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QUARTERLY



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IAFF membership grows
to a record 320,000.

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in communicating with their members
and the public.

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Our Commitment to Behavioral Wellness

Being a fire fighter is deeply rewarding. We also know that this is a dangerous profession.

Serving our communities can come at a high price. Our members' risk of cancer and other occupational diseases is far greater than for the general population. But beyond the ever-present dangers of running into a burning building or responding to a medical emergency, the real toll of the job is often the invisible wounds that build up over the years.

What you experience on the job can stay with you long after your shift ends. And far too many times, those experiences cause emotional hardships, leading to occupational injuries that you can't see.

The reality is that, in addition to the physical hazards, our members are more susceptible to post-traumatic stress disorder (PTSD) and other mental health conditions — substance abuse, addiction, depression and anxiety. So, it's really no surprise that in 2019, firefighting was ranked as the second-most stressful job in the United States.

What you experience on the job can stay with you long after your shift ends. And far too many times, those experiences cause emotional hardships, leading to occupational injuries that you can't see. Behavioral health issues frequently remain hidden — leaving many of our members to suffer in silence because the stigma associated with asking for help prevents them from seeking treatment.

Being in a profession with significantly higher rates of mental health issues shouldn't be simply accepted as part of being a fire fighter, and sure as hell shouldn't be a badge of courage. That's why the IAFF has made behavioral health a top priority for our union — to make sure we provide every avenue for our members to get better, get healthy and get back to the job they love.

We made it a priority to raise awareness of PTSD and behavioral health issues and to make sure our members have the support and access to resources, and in 2017 we opened the IAFF Center of Excellence for Behavioral Health Treatment and Recovery. Previously, no existing treatment facility offered the specialized care our members need from healthcare professionals who understand the pressures of the job. It is a first-of-its kind facility exclusively for our members — where medical and clinical professionals appreciate the unique challenges of this profession.

They have gone through our FIRE OPS 101 program, been on ride-alongs, have spent countless hours working with our members and understand the fire service culture and lifestyle. Additionally, we know that being in treatment with fellow fire fighters has been a vital part of the recovery process, providing the same sisterhood/brotherhood that we have on the job.

Since opening in Upper Marlboro, Maryland, our IAFF Center of Excellence has treated more than 1,000 IAFF members, giving them the quality care they deserve. Over

the last three years, we've also brought nearly every major insurance provider in network to cover treatment at the Center. Our members are graduating and returning home on a path of renewed health and self-worth. In my travels, so many members have told me that the Center literally saved their life ... their marriage ... their job ... as we well as helped their families that are often affected by substance abuse, addiction and other mental health issues.

Their stories are inspiring and are helping others to take their own steps to seek help and treatment.

Our 64-bed Center of Excellence is now regularly operating at capacity, sometimes forcing us to place members in need of treatment on a wait list.

This is unacceptable. No fire fighter should have to wait for the treatment they need.

At the same time, the location of our Center of Excellence in Maryland creates a significant geographical barrier for our members in the western United States. At our 2018 IAFF Convention, delegates overwhelmingly adopted Resolution 49, which called for conducting a feasibility study on establishing a second Center of Excellence.

So, we have been focusing our efforts on the West Coast, looking at properties that would ensure we can provide clinical treatment and support resources equivalent to those provided through our Maryland Center of Excellence.

Working with Advanced Recovery Systems, our partner in establishing our East Coast facility, and Center of Excellence Advisory Committee member Matt Rahn — also a researcher with California State University San Marcos who has worked with the IAFF on wildland firefighting and urban interface research and sits on the City Council in Temecula, California — we have explored sites on the West Coast that meet the requirements for another successful Center of Excellence.

We have now identified a property in California that would provide the same campus-style treatment center that has been successful in Maryland and have made an offer for purchase. Once we have an agreement, we will begin the initial steps in what will likely be a long road to approval for a facility in regulation-rich California. If approved to move forward, construction and renovations would be developed in phases with no negative impact to our East Coast Center of Excellence.

Creating the first behavioral health program in the nation exclusively for our members is just one example of the work this IAFF is doing on behalf of our members — from fighting for cancer protections and advocating for safety on the job, to training programs and disaster relief support for members and their families who've lost everything, we always put the health and safety of members and their families first.



Harold A. Schaitberger

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2020 Budget

The budget process for fiscal year 2020 presented the most significant financial challenge to our organization in decades. The main driver of this challenge was the pension obligation for our two pension funds. The two funds administered by the IAFF are our Staff Plan, for exempt employees, and our Employees Plan, which is proudly composed of our unionized workforce, members of OPEIU Local 2.

When we build our budget for a given fiscal year, an actuary provides an estimate for each plan's obligation based on the Employee Retirement Income Security Act (ERISA), which establishes minimum standards for pension plans in the private sector. Because the IAFF's fiscal year and the pension plans' plan year are not consistent, the actual obligation cannot be calculated until much later in the fiscal year.

For Fiscal Year 2019, our estimated pension obligation for both plans combined was \$4.8 million. Due to market and regulatory factors beyond our control, the actuary's final calculation nearly doubled to \$8.2 million and remained at that figure for the Fiscal Year 2020 estimation. Needless to say, this triggered a deep dive by my staff to determine the factors that caused such a dramatic increase.

The two most significant factors were improvements to the mortality tables and a drop in discount rates, both of which are determined by the IRS. We identified other areas of concern,

which prompted me to retain another actuarial firm to conduct a pension audit of both plans. In the course of this audit, we identified errors in plan interpretation and actuarial calculations that were negatively impacting our total pension liability, in addition to the impacts of salary increases.

Although we started the budgeting process for this fiscal year with a \$5 million shortfall, with the hard work of our IAFF senior staff, the Executive Board was able to close that gap without layoffs or cuts to services to our affiliates.

The IAFF has never failed to meet the needs of our members, and we must continue to ensure we are properly resourced to fight for our future.

The following is our FY 2020 budget by line item.

Be you, be strong, be firefighters!



Edward A. Kelly

GROUP	Budget Description	2019	2020	GROUP	Budget Description	2019	2020
Canadian Operations	Canadian Leg Conf	130,950	123,456	Occupational Health, Safety & Medicine	Behavioral Health Committee	86,192	66,815
	Canadian Operations	883,167	749,929		Burn Coordinators	55,540	51,540
Education, Training & Human Relations	ALTS	1,337,219	1,329,624		Cancer Research	182,000	182,000
	Education & Training	650,369	657,050		Chaplain	8,324	8,324
	Education, Training & Human Relations	344,390	334,615		CPAT Audit Program	183,576	83,576
	Fire Ops	60,300	56,600		FFF Memorial	690,253	668,324
	HR Committee	137,705	71,665		FGS	530,536	530,635
	HR Tech Assist	26,250	26,250		Health & Safety Operations	246,981	631,774
	Instructional Development	159,587	165,775		LODD/FFFM Coord	17,175	17,175
	PEP	775,280	760,280		Medical Residency	192,300	162,300
	Scholarship - Harv/LC	68,500	74,550		Occupational & Behavioral Health Svcs	970,275	891,864
Finance & Membership	Accounting	601,723	624,175		Occupational Health, Safety & Medicine	393,495	228,192
	Finance	320,126	322,526		OSHA Committee	86,192	66,708
	Membership	767,460	878,693		Peer Support Services	486,526	528,526
Governmental, Political & Public Affairs	Govt Affairs	594,068	606,645		PFT	624,071	424,158
	Non-CB Committee	17,500	17,500		PFT Oversight Committee	74,805	28,237
	Political & Public Affairs	465,892	427,547		PSOB Coordinator	32,265	10,000
	Political Action	675,255	647,020		Standards Development	213,450	102,450
	U.S. Leg Conf	642,190	633,215		Standing WF Committee	73,828	
Office of the General President	Conference Planninig	303,668	381,343	Technical Assistance & Information Services	Custom Technical Assistance		20,000
	Executive Board	529,621	676,728		DFSR	469,135	469,135
	Fighting Back	770,000	479,535		EMS Standing Comm	74,838	52,029
	Foundation Operations	162,654	80,143		Fire & EMS Ops	1,759,288	1,736,973
	Global Alliance/Direct Affiliation	19,700			First Contract		40,000
	Headquarter Visits		30,000		LI/CB	658,817	663,490
	IAFF Smart	1,440,000	1,250,000		Membership Svc/TAIR	463,985	424,074
	MDA	198,425	196,125		Organizing	72,500	72,500
	Motorcycle Group Funding	14,750	14,750		Pension Resources	622,018	522,366
	President's Office	1,507,064	1,395,660		Redmond/EMS Conf	1,110,374	
Grants	Foundation Grant Reimbursement	417,578	221,853	Corporate	Service Reps	487,290	487,290
	Grant Allocation	-2,113,466	-2,586,894		Accrued Benefits Funding	330,000	500,000
	Grants	7,539,840	8,338,987		Bi-Annual Funding (Redmond/HR Conf)	210,575	140,000
Grants Administration & HAZMAT	Grant Reviewer	96,310	87,600		Contingency	451,975	537,360
	Grants/HAZMAT Admin	337,274	141,343		Convention Funding	1,500,000	1,673,750
	IDC		33,535		Corporate (Rent, AFL-CIO, CLC)	5,881,037	6,968,672
Office of the General Secretary-Treasurer	Finance/IT Systems	290,000	530,000		Defined Cont Plan (401k)	22,500	22,500
	General Admin	124,806	129,671		Disaster Ops Funding	252,008	253,680
	Human Resources	476,478	436,248		Disaster Relief Funding	486,016	489,240
	Internal Operations	391,003	234,369		DVPs	2,955,520	3,124,620
	Production Center	542,903	687,479		EDF	1,446,526	1,485,840
	Secretary/Treasurer's Office	1,349,184	1,005,497		FFFM Renovation Funding	693,022	18,120
Information Systems	Database Admin	390,596	389,818		FIREPAC	8,300,523	8,554,086
	IT Database Maintenance	241,521	171,521		General Allocations	-196,211	-196,211
	Network & IT	472,177	611,716		Health Ins Funding	3,960,000	4,500,000
	Office Automation	419,200	368,200		Howie Scholarship Funding	36,001	36,240
	Web Management	344,750	294,750		Pension Funding	5,130,000	8,530,000
Legal	Office of the General Counsel	1,666,865	1,541,264		Reserve Funding	70,000	745,000
Media, Communications & Strategic Campaigns	Alumni	56,600	56,600		Trustees	200,477	213,053
	Communications	743,845	748,408	Grand Total		72,227,943	75,123,147
	CTA	23,000	52,900				
	IAFF Magazine	1,173,000	922,000				
	Media Awards	34,650	30,650				
	Media, Comm & Strategic Campaigns	482,516	314,423				
	Strategic Campaigns	527,499	583,407				

