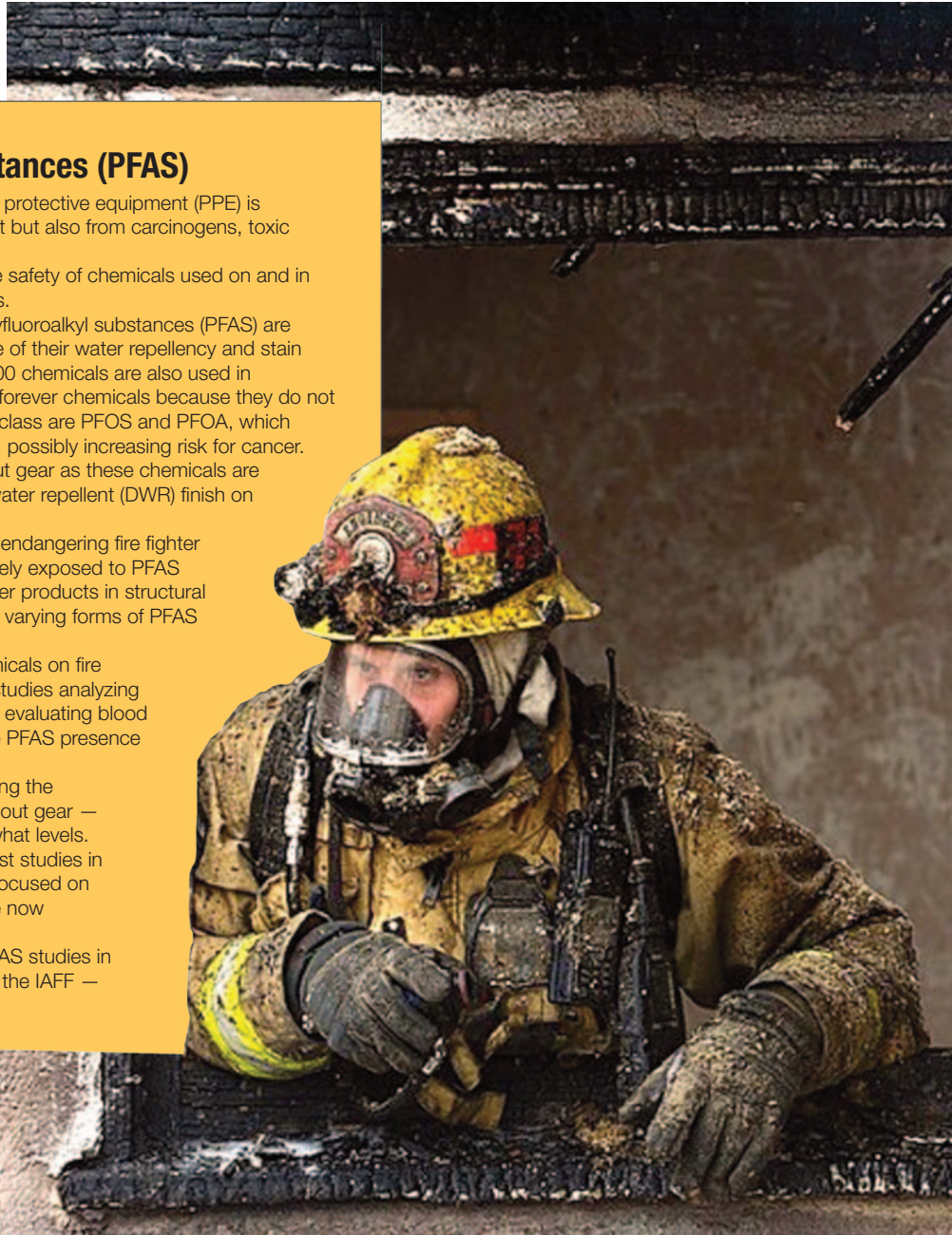
There is concern that these chemicals may be endangering fire fighter health. Fire fighters responding to fires are routinely exposed to PFAS through the combustion by-products of consumer products in structural fires, AFFF firefighting foam and — potentially — varying forms of PFAS chemicals used in PPE products.

To better understand the impact of these chemicals on fire fighters, the IAFF is involved in several ongoing studies analyzing PFAS. One study, by the University of Arizona, is evaluating blood samples from structural fire fighters to determine PFAS presence in bloodstreams.

Oregon State University, meanwhile, is evaluating the chemical composition of PFAS in firefighting turnout gear — specifically, what chemicals are present and at what levels.

The third project is expanding on the IAFF's dust studies in the United States and Canada, which originally focused on flame retardants in station dust. Researchers are now reanalyzing the dust for PFAS chemicals.

The IAFF is anticipating the results from the PFAS studies in the next few months. These findings will provide the IAFF — and the entire fire service — with a better understanding of this class of chemicals. ■





The National Fire Protection Association (NFPA) has detailed standards for the selection, care and maintenance of PPE. These are subject to review and updates but are considered the minimum standard of safety and performance needed to protect fire fighters from burns, overheating, toxic exposures and deadly pathogens. The NFPA committee overseeing these standards includes IAFF members and staff representing the interests of rank-and-file fire fighters who wear the gear every day.

Stull and other industry insiders say the minimum standards set by the NFPA for PPE should not be the only bar the IAFF or its affiliates set for fire fighter safety.

“The union members I come across care a lot about safety but there is an assumption that if turnout gear meets the minimum requirements, it’s safe. There is a lot of education that needs to happen,” says the engineer for a major manufacturer of PPE fabrics.

Fabric options are important and companies are continually researching and designing better materials to address the needs of the

**The turnouts Toronto fire fighters wear today are much stronger and more effective than 20 years ago because the local makes sure that when the time comes to replace PPE for the city’s 3,000 fire fighters, it’s better than the previous set.**

fire service, which change over time.

NFPA standards are a good baseline, but individual department SOPs, climate and hazards must also be considered when evaluating the best possible PPE options.

Toronto, ON Local 3888 takes PPE selection so seriously that quality improvements are etched into its five-year contract, according to Geoff Boisseau, former head of the local’s PPE committee.

Boisseau says that the turnouts Toronto fire fighters wear today are much stronger and more effective than 20 years ago because the local

## Selecting PPE Starts With Asking a Lot of Questions

Making sure your fire department has the best possible personal protective equipment (PPE) starts with asking questions and getting answers.

The National Fire Protection Association (NFPA) recommends that departments perform a detailed risk and needs assessment of the entire ensemble (coat, pants, hood, helmet, gloves and boots) when exploring available gear options.

Thermal protection is a top consideration, as well as breathability – which helps regulate core body temperature and respiratory and cardiac health. Another consideration is how the ensemble elements function together. Thermal protection, breathability, chemical safety and durability are determined based on the fabric components. This should be decided before a department selects which turnout manufacturer they prefer to build its gear.

**NFPA 1851** — Standard on Selection, Care, and Maintenance of Protective Ensembles for Structural Fire Fighting, provides a detailed list of questions to consider when selecting PPE.

**Duties** — What types of duties will firefighting personnel conduct while wearing the PPE? Have your operational guidelines or tactics changed? Do your fire fighters handle EMS response; vehicle extrications; dumpster, trash, vehicle and brush/grass fires; HazMat incidents and bomb threats?

**Frequency** — How often will fire fighters use the PPE?

**Satisfaction** — What do fire fighters in your department think about the gear they are wearing? How does it fit? How do the components of the PPE ensemble work? Design is a significant component of fit and function. Proper measuring and fitting upon delivery is crucial.

**Operations** — Does your fire department have two sets of gear for each fire fighter?

**Response Area Topography** — Where is your fire department located? What is the topography and climate? What is the structural landscape – commercial and residential properties – and infrastructure?

**Response Area Features** — Does the region where your department operates have specific physical features that could affect what PPE is needed (highways, bodies of water, high-rises, etc.)?

**Hazard/Risk Evaluation** — For the different types of risks identified, what is the probability of fire fighters being exposed to chemical toxins or carcinogens?

**Interoperability**— How will your entire ensemble be configured? Do the garments provide effective interfaces with all elements of the ensemble, including SCBA?

**Establish Priorities** — What does your fire department expect from each component of PPE?

A complete risk assessment is critical in selecting the appropriate gear.





makes sure that when the time comes to replace PPE for the city's 3,000 fire fighters, it's better than the previous set.

"Our turnout is called the Toronto Suit and other smaller departments follow our lead to buy these suits because they know we did the research," Boisseau says.

Local 3888 balances the information it gets from manufacturers by attending industry trade shows.

In addition to joining the health and safety committee, local leaders can work together to build a system for selecting PPE, including a risk assessment that addresses the types of emergency response fire fighters encounter, frequency of use and regional climate conditions. Fire fighters in rural areas will likely have different PPE design requirements than fire fighters in big city urban locations.

Mitch Li, a member of Hollywood, FL Local 1375 who is chair of his local's health and safety committee, has moved aggressively to educate himself and his Local 1375 brothers and sisters about the intricacies of PPE selection. Local 1375 assesses its PPE needs with an eye toward making design changes that better protect against cancer-causing exposure and adding a second set of turnouts to help maintain cleanliness and keep toxic substances out of apparatus and the firehouse.

Li says, "This is a slow process and that is ok. A timetable is less important than education and making sure our members and the fire department are all behind any decisions made."

**"We cannot sit on the sidelines and let others decide what gear we are going to wear into danger. Step up and become a part of the solution to select the right PPE."**

Taking the time to study the various materials and components of PPE has helped some smaller locals compare third-party test data and compel PPE sellers to make fixes when problems are identified.

Albert Graziani, a member of Charleston, SC Local 61, was tapped two years ago to chair his local's health and safety committee. He has developed a strong understanding of how PPE is constructed.

"We know a lot about how this material works together," says Graziani. "We noticed that on some sets the moisture barrier was starting to peel away in places. We contacted our sales rep and he agreed to fix them."

While education is paramount in leveling the playing field among buyers and sellers of PPE, forming consortiums with other locals is helping some affiliates sort through the technological jargon and industry marketing to give them buying power, but not necessarily better quality.

While using this consortium method increases buying power, it is important that transparency, inclusivity and openness are not compromised by industry enticements. Component manufacturers warn that if they are excluded from the process of testing and selecting PPE, buyers — regardless of size — could end up with minimum quality gear.

Competition is vital, but there are examples of some consortiums that have written such specific specifications that it limits competition and affects performance quality and transparency of the process and, ultimately, hurts the fire fighters who must wear the gear.

The Uniformed Firefighters Association Local 94 and the Uniformed Fire Officers Association Local 854, which represent 11,000 career fire fighters, have been engaged in a positive working relationship with the FDNY to select and test equipment, including PPE, for years.



"Our job as a union is to make sure we are included in all aspects of this process, including requests for information, requests for proposals and testing — basically every step," says UFA Local 94 President Gerard Fitzgerald. "Each decision needs to be explained, and we make sure our members are heard."

Two years ago, the FDNY changed its PPE supplier. Fitzgerald says Local 94 wanted to make design changes. The original supplier had become "less involved with us on a personal level," he says, and not very responsive to requests.

In choosing a new garment, the FDNY first evaluated the third-party test data on the different fabric components, then required one composite garment from different manufacturers and chose the garment manufacturer that was able to take that composite and present the best design changes.

The design concerns were important. The pants tended to ride up when kneeling, exposing ankles to dangerous heat conditions. Working with another supplier, Local 94 was able to design pants that bent slightly at the knees and included knee patches, providing better protection.

That supplier now has one of the largest turnout contracts in North America, and 11,000 fire fighters have improved gear.

Fitzgerald notes, "No one individual coming in new will know all this stuff. The answers we have now are because of questions someone asked before. Do not be afraid to ask what you think is a dumb question, because the answer may save someone's life one day."

IAFF members' health and safety has been a core mission of the IAFF for more than 100 years. The technology and techniques for responding to emergencies and staying safe on the job have evolved dramatically in that time, thanks largely to the persistent engagement of the IAFF and its affiliates in safety matters.

The IAFF also maintains strong representation on NFPA committees and works closely at the federal level and with industry to make sure that PPE is matching the needs of frontline fire fighters.

Affiliate leaders must be equally vigilant when it comes to testing and selecting PPE, and stay on top of new threats, changing technology and other advances, such as the addition of STANDARD 100 by OEKO-TEX® — one of the world's best-known labels for textiles tested for harmful substances — and demand the best level of protection available to keep frontline fire fighters safer. This includes making sure performance specifications are addressed early on, including requiring third-party data, to ensure the gear they purchase meets that performance criteria.

"We cannot sit on the sidelines and let others decide what gear we are going to wear into danger," Schaitberger says. "Step up and become a part of the solution to select the right PPE." ■

# Transforming Behavioral Health in the Fire Service

Since opening in March 2017, the IAFF Center of Excellence for Behavioral Health Treatment and Recovery has helped more than 1,200 IAFF members struggling with behavioral health problems.

Each member's decision to get help not only starts their individual journey to recovery but can have a lasting impact on surrounding family, the department, community and culture.

A significant number of members admitted to the Center of Excellence are seeking treatment for the first time — in some cases, after years of suffering in silence.

In a 2019 follow-up survey conducted one month after discharge from the Center, 54 percent of members treated reported they would not or probably would not have sought treatment without access to a facility exclusively for fire fighters.

"Members seeking treatment at the IAFF Center of Excellence can be assured they will be embraced by a brotherhood and sisterhood that understands life in the fire service," says General President Harold Schaitberger.

"Our focus on combatting the emotional toll we endure has been profound," says General Secretary-Treasurer Kelly. "The Center of Excellence is credited with saving many members' lives."

"Being in treatment with other IAFF members — including retired members like me — who were experiencing very similar issues — was some of the best therapy," says Bill Allenbaugh, an active-retired member of Baltimore County, MD Local 1311.

Ray Glover, a member of Memphis, TN Local 1784, says his life is forever changed after seeking treatment at the Center of Excellence. "It was the best thing. I was treated along with brothers and sisters who understood what I was going through."

"My brothers and sisters at the Center and the tools we were given to help each other work through our struggles were tremendous," says Eric Fessenden, a 32-year veteran fire fighter and active-retired member of Montgomery County, MD Local 1664. "The true brotherhood and sisterhood were a great help during and after my time at the Center."

Richard Stack, a 27-year fire captain and member of North Attleboro, MA Local 1992, says, "I was with fellow fire fighters and staff who understood how I was feeling. The Center of Excellence was the only place I felt surrounded by those who honestly got it, and that was a sense of relief for me, especially knowing that I was not all alone in this battle."

"I could have gone to a local treatment facility in Omaha, but I chose the Center of Excellence because everyone there has walked the same walk as I have," says Mike Borman, a member of Papillion, NE Local 3767. "We've all seen death, fire and other mass casualties. We have so much in common as fire fighters, but to go to a facility where everyone there wants to better themselves is amazing."

**"I could have gone to a local treatment facility in Omaha, but I chose the Center of Excellence because everyone there has walked the same walk as I have."**

— Mike Borman, Papillion, NE Local 3767

Following treatment at the Center of Excellence, many members leave feeling restored, refocused and energized to share an important message with their brothers and sisters: recovery is possible, and you are not alone.

While program graduates are strongly encouraged to focus on their continued recovery as the top priority in the first year after discharge, many are using their recovery experience as a steppingstone to become involved in their local peer support team, wellness committee and other initiatives to help increase behavioral health awareness.

## Peer Support Programs Change Lives

The stresses faced by fire service members throughout the course of their careers — incidents involving children, violence, inherent dangers of firefighting and other potentially traumatic events — can have a cumulative impact on mental health and well-being. Peer support programs have been demonstrated to be an effective method for providing support for problems that

fire fighters face at work, home and in between.

The IAFF Peer Support Training program is a two-day interactive course taught by experienced peers from the fire service and behavioral health clinicians.

Brandon Dreiman, an IAFF peer support instructor and peer support coordinator for Indianapolis, IN Local 416 and the Indianapolis Fire Department, says Indianapolis' thriving peer support program has encouraged locals in Indiana and across the country to get involved with fire fighter mental health.

Now seven years in recovery from his own behavioral health challenges, Dreiman conducts regular leadership meetings to ensure that each fire fighter in his area knows that mental and behavioral health are a priority.

His overall goal is to be more involved in the day-to-day needs of fire fighters to normalize the conversation about mental health. "By having conversations about behavioral health on a regular basis, members are empowered to ask for help when a difficult situation arises," says Dreiman.

A 20-year veteran fire fighter, Greensboro, NC Local 947 member and IAFF peer support instructor Justin Price has dedicated his career to helping other fire fighters process challenging calls and circumstances through the Greensboro peer support program.

A captain in the busiest station in Greensboro, Price has encountered many difficult and traumatic calls alongside his IAFF brothers and sisters. He began his behavioral health work for Local 947 after participating in a beta class of the IAFF Peer Support Training, which helps promote a culture of understanding, compassion and communication. Now an IAFF peer support instructor, Price teaches throughout the United States and Canada.

Coming on the job in 2000, he says, "You didn't talk about calls. You didn't check to make sure everybody is okay." Slowly, the conversation around mental health has shifted



IAFF Center of Excellence for Behavioral Health, Treatment and Recovery.



as fire fighters have realized the positive impact of opening up.”

Greensboro Local 947 President Dave Coker says, “The peer support program has helped us change the culture of our department and, in some cases, has quite literally saved the careers and lives of members.”

After his brothers and sisters struggled with a series of losses, Mike Wells, a member of Prince George’s County, MD Local 1619, in his role as a peer support leader helped strengthen bonds in the firehouse and beyond.

“When a member reaches out for help, peer support includes ensuring that the member’s basic needs are met and understanding how they are coping,” says Wells. “When a member calls, it’s because they know there is something off, so identifying that early on can help peer supporters provide the best assistance.”

The Prince George’s County peer support program provides camaraderie and a wealth of resources to help members who may be struggling with family, work-life balance, mental health, addiction or overcoming a tough call without fear of repercussions or stigma associated with asking for help.

“It’s been really exciting to see the impact of peer support throughout our district,” says 4th District Vice President Andy Pantelis. “For a brother or sister who is struggling, knowing they can reach out to someone who has walked in their boots makes a difference. It can be the difference between getting help or struggling in silence.”

Whether your affiliate or department has a peer support group or not, there are many resources available. If you’re interested in starting a peer support program in your area, contact your department chief or visit [www.iaff.org/behavioral-health](http://www.iaff.org/behavioral-health).

### Increasing Access to Help

As more fire departments recognize the value of treatment and rehabilitation, some are surprised to learn they have little-to-no behavioral health coverage for members to seek treatment at the Center of Excellence or other residential behavioral health facilities. If insurance doesn’t cover basic behavioral health services, such as outpatient counseling, family therapy, addiction treatment and inpatient



Mike Borman  
Papillon, NE Local 3767



Richard Stack  
North Attleboro, MA Local 1992



Ray Glover  
Memphis, TN Local 1784

behavioral healthcare, a member in crisis could be left with very few options to get help.

Insurance that covers the cost of treatment can make a significant impact on the overall expense and the type of care members are eligible to receive. Knowing what benefits your members have and what your health plan covers — in network and out of network — is critical. Insurance can cover part or all the cost of treatment, depending on the policy.

If you’re not sure what is or is not covered by your plan, contact Kelly Savage at [ksavage@advancedrecoverysystems.com](mailto:ksavage@advancedrecoverysystems.com) for assistance explaining your eligible coverage, copays and deductibles. Affiliate leaders can also contact their district vice president to request a review of their local’s health insurance plan and benefits, recommendations on how to improve coverage and assistance in negotiating benefit packages.

### IAFF Center of Excellence Toolkit

As part of efforts to increase awareness of the IAFF Center of Excellence for Behavioral Health Treatment and Recovery and ensure members have access to treatment, see our comprehensive toolkit ([www.iaff.org/toolkits/center-of-excellence](http://www.iaff.org/toolkits/center-of-excellence)) for information and resources about this unique facility exclusively for IAFF members.

The toolkit also includes a virtual tour of the facility featuring Center of Excellence alumni. This virtual tour can help provide peace of mind for those who take the first steps towards recovery alongside fellow IAFF members who have faced and overcome similar challenges.

*The IAFF Center of Excellence for Behavioral Health Treatment and Recovery is a comprehensive treatment center exclusively for IAFF members struggling with addiction, PTSD and other co-occurring behavioral health issues. Learn more at [www.iaffrecoverycenter.com](http://www.iaffrecoverycenter.com) or call admissions at (855) 900-8437.*

The decision to invest in quality and comprehensive behavioral health coverage has been a major focus in the fire service occupational health arena in recent years. Closer scrutiny of behavioral health insurance coverage has also helped lay the groundwork for advances in state and provincial presumptive laws for workers’ compensation to cover post-traumatic stress disorder (PTSD).