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BEGIN NOW



His Wife's Name Is Tina

Like every fire fighter family in Massachusetts, I too have been spending these last few days in a fog. The on-duty death of Lt. Jason Menard of the Worcester Fire Department has hit me like bricks to the chest, and the sinking feeling in the pit of my stomach has yet to go away. It is a loss that every fire fighter family feels in their bones. It reinforces the fear that we do our best to ignore, but that is all too real every day of our lives: At any time, during any regular old shift, our lives can change forever.

His wife's name is Tina. They have three children. I don't really know anything else about them besides what I could gather from Facebook, but it's as though I know them. I am them. All of us fire fighter families are. We share an unspeakable bond that only we can understand. And in the same way that our husbands are grieving the loss of their brother, we wives are grieving, too. Grieving for Tina. Grieving for the children. Grieving for our own sanity. Grieving for the ordinary lives that we know we'll never have.

Don't get me wrong. I love my fire fighter family, and I'm proud to be a part of it. My kids and I have made lifelong friendships with many people in our fire fighter community. We have movie nights and yearly Christmas parties. We go to amusement parks, and we serve dinner to the elderly. Retirement parties, parades and celebrating holidays at the station together have become the norm. But it's not all fire trucks and candy. Not even close. It's more like lonely nights and Xanax. There is this paralyzing fear that we don't speak of but we all live with daily because we know that somewhere one of us is next. It's just inevitable. It's how the job works. And just when we think we've been able to block it out long enough to regain some little bit of normalcy in the chaos that is our lives, we are reminded that it is still very much present.

His wife's name is Tina. They were supposed to be going to Disney World on a family vacation the morning that he died. From what I understand, Lt. Menard wasn't even working his own scheduled shift that day. He was on a swap so that they could go on their family vacation to Disney World as soon as he got

home. I'm guessing Tina did all the planning. I'm guessing Tina did all the packing. And I'm guessing that Tina crawled into bed by herself that night eagerly awaiting for the morning to be there, her husband to be home and her family to be happily on their way to Disney World. Can you even imagine?

I can totally imagine it. Do you know how many swaps my husband does for our family vacations? Dozens. All the time. Do you know how many times I've had the kids all packed and ready just waiting for him to come home so we can leave? More than I can count. Do you know how many fire fighter families take a well-earned, very deserved trip to Disney World? A whole bunch of them. Do you know how sick it feels to know that another family living a very similar life, going through all of the same motions, is now suffering from such a devastating loss? A loss that, at any time, could be one that any of us have to face, too. It is heartbreaking.

His wife's name is Tina. I don't know her. But I know her. I know she spent days and nights alone with her children on a regular basis. I know she checked the calendar every year to see which holidays and birthdays her husband would be working this time. I know she's a great mom, who probably doesn't give herself enough credit for being everything that her kids need even though she's exhausted. I know there must have been nights that she cried herself to sleep thinking of other fire fighter and first responder families losing loved ones. I don't know her. But this is what we do.

And now we cry for her. We cry for her life, shattered to pieces in minutes. We cry for her children. We cry for their security, ripped away from them so quickly. We cry for whichever one of us is next. We cry for the uncertainty that is to come and the chaos that surrounds us always. We cry for our sister. Her name is Tina, and we have her back now.

Sarah Powling

(Submitted by Joe Powling
Westford, MA Local 3126)

Thanks For Your Compassion

Dear President Schaitberger:

Where to begin ...

My father, Ray Alcover, gave nearly 30 years of his life to the Tampa Fire Department. He didn't just show up for work every day, he lived and breathed the fire fighter life. It was his greatest passion, a brotherhood for which he was profoundly proud to be a part — a career for which he sacrificed everything: family, holidays, consistency and, ultimately, in 2015, his life.

Grief is an interesting thing. For years, you experience a rollercoaster of emotions that range from the obvious sadness, to anger, bitterness, acceptance and everything in between. Losing my dad when he was at such a young age — only 51 — left an eternal void in our family. The moments he would miss in the coming years, the memories he wouldn't be a part of — those moments would always feel a little less bright without him.

We had the privilege of traveling to Colorado Springs [this September] as my father received the highest honor of his career. His name was etched on the walls of the Fallen Fire Fighters Memorial, with all the men and women who, too, sacrificed their lives for this career they chose. Although a bittersweet moment for the families who proudly stood in their place, I can't doubt for a second that my father was beaming with pride from his eternal home as he watched the many brothers and sisters from all over the United States and Canada gathered to honor those who had gone before them.

The words thank you hardly seem like enough. My family and I had no idea what to expect, traveling to Colorado Springs for this event. I could never have imagined what was in store for us. From the moment we stepped off the plane, we were greeted by [IAFF members] who never left our side. Those same [members] stayed the entire weekend, shuttling us to and from, a smile never leaving their faces. The Local 5 of Colorado Springs was one of the highlights of the weekend — they made it their mission to put us at ease and the hospitality they showed families was next-level amazing.

To the IAFF, what an event. From the provided meals, to the incredible

ceremony, I can honestly say it was perfect. Thank you from the bottom of my heart for acknowledging occupational cancer as one of our greatest enemies in this fire fighter family. Thank you for continuing to work diligently to provide the resources and protection that our fire fighters need to stay safe. I pray that you continue to put the safety of fire fighters at the forefront of everything you do.

To the Honor Guard who were represented, you all were an absolute class act. In particular, the representatives from the City of Tampa went above and beyond to ensure our family, as well as the other two families from Tampa, were a top priority. Your efforts and respect did not go unnoticed and we are truly grateful.

I would be remiss to not point out one individual in particular, Justin Baxter, who was just a rookie when he first met my father. Justin presented our family with the flag, and his compassion and genuine respect truly warmed our hearts. There wasn't a single moment during that weekend that Justin didn't offer his support or assistance. He didn't once make us feel like his obligation, but rather made us feel like he was truly honored to care for us on behalf of my father. He was an absolute gift to us, as were the rest of the fire fighters representing the City of Tampa. Their kindness will never be forgotten.

I'm sure I have left out other important parties, and for that I apologize. To be honest, there wasn't a single person who did not positively impact this incredible weekend. Thank you for the gift of closure. For validation of a life given in sacrifice. Thank you for honoring my father. He was so deserving of this special honor, and it truly helps our hearts to see his sacrifice was appreciated and will always be remembered.