In 2019 alone, five additional states and one province passed PTSD legislation, for a total of nine states and eight Canadian provinces with PTSD laws.

Thanks to these advances, when a fire fighter is diagnosed with PTSD as a result of the job, the law is now on their side to help recover lost wages and pay for treatment. ■



IAFF Center of Excellence for  
Behavioral Health Treatment and Recovery

For more information, visit  
[www.iaffrecoverycenter.com](http://www.iaffrecoverycenter.com)  
or call (855) 900-8437.

## Canadian IAFF Locals Fight for Safe Staffing

IAFF leaders in a growing number of cities across Canada are standing up in their local council chambers, speaking to the media and taking to social media to fight for the resources they need to safely and effectively protect their fellow citizens.

Locals in fast-growing urban areas are finding that their frontline resources aren't keeping pace with their cities' growth, and it's getting harder to protect the public from fires and other emergencies as resources become stretched too thin.

In Surrey, British Columbia, the city council in late 2019 denied a request from the fire chief to hire eight full-time fire fighters due to a hiring freeze tied to the mayor's pledge to cut spending and reduce taxes.

Surrey Local 1271 President Mark McRae went before city council on December 2 to speak in favour of the added resources in the city of 570,000, where the population has grown by 1,000 residents per month for 10 years, while only eight new fire fighters have been hired in that time.

McRae included 30 seconds of silence to stress how the hiring freeze affects response times. "Seconds matter," he told council. "As we move forward with this budget the way it is currently drafted, the time it takes for fire to respond will be negatively impacted."

The Surrey mayor later acknowledged in a radio interview the need to add fire department resources, including a new fire station in light of pending high-rise construction, and McRae immediately contacted the mayor to offer Local 1271's assistance in moving forward with the plan.

Meanwhile, Montreal Local 125 and Shawinigan Local 5209 in Quebec are both in battles against chronic understaffing.

In Shawinigan, the city has just eight fire fighters on duty, well below NFPA 1710 provisions. In the meantime, a 10-storey apartment block is being built in the city of 50,000, with nowhere near enough fire fighters available to properly defend it. The local is also raising health and safety issues with the province's workplace health and safety agency.

In the wake of a September 10 fire in which a fire fighter was injured in a building collapse (two others escaped), Local 5209 President Benoit Ferland was suspended for 15 days after raising questions about safety at the scene of the fire.

"We hammer home the message that fire departments respond to all kinds of emergencies — not just fires — and that fire fighters are skilled and certified professionals who are on duty and ready to respond to homes or businesses 24/7/365 in cities across Canada, all for about \$1 a day on the typical residential property tax bill," says Assistant to the General President for Canadian Operations Scott Marks.

The City of Richmond Hill, Ontario, is also experiencing a skyrocketing population and increasing development, yet the city council is ignoring a 2016 study it commissioned that concluded that fire department resources should gradually increase in step with the need.

"We believe that if there's one thing taxpayers expect their tax dollars to do, it's to keep them safe,"



Surrey Local 1271 President Mark McRae addressed city council members about the need for additional resources.

Richmond Hill Local 1957 President Greg Horton stated in a press release. "Keeping residents and their property safe is a municipal council's number-one responsibility, and they have a golden opportunity in the upcoming budget process to demonstrate public safety should be a priority."

Winnipeg, MB, Local 867 is urging the city to build a new firehall in a growing area in the south end of the city, an area of over 50,000 people that's served by one fire truck. Response times in the area are double what they are in other areas of the city.

The IAFF is also assisting the Atlantic Provinces Professional Fire Fighters Association as it fights back against an attack on New Brunswick's arbitration system. Saint John, NB Local 771 — which has faced ongoing attacks from its employer affecting frontline services — and Cornwall, ON Local 849, which is fighting back against a plan to relocate the city's main firehall away from the busy downtown core. ■

## Atlanta Local 134 Wins First Significant Raise in 15 Years

The City of Atlanta has announced a plan to raise fire fighter base pay by 19 percent over the next three and a half years. It's the result of a three-year effort to bring Atlanta fire fighter pay up to a level comparable with cities of similar size.

"It's been more than 15 years since our last major wage increase, and the gap between our department's wages and others similar to ours had become quite wide," says Local 134 President Paul Gerdis. "We are encouraged that the mayor is willing to commit funds to close the pay gap between Atlanta and other departments in the region."

Atlanta is not only home to a half million people, but the city also attracts millions of visitors every year.

Atlanta Local 134 leaders say it is critical that the Atlanta Fire Rescue Department attract and retain experienced fire fighters, paramedics and EMTs. However, for the last

several years, Atlanta Fire Rescue personnel have been making significantly lower wages than their counterparts in comparable cities, which has made retention challenging.

The push to narrow the wage gap began in earnest in 2016. With a seat at the table, Local 134 leaders, city administration and fire department management representatives worked to find a solution.

The issue gained even more traction when Keisha Lance-Bottoms was elected mayor in 2018.

"Mayor Lance-Bottoms made her support for the wage increase known from the beginning, but we still needed the data to show that we were, in fact, underpaid," says Gerdis. The local asked the Atlanta Fire Rescue Foundation, a non-profit organization associated with the fire department, to fund a study, which found that Local 134 members were underpaid by a significant amount.



Local 134 President Paul Gerdis, Mayor Keisha Lance-Bottoms and Local 134 Vice President Nate Bailey worked together to solve the fire department's wage issue.

At that point, all interested parties, including Atlanta members, collaborated to create a wage increase plan. The result was a \$15.6 million plan aimed to increase pay over the next three-and-a-half years. This equates to a 19 percent increase in pay for Local 134 members. ■



## New York State Pension Benefits Restored

Following an 11-year effort by the New York State Professional Fire Fighters Association (NYSPPFA), 121 IAFF members and 110 law enforcement personnel in New York will be transferred to the correct tier of the New York State and Local Retirement System (NYSLRS).

“Because the IAFF and the NYSPPFA never gave up, our members can rest a little easier when it comes to their retirement,” says 1st District Vice President James Slevin. “We are very grateful to all who made this victory possible.”

In July 2009, then-Governor David Paterson vetoed state legislation that would have allowed newly hired fire fighters and police officers to continue to enroll in Tier II of the pension system. Paterson wanted the state’s first responders to enroll in a plan that would require working seven more years (until age 62) while providing a reduced benefit.

In January 2010, the NYSPPFA successfully lobbied for legislation to create a new tier for new fire and police hires that called for a more reasonable retirement age (57) while still providing adequate retirement benefits.

This new plan did not include fire and police personnel hired between July 1, 2009, and January 9, 2010 (known as the bubble period) who came on the job after the Tier II extension was vetoed but before the new Tier V became effective. However, some were prevented from moving into the correct tier because their contracts with language concerning their retirement plans had expired.

The Triborough Doctrine, an amendment to the New York State Public Employees’ Fair Employment Act, states all terms and provisions of an expired public employee

contract until a new contract is approved. The NYSPPFA’s legal team argued through the court system that, because of this doctrine, the retirement provisions in these expired contracts should stay in place until a new contract is agreed on. However, the court ruled that doctrine did not apply.

It was time to take the fight back to the state legislature.

“We had to make sure we were clearly stating our objective,” says NYSPPFA President Samuel Fresina. “The state budget is tight, so the government was not going to approve a pension enhancement, but it was open to approving a pension correction bill — which S 6367 was.”

The bill essentially called for a legislative fix to allow the 121 IAFF members and the 110 law enforcement personnel to enroll in the appropriate retirement plan.

Meanwhile, Governor Andrew Cuomo was on the fence about supporting the bill. General President Harold Schaitberger wrote to Cuomo asking him to stand with fire fighters and EMS personnel in support of the legislation.

In the letter, Schaitberger stated, “The unintended anomaly of having fire fighters and police officers being placed in the wrong pension solely due to an expired collective bargaining agreement is without precedent and this oversight must be remedied by signing S 6367 into law. I am urging you to sign this and honor those who dedicate their careers to public safety.”

Letters supporting the legislation were also sent from the New York AFL-CIO and the affected fire fighters and police officers.

On January 1, 2020, Governor Cuomo signed the bill. ■



## Claremore Fire Fighters Safer on the Job

Claremore, OK Local 1077 members now have new life-saving equipment, thanks to the generous donation from Claremore Elks Lodge 1230. The lodge donated 15 radio enclosures, five personal floatation devices (PFDs) and five throw bags.

The new equipment will help keep Local 1077 fire fighters’ radios dry in wet conditions. “Until now, our radio speakers would often stop working in wet weather. Sometimes, even steam was enough to cause a problem,” says Local 1077 President Ty Burnett. “The new equipment also honors the memory of our brother, Jason Farley.”

Farley died in May 2015 as he was performing rescue operations in a flash flood. He attempted to communicate with command, but the wet conditions prevented his radio from working. Flood waters swept him into a drainage ditch, where he drowned.

Internal and NIOSH investigations later confirmed several fire department radios became inoperable that day when they got wet. Nearly one year after the incident, the Elks Lodge made its first donation to the fire department, helping Local 1077 members to receive water rescue training.

However, these enclosures will not fix the problem 100 percent as the equipment is not compatible with extreme heat. Local 1077 hopes the City of Claremore will make good on its 2017 promise to implement an 800 MHz radio system to better address the radio-related safety concerns.

“The 11th District is grateful for exceptional generosity of Claremore Elks Lodge 1230,” says 11th District Vice President Sandy McGhee. “Because of their donations, Claremore Local 1077 members are better trained and equipped as they work to keep the citizens of Claremore safe.”

City leaders claimed in late 2019 that the radios had been purchased, but declined to say when they would be available for use. When the 800 MHz system becomes available, the donated enclosures will work on those radios as well. ■



## IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International October through December 2019.

**Local I-0096**  
Professional Wildland Fire Fighters  
President Bradley Hillious  
45 members  
Bozeman, MT

**Local 1905**  
Groves Professional Fire Fighters  
Association  
President Haden Grove  
11 members  
Groves, TX

**Local 1915**  
Professional Fire Fighters  
of Burlington  
President Justin Shoffner  
72 members  
Burlington, NC

**Local 3900**  
Crestline Professional Fire Fighters  
President Tyler Furry  
5 members  
Crestline, OH

**Local 5215**  
Professional Fire Fighters of Buxton  
President Kate McQuillen  
4 members  
Buxton, ME

**Local 5240**  
Oshtemo Professional Fire Fighters  
President Adam Bennett  
15 members  
Oshtemo, MI

**Local 5241**  
Professional Fire Fighters  
of Pewaukee  
President Marvin Hendry  
24 members  
Pewaukee, WI

**Local 5242**  
Murray Professional Fire Fighters  
President Stephen Fuqua  
22 members  
Murray, KY

**Local 5243**  
Bryan Professional Fire Fighters  
President Michael Ruby  
5 members  
Bryan, OH

**Local 5244**  
South Oldham Professional  
Fire Fighters  
President Eric Norris  
11 members  
South Oldham, KY

**Local 5246**  
Black Mountain Professional  
Fire Fighters  
President George Bond  
14 members  
Black Mountain, NC

**Local 5248**  
Cy-Fair Professional EMS and Fire  
Association  
President Kris Morgan  
29 members  
Houston, TX

**Local 5249**  
Tomball Professional Fire Fighters  
Association  
President Chris Thornton  
22 members  
Tomball, TX

## IAFF Emerges Victorious on Behalf of Moberly Local 2671 Members

For more than two years, Moberly, Missouri, has been a battleground for Moberly Local 2671 and the City of Moberly over the unjust termination of past Local 2671 President Cory Putnam and negotiations on the local's first contract.

"Our 2nd District members are pleased with these two positive outcomes," says 2nd District Vice President Mark Woolbright. "Everyone involved remained determined to see that Brother Putnam and Local 2671 members were treated fairly. I am very proud of everyone's hard work and dedication."

"Reinstating Brother Putnam with full seniority and ratifying the local's first contract are two major successes for our Moberly members," says 2nd District Field Service Representative Kurt Becker. "Local 2671 is a small local but is filled with motivated members who are ready to fight until victory is at hand."

Moberly Local 2671 had been dormant for several years until a motivated group of fire fighters working for the department — including Cory Putnam — decided it was time to bring the local back to life.

When Putnam was elected president, he reached out to 2nd District leaders for advice and was making great progress in revitalizing the local. But in February 2018, he was severely injured while a passenger in a motor vehicle accident that killed the driver. Putnam spent several weeks recovering.

When he was finally cleared to return to work, he was surprised to be accused of being the driver of the vehicle and charged with several serious crimes related to the accident.

Despite evidence proving Putnam was not the driver, the prosecution was determined to move forward with the case. Meanwhile, the city put Putnam on administrative leave.

In November 2019, the city tried to fire Putnam, who filed a grievance. Still, he learned later that the city's human relations department had already effectively terminated him in December 2018 but had failed to notify him.

The IAFF, the 2nd District, the Missouri State Council of Fire Fighters (MSCFF) and Local 2671 stepped in on his behalf, arguing that Putnam not only deserved to keep his



The IAFF and 2nd District leaders went all in to fight for the reinstatement of past Local 2671 President Cory Putnam and the local's quest to bargain for its first contract.

In 2018, the Missouri legislature passed HB 1413, which included provisions that made union members vulnerable throughout the collective bargaining process. Seeing this, the City of Moberly tried to implement some of the provisions of the new law.

Local 2671 reached out to the IAFF for assistance and was approved for assistance under the Guardian Policy as the dispute raised anti-union concerns and questions about state labor law. If the City of Moberly was successful in thwarting Local 2671's collective bargaining efforts, it could become a precedent-setting case.

But before legal action could be filed, a

**"This was a very long and difficult process. If not for the stellar union leadership at every level, I do not believe we would have the success we had. It took a lot of perseverance."** — Ross Dutton, President, Moberly, MO Local 2671

seniority, but also deserved to return to his previous assignment.

"I just wanted my life back," says Putnam. "From the beginning, the IAFF had my back, keeping in contact so I was never in the dark. I knew the IAFF would see this through to the end. I am very thankful for everything."

Ultimately, the city agreed, and Putnam is returning to work.

"This was a very long and difficult process," says Local 2671 President Ross Dutton, who took over after Putnam left office. "If not for the stellar union leadership at every level, I do not believe we would have the success we had. It took a lot of perseverance."

Meanwhile, Becker was assisting Local 2671 President Dutton with negotiating the local's first contract. That, too, was an uphill climb.

coalition of unions filed a lawsuit arguing against the constitutionality of HB 1413. The court granted a preliminary injunction, stopping the enforcement of the anti-labor law in March 2019.

Soon after voters elected several new city leaders. Following that election, the parties renewed efforts to negotiate a final agreement without court intervention. Because the Guardian Policy remained active, the IAFF continued to provide support in negotiations.

In the end, Local 2671 ratified its first contract, which includes all the priority provisions the local requested and none of the unlawful provisions of HB 1413. ■



**VISIT OUR NEW WEBSITE!**

**Stationwear.com takes all of the worry and trouble out of choosing the right fabrics and garments.**

Stationwear.com takes all the worry and trouble out of choosing the right fabrics and garments for your Stationwear needs. It's the Right Choice. Made Easy.

BEGIN NOW



## Tualatin Valley Local 1660 Protects Member Jobs

Thanks to quick action by Tualatin Valley, OR Local 1660 leaders, two Scappoose Rural Fire District paramedics are still on the job.

The Scappoose Rural Fire District, located 20 miles outside of Portland, is one of the many jurisdictions represented by Tualatin Valley Local 1660.

“We always have each other’s backs,” says Local 1660 President Rocky Hanes. “I am proud of all the hard work by Local 1660 leaders to protect their fellow members.”

The trouble began in an early January meeting between Local 1660 members and Fire Chief Dennis Hoke. The fire chief wanted to change the start time of the 12-hour shift for the paramedic unit. However, the local’s contract contains specific language prohibiting a change in hours. Hoke threatened to instead eliminate the paramedic program and the two associated positions.

Local 1660 members took immediate action, initiating a public education campaign, including phone calls, social media and media outreach.

“It was amazing how quickly we were able to reach more than 20,000 people,” says Local 1660 Communications Director Ron Morgan. “The citizens who live inside the fire district were very concerned about the public safety implications of terminating the two paramedics and were behind us 100 percent.”

Another key component of the plan was to contact the city administration and the Rural Fire District Board members to brief them on the issue. Local 1660 members also spoke publicly at the board meeting where 70 union fire fighters were in attendance.

In the interest of public safety, the fire board voted to rescind the layoffs by a vote of 5-0. But the board directed the local to meet with the



Local 1660 Secretary-Treasurer Scott Bethke spoke out during a fire board meeting — attended by dozens of fire fighters from around the region — about the significant public safety risks posed by the elimination of the paramedic positions.

fire chief to negotiate cost-cutting measures that did not jeopardize citizen safety.

“We could not have done this without the advice and support of the IAFF,” says Local 1660 Secretary-Treasurer Scott Bethke. “From the beginning, 9th District Vice President Ray Rahne, the Oregon State Fire Fighters Council leadership and the IAFF let us know they were with us and ready to assist as needed.” ■

## Canadian Locals Charitable Initiatives

Locals across Canada showed their holiday spirit with charitable initiatives in support of a wide variety of causes. IAFF locals in British Columbia, including West Kelowna Local 4457, supported the annual BC Bright Nights at Stanley Park, which raised more than \$400,000 for the British Columbia Professional Fire Fighters Burn Fund. In Montreal, members of Local 125 collected food and cooked meals for 700 people in homeless shelters. And in Fredericton, New Brunswick, members of Local 1053 helped those in need by collecting 1,451 turkeys in an annual turkey drive in support of a local group that provides Christmas hampers to those in need.



West Kelowna



Fredericton



Montreal



## Winnipeg Fire Fighters Respond to Rise in Violence

In a year marked by numerous major fires and other emergencies, Winnipeg, MB Local 867 fire fighters also dealt with the growing threat of violence while responding to calls.

On New Year's Eve, Winnipeg fire fighters responded to a fire alarm at a downtown apartment building. When crews arrived, the man who had sounded the alarm pulled out a knife and threatened to kill them. Two fire fighters were injured in the ensuing scuffle, including one who suffered a large gash to his hand.

Winnipeg Local 867 President Alex Forrest says the incident is not isolated, and that attacks or the threat of violence against fire fighters and paramedics have become a regular occurrence, affecting morale in the department, as well as how members respond to emergencies.

"It's getting worse and worse; every single week we're getting some kind of incident of violence against our fire fighters and fire fighter-paramedics, or we're going to calls where there are guns and knives."

**"It's getting worse and worse; every single week we're getting some kind of incident of violence against our fire fighters and fire fighter-paramedics or we're going to calls where there are guns and knives."**

"Fire fighters and paramedics face enough dangers without having to worry about the threat of violence," says 13th District Vice President Fred LeBlanc. "Stricter penalties for assaults against on-duty personnel would serve as a deterrent and hopefully reverse this growing trend."

The issue is rooted in socio-economic problems plaguing the city of 750,000, where 180,000 people live below the poverty line. A major problem is the prevalence of methamphetamine use, which can make users especially aggressive and violent.

"More money is needed for social services, such as mental health and addiction," Forrest says. "But until that happens, more money needs to go to the fire department because we're holding the dam back. Our fire fighters

and fire fighter-paramedics are dealing with violence from the very people they're being asked to protect."

Forrest says his members need enhanced training to help them recognize potentially violent calls. The problem has already caused a shift in approach; Local 867 members respond more cautiously to fires, medical emergencies and other incidents, and are more likely to stay back until police are on scene.

In early 2020, the IAFF formally adopted the issue of violence against on-duty fire fighters and paramedics as a federal legislative issue in Canada and will begin lobbying the Canadian government to legislate tougher penalties under the Criminal Code. ■



# A NEW GENERATION IN LIFTING

**Higher. Safer. Faster. Stronger.**

**PARATECH**®

Made in the USA and Used Worldwide

Browse Products, Watch Video & Request a Demo at  
[paratech.com](http://paratech.com) | (800) 435-9358

## New Orleans Local 632 Pushes to Resolve Staffing and Safety Issues

Concerned that excessive overtime, brought on by a persistent staffing shortage, was causing significant safety concerns for its members, New Orleans, LA Local 632 made its concerns known through on-the-job action and legal action.

“The staffing shortage has stretched our members too thin,” says 14th District Vice President Danny Todd. “That’s not only a safety risk for our members, but also for the citizens they serve. I am proud of our members for speaking up and not backing down.”

The City of New Orleans has budgeted for 632 fire fighters, but currently only 480 are on the job.

The city has difficulty hiring and retaining fire fighters. Despite a 10 percent raise in 2018, New Orleans fire fighters still make 25 percent less than municipalities of comparable size. Additionally, because of changes to the pension in 2015, New Orleans fire fighters must work 40 years to receive full benefits when they retire.