I hope that you continue to host this special event for fallen fire fighter families for years to come, not just as a final farewell, but as a celebration and appreciation for the sacrifices they have made.

With Most Sincere Gratitude,

Amanda Alcover-Migura

Daughter of Ray Alcover
Tampa, FL Local 754

Grand Slam

Dear President Schaitberger:

The IAFF Center of Excellence is a Grand Slam from top to bottom, you should be rightfully proud of all the work you did to make it happen. The care it provides to your members is second to none and the staff you've assembled there is dedicated, very skilled and absolutely committed to helping IAFF members. What a wonderful thing you've helped create.

Thanks for sharing it with me!

In solidarity and gratitude,

Richard L. Trumka

President
AFL-CIO

► **Correction:** In the summer 2019 edition of Fire Fighter Quarterly, Thomas Groch, a member of Chester City, PA Local 1400, was listed in error as deceased.



British Columbia Lawmakers Feel the Heat at FIRE OPS 101

Dozens of decision makers from across British Columbia got a taste of fire fighting September 23 at the British Columbia Professional Fire Fighters Association (BCPFFA) FIRE OPS 101 event in conjunction with the Union of British Columbia Municipalities (UBCM) Convention in Vancouver. The 43 participants included two provincial legislators, seven mayors, 23 councillors, eight city managers, a reporter and two senior officials from WorksafeBC, the province's workers' compensation board. "FIRE OPS 101 offers insight into the physical and psychological demands of the job and



British Columbia Premier John Horgan (centre), attended the BCPFFA's FIRE OPS 101 September 23. From left: BCPFFA Vice President Steve Farina, President Gord Ditchburn, Secretary-Treasurer Todd Schierling and Vice President Cory Parker.

participants appreciated what fire fighters on the frontlines do. This experience helps them understand the challenges we face in keeping our communities safe," says BCPFFA President Gord Ditchburn. ■

Growing Recognition of Center of Excellence

U.S. Representative Angie Craig (D-MN) praised the IAFF as a national leader in the effort to improve resources for members struggling with addiction, post-traumatic stress disorder (PTSD) and other mental health challenges during her tour of the IAFF Center of Excellence for Behavioral Health Treatment and Recovery. Craig supports the Helping Emergency Responders Overcome Act of 2019, which provides resources to increase recognition and treatment of PTSD among emergency responders and grants to educate and develop

peer counselors and collect data on suicides occurring among emergency responders.

In addition, AFL-CIO President Richard Trumka visited the Center of Excellence to see firsthand the one-of-its-kind facility exclusively for IAFF members struggling with substance abuse, PTSD and other co-occurring behavioral health issues.

The Center of Excellence — in Upper Marlboro, Maryland — has now treated more than 1,000 IAFF members since opening in 2017. ■



Above: AFL-CIO President Richard Trumka joined President Schaitberger for a tour of the Center of Excellence and to meet staff.

Left: Representative Angie Craig (D-MN) supports presumptive legislation for fire fighters with PTSD.

Register for ALTS and Human Relations Conference



Registration is now open for the 2020 Affiliate Leadership Training Summit/Human Relations Conference scheduled for January 19-22 in Lake Buena Vista, Florida. With more than 100 workshops addressing a broad range of topics, five pre-conference events and 23 information sessions — as well as networking with other affiliate leaders across the United States and Canada — this conference will help you build the skills and expertise to be a more effective union leader.

The theme for the upcoming conference is **Learn-Lead, Engage-Diversify**. The IAFF remains unwavering in its commitment to promote values that can help make the fire service a more diverse and inclusive profession. Register at www.iaff.org/altshr20.



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registration details.**

Suicide Prevention Training

Earlier this fall, the IAFF began filming new suicide intervention training videos in partnership with Dr. Barbara Stanley from Columbia University and Dr. Nathan Kimbrel from Duke University. Duke University, which was awarded a Federal Emergency Management Agency (FEMA) grant for the project, partnered with the IAFF to produce the training, which will be available to IAFF-trained peer supporters. The Safety Planning Intervention training has been shown to reduce suicidal behaviors in veterans by up to 45 percent. ■



Montréal, QC Local 125 Wins IAFF Best Pink T-Shirt Contest

The winner in the 2019 IAFF Best Pink T-Shirt Contest for Breast Cancer Awareness Month is Montréal, QC Local 125 with 1,569 votes. The winning T-shirt was designed by Eric Boulé in collaboration with Local 125 member Marc-André Gosselin. Boulé's mother is a breast cancer survivor. The T-shirts were sold and worn by fire fighters who participated in the CIBC (Canadian Imperial Bank of Commerce) Run for the Cure in Montréal on October 6.

"Our members are a constant presence in the community, and fighting the battle against breast cancer comes naturally to them. It is no surprise to me that our local takes this seriously — we are proud to be a part of the search for a cure," says Local 125 President Christopher Ross. ■



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PROUDLY BUILT BY TEAMSTERS

IAFF Defies National Trends as the Union's MEMBERSHIP CONTINUES TO RISE

Membership in the IAFF has grown to a record 320,000 professional fire fighters and paramedics in the United States and Canada.

Since 2000, when General President Harold Schaitberger took office, membership has grown 45 percent. Each year of his tenure has seen a steady growth in membership, even during the 2008 recession.

"Our strength in numbers reflects the value of being a member of this bold union," says General President Schaitberger. "The work we do on behalf of our members and the programs, resources and services we offer — fighting for cancer protections and advocating for safety on the job, HazMat and Fire Ground Survival Training, disaster relief support for members and their families who've lost everything, creating the first behavioral health facility in the nation exclusively for members, just to name a few — showcase how this IAFF has our members' backs."

"From our disaster relief operations to our powerful political influence, it is clear that the benefit of being a member of this International goes beyond collective bargaining," says General Secretary-Treasurer Kelly. "Fire fighters can see the value of being part of this IAFF, and that's why our membership is going up."

Locals across the country — and in Canada — are also in positions of growth, maintaining high levels of membership. Philadelphia, PA Local 22, CAL FIRE Local 2881, South Metro, CO Local 2086 and Edmonton, AB Local 209 have all seen

"Our strength in numbers reflects the value of being a member of this bold union. The work we do on behalf of our members and the programs, resources and services we offer — fighting for cancer protections and advocating for safety on the job, HazMat and Fire Ground Survival Training, disaster relief support for members and their families who've lost everything, creating the first behavioral health facility in the nation exclusively for members, just to name a few — showcase how this IAFF has our members' backs." — General President Harold Schaitberger

Canadian Membership on the Rise

With the affiliation of Charlottetown Professional Fire Fighters Association Local 5219 of Prince Edward Island in August 2019, Shawinigan, QC Local 5209 in March 2019, Lloydminster, AB Local 5182 in October 2018 and Montreal, QC Local 125 in 2017, Canada has added approximately 2,300 members, boosting Canadian membership by 10 percent for a total of 25,989 members in 10 Canadian provinces and two of three territories. To better service the growing membership, the IAFF is offering additional resources for our French-speaking brothers and sisters, including a French edition of the Fire Fighter Quarterly. ■

"There is power in numbers, and fire fighters are joining together in record numbers to have their voices heard," says 14th District Vice President Danny Todd, chair of the IAFF Organizing Committee. "This growth is no accident. We have made a focused effort to reach full membership in existing locals and organize the unorganized to give them a voice in their communities and help improve their lives and the public's safety."

The IAFF has been boosting membership in southern states and the Gulf Coast region, focusing on fire departments without 100 percent union membership and reaching out to existing locals to determine what IAFF resources would provide immediate benefit to their membership.

Membership has multiplied for Gulfport, MS Local 272, Biloxi, MS Local 1583 and Meridian, MS Local 52, while Moss Point, MS Local 5199 was chartered as a direct result of these organizing efforts. Targeted organizing is also planned for some underrepresented areas of Alabama.

robust increases in membership in recent years.

Membership numbers really began to climb beginning in September 2016 when organizing efforts in the southern part of the United States became increasingly successful.



IAFF Membership on the Rise



In the Southeast, membership is up 25 percent in North Carolina, 54 percent in South Carolina and 35 percent in Georgia. Organizing in these states has been ongoing for the last two years as part of a coordinated effort with 12th District Vice President Walt Dix and state affiliate presidents.

"We consistently heard concerns from nonmembers that unions mostly negotiated contracts, which does not resonate in right to work states," says Dix. "One of our top priorities was to educate fire fighters on the full extent of resources available to them through the International."