The city has over-relied on Local 632 members to offer to work overtime to compensate for the staffing shortage. Many fire fighters were working more than 90 hours per week.

“The excessive overtime is taking a toll on our members,” says New Orleans Local 632 President Aaron Mischler.

“Because they are tired, they are at risk for on-the-job injuries. The fatigue also diminishes their ability to perform the job safely. That’s a risk to everyone. We had to do something.”

In hopes that the city would finally hear its concerns, Local 632 announced February 10 that its members would no longer offer to work overtime.

The city pushed back by cancelling all approved leave.

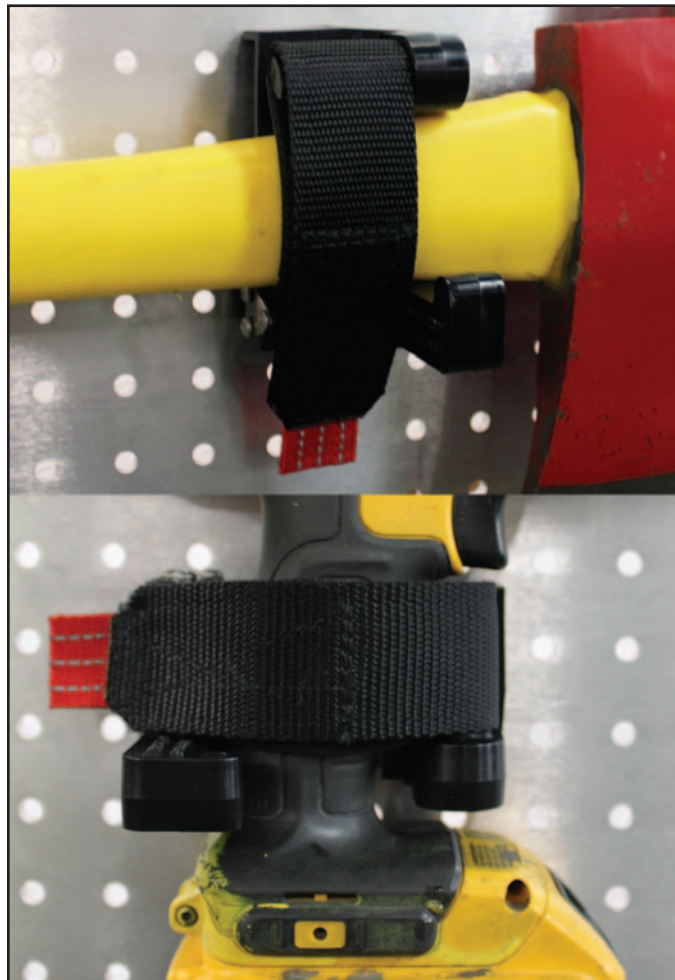
Local 632 took the case to court, filing for an injunction in Orleans Parish Civil District Court on the leave cancellation. A hearing on that request will not occur until March 20 or later.

In the meantime, the judge in the case issued a temporary restraining order, prohibiting the



city from “generally retaliating” against any rank-and-file fire fighters who exercise their rights to free speech and labor advocacy. As a result, the city had to allow Local 632 members to take their scheduled leave.

As the issues are being addressed, neither Local 632 nor the City of New Orleans wanted to put public safety at risk during Mardi Gras. Local 632 members have agreed, in good faith, to work overtime during the celebration while city leaders have promised to come to the table in March to seriously discuss resolutions to the issues concerning the safety of New Orleans fire fighters. ■



# TOOL MOUNTING IMPROVED

## SURE-GRIP TOOL MOUNTS

Time-tested, all-weather hook & loop straps provide a greater surface area and a stronger, tighter, more “true” grip on every tool, no matter the handle shape.

**MODEL SG-VM-1** - 3/4” to 1-3/4” diameter grip range

View a video demonstration at [youtube.com/ziamatic](https://youtube.com/ziamatic)

**ZICO**  
ZIAMATIC CORP

1-800-711-FIRE | [ZIAMATIC.COM](https://ziamatic.com)





# WEAR THE HOOD THAT'S WAY AHEAD.



#### **BLOCKS MORE THAN 99% OF PARTICLES**

As small as 0.1 to 1.0 microns.



#### **AIR-PERMEABLE**

Allows moisture to escape and air to circulate.



#### **DURABLE - EVEN AFTER 100 WASHES**

No loss of particulate-blocking effectiveness, even after 100 washes.

Our INNOTEX® GRAY™ particulate-blocking hood features an air-permeable layer of Stedair® PREVENT that acts as a filter, blocking more than 99% of carcinogenic particles throughout the entire hood while allowing clear air to circulate, helping to reduce heat stress. **Its ergonomic design ensures a proper seal with your SCBA** - regardless of head movement - and features an extra-long 24" bib. For ultimate comfort and protection, wear the hood that's way ahead: INNOTEX® GRAY™.

[innotexprotection.com](http://innotexprotection.com)

1-888-821-3121 (U.S. & Canada)



PROUDLY MADE IN THE USA

 **INNO  
TEX**®

## IAFF Wins Major Legislative Priorities in Omnibus Budget Proposals

The IAFF is celebrating numerous significant legislative victories as part of an omnibus package passed by Congress in the final days of 2019, including the repeal of the excise tax on healthcare plans, also known as the Cadillac Tax.

“The Cadillac Tax is finally dead, and along with it one of the IAFF’s most important legislative priorities has been realized,” says General President Harold Schaitberger. “Employer-provided healthcare is part of this union’s foundation and we will continue in our fight to protect it at every opportunity.”

The tax was originally intended to help fund the Affordable Care Act but would have disproportionately hit fire fighters who depend on quality healthcare, shifting the burden of coverage onto workers through higher deductibles, co-pays and coinsurance while doing little to lower costs.

The tax was scheduled to go into effect in 2022 and would have imposed an arbitrary 40 percent tax on employer-provided health insurance. A recent report from the Kaiser Family Foundation found that 31 percent of employers offering health benefits would face the tax in 2022, increasing to 46 percent by 2030 — many of them fire fighters and other union workers.

This historic moment for the IAFF is the byproduct of years of advocacy, coalition building, membership education, outreach and involvement. Legislation to repeal the tax was originally introduced by Representative Joe Courtney (D-CT) and Senator Martin Heinrich (D-NM). The Senate voted to fully repeal the tax in both 2015 and 2017. Delays were passed by both chambers of Congress to prevent implementation, and earlier this year an historic vote was taken on the House floor where full repeal passed overwhelmingly and with bipartisan support 419 to 6, paving the way for its enactment.

The omnibus bill also included funds for a variety of IAFF priorities, including \$2.5 million to fully fund the Firefighter Cancer Registry Act, which establishes a detailed reporting system to help track cancer rates among fire fighters. The Cancer Registry will help gather data needed to pinpoint causes of cancer and to target treatment.

Congress also increased funding for the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grant programs by



\$10 million to \$710 million.

The bill also funded research to study the health impact on fire fighters of per and polyfluoroalkyl substances (PFAS) contamination, including the impact of PFAS in personal protective clothing, and a 3.1 percent raise for federal civilian employees, including fire fighters who protect vital U.S. installations. ■

## IAFF Prepares to Bring Fire Fighter Issues to Canadian Parliament

With Canada’s reelected Liberal Government getting down to business in a new session of Parliament, the IAFF is preparing to bring fire fighter issues back to the forefront and build on the hard-fought successes achieved at the federal level in the last four years.

The 2020 Canadian Legislative Conference, scheduled for March 29-April 1 in Ottawa, will include an issues focus session and a lobby day.

Last year, delegates lobbied MPs and senators for a ban on chemical flame retardants and to improve fire fighter safety in the National Building Code of Canada. While the building code issue has advanced significantly in the past year, new issues — including funds for wildland fire fighting training, protecting fire fighters and paramedics from assaults in the workplace and strengthening airport rescue and firefighting regulations — are on the horizon.

With a record number of 91 rookie MPs elected to the House of Commons, the Canadian Legislative Conference is a vital

opportunity to introduce the IAFF as a presence on Parliament Hill and to educate new and returning MPs about the issues most important to Canada’s professional fire fighters.

The IAFF’s non-partisan approach to lobbying and existing relationships with political parties are an asset with a minority government, which requires the support of opposition MPs to move legislation forward.

The IAFF now has a stronger national presence in Canada and a greater reach when it comes to lobbying MPs and senators. With the affiliation of two locals from Quebec and one from Prince Edward Island, the IAFF

now has affiliates in all 10 Canadian provinces and two of three territories.

Prime Minister Justin Trudeau’s Liberal Government has acted on a number of commitments to the IAFF, including the establishment of a National Action Plan on post-traumatic stress for first responders and the Memorial Grant Program, which provides \$300,000 to the families of fire fighters and other first responders who die in the line of duty. Since the benefit came into effect in 2018, the families of 80 Canadian IAFF members who have died in the line of duty have received a total of \$24 million as a recognition of their loved one’s service and sacrifice. The benefit includes line-of-duty deaths resulting from occupational diseases, as well as those from fireground accidents. ■





# HIGHLIGHTS FROM THE 2020 Affiliate Leadership Training Summit/ Human Relations Conference

The Vincent J. Bollon Affiliate Leadership Training Summit/Ernest A. "Buddy" Mass Human Relations Conference in Lake Buena Vista, Florida, provided education and networking for more than 1,400 local leaders representing 457 locals from the United States and Canada.

1. ALTS/HRC featured 140 workshops, 24 information sessions and five pre-conference events for a total of 340 instructional hours from over 150 speakers — including Partnership Education Program (PEP) instructors and members of the Elected Human Relations Committee.

2. General President Harold Schaitberger moderated a Kitchen Table discussion with Oshawa, ON Local 465 President Peter Dyson; Denver, CO Local 858 President David Foster; South Fulton, GA Local 3920 President Andrea Hall; and Hamilton, IN Local 4416 President Anthony Murray about how these affiliate leaders tapped into IAFF resources to educate their members on important issues, advance initiatives in their locals and connect with elected leaders, media and the public in their communities.

General Secretary-Treasurer Kelly addressed affiliate leaders during the pre-conference on New Leader Resources regarding both the financial position of the IAFF and their new roles as fiduciaries of their locals.

3. Two workshops — Toxic Substances and the Fire Fighter and the New IAFF Nutrition Campaign — were broadcast live so that members across the International could watch from their firehouses, union halls and homes. ICYMI, videos are available at [www.youtube.com/IAFFTV](http://www.youtube.com/IAFFTV).

4. The conference included more than 35 exhibitors, including IAFF SMART, a web-based platform featuring a complete set of tools for communication, member engagement, roster updates, dues, PAC and charity collections, discipline and grievance tracking, contract and employer administration, direct social media integration and website administration.

5. The IAFF mobile app was the primary source of information and materials for the conference. Attendees who completed their workshop evaluations on the app were entered in drawings to win an Apple watch. The winners are Russell K. Wong (Honolulu, HI Local 1463); Brent M. Thompson (Eagle, ID Local 4455); Michael Smaldino (Colorado Springs, CO Local 5); and Joe Van Haalen (Des Moines, IA Local 4).

6. A Train-the-Trainer FIRE OPS 101 was offered as a pre-conference event to teach affiliate leaders how to prepare for and conduct a FIRE OPS.

7. Congratulations to our winners in the Union Strong 5k Fun Run:

## Men

Gold – John Fazio, Middleburg Heights, OH Local 2018  
Silver – Erik Scheub, Noblesville, IN Local 4416  
Bronze – Kilian Carey, Farmington, NM Local 2850

## Women

Gold – Jane Blume, IAFF  
Silver – Am Niespodzinski, Rochester, NY Local 1071  
Bronze – Katherine Alba, San Francisco, CA Local 798

**Thank you to our sponsors:** Gore Crosstech, Purdue Global, IAFF Online Store, Liberty Mutual, Security Benefit, Cross Country Mortgage and IAFF Financial Corporation. Thanks to their support and the support of our participating runners, we raised \$15,000 for the IAFF Foundation.

8. Nominations and elections for 16 members (eight categories) of the Elected Human Relations Committee (EHRC) were held during the conference (see story on page 28).

9. Congratulations to the winner of our Guess the Number of M&Ms Contest at #ALTSHR20! Ron Behm from Easton, PA Local 713 had the closest guess (1,918). The actual number was 1,927. Thanks to everyone who participated!

Visit the ALTS/HRC post-conference website for workshop presentations, handouts, photos and videos — [www.iaff.org/altsshr20](http://www.iaff.org/altsshr20).



See you in Las Vegas, Nevada, in January 2021!

**The IAFF is grateful for the generosity of all event sponsors and for making the 2020 ALTS/HRC a success.**

<p><b>Signature Sponsor</b></p> 	<p><b>Silver Sponsors</b></p>  
<p><b>Bronze Sponsors</b></p>   	



## Protection and Predictability With an Income Stream You Can't Outlive

As a fire fighter, you're great at saving things — people and property, as well as money to supplement your pension in retirement. But will it be enough?

You've dealt with the unexpected your entire career and worked hard to protect your savings, but unforeseen events may still reduce your nest egg's purchasing power. A drop in the stock market or a rise in inflation or healthcare costs could significantly cut into your assets. When you decide to retire can affect your

savings too. If market losses occur early in your retirement, there may not be time for your assets to recover.



If you're approaching retirement, you want to ensure your family will be taken care of, your savings will last and your investments will be enough to see you through decades of retirement.

You likely have insurance to help reduce out-of-pocket expenses for unanticipated events and life insurance to

provide financial protection for loved ones who depend on your income. But you can also ensure that you don't outlive a portion of your savings with a lifetime income solution.

A lifetime income solution can provide safety and stability for a portion of your savings while your investments in the market retain the potential to reap gains that could further ease the effects of inflation. Most importantly, you can choose how and when you want to start taking income, knowing that you can receive that amount for the rest of your life.

Meet with an IAFF-certified financial professional to help determine if a lifetime income solution is right for you and to learn more about the product's features and how to incorporate an income stream you can't outlive into your retirement savings strategy.

For more information, visit [Responders-First.com](http://Responders-First.com) or call (877) 700.6847. ■



 Security Benefit®

# IAFF MEMBERS SAVE 10% ON



WITH CODE: IAFF



**FREE SHIPPING ON  
ORDERS OVER \$99**

EDARLEY.COM • 1.800.4.DARLEY

**eDarley DOLLARS**  
**3% BACK**  
**on EVERY**  
**PURCHASE**

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

The Responders First® program is provided through the Security Benefit Foundations Annuity, form 5800 (11-10) and ICC10 5800 (11-10), a flexible Purchase Payment deferred fixed index annuity, and the Guaranteed Lifetime Withdrawal Benefit Rider, form 5821 (5-11) and ICC11 5821 (5-11), an optional rider for which a monthly charge applies, issued by Security Benefit Life Insurance Company (Security Benefit). Product features, limitations, and availability may vary by state.

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

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



## Dial In to Better Nutrition

In January, the IAFF kicked off a new Fire Fighter Nutrition Campaign in partnership with IAFF Nutrition Specialist Lisa Desilet.

The campaign is designed to bring awareness to the importance of nutrition and its role in fire fighter health. With cancer and heart disease as the leading causes of death for fire fighters, the risks are high and the connection between chronic and preventable disease associated with poor nutrition and obesity are well-documented.

Through this campaign, the IAFF hopes to engage members in creating and maintaining healthy eating habits that support fire fighter training, work demands, fitness goals and long-term health.

The philosophy is a real-life approach to nutrition with the theme, Eat for Health. Eat for Life. Eat for Real.

**Eat for Health.** Make choices that protect long-term health and prevent disease by making the connection between dietary



choices and health status. This is a foundation for lasting change.

**Eat for Life.** The physical, emotional and mental demands of a career in the fire service are tedious. This campaign provides information on eating to perform well under strenuous conditions and supports training,

fitness goals and recovery both on and off duty.

**Eat for Real.** The fire service has its own unique culture and food is a central component. Understanding how food works allows the freedom to choose a way of eating based on personal preferences that support individual goals, leading to long-term success.

On February 1, we launched the first of several nutrition challenges — 30 Days of Real Food — to help participants dial up their nutrition and focus only on foods that give them energy and help them perform at their best every day.

Visit [www.iaff.org/nutrition](http://www.iaff.org/nutrition) for more information on future challenges, downloadable resource guides, informational videos and infographics to share on social media. ■

## A Pursuit to Be More Active

The benefits of regular exercise are irrefutable. Those who exercise report 43 percent fewer poor mental health days and fewer PTSD symptoms. Regular exercise lowers the risk of at least 13 cancers and improves the fitness and overall quality of life for people living with cancer. Exercise can significantly reduce pain symptoms associated with arthritis, combat the ill effects of obesity and help with managing Type 2 diabetes. Regardless of the type or intensity, exercise can increase sleep quality and duration and improve health-related quality of life.

Unfortunately, despite the overwhelming evidence in support of regular exercise, many fire fighters are not active enough. The IAFF and Performance Redefined are committed to leading an innovative charge to change fire fighters' health behaviors via the implementation of a comprehensive wellness and fitness initiative. The goal – *more fire fighters, more active, more often.*

### Common Reasons For Not Being Active:

- **Attitude towards exercise.** Many fire fighters do not enjoy exercise and associate the act of running, for example, as a form of punishment.



- **Perception of exercise.** Exercise can be many things to many people. Fire fighters may associate exercise with a specific type of physical activity they don't enjoy or find rewarding.

- **Confidence in abilities.** Fire fighters who lack self-confidence may be reluctant to try new things or be active in the presence of others.

- **Support from community.** We are the average of the five people we spend the most time with. If those people closest to us do not value exercise or do not support our efforts to be active, we are unlikely to be active.

### Tips to Get More Fire Fighters More Active:

- Make exercise more accessible. Offer options to support participation in physical activities both on and off the job.
- Make exercise more inclusive. Offer options to support the diverse interests of the membership. Not everyone wants or needs to run.
- Make exercise more fun. Use team challenges, cooperative games and gamification strategies to engage the broader membership.
- Make exercise more meaningful. Highlight the application to work, life and play and build in opportunities for members to share their stories to empower others.
- Take small steps, celebrate the short-term improvements and engage with activities that emphasize collaboration over competition.

For more information, contact [pft@iaff.org](mailto:pft@iaff.org). ■

## Elected Human Relations Committee Election Results

Nominations and elections for 16 members (eight categories) of the Elected Human Relations Committee (EHRC) were held January 20-21 during the Affiliate Leadership Training Summit and Human Relations Conference.

Results of the contested elections are as follows:

### African American/Black

- Nick Felton, New Orleans, LA Local 632
- Sherwood Smith, Kansas City, MO Local 42

### Caucasian/White

- Tom Donovan, Cincinnati, OH Local 48
- Dabney Hudson, Washington, DC Local 36

### Disabled/Handicapped

- William Silva, Fort Louis, WA Local F-283
- Barry Stafford, Boston, MA Local 718

### Female

- Audrey Owczarzak, Newport, KY Local 45
- Barbara Sellers, Shreveport, LA Local 514

### Hispanic/Latino

- Richard Gomez, Houston, TX Local 341
- Carlos Pacheco, Kansas City, KS Local 64

The following candidates were elected by acclamation:

### LGBTQ

- Kevin Burkhart, United Emergency Medical Professionals of Arizona Local I-60
- Cristian G. Cruz, Albuquerque, NM Local 244

### Other Than Already Represented

- David Bautista, Orange County, Local 3631
- Anita Paratley, San Francisco, CA Local 798

### Veteran

- Roy Mokosso, St. Paul, MN Local 21
- Jorge Pena, Uniformed Firefighters Association of New York Local 94



All EHRC members elected began their four-year term at the conclusion of the conference.

The Elected Human Relations Committee consists of 18 members nominated and elected every four years — 16 at the corresponding Affiliate Leadership Training Summit/Human Relations Conference and two Canadian representatives elected at the 2021 Canadian Policy Conference in Burnaby, British Columbia.

The Elected Human Relations Committee was established in 1988 following a resolution passed during the 39th IAFF Convention calling for a standing committee of IAFF members charged with improving relationships and establishing greater unity among fire fighters.

The Elected Human Relations Committee, which meets formally twice a year, makes policy recommendations regarding civil rights, minority issues, accommodation and other matters, and provides counsel to affiliates facing specific human relations issues. ■

# #Champions Welcome

UNITED STATES POLICE & FIRE

# 2022

CHAMPIONSHIPS

JUNE 13-20

SAN DIEGO

Athletes representing law enforcement, fire, corrections and border patrol from across the country, competing in Olympic-style sports.

REGISTRATION IS NOW OPEN!

NEW HOST HOTEL - 45 SPORTS

#USPFC2020

USPFC.ORG

Funded in part with City of San Diego Tourism Marketing District Assessment Funds.