One of the keys to successful organizing has been face-to-face communications. Making fire station visits, IAFF representatives piqued nonmembers' interest with information about training opportunities, benefits available through the IAFF Financial Corporation (IAFF-FC), efforts to address behavioral health and cancer in the fire service and other health and safety programs and resources.

In addition, success stories from North Carolina affiliates, including Asheville Local 332, Durham Local 668 and Greensboro Local 947, that have improved wages and benefits for their members have compelled nonmembers to join the IAFF. In addition, new affiliates Burlington Local 1915 and Black Mountain Local 5246 have recently received charters.

Former Professional Fire Fighters and Paramedics of North Carolina President Tom Brewer notes that members in his state saw tremendous value in being a union member following Hurricane Florence last year. "The disaster relief assistance from the IAFF had a big impact," he says. "IAFF leadership and headquarters staff were on the ground immediately assessing and meeting member needs."

"Our messages have been well-received. Potential members are reaching out to us more and more."

— South Carolina Professional Fire Fighters Association President Roger Odachowski

In South Carolina, where organizing and union involvement had slowed, fire station visits proved effective in spreading the word about the value of joining the IAFF. South Carolina Professional Fire Fighters Association President Roger Odachowski says the state's union leaders are also contacting fire department management to discuss organizing concerns and are working with the South Carolina State Association of Fire Chiefs.

"Our messages have been well-received," says Odachowski. "Potential members are reaching out to us more and more."

In Georgia — where there is a longstanding belief that collective bargaining doesn't exist — state law enacted while Jimmy Carter was governor protects fire fighters' right to organize and collectively bargain if local governments pass ordinances allowing it.

South Fulton Local 3920 members worked hard to gain the support of city council to pass the ordinance. Now, Georgia members hope that more of the state's locals will have similar success.

Meanwhile, organizing in Texas is booming with no signs of slowing.

11th District Vice President Sandy McGhee says, "The IAFF and the Texas State Association of Fire Fighters (TSAFF) have made great inroads over the last three years." Membership in the TSAFF has increased 40 percent during that time.

TSAFF President John Riddle says, "When I was elected president, I made organizing a priority. Resources provided by the IAFF — especially training opportunities — along with political action efforts by the TSAFF in the state legislature — are attracting nonmembers to join."

Potential for future growth is sizable, with approximately 5,000 unorganized fire fighters — which includes both nonmembers in existing locals and unaffiliated fire departments in the state. ■

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2019 MEDIA AWARDS

Congratulations to the winners in the 2019 Media Awards Contest

The IAFF Media Awards Contest helps create a greater awareness of the important work that IAFF members in the United States and Canada do to keep the public safe. The contest honors communications with the media, elected leaders, the public and members, as well as news media reporting and photography that best portray fire fighters and paramedics as dedicated all-hazards responders.

AFFILIATE CATEGORIES

Best IAFF Fire Service Photo Taken by a Member (non-published)

First Place Tie ¹

"All Hands Working"

Photo by Jordan Bankert

Submitted by Reading, PA Local 1803

Reading, PA fire fighters rescue a person on Cotton Street.

First Place Tie ²

"Thomas Fire"

Photo by Louis Zervoudakis

Submitted by CAL FIRE Local 2881

Members of Cal FIRE Local 2881 faced intense and dangerous conditions as they battled the Thomas Fire in Ventura County and Santa Barbara County, California.

Second Place Tie ³

"A Day in the Life"

Photo by Jim Lynxwiler

Submitted by Poudre, CO Local 1945

Poudre fire fighters extinguish a residential fire.

Second Place Tie ⁴

"Tower Ladder 21 at Work"

Photo by Dobri Kitanovski

Submitted by Chicago, IL Local 2

A great photo of Chicago Fire Department TL21 basket surveying a city block.

Honorable Mention

"Up to the Roof"

Photo by Scott A. LaPrade

Submitted by Leominster, MA Local 1841

A Medford fire fighter maneuvers his way through smoky conditions to the roof of a large commercial building.

Honorable Mention

"From the Inside"

Produced by Little Rock, AR Local 34

Submitted by Little Rock, AR Local 34

Little Rock Local 34 fire fighters perform overhaul work on an upper-level apartment building.

Best Affiliate Publication (circulation less than 1,000)

First Place ⁵

"FIREWIRE Magazine"

Produced by Jeff Allen, Ryan Beckers, Kalina Cox,

Brenton Baum, Dan Nelson and David Pingree

Submitted by San Bernardino, CA Local 935

FIREWIRE is published for more than 700 union members and documents major events of the San Bernardino fire union and fire department.

Best Affiliate Publication (circulation more than 1,000)

First Place ⁶

"The California Professional Firefighter"

Produced by California Professional Firefighters

Submitted by California Professional Firefighters

The *California Professional Firefighter* has engaging articles and striking visuals, keeping more than 30,000 union members up to date on issues.

Second Place ⁷

"Fire Watch"

Produced by Toronto, ON Local 3888

Submitted by Toronto, ON Local 3888

Fire Watch is an informative publication that allows members to stay current on union issues and activities. The newsletter also highlights ways members are advancing the fire profession and public safety.

Honorable Mention

"The Nozzle"

Produced by Los Angeles County, CA Local 1014 and

Poloma Public Affairs

Submitted by Los Angeles County, CA Local 1014

The Nozzle is a quarterly publication for Los Angeles County Local 1014 and is read by more than 3,200 union members who protect more than 4 million residents in unincorporated communities and in 59 contract cities.

Best Digital Communications

First Place

"Derek's Story (at Healing Our Own)"

Produced by California Professional Fire Fighters

Submitted by California Professional Fire Fighters

This emotional video by CPF breaks behavioral health stigmas in the fire service by showing Kern County Fire Captain Derek Robinson's struggle with post-traumatic stress, thoughts of suicide and his path to recovery.

Second Place

"Montana Needs Stronger Protection for Firefighters and Their Families"

Produced by Andie Creel and Montana State Council of Fire Fighters

Submitted by Montana State Council of Fire Fighters

This digital news piece does a nice job of highlighting why Montana fire fighters need presumptive health coverage. The story also humanizes the issue by honoring late Great Falls, MT Local 8 member Jason Baker to show how cancer affects fire fighters.



Honorable Mention

"Ontario Fire Fighters Community Digital Outreach and Data Collection"

Produced by Ontario Professional Fire Fighters Association and Jack Milroy

Submitted by Ontario Professional Fire Fighters Association

The Ontario Professional Fire Fighters Association (OPFFA) embarked on a new digital outreach strategy spotlighting the three pillars of public safety — "Keep your home safe," "Keep your community safe" and "Keep your colleagues safe" — to help advance this message in the community.

Best MDA Project

First Place

"Why We Fill the Boot"

Produced by Ben Lindquist and Patrick Gramm

Submitted by Phoenix, AZ Local 493

Many people know fire fighters Fill the Boot, but not all understand why. This video does a great job of explaining the unique relationship that fire fighters have with MDA.

Second Place

"Firefighter Birthday Surprise"

Produced by Yaremi Farinas and Palm Beach, FL Local 2928

Submitted by Palm Beach, FL Local 2928

A heart-warming story of Palm Beach fire fighters surprising a four-year-old boy suffering from Duchenne Muscular Dystrophy with a firehouse bedroom makeover for his birthday. Fire fighters donated all supplies, equipment, furniture, decorations and even a set of bunker gear to help make young Noah Rome's birthday unforgettable.

Honorable Mention

"MDA Letter"

Produced by Rick Flores and Peter Scruggs

Submitted by El Paso, TX Local 51

El Paso Local 51 uses its website to keep members engaged in MDA activities by making Fill the Boot resources available.

Best Public Relations Project

First Place

"Part of Your Community Since 1882"

Produced by Derek Balcaen and Jordan Hinchey

Submitted by Winnipeg, MB Local 867

Winnipeg, MB Local 867 produced a series of videos and radio advertisements to humanize union fire



fighters from diverse backgrounds to the community. Interviews ranged from proud retirees, members of the LGBT community, a former local professional football star, a female lieutenant with a long family tradition of working in the Winnipeg Fire Department and a fire fighter/paramedic.

Second Place Tie

"November 6, 2018 Costa Mesa General Election Campaign"

Produced by Costa Mesa, CA Local 1465 and Blackman Public Affairs Firm

Submitted by Costa Mesa, CA Local 1465

Costa Mesa Local 1465 made its voice heard when election laws in the city changed to allow voters to choose council members from districts, instead of an at-large system. The local's endorsed candidates — including the mayor — were all victorious.

Second Place Tie

"Safety Stand Down/Behavioral Health Campaign"

Produced by Los Angeles County, CA Local 1014 and Poloma Public Affairs

Submitted by Los Angeles County, CA Local 1014

In late August 2018, Los Angeles County Local 1014 lost a member to suicide. As a result of this tragedy, the local

launched an aggressive public relations campaign seeking a behavioral health program. The local's efforts were successful, resulting in the Los Angeles County Board of Supervisors unanimously passing a motion to conduct a study on behavioral health within the fire department. In the months following the campaign, Local 1014 secured \$1.2 million in funding to create a behavioral health program jointly managed by the fire department and the union.

Best Affiliate Community Outreach/Community Education Campaign

First Place

"Local 385 Stops the Bleed"

Produced by Dustin Talacko

Submitted by Omaha, NE Local 385

Omaha Local 385 spearheaded a campaign to raise money and awareness to outfit fire fighters, paramedics and police with the proper equipment to improve tactical responses to active shooter incidents.

Second Place

"Safe Pools Rule! Water Safety Summer Campaign"

Produced by Henderson, NV Local 1883

Submitted by Henderson, NV Local 1883

Drowning is a leading cause of death in southern Nevada. Henderson Local 1883 uses its Safe Pools Rule! campaign to educate the community about water safety and drowning prevention.

Honorable Mention

"Montana Sturges Helmet Program"

Recognition of Montana Sturges

Submitted by Spokane Valley, WA Local 876

Spokane Valley Local 876 member Montana Sturges was not wearing a helmet when he was hit by a car while riding his bike home in June 2018. He sustained massive injuries but made a full recovery. As a result of his experience, he developed a kid's bike helmet program and, with the help of the Kootenai Health Foundation, has raised several thousands of dollars for bike helmets. In addition, Sturges speaks to elementary school children about bike safety.

Honorable Mention

"Text to 911 Reminder"

Produced by Lake Travis, TX Local 4117

Submitted by Lake Travis, TX Local 4117

Fire fighters use their sign-language skills to engage the deaf community and to promote the city's new text to 9-1-1 system.



Continued on Page 16



Best Photo or Infographic Published on Social Media

First Place

8

"Overhaul"

Photo by Matthew Gerber

Submitted by Green Bay, WI Local 141

A Green Bay fire fighter wears full PPE during overhaul operations.

Second Place

9

"Women's Forum"

Photo by Jim Aleski

Submitted by Professional Firefighters Association of New Jersey

The Professional Firefighters Association of New Jersey (PFANJ) created this graphic for social media to encourage more female union fire fighters to attend the 2018 PFANJ Convention and to participate in a closed-door forum with several prominent elected female lawmakers of the state Senate and Assembly.

Best Social Media Video

First Place Tie

"United Phoenix Firefighter Charities 2018"

Produced by Ben Lindquist, Tom Caretto and Brad Whitley, Local 493 members and charity directors, and videographer Patrick Gramm

Submitted by Phoenix, AZ Local 493

A beautifully shot video describing how active fire fighters are in the Phoenix community providing a message of hope and purpose to citizens.

First Place Tie

"Thank You, Houston"

Produced by Marty Lancton, Brian Wilcox and Erin Powers

Submitted by Houston, TX Local 341

A great video of Houston Local 341 thanking citizens for their continued support before the union kicked off its Prop B pay parity campaign.

First Place Tie

"2018 Year in Review/Convention Video"

Produced by DeeDee Garcia and CAL FIRE Local 2881

Submitted by CAL FIRE Local 2881

An exciting video that recaps the emergency incidents that CAL FIRE Local 2881 responded to in 2018.



First Place Tie

"Promoting Women for the First Service" and

"Promoting Men's Health"

Submitted by Brian Centoni

Produced by Oakland/Alameda County, CA Local 55
Oakland/Alameda County Local 55 is recognized for its fundraising efforts to raise money to promote men's health and for efforts to recruit more women to pursue fire service careers.

Second Place Tie

"2018 PFANJ H.O.T. Day Video Plug"

Produced by Jim Aleski

Submitted by Professional Firefighters Association of New Jersey

A part of the state affiliate's video series to highlight the importance of training kicked off the 2018 PFANJ Convention.

Second Place Tie

"Sean Lovens"

Produced by Sean Lovens

Submitted by San Jose, CA Local 230

San Jose fire fighters joined other unions and a city council member for Winter Candyland, an event where more than 200 Christmas trees were given to the citizens of the community.

Second Place Tie

"Air Operations Highlight"

Produced by Christopher Vestal

Submitted by Sacramento, CA Local 522

This video shows a different perspective of the fire service highlighting Sacramento's All Risk Aviation program and fire suppression efforts.

Honorable Mention

"PFFPNC Monthly Videos"

Produced by Professional Fire Fighters and Paramedics of North Carolina

Submitted by Professional Fire Fighters and Paramedics of North Carolina

The Professional Fire Fighters and Paramedics of North Carolina (PFFPNC) keeps its members informed on state legislature issues by producing a monthly video for social media.

Honorable Mention

"Firefighters: Answering the Call"

Produced by California Professional Firefighters

Submitted by California Professional Firefighters

This video documents the sad, but truthful devastation of the Carr Fire and Mendocino Complex Fire that burned nearly 700,000 acres of land and put fire fighters on the frontlines protecting their communities.



Best Affiliate Special One-Time Campaign

First Place Tie

"UFLAC Benefits Health Trust Open Enrollment Guide"

Produced by Los Angeles, CA Local 112 and Blackman Public Affairs Firm

Submitted by Los Angeles, CA Local 112

UFLAC Benefits Health Trust produced more than 6,000 union-printed booklets detailing the medical plans and benefits offered to encourage members to stay enrolled in the program and as a recruiting tool for fire fighters not enrolled.

First Place Tie

"San Francisco Firefighters Local 798 Dues Increase Campaign"

Produced by San Francisco, CA Local 798 and

Blackman Public Affairs Firm

Submitted by San Francisco, CA Local 798

"The Invest in Our Future" poster was key to San Francisco Local 798's success in getting the membership's support for a dues increase needed to boost programs and advocacy work.

Second Place Tie

"Los Angeles County Firefighters IAFF Local 1014"

Produced by Los Angeles County, CA Local 1014 and Poloma Public Affairs

Submitted by Los Angeles County, CA Local 1014

"Strongest Around," a union poster designed by Los Angeles County Local 1014, was placed in more than 250 fire stations to provide members with instant access to resources.

Second Place Tie

"IAFF Local 244 Centennial Yearbook"

Produced by Miguel Tittmann, Ty Camp, Athena Valero-Hirschfeld and Julian Tovar

Submitted by Albuquerque, NM Local 244

Albuquerque Local 244 produced a commemorative book to honor the centennial founding of the IAFF and to celebrate the affiliate's achievements and history.

Honorable Mention

"Los Angeles Fire Department Year in Review Photo Book"

Produced by Los Angeles, CA Local 112 and Blackman Public Affairs Firm

Submitted by Los Angeles, CA Local 112

Los Angeles Local 112 published its annual photo book



distributed to fire stations and stakeholders throughout the Los Angeles region and beyond.

Honorable Mention

"2018 Annual Report"

Produced by Brian Pearson

Submitted by Girard, OH Local 1220

The 2018 Annual Report produced by Girard Local 1220 highlights run statistics, equipment and the IAFF's centennial.

Honorable Mention

"2017 Orange County Firefighters Year in Review Photo Book"

Produced by Orange County, CA Local 3631 and Blackman Public Affairs Firm

Submitted by Orange County, CA Local 3631

Orange County, CA Local 3631 created its first photo book featuring major incidents of the year.

Honorable Mention

"Stay Strong"

Produced by Jefferson County, KY Local 3972 and Natalie S. Taylor

Submitted by Jefferson County, KY Local 3972

Jefferson County Local 3972 published an ad for the 2018 Kentucky Firefighters Association Conference to welcome attendees and to thank fire fighters who use their voice to protect the fire service.

Honorable Mention

"2017 San Francisco Fire Department Year in Review Photo Book"

Produced by San Francisco, CA Local 798 and Blackman Public Affairs Firm

Submitted by San Francisco, CA Local 798

San Francisco Local 798's annual photo book tells the powerful story of the work fire fighters do for their communities.