## Los Angeles Fire Fighter Fights for ALS Treatment

Los Angeles City, CA Local 112 member Eric Stevens, 30, knows all too well there is no cure for Amyotrophic lateral sclerosis, better known as ALS. Diagnosed in August 2019, treatment for this progressive neurodegenerative disease is very limited. Most ALS patients lose their battle with the disease three to five years after diagnosis.

According to the Muscular Dystrophy Association (MDA), between 15,000 and 20,000 Americans are living with ALS. MDA — along with other national partners, including the IAFF — has raised millions of dollars for ALS research and clinical trials, hoping that one day more effective treatment or a cure is found.

Stevens' best chance for a longer life is to participate in one of a few promising drug trials. However, while considered safe, these experimental treatments are not approved for use.

"I have two choices," says Stevens. "Battle my ALS in private or go public to see what I can do to help others like me." He chose to go public to increase awareness of ALS and to fight for access to what could be life-preserving treatment.

Stevens, who joined the Los Angeles Fire Department in 2015, first noticed symptoms that included dropping tools and equipment and slurred speech. The disease spreads quickly, eventually leaving most unable to stand or walk.

General President Harold Schaitberger says, "Eric is to be commended for his courage and determination to not just simply accept his fate, but to fight for himself and for others."

"Brother Stevens — like many fire fighters — will never back down from any obstacle that gets in his way," says 10th District Vice President Frank Lima. "He is facing this challenge head-on. If there is anyone who can bring about positive change for ALS patients, it will be Eric, his family and devoted supporters."

To get his message out, Stevens has tapped into every available resource, including media outreach

(he appeared on the Ellen DeGeneres Show), family, friends and his fellow IAFF members.

Even if accepted into a clinical trial, Stevens will still only have a 50 percent chance of receiving the medication as half the study participants receive the drug and the other half receive a placebo.

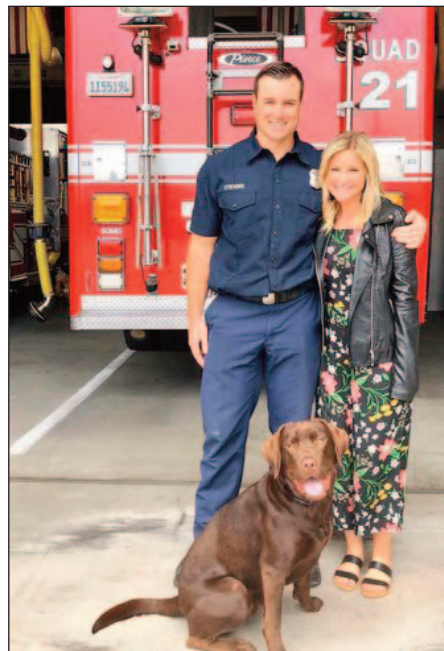
**"I have two choices, battle my ALS in private or go public to see what I can do to help others like me."**

The IAFF wrote and sent a letter to Food and Drug Administration (FDA) Commissioner Brett Giroir requesting that the agency take whatever steps necessary to provide approval and access to any ALS drug or therapy currently in phase 3 testing of a clinical trial and explore other possible avenues to allow safe, but unapproved treatments.

Thanks to lobbying by Stevens and his supporters, legislation has been introduced in the U.S. House and Senate which would, if passed, give ALS patients access to treatment still in testing in clinical trials and provide conditional approval for ALS patients to have access to drugs in phase 3 of the trial and thought to be safe.

Stevens' IAFF family will continue to stand by him and assist in any way. "I am proud of the fight and determination Eric has demonstrated on behalf of everyone coping with the symptoms of ALS," says Los Angeles City Local 112 President Freddy Escobar. "And I appreciate the support the IAFF has given him as he continues on his mission."

Stevens is currently still on the job with the Los Angeles Fire Department, but in a light duty capacity. For updates on his condition and the status of the legislation, visit [stevensnation.com](http://stevensnation.com). ■



Los Angeles City Local 112 member Eric Stevens pushes to make promising ALS drug treatments available to patients before they are approved by the FDA.

## Good News for Medicare Beneficiaries

Medicare beneficiaries could see a significant reduction in insurance premiums as a result of the repeal of the Health Insurer Fee (HIF) tax — also known as the Cadillac Tax — which was established as part of the Affordable Care Act (ACA) for health insurance plans that are fully insured, leading to higher premiums for consumers (see story page 24).

Those with an IAFF Financial Corporation (IAFF-FC) Aetna Medicare Advantage plan could save up to \$300 or more per year starting in January 2021.

The IAFF-FC understands that access to inexpensive, high-quality health insurance is important. That's why we're excited to share that the Aetna Medicare Advantage plans will be even more affordable in the future. The four Aetna plan options include extra benefits not offered by original Medicare, such as vision and hearing aid reimbursements, the SilverSneakers® fitness benefit, the AbleTo behavioral health program and other care and wellness programs to help keep you healthy.



These plans are for Medicare-eligible retirees who purchase their own coverage and don't have a bargained benefit. If you're just becoming eligible for Medicare, you can enroll in an Aetna plan throughout 2020. If you're already on Medicare and want to change plans, you can sign up for an Aetna plan in the fall.

For more information, go to [iaff-fc.aetnamedicare.com](http://iaff-fc.aetnamedicare.com) or call Aetna at (866) 246-8039 (TTY: 711), Monday-Friday, 8:00 a.m. to 6:00 p.m. in all time zones. ■



# Standing Strong for Biden



In April of 2019, the IAFF announced our support for Joe Biden, becoming the first union to back our long-time supporter and political ally. Over the last three months, as the primary calendar grew near, we ramped up our efforts and support significantly because the IAFF knows that when we put our brand behind a candidate, it carries a punch that is noticed in the community and the political world. It gives us the influence we need to get things done on Capitol Hill, in Parliament and in cities and towns across the United States and Canada.

In the early primary states of Iowa and New Hampshire, along with the Professional Fire Fighters of Iowa and Professional Fire Fighters of New Hampshire, our affiliate leaders and Political Training Academy graduates, we got to work, reaching out to other IAFF members to talk about Joe's 40-year record of support for fire fighter issues, including the Public Safety Officer Benefit (PSOB), Fair Labor Standards Act (FLSA), the Assistance to Firefighters (FIRE Act) and Staffing for Adequate Fire and Emergency Response (SAFER) grant programs and much more.

In January, General President Harold Schaitberger, General Secretary-Treasurer Kelly, 2nd District Vice President Mark Woolbright and 3rd District Vice President Jay Colbert hit the road, traveling through the Hawkeye and Granite states — meeting members to highlight Biden's record, discuss the IAFF endorsement process and hear members' questions about a myriad of other IAFF issues.

In Iowa, we made sure our members were prepared to participate in the intricate and challenging caucus process. The message was clear — the IAFF supports Joe Biden because he supports us. Nearly every local in the state had a visit from the IAFF Caucus Team, covering thousands of miles with the goal to make sure that each and every caucus site had a high level of IAFF support for Joe. Members and leaders from Ohio, Indiana, Michigan, Illinois, Wisconsin, Missouri, Kansas and Nebraska all traveled to Iowa before the caucus and made sure that the IAFF gold and black Fire Fighters For Biden brand was visible.

An independent expenditure effort was also launched in the early states, placing newspaper and internet ads in front of voters, a strategy that caught the attention of the Biden team, the press and the public.

While the outcomes were not ideal in these first two states, the IAFF held the line for Joe when it mattered most, making it clear that our union is a force to be reckoned with. We knew the Biden campaign was built for the long haul and, by standing with Joe in those states when others were dismissing his candidacy, the IAFF showed that we were with Joe Biden because we don't cut and run when times are tough; we stand up and fight back.

"Thanks to the work we put in along the way, Joe knows we were there from before he decided to run and every step along the way — especially when times were tough. He knows we've had his back and the political world knows we stand up for our friends, even when the chips are down," says General President Harold Schaitberger.

In Nevada, we worked with 9th District Vice President Ray Rahne and the Professional Fire Fighters of Nevada to again show the power of the IAFF endorsement. We built a strong member-to-member campaign program and recruited members to serve as precinct captains for the February 23 caucuses. Joe Biden finished second, hinting to the nation what we already knew — his campaign was far from finished.

A week later, as the national press and punditry were writing his political obituary, Joe Biden delivered, stunning them all with an overwhelming 30-point victory in South Carolina and setting the stage for one of the most dramatic 96 hours in American political history. And the IAFF was there with him the entire time.

## Joe's Record of Support for Fire Fighters

Joe Biden has stood up for working families and public safety throughout his political career and has supported fire fighters since he was first elected to the U.S. Senate. His record on the issues important to public safety and to our members is clear.

- Cosponsored the Public Safety Employer-Employee Cooperation Act, IAFF priority legislation to establish public employee collective bargaining rights.
- Voted to defeat right-to-work legislation and to restore bargaining rights for federal fire fighters.
- Voted against raising the Medicare eligibility age and fought against efforts to tax employer contributions for health insurance and pension plans.
- Supported the 7(k) exemption to the Fair Labor Standards Act (FLSA) and the inclusion of EMS personnel in the exemption, making fire fighters and emergency medical personnel eligible for overtime pay.
- Championed the Public Safety Officers Benefit (PSOB) program, which provides death benefits to the families of fallen fire fighters.
- Voted to create and fund the Assistance to Firefighters (FIRE Act) grant program and the Staffing for Adequate Fire and Emergency Response (SAFER) grant program.
- Voted to pass the Ryan White Notification Act to ensure fire fighters and EMS personnel are notified by hospitals in the event of exposure to bloodborne or airborne transmittable diseases.
- Introduced legislation in the Senate to implement the recommendations of the 9/11 Commission, including providing funds to states and localities to prepare for and prevent terrorism and enhancing emergency and interoperable communications.
- Voted to create the Department of Homeland Security (DHS) and to reform the Federal Emergency Management Agency (FEMA) within DHS, reuniting disaster preparedness and response functions under a single agency.
- Supported and voted to allocate homeland security funds to communities at the highest risk and threat of terrorism and provide hazardous materials training free of charge.
- Voted to protect federal employee pensions.

With Biden back at the top of the field, and with momentum on his side, he has a strong shot to win the party's nomination — thanks in large part to the IAFF's loyal support through some of the tough weeks in Iowa and New Hampshire.

"I'm so proud of our leadership, members and staff who worked so hard in the early four states and all across the Super Tuesday states, even in the face of what was expected to be tough results," says Schaitberger. "We stood strong for Joe. We once again proved the one thing about fire fighters and this union — we never back down and we never give in."

Since dropping out of the race, Pete Buttigieg, Amy Klobuchar and Michael Bloomberg have all endorsed Biden. And as we go to press, Elizabeth Warren has also suspended her campaign, making this a two-man race between Biden and Bernie Sanders. ■



Joe Biden visits members of Londonderry, NH Local 3160.



In Council Bluffs, Iowa, Biden talks with members of Local 15.



# On the Road

WITH THE GENERAL PRESIDENT

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

Throughout January and February, General President Harold Schaitberger made several stops in Iowa and New Hampshire to emphasize the importance of supporting political candidates who have a history of supporting issues important to fire fighters and the labor movement.



## IOWA

1. Among his stops, Schaitberger and 2nd District Vice President Mark Woolbright met with Altoona Local 4473 President Blaine Lefler at the Carpenters Local 106 Union Hall.
2. Mason City Local 41 President Patrick Duffey and his members welcomed General President Schaitberger, General Secretary-Treasurer Kelly and 2nd District Vice President Mark Woolbright for a fire station visit.
3. President Schaitberger and 2nd District Vice President Mark Woolbright visited Cedar Rapids Local 11 members at Fire Station 7. Joining them was U.S. Senator John Kerry (D-MA), who has been a longtime supporter of the IAFF.
4. In Des Moines, Local 4 President Michael Van Haalen and Local 4 members greeted President Schaitberger at Fire Station 1.



## NEW HAMPSHIRE

- In New Hampshire, President Schaitberger and Professional Fire Fighters of New Hampshire (PFFNH) President William McQuillen met with Berlin Local 1088 President Jason Vien and several active and retired members at their fire station.
- General President Schaitberger, General Secretary-Treasurer Kelly, 3rd District Vice President Jay Colbert and PFFNH President William McQuillen visited with Portsmouth Fire Officers Local 4039 and Portsmouth Local 1313 members at Fire Station 2. They were joined by members of various other New Hampshire locals to discuss the upcoming election campaign cycle.

# IAFF Retirees

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

**ALABAMA** L0270 Florence Professional Fire Fighters Association—Anthony Cole, Charlie Goode, L0454 Gadsden—Tony Nash, Joseph Taylor, L0980 Bessemer—Gary Nix, L1288 Homewood—Brian Gober, Timothy Harmon, L1295 Mountain Brook—Brad Swindle, L1349 Mobile—John Jackson, Brian Payne, L1833 Huntsville—Jeffrey Burns, William Graves, Garnet Jones, L2676 Northport—John Poole, L4534 Gardendale Professional Fire Fighters Association—Greg Blizard  
**ALASKA** L1324 Fairbanks—Brian Davis, Michael Gho, L4303 Juneau Career—Keith Walker  
**ALBERTA** L0209 Edmonton Fire Fighters Union—Dave Horvat, Paul Hoveland, Darryl Muzyka, Herb Poettcker, Mike Prangley, Jim Solkowski, L0237 Lethbridge—Peter Kidd, L0255 Calgary—Daren Dunbar, Darrell McDonald, L0263 Medicine Hat—Steve Risling, L2461 Strathcona County Fire Fighters—Elizabeth Holcombe, L2770 Grande Prairie—Ward Redwood  
**ARIZONA** I0060 United Emergency Medical Professionals Of Arizona—Richard Pointer, L0479 Tucson Jacki DeHaro, Susan Rizzi, Edward Stevens, L0493 Phoenix—Alphonso Bellamy, Patrick Burcham, Michael Caruso, Jeffrey Case, Timothy Clemit, James Cochran, Aaron Ernsberger, Francisco Flores, Bryan Ford, Clyde Fredin, Nolberto Gem, Robert Gibson, Efrain Guzman, Gary Hernandez, David Johnson, Cyrus Joy, John Kanter, Todd Keisling, Rickie Mata, Benjamin McKinnon, Thomas Nathe, Tamela Nathe, John Nettles, Steven Nicoll, Andrew Palen, Roger Ramella, Dan Reiling, Edmund Rusin, Donald Schloegel, Steven Schneider, Richard Sears, Timothy Venard, Aaron Whitley, Wiley Williams, Chris Wintersten, Darrell Wiseman, Jeffrey Zientek, L2260 Mesa—Brett Bigelow, Gregory Galvez, David Johnson, Dean Kaneko, Brian Kotsur, Thomas Tarpley, Ted Voorhees, Richard Wilson, L2763 Nogales—Manuel Burgos, L4324 Fort Mojave—Thomas Achor, L5050 United Scottsdale Fire Fighters Association—Albert Dibenedetto  
**ARKANSAS** L0033 Fort Smith—Jeff Bonner, James Brooks, Michael Roeder, Heath Shofner, Joey Sport, Carey St. Cyr, Brad Turner, L0034 Little Rock—Louis Manees, L0035 North Little Rock—Brent Treece, L0502 Texarkana—William Holt, L2765 Benton—Greg Ford, L2855 Siloam Springs—Robert Holland  
**BRITISH COLUMBIA** L0296 North Vancouver—Robert Hanlon, L0905 Nanaimo—Ron Daly, Mike Rispin, L0967 Saanich—Kevin Cleaver, Richard Pala, L1271 Surrey—Nancy Baird, L1286 Richmond—Greg Deane, Brad Glahn, Alan McGrath, L1372 Prince George—Norm Price, Marcel Proféit, L1667 Port Alberni Professional Fire Fighters Association—E.R. Francoeur, L1763 Delta Firefighters—John Burr, L2399 Port Moody—Brad Robinson, L2685 Terrace—Scott Spencer, L2848 Langford Fire Fighters Association—Alexandria Bicknell, L3944 Whistler P.F.F.A.—Keith Mellor, L4449 Maple Ridge Fire Fighters—David Harcus  
**CALIFORNIA** F0166 Monterey—Kennedy Santiago, L0055 Oakland/Alameda County Fire Fighters—Jason Allen, James Conley, Heather Cook, Anthony Dito, Craig Fujii, Ron Gordon, Nicole Gouguet, Carlos Harvey, Jason Lloyd, Manuel Mejia, Christopher Piveronas, James Reis, Terence Smith, Scott West, L0112 Los Angeles City—Joseph Carcamo, Chris Caropino, Robert DeCuir, Xenophon Gikas, Raymond Hoffman,

James Hunt, Lance Keeble, Katherine Main, Hector Marquez, Oscar Martinez, Lance Messner, Sean Mills, Bennie Orrantia, Jorge Perez, Louis Torres, John Torres, James Ullrich, Douglas Weber, Kenneth Wigchert, David Zar, L0188 Richmond—Ginger Bridges, Mark Cisneros, L0230 San Jose—Alan Gonzales, David Moseley, Jeffrey Mushock, James Tom, Jeffrey Welch, L0372 Long Beach—Jim Bayley, Bob Cheng, Ty D'Amico, Duaine Jackson, Lance Mora, Shawn Polly, Thomas Robles, Christopher Tave, L0456 Stockton—Greg Benevides, Bryan Johnson, Gregory Vitz, L0522 Sacramento—Paul Burke, Brian Franks, Brad Hansen, James Mandes, John Vidal, L0525 Santa Barbara City—Segundo Valdez, Chris Woodcock, L0689 Alameda—Daniel Bradley, Corey Ransom, L0776 Glendale—Craig Larson, Cody Smith, L0778 Burbank—Michael Malloy, L0798 San Francisco—Ed Dunn, Jason Harrell, Robert Milici, James Perry, L0935 San Bernardino County—Dean Dickover, Steve Sillings, L1014 Los Angeles County Fire Fighters—Fredrick Chavez, David Enriquez, Robert Gaylor, Mark Griffen, Robert Gutierrez, Neil Lakin, Eva Mauck, Steven Mueller, Eduardo Stary, Henry Waller, Blair Wein, Todd Woods, L1109 Santa Monica—Michael Ayala, Bradley Lomas, Marc Rose, L1225 Lodi Professional Fire Fighters—David Locke, L1227 Berkeley—Stanley Zukowski, L1230 Contra Costa County—Bradford Anderson, Anthony Arieta, Mary Oades, Kevin Prescott, Jesus Puente, Jesus Puente, Adam Rich, L1289 Modesto—Doug Rice, Bryan Roof, Brian Whitcomb, L1319 Palo Alto—Bobby Davis, Jennifer Krusing, L1434 Association of San Miguel Fire Fighters—Timothy Lewis, L1578 Alhambra—Kevin Stool, Ronald Thurston, L1592 Roseville Fire Fighters—Steve Beltran, Robert Tilton, L1689 Fremont—Mark Durchfort, Robert Hall, Todd Koehler, Rodney Lofton, Jeffrey Place, Craig Rhoades, S. Jeffrey Youngsma, L1699 Milpitas—Ernest Gomez, Yvonne Mataguly, L1716 Santa Cruz—Ronald Carson, L1775 Marin Professional Fire Fighters—Cherie Raffaini, Eric Scovel, Tim Walsh, Mark Weston, L1874 Manteca—Derek George, L1909 Hayward—John Gowin, L1927 Culver City—Jorge Kurovski, James Volantis, L1974 Livermore-Pleasanton—Kenneth Atkinson, Barry Baxter, Chris Lima, Daniel Moyles, Ben Plake, L2046 Santa Barbara County—James Conteras, L2216 Compton—Sunday Sims, L2274 Rancho Cucamonga—Tim Fejeran, L2400 San Mateo County—Scott Hylton, James Marinelli, James Montalvo, Anthony Morales, Jeffrey Schreiber, L2415 Monrovia—Michael Cate, Christopher Mellinger, L2805 Gilroy Fire Fighters Association—Jim Dempsey, L2881 Cal Fire Local 2881—Brian Adney, Jacob Duran, Keith Fricker, Dion Mynatt, John Partenheimer, Michael Robertson, L3124 Napa City—Jeffrey Taylor, L3354 Huntington Beach—Jason Arrow, Wendy Boyd, Ryan Britz, Andrew Crichton, John Raymond, John Simpson, L3421 Fullerton Fire Fighters Association—Jeff Grant, L3431 Ventura City—David Mendoza, L3522 Chino Valley Professional Fire Fighters, Inc.—Fernando Caldera, Donald Ross, Douglas Summers, L3577 Scotts Valley—Jim Owens, L3604 El Dorado Hills—Robyn MacKenzie, Chris Storz, L3631 Orange County Professional Fire Fighters Association—John Gammon, Daniel MacKay, Evan Sornborger, L3719 Visalia—Jason Costa, Karl Kassner, L3729 North

Tahoe P.F.F.A.—Russ Martin, L3757 Corona Fire Fighters Association—Jeffrey Davis, L3821 Montebello Fire Fighters Association—James Dollar, Randy Sherrick, L4029 Woodland—Brian Grose, David Turk, L4107 Vista—Diane Collier, Brian Gregson, Jeff Hahn, Christopher Place, L4742 Apple Valley Professional Fire Fighters Association—Rich Unferdorfer, L5107 Northstar Professional Fire Fighters Association—James Conlin, L5181 Amador County Professional Fire Fighters—Bryan Jones, L5187 Valley Center Fire Fighters Association—Phil Carreon, L5216 Sierra Madre Professional Fire Fighters Association—Gregory Christmas  
**COLORADO** L0003 Pueblo—Dennis Montoya, L0005 Colorado Springs—Ted Collas, L1290 Aurora—Ronald McVicker, William Morley, Dana Tirado, L1309 West Metro Fire Fighters—Michael Ellison, Alan Ingraham, Gregory King, Rob Laffler, L1945 Poudre Fire Authority—Joe Gutierrez, Gary Long, L2086 IAFF Local 2086 South Metro Fire Rescue—Mark Moran, David Otto, Kevin Sproul, Jefferson Sundby, L2808 Grand Junction—Sling Herrman, Corey Lovern, Mark Peterson, L2889 Westminster Professional Fire Fighters—Timothy Foster, Tracy Haze, Robert Martinez, Karen Morris, Jay Sperry  
**CONNECTICUT** L0773 Bristol—Robert Grimaldi, L0786 Stamford Professional Fire Fighters Association—Todd Brennan, John Conte, Gerald Kutz, Joseph Ostaszewski, Stephen Schaaf, Robert Sollitto, L0834 Bridgeport—Thomas Hanko, Nancy Petrucelli, L0944 Milford—Todd Ricci, L1042 Greenwich—Jason James, L1073 Middletown—Greg Borent, William Unikewicz, L1148 Meriden—Steven Trela, L1326 Wallingford—Edward Butkus, Douglas Coombs, L1339 Waterbury—Jon Thompson, L1522 New London—Joseph Stanley, L1964 Groton—Christopher Clarkin, L2687 Hamden Professional Fire Fighters—Jeffrey Pechmann, Kevin St. John, L2704 Poquonnock Bridge—Randall Carroll, Brian Kiely, Scott Lindy, Mark Murphy, L3059 Thompsonville Fire Department—David Hayes, L3377 East Lyme—William Rix  
**DELAWARE** L1590 Wilmington—Todd Reese, John Whye, Darrin Woody  
**DISTRICT OF COLUMBIA** L0036 Washington—Joseph Beach, Johnnie Butler, Reginald Chandler, Michael Cramer, David Di Pietro, Jeffrey Freeland, Victor Garner, James Gray, Tyrone Harrison, Calvin Hickerson, Toree Holmes, Christopher Holness, Michael Lacore, Cranston Lee, Anthony Lytton, Stephanie McLaughlin, Darlene Mims, Derek Payne, Tommy Pleasant, Lamont Venev, Christopher Williams, L3217 Metropolitan Washington Airport Authority—Christopher Larson, Michael Leddy, Curtis Maxwell, Sean Smith  
**FLORIDA** L0122 Jacksonville Association of Fire Fighters—Jeffrey Bailey, Jairo Herrera, Timothy Norris, Kevin Thomas, Andrew White, Kurtis Wilson, L0587 Miami Association of Fire Fighters—Robert Crespo, L0707 Pensacola Professional Fire Fighters—Travis Eddins, John Irwin, Robert Sanclemente, L0727 West Palm Beach Association Of Fire Fighters—James Barefoot, Linton Ellison, Roderick Halls, Jamie Snelgrove, L0754 Tampa—E. Charles Chapman, Vincent Jackson, Jason Kissick, Adam Meid, Tim Murphy, Lou Smith, Anthony Vizzari, L1102 Hialeah Association Of Fire Fighters—Glenn Stallings, L1162 Daytona Beach Fire/Rescue—Christon Childress, Ron Montisano, L1365 Orlando Professional Fire Fighters—Dan Coleman, Catherine Gibbins, Michael Griffin, L1375 Hollywood Professional Fire Fighters, Inc.—David Civita, Patrick Croghan, Mark McCann, Kenneth Miranda, Bernard Pflum, Christopher Plummer, Jack Saunders, Henry Steinbuck, L1403 Metropolitan Dade County Association Of Fire Fighters—Douglas Beals, Carla



Crook, Richard Gongora, Gea Haff, James Hunter, **L1560 Fire Fighters Of Boca Raton**—Levi Ruiz, **L1826 Southwest Florida Professional Fire Fighters**—Maureen Mathews, William Miller, Mitchell Price, **L1842 Professional Fire Fighters Of Delray Beach**—Odell Lewis, William Roulette, **L2057 Orange County Fire Fighters Association**—Charles Green, Kent Weber, Ronald Williams, **L2117 Reedy Creek Professional Fire Fighters Association Local 2117 Inc.**—David Evans, James Fox, Jeffrey Hardy, Daniel Munoz, Steven Pomianowski, **L2157 Gainesville Professional Fire Fighters Of Naples**—Adam Nadelman, Travis Wright, Daniel Zunzunegui, **L2292 Professional Fire Fighters Of Pembroke Pines**—Mario Martinez, **L2297 North Collier Professional Fire Fighters and Paramedics Local 2297**—Becky Bronsdon, Pedro Soto, **L2315 Davie Professional Fire Fighters**—Vincent Muller, Novel Varela, **L2327 Dunedin Fire Fighters Association**—Dino Daminato, **L2339 Tallahassee Professional Fire Fighters**—Thomas Anderson, Nathan Roberts, **L2424 Cape Coral Professional Fire Fighters**—Jean Etcheverry, **L2546 Suncoast Professional Fire Fighters & Paramedics**—David Ezell, Marty Hill, John Louke, Christopher Lovegrove, William Mulhall, Jeffrey Schultz, Christopher Snider, Thomas Stevens, David Stokes, **L2820 Professional Fire Fighters Of Miramar**—Scott Pratt, **L2887 Professional Fire Fighters Of Marco Island**—Raymond Ladurini, **L2928 Professional Fire Fighters & Paramedics Of Palm Beach County**—Brent Bauer, Crispin Bottari, Lawrence Doelling, Richard Ellis, James Frank, Victor Hernandez, Darryn Keenan, Russell Lee, Jody Marlow, Robert Southwood, Vincent Taylor, **L2957 Professional Fire Fighters Of**

**Leesburg**—Justin Richey, **L2959 Professional Fire Fighters and Paramedics of Martin County**—William Topping, **L2969 Brevard County Professional Fire Fighters**—Mario Baldoni, Phillip Ribbe, **L2980 Palm Harbor/Oldsmar Professional Fire Fighters**—J. Renee Nieman, Chad Pittman, **L3169 Professional Fire Fighters Of Marion County**—Robert Ramage, **L3254 Seminole County Professional Fire Fighters Association**—Tom Grey, Mike Hohnhorst, Michael Lloyd, Dennis Miller, Tomas Reyes, Darrell Rudd, **L3284 Osceola County Professional Fire Fighters**—Timothy DeBrecht, Colleen Holborn, Edward Murphy, **L3362 Clay County Fire/Rescue Professionals**—Karen Golish, **L3516 South Walton Professional Fire Fighters Association**—Mark Youngblood, **L3623 Ocoee Professional Fire Fighters**—Steve Ellis, **L3638 Key Biscayne Professional Fire Fighters Association**—John Bavaro, **L3760 Hernando County**—C. Brent Blankenship, Chester Merry, Robert Miller, **L3852 Fire Rescue Professionals Of Alachua County**—Roger Cox, Jeff Harpe, **L3865 St. Johns County**—Jason Gerona, **L4208 Kissimmee Professional Fire Fighters**—David Speir, **L4321 Broward County**—George Castillo, John Decker, David Erdman, Leah Hlavsa, Francis Marr, Kirk Morcus, Tammy Nugent, Don Parrish, Vincent Rodas, **L4337 Flagler County Professional Fire Fighters Association, Inc.**—Floyd Herrick, George Tolbert, **L4420 Pasco County Professional Fire Fighters**—Patrick Healy, **L4966 Pinellas County Professional Fire Fighters**—William Cadzow, Donald McKiernan, **GEORGIA L0134 Atlanta**—Nispy Thomas, **L2563 Cobb Professional Fire Fighters**—Jon Redwine, **L3357 Augusta-Richmond County Fire Fighters Association**—Jeffrey Carter, Charlie Coleman, Steve

Fowler, Frankie Hall, Charles Huggins, Jack Milton, Thomas Minor, Quinton Reid, Michael Street, Darrell Thompson, **HAWAII F0263 Federal Fire Fighters Of Hawaii**—Puni Puni, **L1463 Hawaiian Islands**—George Davis, Daniel DeFries, Warren Fautot, Derek Foglesong, David Kamakea, David Leung, Michael Nakano, Courtney Seto, **IDAHO L2856 Kootenai County Fire & Rescue**—Ron Graham, **L4667 Teton County Fire Fighters**—Kevin Vallade, **ILLINOIS I0021 Fermilab**—Bryan Needham, **L0002 Chicago**—Patrick Blake, Kevin Clark, Sandra Collins, Evan Devroe, William Diggs, Russell Frye, Joseph Kish, Angela Minnick, Florian Skelnik, William Smoley, Carlos Soto, Michael Tobar, Thomas Young, **L0023 East Saint Louis**—Julyon Brown, Daryn Foster, Robert Schield, **L0037 Springfield**—William Beaty, **L0049 Bloomington**—Gene Berkley, Mark Guymon, **L0095 Oak Park**—Gerard Crimmins, **L0413 Rockford**—Steven Rydholm, **L0439 Elgin**—Robert Bedard, Eric Christiansen, Randy Lehnhardt, Hollis Miller, Vincent Rychtanek, Michael Villarreal, **L0473 Waukegan**—Thomas McCarthy, **L0505 Decatur**—Jeff Blair, Michael Bruce, **L0691 Mattoon**—Bob Alexander, **L0742 Evanston**—Tim O'Gara, **L1147 Urbana**—Mark Clapp, Brian Houska, **L1894 Northbrook**—Charles Ford, Robert Gangloff, **L1999 Zion Professional Fire Fighters Association**—Richard Reich, **L2338 La Grange**—Brian Sible, **L2340 Village Of Elk Grove Village**—Scott Peterson, **L2369 Joliet Officers**—John Lukancic, Ron Schroeder, **L2392 Villa Park**—Michael Barton, **L2986 Lisle/Woodridge**—Michael Egan, Frederick Mitchell, **L3022 Streamwood**—Gregory Alberth, Lori Beach, Gary Bober, William Burke, Vern Case, James Dykstra, Robert Freeman, Michael Hanning, Dan Johnston, Bryan



## IAFF MEMBERS: EARN AN ONLINE DEGREE WITH MORE FLEXIBILITY AND LOWER TUITION

Tuition reductions available for IAFF members, family members, and staff.

Choose from all of Purdue University Global's 175+ online programs

- Prepare for career advancement or a second career.\*
- Earn an undergraduate degree online with tuition reduced to \$230 per credit.†
- Take it one step further with a 14% tuition reduction on a graduate degree.

Turn Your Work Experience Into College Credit‡

Your prior training and learning may count toward course credit.

TRY US FOR 3 WEEKS. TUITION FREE.§

Learn more at [IAFF.PurdueGlobal.edu](http://IAFF.PurdueGlobal.edu) or call **866-583-6765**.

For comprehensive consumer information, visit [Info.PurdueGlobal.edu](http://Info.PurdueGlobal.edu).

\*Purdue Global cannot guarantee employment or career advancement.

†May not be combined with other Purdue Global tuition reductions or ExcelTrack™ pricing. Eligible family members include spouses, domestic partners, parents, siblings, and children.

‡Purdue Global does not guarantee the transferability of credit from any of these sources. See the University Catalog for Prior Learning Assessment policy.

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

17955 01/20

**PURDUE GLOBAL**  
UNIVERSITY



Kominski, Marvin Kramer, Steve Laker, Timothy McCoy, Michael Meyer, Ross Runyon, William Schmidt, Steven Tomzlik, John Tykol, Christopher Way, **L3033 Skokie**—John Degroot, Daniel Fogarty, **L3086 Matteson**—Chris Grabowski, Tracy Guidera, **L3105 Arlington Heights**—Jerome Kennedy, Richard Manske, **L3165 Tri-State**—Don Bulat, **L3177 Buffalo Grove**—Randy Buttliere, **L3192 Carol Stream**—Tracy Denton, Raymond Grenier, **L3252 Litchfield**—Timothy Rowland, **L3322 Saint Charles Fire Department**—Darin Peterson, **L3367 Metropolis**—Blaine Funkhouser, **L3481 Barrington Fire Fighters & Paramedics**—Lark Sanders, **L3598 Gurnee**—John Drinkall, William Heuer, Andrew Wienckowski, **L3656 Homewood**—Lawrence Lipinski, William Wright, **L3766 Dolton**—Anthony Breckenridge, **L4109 South Holland**—Ronald Kalkowski, **L4119 Mount Prospect**—Scott Skindingsrude, **L4186 Glenview**—Paul Offerman, **L4210 Norwood Park**—Randy Davis, **L4254 Palos Heights**—Steve Hammerstein, Joseph Levey, **L4330 Bridgeview Fire Fighters**—Bradley Hojek, Richard Huber, **L4632 Deerfield Bannockburn Fire Fighters**—Kenneth Koerber, **L4727 Addison Professional Fire Fighters Union**—John Rice, Robert Shea, Austin Taylor, **L4790 Carpentersville Professional Fire Fighters**—Kimberly Ducasse, James Ohlinger, **L4977 Grayslake Professional Fire Fighters**—Rodney Buckley, Ryan Cramer  
**INDIANA L0124 Fort Wayne**—Alison Bischoff, Dennis Jines, Alice Martin, Dave Schafenacker, Tracey Wilkinson, **L0410 New Albany**—Timothy Cooke, Christopher Rainbolt, **L0416 Indianapolis**—Larry Brake, Larry Byerly, Joseph Dietz, Charles Egger, Daniel Jenkins, Daniel Kennedy, Charles Lawless, Kelly Little, Ronald Marks II, Joseph Milewski, Brian Millard, Mark Moore, Michael Neumeister, Dean Riester, James Sandefur, Eric Simmons,

Joseph Thomas, Jeffery Williams, **L0470 Logansport**—Steven Williams, **L0472 Lafayette**—Todd Ford, John Gullion, **L0558 Jeffersonville**—Joseph Stengel, **L0577 Seymour**—Troy Nichalson, David Nichter, Patrick Papin, Douglas Stickles, **L0586 Bloomington Metropolitan Professional Fire Fighters**—Anthony Eads, Dave Stewart, **L0676 Marion**—Chad Jenkins, Ed Miller, **L0758 Terre Haute**—Kevin Courtney, **L1408 Richmond**—Brian Benedict, Rock Fisher, Paul Schroeder, **L1443 Goshen**—Donald Showalter, Eric Stutzman, **L1722 New Castle**—David Cook, **L4444 Carmel Professional Fire Fighters Union**—Bruce Knott, **L4787 Hancock County Professional Fire Fighters Union**—Kyle Jordan  
**IOWA L0004 Des Moines**—Mike Morgan, Michael Morris, Christine Rankin, James Rivera, **L0011 Cedar Rapids**—Eric Cook, **L0017 Davenport**—Jason Roth, **L0608 Muscatine**—Bart Lund, **L4814 Ankeny Career Fire Fighters**—Jason Runge  
**KANSAS L0064 Kansas City**—Lawrence Baska, J Hawks, Thomas Jorgensen, Frank Kent, Montee Scott, Larry Scott, Daniel Trehey, **L0083 Topeka**—Clinton Bearden, Daniel Macke, **L0135 Wichita**—Troy Franklin, Mark Roberts, **L0818 Emporia**—Doug Fowler, Richard Gould, David Young, **L1371 Johnson County Fire Districts 2 & 3**—Randy Kolman, **L1596 Lawrence**—David Russell, **L4885 Professional Paramedics of Johnson County**—Debbie Kneaves  
**KENTUCKY L0038 Covington**—Brian Hafer, **L0045 Newport**—Richard Klaserner, Ryan Lange, **L0168 Paducah**—Paul Bell, Pat Hannan, John Huskey, Billy Looney, **L0345 Louisville**—John Bersot, Earl Blankenship, Joseph Elder, Marc Myres, Jonathan O'Dell, Gerald Shively, William Smith, **L0526 Lexington**—Robert Hendricks, **L0706 Ashland**—Randy Howard, Philip Walters, **L0870**

**Owensboro**—Donald Head, **L0870 Owensboro**—Christopher Luttrell, **L1928 Fort Thomas**—Chris Wulfeck, **L3784 Hebron**—Joshua Bosse, Anthony Crouch, Steven Puglisi, **L3945 Independence Professional Fire Fighters**—Darlene Payette, Rick Sturgeon, **L3972 Jefferson County**—Michael Schuerman, Samuel Yates, **L4178 Taylor Mill**—Thomas Bishop, **L4215 Scott County Professional Fire Fighters**—Jon Scott, David Smith, **L4431 Shelbyville Fire Department**—Jonathan Blank, Brian Raizer, **L4974 Elsmere Professional Fire Fighters**—Sean Mulligan, Robby Samuel, **L5222 Fort Mitchell Professional Fire Fighters Association**—James Hills  
**LOUISIANA L0632 New Orleans**—William Carrouche, Richard Condon, Alden Lombard, Jan Soeten XV, **L1368 Rapides Parish Fire District 2**—Gary Leggett, Randy McCain, **L1468 Saint Bernard**—Ronald Bouffine, Karl Bruder, Norman Ellis, Barry Hadley, **L1694 Ouachita Parish**—James Stewart, **L3673 Ville Platte**—Blake Perron, **L3704 Mandeville**—David Murden, **L3765 Sulphur**—Tammy Bellard, Johnnie Hardy, **L4019 Ruston**—Tommy Caesar  
**MAINE L0740 Portland**—James Keefe, David Lord, **L0785 Lewiston**—Richard Paradis, **L3107 Biddeford**—Ricky Dussault, William Langevin, **L4618 Skowhegan Professional Fire Fighters**—Linwood Corson  
**MANITOBA I0160 Whiteshell Professional Fire Fighters Association**—Walter Wiens, **L0867 Winnipeg**—Brian McDonald, Gord Miller  
**MARYLAND F0151 Walter Reed**—Jerry Dorsey, George Keefer, Ian Swisher, Merrill Wells, **L0734 Baltimore**—James Bellamy, William Hartscock, Paul Prugar, **L0964 Baltimore Fire Officers Association**—Antonio DiLeonardi, Alfonso Joyner, **L1311 Baltimore County**—Michael Chamberlain,

## TD Insurance

Meloche Monnex



Take advantage of your member benefits.

Get preferred rates and coverage that fits your needs.

Recommended by



You could save big\* when you combine your member preferred rates and bundle your home and car insurance.

## Get more out of your benefits.

As a IAFF member in Canada, you have access to the TD Insurance Meloche Monnex program. This means you can get preferred insurance rates on a wide range of home and car coverage that can be customized for your needs.

For over 65 years, TD Insurance has been helping Canadians find quality home and car insurance solutions.

Feel confident your home and car coverage fits your needs. Get a quote now.

HOME | CAR

Get a quote and see how much you could save!  
 Call 1-866-296-0888  
 Or, go to [tdinsurance.com/iaff](http://tdinsurance.com/iaff)



The TD Insurance Meloche Monnex program is underwritten by PRIMMUM INSURANCE COMPANY. It is distributed by Meloche Monnex Insurance and Financial Services Inc. in Quebec and by TD Insurance Direct Agency Inc. in the rest of Canada. Our address: 50 Place Cremazie, Montreal (Quebec) H2P 1B6. Due to provincial legislation, our car and recreational insurance program is not offered in British Columbia, Manitoba or Saskatchewan. \*Nationally, 90% of all of our clients who belong to an employer group that have an agreement with us and who insure a home (excluding rentals and condos) and a car on July 31, 2017, saved \$455 when compared to the premiums they would have paid without the preferred insurance rate for groups and the multi-product discount. Savings are not guaranteed and may vary based on the client's profile. Savings vary in each province and may be higher or lower than \$455. All trade marks are the property of their respective owners.