JOURNALIST CATEGORIES

Best News Photo

First Place 10

"Heroic Rescue of Four Elderly People"

Photo by Marc Vasconcellos, The Enterprise of Brockton
Submitted by Brockton, MA Local 144

Brockton fire fighters rescued four elderly citizens from a third-floor balcony during a house fire. The fire fighters were awarded the Edward L. Burrell Commendation Ribbon for their professionalism and bravery.

Second Place

"John Odegard"

Photos by John Odegard

Submitted by Seattle, WA Local 27

Fire photographer John Odegard captures a house fire in a vacant new construction lot in the Wallingford area of Seattle.

Honorable Mention

"3-Alarm Residential at 122 Peter St."

Photos by John Hanley

Submitted by Toronto, ON Local 3888

This photo shows a great perspective of a three-alarm fire where one fire fighter was injured while fire crews were kept busy for hours.

Honorable Mention

"A Hero's Goodbye"

Photos by Tom Kelly, IV

Submitted by Philadelphia, PA Local 22

This photo shows the dangerous nature of the firefighting profession when fire fighters take the body of Lieutenant Matt Le Tourneau to his final resting place.

Honorable Mention

"Outer King Road (Orr)"

Produced by Job Gibbons, The Telegram

Submitted by St. John, NL 1075

St. John fire fighters try to free a driver after his garbage truck collided with a large cargo truck, causing major traffic delays around the Outer Ring Road on a rainy afternoon.

Honorable Mention

"Don't Do Drugs"

Produced by Ken Labelle

Submitted by Pawtucket, RI Local 1261

Firehouse Magazine Hot Shots published this image of a multi-alarm fire at a vacant commercial building in Pawtucket. The cause of the fire was crystal methamphetamine use.

Best News Story Published in Newspaper, Magazine or Website

First Place

"Helping the Helpers"

Produced by Erin Grace, Omaha World

Submitted by Omaha, NE Local 385

This article is a must-read to understand the emotional and psychological stress placed on fire fighters and why post-traumatic stress disorder and suicide within the fire service are such a serious challenge. This is an extremely sad story that has prompted positive change and given some solace to family members.

Second Place

"The Fire Debate"

Produced by Joel Wittnebel, The Oshawa Express

Submitted by Oshawa, ON Local 465

There are two sides to every story and reporter Joel Wittnebel captured both sides of the fire debate with great clarity.

Honorable Mention

"Walt Hunter's Last Assignment"

Produced by Walt Hunter, CBS Philly

Submitted by Philadelphia, PA Local 22

Poignant tribute to a fallen fire fighter, reflecting on the bravery, dedication and humility of those who are willing to serve.

Best Television News Story or Documentary

First Place

"Local firefighters cancer claims denied"

Produced by Mitch Blacher, WCAU-TV

Submitted by Philadelphia, PA Local 22

Philadelphia Local 22 has battled the city administration for a decade in efforts to get officials to recognize the cancer presumption claims of fire fighters. This story advanced the issue for fire fighters and prompted city administrators to contact the union to negotiate an agreement.

Second Place

"Special Report Saving Heroes"

Produced by Alejandra Briones

Submitted by El Paso, TX Local 51

This special report raises awareness about the cancer risks that fire fighters face on the job.

Honorable Mention

"Dramatic rescue at Scarborough Bluffs: Toronto firefighters executed a demanding, high-angle rescue to reach two women stranded on the side of a cliff at the Scarborough Bluffs"

Produced by CityNews

Submitted by Toronto, ON Local 3888

The dangerous and dramatic work of the fire service is reported as Toronto fire fighters rescue two women stranded on the side of Scarborough Bluffs.

Honorable Mention

"Peer Support Training for MT Firefighters"

Produced by Margaret DeMarco

Submitted by Great Falls, MT Local 8

This story highlights the significance of peer support training and why it helps fire fighters who may suffer from post-traumatic stress disorder or suicidal thoughts.

Burnaby Fire Fighters Help Search & Rescue Operations in Bahamas

When the Bahamas suffered severe devastation in the wake of Hurricane Dorian in early September, a team of fire fighters from Burnaby, BC Local 323 were among those who hurried to the island nation to help.

A team of 13 Canadians, including 10 Burnaby fire fighters and the Penticton fire chief — as well as four search and rescue dogs — arrived on the island and, working in conjunction with the Canadian Consulate in Nassau, located three Canadians who were reported missing but found safe.

Working in the hardest-hit areas of Abaco Island, the team also conducted recovery operations, provided humanitarian aid to a local hospital and rescued numerous dogs left behind by evacuees, eventually partnering with an international animal rescue organization.

The fire fighters deployed are among 30 who belong to the Burnaby Local 323-based Urban Search and Rescue (USAR) Team, which was previously deployed to Nepal in 2015 to assist in the wake of an earthquake and to High River Alberta in 2013, where they provided humanitarian aid after severe flooding.

Burnaby Local 323 President Jeff Clark explains that team members donate their time and are not paid for their work, instead raising funds in the community for their activities.

"I'm very proud of the members of Local 323 who gave their time and put their lives at risk to save people from the devastation of that terrible storm," Clark says. "They're a skilled and dedicated group and they're a great credit to our association and to fire fighters everywhere." ■



A team of 13 Canadians, including fire fighters from Burnaby, BC Local 323, conducted operations in the Bahamas in the wake of Hurricane Dorian in September. The group located three missing Canadians and rescued several dogs.

Waterbury Fire Station Safer After Call for Repairs

More than 100 years old, Fire Station 2 in Waterbury, Connecticut, was in such disrepair it was deemed unsafe. While visiting Waterbury Local 1339 at the station earlier this year, General President Harold Schaitberger conveyed his concerns to Mayor Neil O'Leary.

"When I saw the condition of the fire station, I was incredibly concerned for the health and safety of our members," says Schaitberger. "It was clear that action needed to be taken immediately."

A leaking roof had required repairs on multiple occasions. The water also caused a significant amount of mold, and one engine bay was completely unusable because the risk of mold exposure was too high.

Mayor O'Leary visited the fire station and agreed it was bad and called for repairs to start as soon as possible.

"We are very pleased that repairs needed for Fire Station 2 have finally been made," says Waterbury Local 1339 President Jonathan Schultz. "While more needs to be done, our members are already working in safer conditions."

The situation had been reported to the fire department but had yet to be addressed as the department underwent a leadership change.

With the first round of repairs completed, the City of Waterbury will next assess what additional repairs need to be made to ensure the safety of fire fighters assigned to Fire Station 2. ■



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International July through September 2019.

Local 10095

Richmond Chevron
Professional Fire Fighters
President Jeffrey Tandaguen
20 members
Richmond, CA

Local 1608

Waterville Professional
Fire Fighters
President Ryan Cote
14 members
Waterville, ME

Local 3456

Georgetown City Professional
Fire Fighters Association
President Travis Neupauer
16 members
Georgetown, SC

Local 5219

Charlottetown Professional
Fire Fighters Association
President Spencer Waite
21 members
Prince Edward Island, Canada

Local 5223

Wauseon Professional
Fire Fighters
President Marcus Schutte
10 members
Wauseon, OH

Local 5230

Schiller Park Fire Fighters
President Michael Miletta
22 members
Schiller Park, IL

Local 5232

Poland Maine Professional
Fire Fighters
President Lee O'Connor
4 members
Poland, ME

Local 5233

Upper Merion Township
Professional Fire Fighters
Association
President Kyle Sapovits
6 members
King of Prussia, PA

Local 5234

Rochester Professional
Fire Fighters
President Gary Purdom
15 members
Rochester, MI

Local 5235

King William County
Professional
Fire Fighters
President Thomas McKeel
6 members
Aylett, VA

Local 5236

Franklin County Professional
Fire Fighters Association
President Courtney Price
11 members
Franklin county, VA

Local 5237

Berryhill Fire Protection
District
President Tyler Musselwhite
6 members
Tulsa, OK

Local 5238

Sunnyvale Professional
Fire Fighters Association
President Tony Boroughs
9 members
Sunnyvale, TX

Local 5239

Jennings Fire Fighters
President Corey LaMarque
11 members
Jennings, LA

Seattle Local 27 Wins Fight to Close “Cancer House”

Seattle's Fire Station 31, nicknamed “Cancer House,” is now closed permanently with plans to build a new fire station. It's a great victory for Seattle Local 27, which has been in a 19-year battle to address the health and safety problems posed by the fire station.

The nickname “Cancer House” is a reflection of the high number of fire fighters assigned to Station 31 who have been diagnosed with cancer or other life-threatening diseases.

“Local 27 is proud of all the steadfast and persistent efforts by its members to make this happen,” says Local 27 President Kenny Stuart. “Local 27 also thanks the mayor, fire chief and the IAFF for their leadership and support to ensure the health and safety of Local 27 members.”