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



Leslie Coleman, Michael DeLuca, Buddy Meadows, Jennifer Nilsen, Delores Pickle, John Schultz, Steven Yealdhall, **L1563 Anne Arundel County**—Timothy Gunderson, **L1619 Prince George's County**—Edward Aldaco, Pamela Graham, Temeshia Heyward, Michael Hoffman, Edward Parkinson, Kelly Peters, James Porter, James Reilly, Thomas Robinson, Marcus Roy, John Sansbury, Jamieson Scarlata, **L1664 Montgomery County**—Woodward Carter, John Freeburger, Penelope Ingles, Jane Knopfmacher, Matt Metts, Luther Weitzel, **L1926 Annapolis**—Charles Townsend, **L3666 Frederick County**—Robert Jacobs, **L4916 Worcester County Professional Fire Fighters**—Preston Bounds  
**MASSACHUSETTS L0030 Cambridge**—Robert Bruno, John Hathaway, Michael Hughes, John Shinkwin, **L0138 Taunton**—Thomas Bairos, **L0143 Everett**—James Erickson, Michael Nigro, Andrew O'Hearn, Joseph Quinn, Norman Solari, **L0172 Salem**—Dennis LeVasseur, **L0648 Springfield**—Michael Cote, Brian Devivo, Christopher Guyer, **L0718 Boston**—Joseph Adduci, Thomas Curtin, James Duffy, Francis Jones, Daniel Mahoney, Reynold Maughn, Allan Morse, Jeffrey Scott, **L0863 Newton**—David D'Amico, Annie French, Edward Gourdeau, Hugh Little, James Sbordone, James Thorne, Salvatore Yeradi, **L0971 Woburn**—Donald Foley, Mark Patterson, **L1009 Worcester**—Joseph Baker, Mark Chestna, Paul LaRochelle, Peter Lemieux, **L1032 Medford**—Joseph Albano, Peter Bove, **L1070 Winthrop**—William Carabine, Michael Rich, Richard Swartz, **L1116 Milton**—Joseph Angeloni, James Balfe, Brian Doherty, Kevin Mawn, Thomas Nicholas, James Quinn, **L1268 Randolph**—Bruce Anderson, Bruce Eaton, Albert Karsay, **L1495 Billerica**—Fred Wiggins, **L1555 Fairhaven**—Stephen Almeida, Wayne Oliveira, **L1617 Melrose**—Brian Branon, David Gallugi, **L1652**

**Framingham**—John Hedges, **L1693 Holyoke**—Sean Adamson, Thomas Gajda, Michael Leary, Sheila Moran, Richard Ostiguy, Jesusan Quinonez, Hector Rodriguez, James Tourigny, **L1735 Dedham**—Charlie Boncek, John Fontaine, John Howard, **L1764 Amherst**—James Snowden, **L1783 Amesbury**—Michael Burke, Craig Deguio, **L1847 Wilbraham**—Anthony Cerini, William Manseau, Thomas Shaw, **L1904 Acton Professional Fire Fighters**—Kenneth Ineson, **L2023 Sudbury**—Kevin Moreau, **L2116 Stoneham**—Albert Minotti, **L2172 Hyannis**—Matthew Mills, **L2346 Centerville-Osterville**—Thomas Burchell, Roger Henson, Charles Schneckloth, **L2351 Pembroke**—James Wilson, **L2398 Hingham**—Timothy Krall, **L2452 Turners Falls**—Leon Ambo, **L2647 Pittsfield**—Robert Czerwinski, John Jackson, Richard Jacob, Anthony Marchetto, Raymond Tart, **L2675 Orleans**—Stephen Freiner, **L2726 Professional Fire Fighters Of Hanover**—Joseph Cleary, **L2810 Wareham Fire Fighters Association**—W. James Rawlings, **L2895 Wareham Fire Fighter E.M.T. Association**—Tammie Cook, **L3070 Westborough**—Robert Rand, **L3415 Plainville Permanent**—Edwin Harrop, **L4613 Shrewsbury Fire Fighters Association**—David Hodgerney, **L4938 West Barnstable Professional Fire Fighters**—Edward Clough, **S0028 Massachusetts Military Professional Fire Fighters**—Ronald Densmore  
**MICHIGAN L0102 Saginaw**—Ona Lee Hoard, **L0116 Bay City**—Tim Meagher, **L0344 Detroit**—Eugene Biondo, Gregory Brown, Erik Carrington, James Curry, Miron Davis, Peter Eskau, Michael Gillespie, Patrick Gordon, Mark Green, Donald June, David McLeod, Davin Stone, Robert Woods, Russell Zarras, **L0352 Flint**—Rico Phillips, **L0370 Muskegon**—Christopher Drake, Joseph Hannon, Brian Marek, John Nowak, David Robb, William

Weipert, **L0412 Dearborn**—Michael Brannon, Michael Perry, Michael Preadmore, **L0421 Lansing**—Ellen Vogt, Eric Weber, **L0431 Royal Oak**—Scott Brichta, **L0646 Traverse City**—Kenny Davis, **L0684 Ecorse**—Ronald Westerman, **L0693 Ann Arbor**—Michael Roberts, **L0759 Holland**—Corey Unema, **L1164 Livonia**—David Bostater, Justin DeFiore, Phil Kamm, **L1252 Taylor**—Tim Grapentien, **L1306 Summit/Jackson Professional Fire Fighters Union**—James Millican, **L1609 East Lansing**—Donald Carter, Ken Lehto, **L1620 Wayne Professional Fire Fighters**—Kevin Kimmel, **L1776 Big Rapids**—Jason Cornell, **L1911 Garden City**—Gary Gallo, **L2451 Belding**—Daryl Childs, **L2658 South Haven**—Anthony Marsala Sr, **L2846 Delta Township Professional Fire Fighters**—Nick Edgerly, Alec Fowler, Brian Oliveto, **L3045 Bloomfield Township**—Kenneth Kowalski, **L3174 Kentwood**—Phil Verburg, **L3232 Novi**—John Martin  
**MINNESOTA L0021 Saint Paul**—Alex Freese, John Mentzos, Michael Tschida, Neil Youngblom, **L0082 Minneapolis**—William Allred, Jeffrey Brown, Michael Fust, David Gillen, Dennis Mack, Gerald Schmitz, Sean Smith, Jerrold Williams, **L0101 Duluth**—Mark Herman, Jeff Johnson, **L0173 Hibbing**—Paul Boehm, **L0520 Rochester**—Brennan Kelly, **L0993 Saint Louis Park**—Adam Lockrem, **L4689 Metro Police and Fire Dispatchers**—Barbara Anderson, **S0006 Minneapolis-Saint Paul International Airport**—Brian Sjodin  
**MISSISSIPPI F0092 Keesler Air Force Base**—Raymond Bell, **L0052 Meridian**—Anthony Hare, J. W. Holdiness, **L1583 Biloxi**—Clayton Courtney  
**MISSOURI L0042 Kansas City**—Michael Baker, James Baughman, Louis Catalano, Steven Davis, Mark Fennesy, Brian Hertzog, Thomas Lomonte, Lisa Malloy, Sam Monteleone, Frankie Pace, Milan Rodgers, David



AN EXTRA PERK YOU DESERVE

## The Preferred Mortgage Savings Plan

IAFF Members and Alumni enjoy substantial savings on home loans.

*Get started today!*

Call **833.226.4233** or visit **IAFFCCMHomeLoan.com**



**CROSSCOUNTRY MORTGAGE™**

**Disclosures:** Equal Housing Opportunity. All loans subject to underwriting approval. Certain restrictions apply. Call for details. CrossCountry Mortgage, LLC. NMLS3029 (www.nmlsconsumeraccess.org)



# Introducing

Aetna and IAFF-FC have teamed up to offer Medicare Advantage plans to Medicare-eligible retired fire fighters and spouses.

Go to [iaff-fc.aetnamedicare.com](http://iaff-fc.aetnamedicare.com) to find out more. Or call us at **1-866-246-8039 (TTY: 711)**, Monday – Friday, 8 AM to 6 PM all time zones.




[iaff-fc.aetnamedicare.com](http://iaff-fc.aetnamedicare.com)

Stebbins, Michael Taylor, Don Toston, Gary Wait, **L0073 Fire and EMS Professionals of Saint Louis, Missouri**—Kurt Brueckmann, Steve Migneco, Steve Reynolds, Renard Siller, Kenneth Sturma, **L0077 Saint Joseph**—Todd Cordonnier, Rod Johnson, Dennis Pasley, **L0152 Springfield**—Matthew Lyon, **L0781 Professional Fire Fighters of Independence**—Darren Hipsher, Buddy Montgomery, **L1055 Columbia**—Eric Hartman, Eric Pooler, Christopher Sturm, **L2665 Professional Fire Fighters of Eastern Missouri**—Mitchell Fassler, **L5229 Professional Paramedics and EMT's of Pettis County, Missouri**—Svetlana Shevchenko  
**MONTANA L0271 Missoula**—Jeff Biggs, **L2457 Missoula-Rural**—Shannon Brownlee  
**NEBRASKA L0385 Omaha**—Steve Crnkovich, Mark Driscoll, Daryl Giles, Charles Johnson, John Kohlbek, Kevin Mandina, David Mausbach, Peter Phillips, Jeffrey Randall, Robert Sledge, William VanScoy, **L0644 Lincoln**—Troy Kash-Brown, **L1575 Columbus**—David Burritt, Dan Janicek  
**NEVADA L1285 Las Vegas**—William Cooper, **L1607 North Las Vegas Fire Fighters**—Michael Willard, **L1908 Clark County**—John Keys, Gregory Lannet, Joseph Stidham, **L2251 Carson City**—Daniel Gelbman, **L3726 East Fork Professional Fire Fighters**—David Bourne, Jeff Marsh  
**NEW BRUNSWICK L1053 Fredericton Fire Fighters Association**—John MacBean, Paul Oxford  
**NEW HAMPSHIRE L0789 Nashua**—Peter Collishaw, Anthony DeRubbio, James Douzanis, Michael Duclos, Ray Labrecque, David Powell, Daniel Teague, **L1153 Laconia**—Jason Bean, **L2847 Seabrook Permanent Fire Fighters Association**—Stanley Saracy, **L2892 Salem**—John Bracket, Francis Enos, **L2909 Dover Fire Officers**—Michael Drouin, Paul Haas, **L3154**

**Professional Fire Fighters Of Hudson**—Thomas Sullivan  
**NEW JERSEY F0147 Coltsneck**—Jeffrey Fowler, **F0313 Joint Base New Jersey Federal Fire Fighters**—Glen Blasi, **L0290 Woodbridge**—Charles Mangione, **L1064 Jersey City Fire Officers**—Brian Lowery, **L2004 Irvington**—Fernando De Lima, John Del Sordo, Thomas Dzuna, Louis Ferdinandi, Edward Glassen, Keith McKoy, Michael Torsiello, **L2663 Cherry Hill**—Timothy Shannon, Raymond Taylor, Michael Wilder, **L3198 Cherry Hill Professional Fire Officers**—Christopher Dollarton, Christopher Lenny, **L3950 North Hudson**—Stuart Soimes, **L3951 North Hudson Fire Officers**—John O'Sullivan, **L4032 Ocean City Fire Fighters Association**—Harold Eckbold, Timothy Lavery, **S0018 Atlantic City International Airport Fire Fighters**—John Karolinski  
**NEW MEXICO L0244 Albuquerque**—Raymond Aragon, Michael Everett, Robert Hartley, Frank Johnston, Steven Keffer, Erik Rasmussen, Frank Soto, Rick Suazo, Gary Tinagero, Matthew Wolf, **L4877 Rio Rancho Fire Fighters Association, Inc.**—Robert Mitchell  
**NEW YORK I0091 Knolls Atomic Power Laboratory Professional Fire Fighters**—Daniel Vlainich, **L0028 Schenectady**—Jason Bailey, **L0094 Uniformed Fire Fighters Assoc. Of New York**—Ernie Acosta, Michael Arbuiso, Richard Bonacorosa, Anthony Boodoo, Brian Borawski, Joseph Borg, Thomas Boyce, Dennis Brackett, Michael Brown, Sean Brown, Andres Buitrago, Stephen Bumb, John Burke, Kevin Burns, James Byrne, Raymond Capecci, John Carl, Carlo Casoria, Anthony Castiglione, Michael Chiarantano, Michael Clifford, Matthew Crowley, Francis DeFeo, Matthew Dennehy, Robert Derrig, Kevin Devane, Justin Devine, Charles Dodenhoff, Thomas Driscoll, Kevin Dyer, William Egan, Jason Faso, James Felton, Michael Fenick, Christopher

Fernandez, Robert Fitzsimmons, Edmond Flood, Daniel Foley, John Garnett, Daniel Garvey, David Gitt, James Gregoretti, Patrick Griffin, Brian Guilfoyle, George Gulliksen, Timothy Hallahan, Timothy Harris, Aly Hawana, James Heinrich, Troy Hunt, Philip Kasprovitz, William Knice, Dominic La Forgia, Edward Lawler, Michael Leahy, James Locasto, Frank LoPresti, Daniel Lopuzzo, Matthew Madtes, Robert Maeder, Richard Maldonado, John Masseria, Gary Mattingly, Patrick McElvaney, William McMahon, Donald Meeg, Donald Meyer, Roberto Mineo, James Moore, Patrick Morello, Leon Morris, Michael Mucci, Thomas Newbert, Christopher O'Keefe, Scott Owen, Gregory Phillips, Christopher Polesovsky, Thomas Richardson, David Russell, Robert Schnall, Albert Serino, Scott Specht, Thomas Spinard, Christopher Staten, Jovica Stojanovic, Ronald Stortz, Brian Sullivan, Robert Tancredi, Arthur Thies, Joseph Vitiello, Edward Wagner, **L0287 Long Beach Professional Fire Fighters Association**—Jonathan Feiler, **L0589 Newburgh**—Enrico LoCicero, **L0628 Yonkers Mutual Aid Association**—Joseph Delasho, Paul Fialkovic, Thomas Fitzpatrick, Brendan Healy, Richard Howley, Frank Phillips, **L0719 Gloversville**—Michael Angus, **L0737 Ithaca Professional Fire Fighters Association**—Thomas Deis, Brian Pendell, **L0854 New York Uniformed Fire Officers Association**—Keith Andersen, Robert Aull, Michael Biren, Robert Bohack, Christian Brett, Jason Callahan, Louis Caserta, Anthony Castagna, Anthony Catalanotto, James Congema, James Connelly, Anthony Cordaro, Gerard Cox, Nicholas Del Re, Richard DeNave, Andrew Di Fusco, George Ebert, John Finnerty, Steven Fitzgerald, Kenneth Freeman, Thomas Grabher, Michael Grace, Wayman Iriarte, Mark Jarmek, Christopher Kelly, James Kelly, Bob Kirschberg, John Kudlak, Vincent Lanzante, Victor Leeber, James Lo Faso, Joseph Marotta, Kevin McCutchan, Richard McDonagh, Michael McLoughlin, Eamonn McLoughlin, Francis Miller,



**IAFF Members save 20%**

# Help protect against identity theft with Identity Guard®

A proud program provider of the IAFF-FC

Help protect yourself and your family in today's connected world.

Identity Guard protection includes:

- IBM Watson® Artificial Intelligence
- \$1 Million Identity Theft Insurance<sup>1</sup>
- 3-Bureau Credit Monitoring
- Online Dark Web Monitoring
- Alerts of Potential Cyberbullying

More protection detailed on IAFF member site

Get Started today at:

[www.identityguard.com/AIFF](http://www.identityguard.com/AIFF)



<sup>1</sup>Identity Theft Insurance underwritten by insurance company subsidiaries or affiliates of American International Group, Inc. The description herein is a summary and intended for informational purposes only and does not include all terms, conditions and exclusions of the policies described. Please refer to the actual policies for terms, conditions, and exclusions of coverage. Coverage may not be available in all jurisdictions.



Brian Neville, Robert Ponce, Kevin Scollan, Lucien Segot, Joseph Sesack, Michael Singer, John Suarez, Frank Vignali, Michael Walsh, Gregg Wasserman, Wendell Williams, Patrick Woods, Jason Zawatsky, **L0916 Eastchester**—Paul Ranelone, **L1071 Rochester**—Anthony Przybyl, Thomas Teresi, **L1799 Ogdensburg**—Thomas Beauchamp, **L2408 Oneonta**—James DeLello, **L2692 Oneida**—Reay Walker, **L2737 Cortland Professional Fire Fighters Association**—Duane Pierce, S Price, **L3166 Lackawanna**—Christopher Georgevich, **L3794 Ridge Road**—John Harnischfeger, **L4036 Tully**—Bryan Ramsay, **L4151 Niskayuna**—Richard Fritz, Michael Sims, **L4640 Greece Uniformed Fire Officers Association**—Dean Meyers, Ronald Patchett  
**NORTH CAROLINA L0129 Wilmington Professional Fire Fighters**—Joseph Carlson, Paul Evansek, **L0332 Asheville**—Francis DeLong, Mike Webb, **L0548 Raleigh**—Timothy Davis, Grace Hannigan, **L0660 Charlotte**—Ty Hager, Kenny Inman, Douglas Meriwether, Curtis Miller, **L0668 Professional Fire Fighters Of Durham**—Randal Lowans, **L2653 Hickory**—John Taylor, **L3015 Kinston**—Ralph Culbreth, Antonio Dodd, **L4633 Currituck County Professional Fire Fighters and EMS**—Bob Katz, **L5066 Guilford County Professional Fire Fighters Association**—Andrew Kinzie  
**NORTH DAKOTA I0018 Grand Forks Safeguard**—Arnold Ermer, **L0642 Fargo**—Chris Kankelfritz, **L2468 Bismarck**—Daniel Hurley, **L3743 Williston Professional Fire Fighters**—Johnny Hoskins  
**OHIO L0048 Cincinnati**—Robert Anderson, Kenneth Bareswilt, Charles Emery, Daniel Goens, David Greve, Michael Kirby, Darrell Lavender, Arthur Lewis, Eddie

Sparrow, Leonard Wright, **L0067 Columbus**—Robert Burton, Gregory Couch, Michael Donahoe, Tim Dorsett, Scott Hammock, Roger Heim, Stephen Henosy, Dean Hoffman, Jason Kirby, Kari Lindberg, Matthew Link, Barry Lint, Curtis Luckett, Edward Minihinnick, Stephen Moehrman, Gary Oxley, Michael Pittman, Ricky Ratcliff, Jack Reall, Joseph Richard, Charles Riddle, Rickey Scott, Jeffery Stanley, Mark Zwyer, **L0092 Toledo**—Herbert Davis, Mark Rajner, **L0093 Cleveland**—James Andrews, Thomas Corcoran, Steven Cummings, Michael Kurgan, Carl Macklin, John McGowan, Gary McNamara, Rodolfo Merced, James Ruffin, Justina Saxby, **L0136 Dayton**—William Bittner, **L0204 Warren**—Jeffrey Younkins, **L0312 Youngstown**—Gary Ditulillo, **L0329 Barberton**—Tom Janas, Steve Mileski, **L0330 Akron**—Scott Manes, Donald Willoughby, **L0333 Springfield**—Steven Wade, Tristan Walker, **L0334 Lima**—Richard Sarchet, **L0381 Findlay**—Steve Brown, Richard Clark, Nathan Hackworth, Edward Harrington, Timothy Hassan, Brent Lauer, Scott McWilliams, Douglas Michel, Jeffery Morse, **L0402 Cleveland Heights**—Jeff Stelbasky, **L0442 Marietta**—Larry Bargeloh, David Lenington, James Wibilin, **L0450 Saint Bernard**—Dan Gruenwald, David Holt, **L0474 Elyria**—Erik Anderson, Chris Nilges, **L0595 Urbana**—Dean Edwards, **L0639 Parma**—Michael Giles, **L0764 Wooster**—Leslie Teichmer, Rhodes Walter, **L1235 Fairborn**—Anthony Malone, **L1662 Stow**—Steven Groves, **L1723 Norwich Township**—Michael Isham, Eric Manske, **L1814 Westlake**—Gregory Mortus, **L1953 Perkins Township**—Jeff Mason, **L2018 Middleburg Heights**—Brian Villwock, **L2379 Bowling Green**—Michael Leestma, Steven Tyda, **L2885 Franklin Fire Fighters Association**—Leland

Matheny, **L2979 Carlisle Township**—Randy Feakins, **L3029 Jefferson Township**—William Houk, Timothy Stainer, Paul Van Horn, **L3036 Washington Township (Dublin)**—Tracy Molter, **L3356 Austintown**—Robert Williams, **L3382 Toledo Fire Chiefs**—David Hitt, Gerald Takats, Brent Wettle, **L3480 Westerville Professional Fire Fighters**—Richard Best, **L3498 Worthington**—Patrick Mulligan, Michael Snyder, **L3755 Concord Township**—WILLIAM AREHART, **L3768 Miami Township (Clermont County)**—Michael Holloway, **L4391 Montgomery Fire Department**—Mark Stagge, **L4498 Sharonville Professional Fire Fighters**—Anthony Bell, Leo Reising  
**OKLAHOMA F0211 Tinker Air Force Base**—Marty Graham, **L0057 Muskogee**—Scott Crow, Stanley Perkins, **L0157 Oklahoma City**—Jimmy Barnett, Mark Edwards, Eldon Fullerton, Don McCarthy, Dustin Renner, **L2047 Moore**—David Crutchfield, **L2367 El Reno**—Mark Schweitzer, **L2839 Okmulgee**—Erik Wetzel, **L4455 Pauls Valley Professional Fire Fighters**—Jeff Abernathy, **L4798 Catoosa Professional Fire Fighters**—Clement Ohman  
**ONTARIO L0142 London**—Rick Burt, Michael Hall, Linda Jean, Walther Linaric, Steven Pollard, **L0169 Peterborough**—Joseph Cadigan, Edward Jackman, Brian Robinson, **L0193 Thunder Bay**—Dwight Anderson, Marc LaLiberte, **L0284 North Bay**—Randy Karn, Greg Kraft, **L0288 Hamilton**—Paul Bloomfield, Christopher Bosco, Marc Boswell, Toby Follows, Michael Gould, Mike Hamelin, Mike Koster, Paul Lazzarato, Steve Marshall, Martin McGowan, Karl Roberts, **L0455 Windsor Professional Fire Fighters**—Donna Queen, David Steen, **L0457 Kitchener**—Daryl Mallett, **L0460 Brantford**—Darcy Earl, **L0485 St. Catharines**—Tim



# FIREPAC

PUTTING FIRE FIGHTERS FIRST

Every decision affecting your job is made by someone elected or appointed. Having a successful political program is critical to influencing elected officials. FIREPAC supports elected officials who support the IAFF and the fire fighter agenda. Investing in FIREPAC is investing in the fire fighter agenda.

Learn more  
or start  
contributing  
now.



▶ Go to [my.iaff.org/firepac](http://my.iaff.org/firepac) to contribute online

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

**Make Checks/Money Orders Payable to: FIREPAC**

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

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



Chairman's Council  
\$750



Leadership Trust  
\$500



Founder's Circle  
\$200



President's Club  
\$100



Capitol Club  
\$50



Hill Club (Canada)  
\$50



FIREPAC Supporter  
\$25

**Chairman's Council Members**

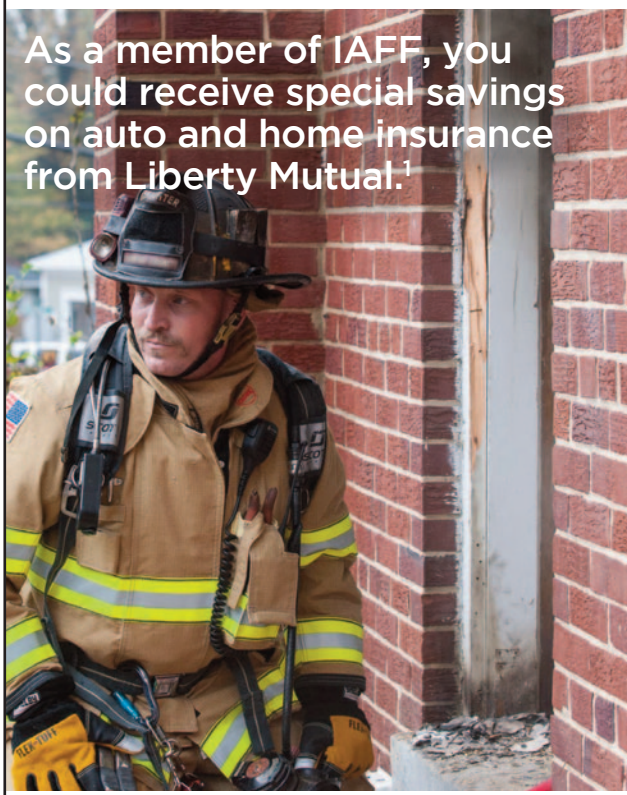
Receive an IAFF logo  
embroidered travel bag



Ireland, Christopher Lukey, **L0486 Chatham Kent**—Pat Martin, **L0529 Sault Ste. Marie**—Tom Carmichael, Damon Ferris, Anthony Niro, Terry Schildroth, Bill Wallace, Raymond Zorzi, **L0531 Owen Sound**—Marc Scott, **L0534 Stratford**—Tim Adair, **L0791 Waterloo**—Henry Dietrich, **L0849 Cornwall**—Mike Baril, **L1068 Brampton**—Robert Ottaway, **L1212 Mississauga**—Robert Barton, Michael Basterfield, Randy Daum, Michael Marcotte, Conrad Wiggin, **L1552 Burlington**—Richard Dykes, Mark Long, Douglas Pemberton, **L1582 Oakville**—Dave Bouchard, Doug Cann, Trevor Edmond, Scott Hunter, Michael Richmond, Kevin Ruys, **L1732 Cobourg**—Todd Wilson, **L1753 Barrie**—Wendy Camber, Jamie Healey, Jeff Holmyard, Len Mitchell, David Pipher, Tracy Stevenson, William Wilson, **L1957 Richmond Hill**—David Hawkes, **L2036 Whitby**—John Codlin, **L2727 Markham**—Garry Cyr, Phil Eades, Phil Harrison, Steven Holland, James Jenkins, David Job, Michael Stevens, Harold Wideman, **L3888 Toronto Professional Fire Fighters**—Bradley Andrews, Glenn Faulkner, Jeffrey Fievez, Randall Gwyn, William Harvey, Jeff Hoey, James Lanigan, Mike Leufkens, Mark Matheson, Peter McAdam, Christine McFater, Fred McKay, Wayne Nielsen, Mark Orrett, Neil Parks, Robert Steele, Greg Vandenheuvel, Graham Voss, Stephen Way, Bob Wong, Craig Zanussi  
**OREGON L0043 Portland**—Randall Davis, **L0227 Bend**—Darren Root, **L0845 Albany Fire Fighters Association**—Lora Ratcliff, **L0924 La Grande**—Devin Cornford, **L1062 Gresham**—Eric Lofgren, **L1159 Professional Fire Fighters Association of Clackamas County**—Bob Bunnell, Bruce Courtain, Brad Hensley, John Hopkins, Paul Lorenzen, Robert Pulford, Keith Smith, Mark Webster, **L2091 Douglas County Professional Fire Fighters**—Scott McKnight,

Earl Pennington, **L2596 Jackson County Fire District 5**—Nicholas Baalman  
**PENNSYLVANIA L0001 Pittsburgh**—Frank Garnett, Kevin Morgan, Christopher Tumpa, **L0022 Philadelphia**—Arturo Alleyne, Richard Caldwell, Keith Davis, Joseph Devlin, Robert Fiorino, Dennis Green, Marc Howard, William Maude, Ted Mueller, Thomas O'Malley, John Pendergast, Marvin Rhodes, Leroy Ruffin, James Sweeney, Kenneth Walker, John Williams-Bey, **L0060 Scranton**—David Costa, **L0114 Butler**—Robert Dougherty, **L0293 Erie**—Richard Shade, **L0302 Allentown**—Michael Humes, Christopher Kiskeravage, Ian Lenig, **L0840 Luzerne County**—Michael Cassic, Andrew Kachmar, Paul Klecha, Ralph Seltzer, **L2835 Franklin**—Daniel Anderson, **L5004 Emmaus Professional Fire Fighters Association**—David Ernst, **L5022 Upper Darby Paramedic Association**—Merrit Herr-Neckar  
**QUÉBEC L0125 Association des Pompiers de Montréal Inc.**—Ghislain Bourque, Denis Champagne, Alain Couture, Yves Fortier, Martin Lafortune, Kevin Murphy, Francois Paille, Todd Pidgeon, Denis Villeneuve  
**RHODE ISLAND F0100 N.E.T.C. Naval Base - Newport**—Pete Rivelli, **L0799 Providence**—Paul Doughty, John Landroche, **L1104 West Warwick**—William Leahy, **L1363 Cranston**—Ronald Dufour, **L2334 North Providence**—Dennis Reall, **L2722 Cumberland Professional Fire Fighters**—Steven Bourgeois, John Fogarty, Robert O'Neill, **L2748 Warwick**—William Alsfeld, **L3422 Foster Emergency Service**—Jo-Ann Law, **L4824 Hopkins Hill Fire Fighters**—James Edwards, **L4968 Burrillville Professional Fire Fighters**—Richard Hartley, Marlana Pariseau, Donald Pariseau  
**SASKATCHEWAN L0080 Saskatoon**—Peter

Braconnier, Darryl Jones, Jason Leniuk, Kevin Ritz, Russell Scott, **L0553 Moose Jaw**—Earl Harding, Dale Nash, George Paterson, **L3270 Saskatoon Ambulance**—Derek Brecht  
**SOUTH CAROLINA L0061 Charleston Fire Fighters Association**—Herbert Scott  
**TENNESSEE L0065 Knoxville**—Lee Harris, W. Shane Hood, Peter Neveu, **L0140 Nashville**—Harold Funderburke, Gary Henry, Kelly Kraft, Kevin McGavock, Michael Prater, Danny Yates, **L0820 Chattanooga**—Scotty Hudson, Larry Zink, **L1784 Memphis**—Ellery Adams, John Amaefula, Robert Baker, Carey Bates, Alfred Dickson, Tony Gallo, Jeffrey Goodman, Richard Howell, Rodger Mathis, William McDonald, Bruce Owens, Frederick Person, Raiford Peterson, Herman Pittman, William Richardson, Calvin Saulsberry, **L1791 Johnson City**—Chris Trivette, **L3145 Dickson**—Terry Choate, **L3180 Clarksville**—Scott McWhorter, William Sizemore, **L4381 Columbia Fire Fighters**—James Anderson, Ron Rochelle  
**TEXAS L0058 Dallas**—Michael Hughes, Darryl Whitman, **L0367 Texarkana**—Matthew Buhner, Burtis Robison, **L0397 Port Arthur**—David Simmons, Todd Wood, **L0440 Fort Worth**—James Ashlock, Daniel Breedlove, Charles Loftis, Randall Townley, **L0478 Waco**—R. E. Nors, **L0571 Galveston**—Mike Wisko, **L0624 San Antonio**—Yvette Granato, Lawrence Hernandez, Johnnie Rodriguez, **L0846 Temple Professional Fire Fighters**—Tracy Moore, Jeffrey Waggy, **L0872 Laredo**—Javier Castillo, Jose Ornelas, **L0886 San Angelo**—Jack Gabriel, **L0972 Lubbock**—Douglas Fish, Scott Grissman, Garrett Nelson, Bruce Scott, Michael Treadwell, **L0975 Austin**—Rebecca Ackerman, Marc Childers, Sean Craypo, Kevin Gell, Ronald Gil, Randy Gillmore, Dennis



As a member of IAFF, you could receive special savings on auto and home insurance from Liberty Mutual.<sup>1</sup>

Along with valuable savings, you'll enjoy access to benefits like 24-Hour Claims Assistance.



For a free quote, call 888-910-2146

Client # 110032

<sup>1</sup>Average combined annual savings based on countrywide survey of new customers from 1/1/15 to 1/29/16 who reported their prior insurers' premiums when they switched to Liberty Mutual. Savings comparison does not apply in MA. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 175 Berkeley Street, Boston, MA 02116. ©2018 Liberty Mutual Insurance. Valid through July 23, 2018.



Kleiber, Jay Martin, David McCormack, Randell Nations, Marc Panayi, John Schwertner, **L1291 Denton**—Ryan Taylor, **L1329 Arlington**—Charles Guadagnolo, David James, Wesley Keck, **L1518 Mesquite**—Jerry Fitzgerald, **L2073 Irving**—James Caudle, Robert Caudle, Doug Compton, Brad Hopkins, Tandy Key, Robert Klassen, Gerard Thompson, **L2149 Plano**—Brent Overman, Mark Vice, Wayne York, **L2390 Kingsville**—Roel Cavazos, Jose Mendieta, **L3082 Round Rock**—Lewis King, Peter Wagner, **L3562 Haltom City**—John Summers, **L3587 Bedford**—Clifford Box, **L3845 New Braunfels Fire Fighters Association**—Michael Beauman, **L3963 San Marcos**—Andrea Acosta, Sean Garrison, **L4063 Missouri City**—Justin Drake, Robert Jasper, Samuel Scott, **L4098 Live Oak**—Loren Kuhlmann  
**UTAH L0552 Ogden**—Robert Stirling, **L1696 Salt Lake County**—Russel Coley, Frankie Grant, Jared Holladay, Fitzgerald Petersen, Michael Watson, Michael White, George Zboril, **L4080 South Salt Lake City**—Ron Morris, **L4624 West Jordan Fire Fighters**—Steven Holmes, **L4892 Park City Fire**—Jason Vanderbeek  
**VERMONT L2905 Hartford Career Fire Fighters Association**—Michael Bedard, **L3702 Barre Town Association Of EMT's**—Lynn Doney  
**VIRGINIA F0025 Tidewater Federal Fire Fighters**—Barry Gentry, Regis Mihalyo, William Price, **L0068 Norfolk**—Steven Jiannine, David McGhinis, William Raney, Dean Themides, Paul Wotring, **L0794 Newport News**—Stuart Fisher, Jerry Reed, Kristina St. Pere, **L1132 Roanoke**—Scott Hetherington, **L1146 Lynchburg Fire Fighters Association**—Maurice Bruce, **L1568 Henrico County**—Justin Borel, Joseph Powers, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Derek Edwards, James

Franklin, Anthony Jackson, Charles Martin, Michael Miller, Charles Ryan, David Stroup, Wayne Wentzel, **L2141 Alexandria**—Karen Lopez, **L2498 The York County/City of Williamsburg/City of Poquoson/James City County Fire Fi**—Melvin Bryant, Alton Catlett, Vernon Frayser, John Hansen, Ernest Staton, **L2800 Arlington County**—Stephen Fisher, Paul Frank, Timothy Hanson, Charles Kramaric, Homer McElroy, Justin Nelson, Jose Ortiz, Mark Penn, Christopher Robinson, Patricio Rogers, Derek Spector, Curtis Stilwell, Jeffrey Zynel, **L3401 Winchester**—Terry Orndorff, **L3468 Staunton**—Jason Jenkins, **L3478 Salem Professional Fire Fighters**—Daniel Parr, **L3612 Colonial Heights**—Richard Bride, **L3762 Fauquier County**—Eric Pierce, **L4517 Franklin Professional Fire Fighters and Medics Association**—Gregory White  
**WASHINGTON I0066 Boeing Fire Fighters**—Jamison Amparan, Mark Banta, Edmond Blackburn, Craig Fowler, William Kinney, Albert Wolfe, **L0027 Seattle**—Gary Graves, Randal Litchfield, Chris Murakami, Teresa Thomas, **L0029 Spokane**—Richard Aspenleiter, Douglas Benjamin, Timothy Foster, Ricky Herrera, Donald Hooper, David Sweet, Richard Williams, **L0046 Everett**—Brian Campbell, Jeff Edmonds, Uriah Kast, **L0106 Bellingham**—Devon Pelkie, **L0452 Vancouver Fire Fighters**—Perry LeDoux, Hans Wachlin, **L0468 Olympia**—Mark Stewart, **L0864 Renton**—Randy Sheffer, **L0876 Spokane Valley**—John Hagen, **L1052 Richland**—Curtis Walsh, **L1352 Valley Fire Fighters**—Michael White, **L1604 Bellevue**—Richard Evans, **L1828 South County Union Fire Fighters**—William Truman, **L1983 Mount Vernon**—Michael Hammer, Steven Skilbeck, **L2024 South King County Professional Fire**

**Fighters**—Ted Gentry, **L2109 Ocean Shores**—Matthew Krick, **L2394 Mason County Professional Fire Fighters**—Gary Davies, Victor Feist, **L2819 Kitsap County**—Henry Henneman, Jeff Russell, Michael Tague, **L2878 Eastside Fire & Rescue**—Mary Hillier, **L3390 Gig Harbor Peninsula**—Todd Meyer, **L3520 East Pierce Professional Fire Fighters**—Ron Anderson, Terri Flowers, Greg Reinke, Brian Schulz, **L3628 Yelm Fire Fighters**—Lance Casto, **L4299 Whidbey Island**—Dillon Rogers  
**WEST VIRGINIA L0012 Wheeling**—Edward Geisel, **L0289 Huntington**—Anthony Hazlett, Robert Ray, Michael Smith, Shawn Willis, Rodney Wren, **L0313 Morgantown**—William Rinehart, **L0317 Charleston**—Robert Sutler, Richard Symms, **L1155 Saint Albans**—Dwight Pettry, John Philpott  
**WISCONSIN L0127 La Crosse Area Professional Fire Fighters Association**—Jason Herbold, **L0215 Milwaukee**—Dean Garski, Gilberto Gonzalez, Michael Heinowski, Robert Kendall, Robert Kuster, Thomas Marcowka, Christian Osell, Harry Roberts, Edward Schott, John Wetzel, **L0311 Madison**—Mari Leslie, **L0342 West Allis**—Duane Fisher, **L0407 Waukesha**—Mark Wichser, **L0414 Kenosha Professional Fire Fighters**—Dean Jackson, James Strouf, **L1440 North Shore**—Daniel Farkas, David Meyer, **L2775 Portage**—Arthur Anderson  
**WYOMING L0279 Cheyenne**—Christopher Clark, **L0904 Casper**—Brandy Bryan



## Responders First®

### Ease Retirement Pressure With Lifetime Income Flow

Control the pressure of retirement needs versus wants with a lifetime income stream you can't outlive. The Responders First® Program can provide a steady flow of income to help you align your assets with your aspirations. Visit [Responders-First.com](http://Responders-First.com) or call 877.700.6847 to learn more.

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

The Responders First Program is provided through the Security Benefit Foundations Annuity, form 5800 (11-10) and ICC10 5800 (11-10), a flexible Purchase Payment deferred fixed index annuity, and the Guaranteed Lifetime Withdrawal Benefit Rider, form 5821 (5-11) and ICC11 5821 (5-11), an optional rider for which a monthly charge applies, issued by Security Benefit Life Insurance Company (Security Benefit). Product features, limitations, and availability may vary by state.