Local 27 made the case that the only way to ensure fire fighter safety was to permanently close the station in favor of building a new one. The city agreed.

The number of cases began to noticeably rise in 2000. Over the years, the City of Seattle, using numerous contractors, commissioned several environmental studies, including lead testing, surface wipe sampling, air sampling, benzene testing and mold testing. None of the tests came back showing unsafe levels.

In 2004, an epidemiological study, as well as blood lead level testing in specific areas of Station 31, were found to contain lead above Environmental Protection Agency (EPA) levels.

In 2018, the city commissioned a cancer study with Fred Hutchinson Cancer Research Institute, which is comparing cancer rates among fire fighters at Station 31 with fire fighters assigned to other stations. Results are expected in 2020.

That same year, testing for lead and high levels of CO2 came back positive. In addition, Local 27 independently tested the station for mycotoxins, a byproduct of mold. The testing indicated the presence of several strains of mycotoxins in Fire Station 31.

Local 27 then requested a deeper evaluation of the station, which identified standing water, dampness, poor ventilation, maintenance issues, water intrusion, susceptibility to mold infiltration and microbial growth, among other things.

Based on these discoveries, Local 27 made the case that the only way to ensure fire fighter safety was to permanently close the station in favor of building a new one. The city agreed.

Meanwhile, fire fighters from Station 31 are working out of neighboring stations. ■



Seattle's Fire Station 31 is nicknamed “Cancer House” because of the high rate of cancer in fire fighters assigned to the firehouse.



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California Fights Latest Round of Wildfires

Violent, wind-driven wildfires ignited in northern and southern California. At one point, thousands of IAFF members were fighting 16 active wildfires, including the largest of the fires, the Kincadee fire, which burned 78,000 acres in Sonoma County. Red flag conditions — strong winds, low humidity and dry fuel — were also a perfect storm for a crop of fires including the Maria, Getty and Easy fires.

While our members were doing this incredible work, the IAFF had every available resource at the ready to provide assistance to our members.

IAFF 10th District Vice President Frank Lima was on the frontlines of several of these fires to check on members and assess needs. “What I witnessed were the heroic efforts made by our members to save hundreds, if not thousands, of homes,” says Lima. “In the air and on the ground, their focus on the job greatly reduced the amount of loss these fires could have caused.”

Meanwhile, the IAFF dispatched a Disaster Relief Go Team: Santa Rosa Local 1401 President Tim Aboudara, Cape Coral, FL Local 2424 President Eric Chudzik and retired IAFF Health and Safety Deputy Director and Shaker Heights, OH Local 516 member Larry Petrick.

“You can have someone tell you what fighting these fires is like, but seeing it firsthand is eye-opening,” says Petrick. “We were able to see just how fast and without warning these fires spread and how quickly the heat transfers.”

The team engaged in a massive outreach effort to determine if any members in the



As thousands of IAFF members responded to a series of dangerous wildfires in California, 10th District Vice President Frank Lima (pictured bottom right) was on the frontlines to assess membership needs.

evacuation zones had lost or sustained damage to their homes. During the outreach process, 10th District Vice President Lima and Disaster Relief Go Team members determined the need to establish caches of disaster relief response resources similar to what is available on the East Coast for post-hurricane response.

“Checking on the homes and families is a critical part of the service the IAFF provides to our members, but we need to be able to do it faster,” says Lima. “The IAFF and the 10th District are now taking steps to speed up the process.”



While the IAFF is still in the early stages of preparing for quicker and more efficient response to the wildfires, it is expected that the first caches will be housed in northern California at the Santa Rosa Local 1401 union hall and in southern California at the Ventura County Local 1364 union hall. From these central points, the IAFF will be able to deliver disaster relief assistance across the state. ■

Congress Introduces Legislation Allowing Retired Fire Fighters to Buy Into Medicare

Legislation providing early retirees with additional healthcare options was introduced in Congress at the request of the IAFF. The Expanding Health Care Options for Early Retirees Act would permit retired public safety workers to buy into Medicare at age 50.

“When our members are faced with early retirement, they are also faced with the uncertainty of finding quality and affordable health insurance,” says General President Harold Schaitberger. “The Expanding Health Care Options for Early Retirees Act provides yet another tool to help address this very real problem.”

The legislation provides an affordable health care option for fire fighters and other public

safety officers who retire before age 65 due to the physical and mental stresses of the job and who have few health insurance options once they leave the fire service. If enacted, the bill would provide a higher level of coverage and cost certainty for early retirees.

Some retirees, if given the option, rely on an ever-shrinking, inadequate employer-provided stipend or may try to purchase coverage on the public or private marketplaces, both of which present real challenges to obtaining quality and reliable healthcare.

Public safety retirees will also be able to use pre-tax defined contribution plans to help purchase coverage under this legislation. The proposal will help to ease the transition

between work and retirement for fire fighters and other first responders and will offer the security that comes with having access to quality coverage upon retirement.

Schaitberger says, “Fire fighters put their health and lives on the line to protect and serve their community every day. As a country, we owe it to them to acknowledge that sacrifice by providing them as many quality healthcare options possible.”

The bill was introduced by Senator Sherrod Brown (D-OH) in the Senate as S 2552 and by Representatives Tom Malinowski (D-NJ) and Harley Rouda (D-CA) in the House as HR 4527. ■

Canada's Liberal Party Wins Re-Election

Prime Minister Justin Trudeau and his Liberal Party won re-election, and the IAFF is looking forward to working with MPs from all parties to advance fire fighter and public safety issues in a minority government.

The election result presents an excellent opportunity for the IAFF to build on several key advances that came during the last four years under the Liberals, including a national line-of-duty death benefit, a comprehensive plan to address post-traumatic stress among first responders and the establishment of Fire Fighters National Memorial Day.

In a minority government, the Liberals will need support for their initiatives from other political parties, which is good for democracy as more voices representing more viewpoints will be shaping public policy.

The International's non-partisan approach and the existing relationships the IAFF and its affiliates have with MPs from all political parties will be a great asset during the coming session of parliament.

"We congratulate Prime Minister Trudeau and all 338 MPs who were elected last night," says General President Harold Schaitberger. "Canada's professional fire fighters are prepared to work with Liberals, NDP, Conservatives, Greens and all other MPs who share our mission to keep advancing fire fighter and public safety issues across Canada."

He added that the strong progressive presence in the minority parliament means that fire fighters won't have to worry that the advances we made in the last session of parliament may be clawed back, and bodes well for the continuation of a respectful environment for workers and labour unions going forward.

"I'm proud of the strong foundation our Canadian members have built through political action and proud of the way our union made its presence felt across Canada during this very important election campaign," says General Secretary-Treasurer Kelly.

During the campaign, the IAFF reached out to members and the public to educate them

about the political parties' records of support on fire fighter issues and the many advances achieved in the last session of parliament. For example, the Memorial Grant Program for First Responders, which came into effect last year, has already provided more than \$15 million to the families of IAFF members who have made the ultimate sacrifice.

The IAFF thanks all locals and members who participated in the election campaign by supporting MPs from various political parties, thereby helping to maintain our presence in the political arena and to ensure fire fighter issues were front and centre during the campaign.

"Conservative governments in Ontario and Manitoba have shown fire fighters how important it is to support parties that are prepared to work with labour and not against us, and how important it is to have working relationships with those holding the reins of power," says 13th District Vice President Fred LeBlanc.

15th District Vice President David Burry says the election of a good number of Liberal MPs in Atlantic Canada "means there will be good support for fire fighter issues in the next session of parliament."

6th District Vice President Mike Carter says while the election result doesn't resolve many of the political concerns felt by western Canadians, there's no question that Liberals have prioritized fire fighter issues. "No one can deny the Liberal Government has moved forward on significant issues related to fire fighters and our families, and there's no reason we should not expect the same level of focus on our issues going forward."



13th District Vice President Fred LeBlanc campaigns with Cambridge, ON Local 499 President Chris Davidson for Liberal candidate Bryan May.



Winnipeg, MB Local 867 members and DVP LeBlanc campaign for NDP candidate Niki Ashton.

The IAFF also expresses its gratitude to Ralph Goodale, who was unsuccessful in his re-election bid in the Wascana, Saskatchewan riding. Goodale, a longtime IAFF ally who served the last four years as Public Safety Minister, was a champion of public safety issues and brought them quickly to fruition in full consultation with the first responder community.