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

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



 Security Benefit®

877.700.6847 | [Responders-First.com](http://Responders-First.com)

99-00487-95 2019/07/17

# NEVER FORGET

## *In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State
F0025	Harold Harper	Tidewater Federal Fire Fighters	VA	L0036	Venizelos Lagos	Washington	DC
F0053	Donald Brown	Edwards Air Force Base	CA	L0036	Robert Miller	Washington	DC
F0263	Richard Papa	Federal Fire Fighters Of Hawaii	HI	L0036	Charles Perkins	Washington	DC
L0002	James Baumgartner	Chicago	IL	L0036	Gerald Petras	Washington	DC
L0002	Dennis Branson	Chicago	IL	L0036	George Pettit	Washington	DC
L0002	Edward Duffin	Chicago	IL	L0036	Joseph Quander	Washington	DC
L0002	Roger Engel	Chicago	IL	L0036	Zimmerman Roberts	Washington	DC
L0002	Paul Gerhardt	Chicago	IL	L0036	Paul Schaefer	Washington	DC
L0002	Walter Hammer	Chicago	IL	L0036	Scott Seymour	Washington	DC
L0002	George Heinz	Chicago	IL	L0036	Clarence Size	Washington	DC
L0002	David Hickey	Chicago	IL	L0036	Raymond Smith	Washington	DC
L0002	Thornton Hodges	Chicago	IL	L0036	Richard Twigger	Washington	DC
L0002	Frank Hull	Chicago	IL	L0042	Thomas Jordan	Kansas City	MO
L0002	Edward Jakstavich	Chicago	IL	L0042	Delton Nihart	Kansas City	MO
L0002	Steven Keating	Chicago	IL	L0042	Robert Rabenau	Kansas City	MO
L0002	Alex Melnychuk	Chicago	IL	L0048	Ronald Wilson	Cincinnati	OH
L0002	Timothy Mulcahy	Chicago	IL	L0055	Erik Mikel	Oakland/Alameda County Fire Fighters	CA
L0002	Eugene Ornstead	Chicago	IL	L0060	Elliott Clay	Scranton	PA
L0002	Jonathan Ramirez	Chicago	IL	L0065	Buddy Cupp	Knoxville	TN
L0002	John Schneidwind	Chicago	IL	L0073	James Broderick	Saint Louis	MO
L0002	Anthony Schulz	Chicago	IL	L0073	Edward Coleman	Saint Louis	MO
L0002	Robert Thames	Chicago	IL	L0073	Michael Dangos	Saint Louis	MO
L0002	Donald Vogt	Chicago	IL	L0073	Stewart Erleben	Saint Louis	MO
L0002	Fred Weyer	Chicago	IL	L0073	Eugene Floyd	Saint Louis	MO
L0022	John Bankhead	Philadelphia	PA	L0073	Robert Funk	Saint Louis	MO
L0022	John Davis	Philadelphia	PA	L0073	Michael Henning	Saint Louis	MO
L0022	Charles Diem	Philadelphia	PA	L0073	Richard Kendall	Saint Louis	MO
L0022	William Doty	Philadelphia	PA	L0073	Arnold Stratman	Saint Louis	MO
L0022	Daniel Foidl	Philadelphia	PA	L0094	Matthew McDewitt	Uniformed Fire Fighters Assoc. Of New York	NY
L0022	Charles Hadfield	Philadelphia	PA	L0122	Robert Lewis	Jacksonville Association of Fire Fighters	FL
L0022	Steven Horner	Philadelphia	PA	L0122	Brian McCluney	Jacksonville Association of Fire Fighters	FL
L0022	Robert James	Philadelphia	PA	L0124	Larry Blair	Fort Wayne	IN
L0022	Francis Kane	Philadelphia	PA	L0124	William Langmeyer	Fort Wayne	IN
L0022	James Kappler	Philadelphia	PA	L0124	Neil McCoy	Fort Wayne	IN
L0022	Charles Karstens	Philadelphia	PA	L0136	Brian Poole	Dayton	OH
L0022	Michael Kelly	Philadelphia	PA	L0140	Robert Beatty	Nashville	TN
L0022	Aaron Leach	Philadelphia	PA	L0140	Robert Blair	Nashville	TN
L0022	Robert Linskey	Philadelphia	PA	L0140	Ferrell Jeanette	Nashville	TN
L0022	Frank Loeffler	Philadelphia	PA	L0140	P. Randall Richardson	Nashville	TN
L0022	Emma Morgan	Philadelphia	PA	L0140	Jerry Smith	Nashville	TN
L0022	William Paull	Philadelphia	PA	L0140	John Varallo	Nashville	TN
L0022	James Robb	Philadelphia	PA	L0140	Herbert Williams	Nashville	TN
L0022	Raymond Slider	Philadelphia	PA	L0143	Thaddeus Baxter	Everett	MA
L0022	Robert Thornton	Philadelphia	PA	L0157	Louis Dale	Oklahoma City	OK
L0036	Wallace Adkinson	Washington	DC	L0157	Joe Goddard	Oklahoma City	OK
L0036	Edwin Beer	Washington	DC	L0157	Charles Kindrick	Oklahoma City	OK
L0036	Edwin Beller	Washington	DC	L0157	Cletus Scrivner	Oklahoma City	OK
L0036	Craig Callaway	Washington	DC	L0209	George Eli	Edmonton Fire Fighters Union	AB
L0036	James DiCarlo	Washington	DC	L0209	Ken Janzen	Edmonton Fire Fighters Union	AB
L0036	Alpheus Dunston	Washington	DC	L0215	Boleslaus Betlinski	Milwaukee	WI
L0036	James Eschbacher	Washington	DC	L0215	Gary Drajkowski	Milwaukee	WI
L0036	Robert Harrington	Washington	DC	L0215	John Goggin	Milwaukee	WI
L0036	Clinton Howland	Washington	DC	L0215	Gale Lefebvre	Milwaukee	WI
L0036	Leonard Johnson	Washington	DC	L0215	Roland Rick	Milwaukee	WI



# NEVER FORGET

*In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State
L0215	Donald Rode	Milwaukee	WI	L1198	Michael Vanacore	West Haven	CT
L0215	Larry Vanderberg	Milwaukee	WI	L1241	Kenneth Forbes	West Hartford	CT
L0215	Loren Washington	Milwaukee	WI	L1260	Stephen Burden	Champaign	IL
L0273	Deane Archer	New Rochelle	NY	L1311	Ronald Herion	Baltimore County	MD
L0289	Christopher Coleman	Huntington	WV	L1311	Samuel Hobbs	Baltimore County	MD
L0289	H. T. Hart	Huntington	WV	L1311	Charles Jackson	Baltimore County	MD
L0302	Alfred Scharnitz	Allentown	PA	L1311	Patrick Murphy	Baltimore County	MD
L0311	Arnold Andrews	Madison	WI	L1348	Larry Delk	Muncie	IN
L0332	Frank Morris	Asheville	NC	L1348	Jack Goen	Muncie	IN
L0344	Lindsay West	Detroit	MI	L1348	Kenneth Holland	Muncie	IN
L0345	Michael Porter	Louisville	KY	L1403	Charles Fillmore	Metropolitan Dade County	FL
L0362	Jerry Kendall	South Bend	IN	L1403	Dilwyn Smith	Metropolitan Dade County	FL
L0362	Donald Spalding	South Bend	IN	L1403	George Turner	Metropolitan Dade County	FL
L0362	Maurice Stoffelen	South Bend	IN	L1408	Donald Kemper	Richmond	IN
L0416	James Blythe	Indianapolis	IN	L1408	Richard Longer	Richmond	IN
L0416	Prentis Coop	Indianapolis	IN	L1408	William Russell	Richmond	IN
L0416	James Hammond	Indianapolis	IN	L1408	Ryan Ware	Richmond	IN
L0416	Stephen Hill	Indianapolis	IN	L1555	Shawn Samanica	Fairhaven	MA
L0416	Kieran O'Connor	Indianapolis	IN	L1563	Brent Hahn	Anne Arundel County	MD
L0416	Antonio Rosa	Indianapolis	IN	L1582	Donald Leis	Oakville	ON
L0416	Gerald Schuster	Indianapolis	IN	L1590	Paul Hanley	Wilmington	DE
L0416	George Short	Indianapolis	IN	L1590	John Lafazia	Wilmington	DE
L0416	Joseph Woolsey	Indianapolis	IN	L1590	Francis Savage	Wilmington	DE
L0439	Robert Smith	Elgin	IL	L1590	Edward Smith	Wilmington	DE
L0455	Tim Papineau	Windsor Professional Fire Fighters	ON	L1619	Wallace Casey	Prince George's County	MD
L0479	Sherman Heverly	Tucson	AZ	L1619	Robert Chroniger	Prince George's County	MD
L0479	Roger Tamietti	Tucson	AZ	L1619	Dennis Cox	Prince George's County	MD
L0576	Layton Baker	Paris	TX	L1619	William Muller	Prince George's County	MD
L0587	Don Teems	Miami Association Of Fire Fighters	FL	L1689	Stanley Lewis	Fremont	CA
L0627	William Orris	York	PA	L1775	Dan Barber	Marin Professional Fire Fighters	CA
L0632	Wayne Corcoran	New Orleans	LA	L1784	Clyde Moore	Memphis	TN
L0632	Henry Difraco	New Orleans	LA	L1784	Johnny Sanders	Memphis	TN
L0632	Melvin Hetrick	New Orleans	LA	L1873	Scott Morris	Fayetteville	NC
L0632	Alan Melancon	New Orleans	LA	L1891	Alvis Fernandez	Boynton Beach Fire Fighters and Paramedics	FL
L0632	Lynn Wattigny	New Orleans	LA	L1904	Luke Magnant	Acton Professional Fire Fighters	MA
L0660	Earl Adams	Charlotte	NC	L1957	Shawn LaRue	Richmond Hill	ON
L0718	Donald Damon	Boston	MA	L2068	Wallace Dean	Fairfax County	VA
L0718	Francis Fay	Boston	MA	L2157	Ralph Osteen	Gainesville Professional Fire Fighters	FL
L0718	Paul Kelley	Boston	MA	L2297	Paul Moriarty	North Collier	FL
L0718	Eric Moriello	Boston	MA	L2297	Jack Pointer	North Collier	FL
L0718	Jean Pillard	Boston	MA	L2546	Alden Doane	Suncoast	FL
L0734	Wayne Brown	Baltimore	MD	L2727	Xavier Brackin	Markham	ON
L0734	Robert Jones	Baltimore	MD	L2855	David White	Siloam Springs	AR
L0778	Alan Bear	Burbank	CA	L2881	Christopher Morgan	Cal Fire Local 2881	CA
L0841	Cory Combs	New Bedford	MA	L3015	Guy Basden	Kinston	NC
L0867	Peter Ploegman	Winnipeg	MB	L3022	Michael Dobson	Streamwood	IL
L0867	Gerry Smit	Winnipeg	MB	L3029	Brad Haynes	Jefferson Township	OH
L0964	Joseph Wodarski	Baltimore Fire Officers Association	MD	L3080	Christopher Randazzo	Metro-Broward Professional Fire Fighters	FL
L0968	Stephen Casey	Williamson	WV	L3367	Stephen Parker	Metropolis	IL
L0972	Ben Evans	Lubbock	TX	L3587	Lee Ferguson	Bedford	TX
L0995	A. L. Berry	Richmond	VA	L3707	Christopher Fiske	Monterey	CA
L1146	Peggy Coleman	Lynchburg Fire Fighters Association	VA	L4877	Colin Rice	Rio Rancho	NM
L1165	Bruce Cunningham	Santa Clara County	CA				
L1198	John Patry	West Haven	CT				

# LAST ALARM



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

L0066	Herman J. Otto	Waterloo, IA	05/21/1940	L0094	James Hurson	New York, NY	05/22/2018
L0486	William Shulver	Chatham Kent, ON	06/03/1958	L0854	Robert P. Miuccio	New York, NY	07/12/2018
L0282	Donald Starr	Buffalo, NY	08/13/1974	L0058	Dennis E. Page, Jr.	Dallas, TX	07/25/2018
L0341	Ruben L. Stubblefield	Houston, TX	01/11/1991	L0094	George Scheer	New York, NY	07/26/2018
L2928	Raymond J. Hennessey	Palm Beach County, FL	07/11/1996	L0972	Michael E. Lewis	Lubbock, TX	11/10/2018
L2928	James Crenshaw	Palm Beach County, FL	10/06/2001	L0341	Camillo A. Russo	Houston, TX	11/16/2018
L2928	Edward McCarron	Palm Beach County, FL	11/25/2001	L0125	Jacques Auger	Montréal, QC	12/08/2018
L2928	Michael Thompson	Palm Beach County, FL	07/14/2009	L0094	Richard Meehan	New York, NY	01/01/2019
L0209	Thomas Kovich	Edmonton, AB	05/29/2012	L0455	Thomas T. Gilbert	Windsor, ON	01/16/2019
L2928	Timothy Monaghan	Palm Beach County, FL	05/06/2013	L0255	Douglas Robb	Calgary, AB	01/18/2019
L0125	Arthur Guillaume	Montréal, QC	06/07/2013	L0112	Donald W. Wallace	Los Angeles, CA	01/29/2019
L2928	Roger Forrest	Palm Beach County, FL	11/04/2013	L1589	David S. Arnold	Narragansett, RI	01/30/2019
L0209	Joseph Humeniuk	Edmonton, AB	01/04/2014	L0255	Daniel D. Praud	Calgary, AB	02/11/2019
L0162	Grant Wilson	Ottawa, ON	04/03/2014	L0341	Haran B. Israel, Jr.	Houston, TX	02/13/2019
L4321	John Lang	Broward County, FL	05/18/2014	L4321	Diego Reborá	Broward County, FL	02/26/2019
L2928	James F. Miller, III	Palm Beach County, FL	11/03/2014	L1304	Lloyd C. Mitchell	Kitimat, BC	03/06/2019
L4321	Cynthia D. Kelley	Broward County, FL	11/18/2015	L0255	Gene M. Paulson	Calgary, AB	03/13/2019
L0162	Gordon Paquette	Ottawa, ON	05/05/2016	L0176	Mark E. Meyer	Tulsa, OK	03/16/2019
L0094	Robert Gless	New York, NY	10/25/2016	L1198	James C. Woodman	West Haven, CT	03/29/2019
L3731	David P. Simmons	Keller, TX	01/22/2017	L0854	Timothy P. O'Neill	New York, NY	04/02/2019
L0341	Franklin D. Maresh	Houston, TX	04/08/2017	L0176	Ryan D. Phillips	Tulsa, OK	04/02/2019
L2928	Jimmy W. Vinsand	Palm Beach County, FL	08/18/2017	L0094	Kevin Lennon	New York, NY	04/03/2019
L0018	Stanley E. Brook	Vancouver, BC	10/13/2017	L0058	Lloyd E. Moseley	Dallas, TX	04/14/2019
L0125	Denis Lacombe	Montréal, QC	11/20/2017	L0867	Bernard J. Bartmanovich	Winnipeg, MB	04/23/2019
L2928	Michael McJury	Palm Beach County, FL	12/23/2017	L0058	John L. Blume	Dallas, TX	05/05/2019
L1289	Jesse Nicasio, Sr.	Modesto, CA	01/15/2018	L0018	Arthur P. Wick	Vancouver, BC	05/20/2019
L0341	Jeffrey L. Johnson	Houston, TX	01/19/2018	L0018	Allen L. Mcleod	Vancouver, BC	05/31/2019
L0854	Victor Valva	New York, NY	02/19/2018	L0125	Serge Lachapelle	Montréal, QC	06/02/2019
L1664	Michael T. Warfel	Montgomery County, MD	03/20/2018	L0094	Joseph Walsh	New York, NY	06/06/2019
L0094	Brent Crobak	New York, NY	05/08/2018	L0867	Felix Desrochers	Winnipeg, MB	06/20/2019
L0341	Philip J. Wedgeworth	Houston, TX	05/10/2018	L0854	John J. Moran	New York, NY	06/21/2019
L0341	Ronald A. Grimstead	Houston, TX	05/18/2018	L0142	Raymond G. Rumming	London, ON	06/24/2019

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*

L0497	Robert D. Laing.....	Belleville, ON	.....	06/24/2019	L4258	Philip B. Oldham .....	Grays Harbor, WA	.....	11/15/2019
L0112	Donald C. Welcker .....	Los Angeles, CA	.....	07/01/2019	L0112	Rick W. Watson .....	Los Angeles, CA	.....	11/16/2019
L0094	Lloyd Stuart .....	New York, NY	.....	07/07/2019	L0033	Eric L. Morrison .....	Fort Smith, AR	.....	11/21/2019
L0094	Kevin Nolan .....	New York, NY	.....	07/16/2019	L0094	Clifford DiMuro .....	New York, NY	.....	11/22/2019
L0094	Richard Driscoll .....	New York, NY	.....	07/17/2019	L3540	Dean Hale .....	Murrieta, CA	.....	11/22/2019
L0854	Brian J. Sullivan .....	New York, NY	.....	08/10/2019	L1081	Turker Aksoy .....	Westport, CT	.....	11/22/2019
L1632	Barry E. Lane .....	Pickering, ON	.....	08/13/2019	L3888	James Ritchie.....	Toronto, ON	.....	11/24/2019
L0094	Robert Fitzgibbon .....	New York, NY	.....	08/14/2019	L0522	Tamara L. Thacher .....	Sacramento, CA	.....	11/26/2019
L0125	Fernand Jean .....	Montréal, QC	.....	08/18/2019	L3362	Jeremy J. McKay .....	Clay County, FL	.....	11/27/2019
L0094	Walter McKee .....	New York, NY	.....	08/18/2019	L3631	Gary Kuhl .....	Orange County, CA	.....	12/10/2019
L0094	John Boyle .....	New York, NY	.....	08/24/2019	L0341	Kevin A. Leago .....	Houston, TX	.....	12/12/2019
L3217	Henry John Neyhouse.....	Metropolitan Washington Airport Authority, DC	.....	08/29/2019	L2086	Troy S. Jackson .....	South Metro, CO	.....	12/16/2019
L0094	Roger Espinal .....	New York, NY	.....	09/14/2019	L0499	Owen Connell .....	Cambridge, ON	.....	12/16/2019
L0094	Richard Tanagretta .....	New York, NY	.....	09/24/2019	L3888	Dieter K. Bertram .....	Toronto, ON	.....	12/20/2019
L0112	Glen R. Phillips .....	Los Angeles, CA	.....	09/27/2019	L1352	David Lewis .....	Auburn, WA	.....	12/22/2019
L0112	Michael K. McOsker .....	Los Angeles, CA	.....	09/28/2019	L1576	Daniel A. Kenny .....	Oromocto, NB	.....	12/26/2019
L0255	Vance C. Ertmoed .....	Calgary, AB	.....	10/13/2019	L1560	Michael Francis .....	Boca Raton, FL	.....	12/31/2019
L0094	Brian Casse .....	New York, NY	.....	10/27/2019	L2294	Joseph M. Dicorte .....	Hillsborough County, FL	.....	01/01/2020
L0094	James J. Boyle .....	New York, NY	.....	10/27/2019	L3112	Charles H. McCormick .....	Cass County, MO	.....	01/05/2020
L3730	Rudolph Metzger .....	Carlsbad, CA	.....	10/27/2019	L1230	Robert A. Ramos.....	Contra Costa County, CA	.....	01/07/2020
L0094	Matthew Joseph McDevitt.....	New York, NY	.....	10/29/2019	L2717	Robert J. Rehse .....	Saint Francis, WI	.....	01/07/2020
L0018	Kelly M. Mullin .....	Vancouver, BC	.....	11/01/2019	L3681	Johnnie Jacobs .....	Georgetown, KY	.....	01/09/2020
L0628	John V. Peteani, Jr. ....	Yonkers, NY	.....	11/03/2019	L0972	Eric Hill.....	Lubbock, TX	.....	01/11/2020
L3888	Herbert A. Hammond .....	Etobicoke, ON	.....	11/03/2019	L2494	Rick Hawkins .....	Ft. McMurray, AB	.....	01/17/2020
L0112	James V. Como .....	Los Angeles, CA	.....	11/03/2019	L5150	Hilary Hartman .....	Dickinson, ND	.....	01/20/2020
L0094	Andrew Gargiulo .....	New York, NY	.....	11/06/2019	L1265	Richard J. Feldman.....	Sparks, NV	.....	01/21/2020
L0485	Walter S. Bosak .....	St. Catharines, ON	.....	11/06/2019	L1075	Ignatius J. Nash .....	St. John's, NL	.....	01/21/2020
L0416	Tracy Hayden .....	Indianapolis, IN	.....	11/09/2019	L1616	Christopher M. Still .....	Weymouth, MA	.....	01/22/2020
S0020	David R. Anken.....	Florida State Fire Service Association	.....	11/10/2019	L0883	Stuart L. Weatherford .....	Tyler, TX	.....	01/24/2020
L0854	Richard Estreicher .....	New York, NY	.....	11/11/2019	L0136	Douglas H. Borgerding .....	Dayton, OH	.....	01/26/2020
L0142	David G. Judge .....	London, ON	.....	11/12/2019	L0841	Russell D. Horn.....	New Bedford, MA	.....	01/27/2020
L1009	Jason J. Menard .....	Worcester, MA	.....	11/13/2019	L0215	Darrin Jones.....	Milwaukee, WI	.....	02/01/2020

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



# Fire Fighter

QUARTERLY



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



## IAFF Online Store



**UNISEX NAVY Ts**  
100% cotton, navy Ts with white IAFF logo printed on left chest. Available in 3 styles.

**Long Sleeve**  
F1145 - **\$21.00**  
**Short Sleeve**  
F1135 - **\$15.00**  
**V-Neck**  
F1144 - **\$15.00**

**HEATHER CHARCOAL 1/4 ZIP PULLOVER**  
Slim fit and lightweight. This soft and comfortable pullover provides warmth without the weight. Heather charcoal with embroidered left chest. Water repellent, 100% polyester with solid lining.  
F1306 - **\$51.00**



**MEN'S BLACK STAINLESS STEEL WATCH**  
Men's black stainless steel watch with IAFF maltese logo on dial. Features scratch-resistant glass, stainless steel band, rotating bezel and date display window. Water resistant to 100 feet. Gift boxed.

F513 - **\$147.00**

**PHOTO COASTERS**  
Set of four durable acrylic coasters featuring full-color photos of fire fighters in action. Easy wipe-clean surface. Choice of square or round (not shown).

**4" Round Coasters**  
F832 - **\$15.00**



**4"x4" Square Coasters**  
F833 - **\$15.00**



**CAMO LOGO T & JOGGERS**  
Extremely soft and comfortable made from eco-friendly blend of 50% organic cotton and 50% RPET (recycled plastic bottles). Lightly-heathered black T with black camo IAFF design on front and IAFF maltese logo on left sleeve. Matching joggers feature black camo IAFF on calf and small IAFF maltese logo on front by pocket.

Sold separately.

**Camo Logo T-Shirt**  
F1305 - **\$28.00**

**Camo Logo Joggers**  
F1304 - **\$46.00**

**SMALL POLISHED LAPEL PIN**  
Small, gold-tone polished lapel pin is highlighted with color enamel accents. 5/8" diameter.

F265 - **\$12.60**



Visit us online today to view our entire line of ready-made and customizable merchandise.

For more information, Call 1-800-562-5766 (ext. 105) or, send email to: [customerservice@iaffonlinestore.com](mailto:customerservice@iaffonlinestore.com)