"To Ralph Goodale, thank you and best of luck with whatever comes next. You are a true friend to Canada's professional fire fighters and your dedication and commitment to us and our families will not be forgotten," Schaitberger says.

The IAFF will formally engage the new government as soon as possible in advance of the 27th Canadian Legislative Conference March 29-April 1, 2020, in Ottawa. ■

Fire Fighter Nutrition Campaign to Launch in 2020

When it comes to knowing what to eat, it's easy to feel overwhelmed. There's a lot of conflicting opinions, and many of the recommendations ignore the health risks, culture and unique work environment of the fire service.

We can't ignore the truth about food and its impact on many of the common health issues in the fire service. That's why the IAFF is launching a fire fighter nutrition campaign specifically for our members.

The campaign takes a scientific approach to fire

fighter wellness to offer recommendations that are not based on fads or extreme approaches, but from trusted, credible sources backed by research that provides sound practices with high success rates. Improving nutrition can reduce your risk of chronic and preventable disease, support your health and fitness goals and enhance your quality of life.

Through this campaign, you'll start making better choices so you can live a long, happy and healthy life well into retirement using the real-life strategies provided to support your goal to eat for health, eat for life and eat for real.



Officially launching in January 2020, the campaign will focus on these key areas:

- Awareness — How do food choices impact overall health?
- Education — Which habits work best and which need adjusting?
- Participation — What can you do at the firehouse and at home to create better habits?
- Engagement — How can you commit to these changes long term? ■

Moving Memorial Observance Honors Fallen Members

More than 6,000 fire fighters, friends and honor guard and pipe and drum corps joined with the families of fallen fighters for the annual IAFF Fallen Fire Fighter Memorial observance in Colorado Springs September 21 to pay tribute

“The words we say here will never begin to properly thank you for your sacrifice.”

— General President Harold Schaitberger

to 250 members lost in the line of duty, including those who died from occupational illnesses that are all too common in the fire service.

As the sounds of the pipes and drums corps filled the warm September air, the name of each member was read as a ceremonial bell was struck signifying their loss.

As the bagpipes played Amazing Grace, General President Harold Schaitberger said, “The words we say here will never begin to properly thank you for your sacrifice.” Together, President Schaitberger and General Secretary-Treasurer Kelly laid the ceremonial wreath.

In his remarks, Schaitberger told those gathered for the ceremony, “While you have lost a loved one, you have gained a family. You are part of the IAFF family comprised of more than 319,000 brothers and sisters across the United States and Canada.”

“With their names forever etched into our sacred Memorial wall, we will never forget the names of our fallen,” said General Secretary-Treasurer Kelly. “When we come together here every year, we can read the names of our brothers and sisters and remember not only their sacrifice but everything they meant to all of us.”

Ninety five of the names added to the Wall of Honor are of members lost in the line of duty



between 1918 and 2017, part of the IAFF's efforts to recognize all fallen members since the union's founding.

Others honored lost their lives from occupational cancer, a scourge on today's fire service. Schaitberger promised “the strongest workers' compensation protections and the best treatment options for occupational illnesses.” The IAFF remains committed to working to prevent cancers that members face on the job.

Promising that the union will never cease efforts to provide the most up-to-date safety equipment and training, Schaitberger said, “We will make sure that their legacy lives on with our work. That is how we honor our fallen sisters and brothers.”

Colorado Springs Local 5 pledged its commitment to the families of members whose names were added to the Wall of Honor and to take care of each family. From securing transportation from the airport to the hotel and to the Memorial to providing child care to allow families, Local 5 was quick to deliver assistance.

Schaitberger commended Local 5's steadfast attention to help ensure the dignity of this hallowed ground year after year. “Their dedication to protecting and maintaining this Memorial is a testament to the values of the IAFF,” he said. ■

New to Medicare?

The IAFF Financial Corporation (IAFF-FC) understands that access to affordable, quality health insurance in retirement is important. In order to make informed decisions, you need to know your plan options when you turn 65 or become eligible for Medicare because of certain health conditions.

The IAFF-FC is offering retired IAFF members, their spouses and widows/widowers the option to enroll in an Aetna Medicare Advantage plan with prescription drug coverage. This type of plan, also called Medicare Part C, combines everything covered



under Part A (hospital care), Part B (doctor services) and Part D (prescription drugs) into one plan. To be eligible for a Medicare Advantage plan, you must enroll in Part A and Part B and pay your Part B monthly premiums. For more information, visit

iaff-fc.aetnamedicare.com/turning-65.

These IAFF-FC Aetna plans are for those who purchase their own plans and don't have a bargained benefit through their former employer or union. These plans also include extra benefits not offered by original Medicare, such as vision and hearing aid reimbursements, the SilverSneakers® fitness program, the AbleTo

behavioral health coaching program and other care and wellness programs.

Throughout 2020 as you become eligible for Medicare, you can sign up for an IAFF-FC Aetna Medicare Advantage plan. The first step is to enroll in Medicare Part A and Part B. You must sign up for Medicare in the 90 days before your 65th birthday. The window to enroll in Medicare closes 90 days after your 65th birthday. You can apply online at socialsecurity.gov or enroll in person at your local Social Security office. Then visit iaff-fc.aetnamedicare.com or call Aetna at 1-866-246-8039 (TTY: 711), Monday through Friday, 8:00 a.m. to 6:00 p.m. ■



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Federal Sector Unions Fight to End Threat to Collective Bargaining Rights

Unions representing the interests of federal workers — including the IAFF — remain fully engaged in the fight to stop the implementation of three Trump administration executive orders that will put severe limitations on federal employees' right to collectively bargain. Unions are making their voices heard in the courts, in Congress and with the Office of Personnel Management (OPM).

The executive orders in question were issued in May 2018:

- The Collective Bargaining Order imposes time limits and procedures on the collective bargaining process and prohibits federal agencies from negotiating about permissive subjects of bargaining.
- The Official Time Order restricts the amount of time union representatives may spend performing representational functions, such as contract negotiation and grievance handling, while on duty.
- The Removal Procedures Order directs federal agencies to exclude certain performance-related disputes from grievance and arbitration procedures, and to limit the amount of time employees are afforded to improve their work performance.

"The goal of these executive orders is clear — to put such severe limits on collective bargaining that federal sector unions become ineffective," says 16th District Vice President Jim Johnson. "We will not stop fighting until our collective bargaining rights are protected once again."

The IAFF is supporting the effort by unions to fight these executive orders through the court system. The coalition first filed for an injunction in U.S. district court for the District of Columbia and, later, after several unfavorable rulings, in the Western District of New York.

In August 2018, the court ruled in favor of a nationwide injunction, finding that implementing the executive orders would eviscerate federal employees' collective bargaining rights.

The Trump administration appealed the ruling to the U.S. Court of Appeals for the District of Columbia Circuit. In July 2019, a three-judge panel overturned the district court's ruling, concluding that the Federal Labor Relations Authority (FLRA) — not the District Court — has jurisdiction over the dispute. Because the panel decided the case on jurisdictional grounds, it did not address the merits of the unions' challenge.

The unions then requested that the entire Court of Appeals rehear the case and set aside the panel's decision. The district court's injunction remained in place, pending the court's decision on the rehearing request.

On September 25, the Court of Appeals declined to rehear the case. Because the

injunction expired on October 3, the federal government is now free to implement the orders. The unions have the right to appeal the decision to the U.S. Supreme Court.

Meanwhile, a separate suit was filed in September in the Western District of New York seeking an injunction. Because the Western District of New York falls under the jurisdiction of the U.S. Court of Appeals for the Second Circuit, it is not bound by the D.C. Circuit decision. The court heard oral arguments on November 8, but a ruling has not been made.

The International and other unions representing federal employees sent a letter signed by 219 members of Congress (an absolute majority) to House Speaker Nancy Pelosi, House Committee on Appropriations Chairwoman Nita Lowey and House Subcommittee on Financial Services and General Government Chairman Mike Quigley to protect collective bargaining by including federal worker protections against Trump's executive orders into the FY 2020 appropriations bill.

In the letter, the 219 congressional leaders state, "As the nation's largest unionized employer, the federal government sets many key standards for labor-management relations. We who affirm the right of American workers to form, join and operate independent labor unions must stand up for our federal employee unions. They have sought our assistance as a last resort, but they need our help and they are unlikely to survive the Trump administration's assault on their rights without our action."

As Congress debates the provisions of the FY 2020 appropriations bill, unions are hopeful that Congress will honor the request and protect federal worker collective bargaining rights.

Meanwhile when OPM called for public comment regarding its proposed regulations that seek to implement certain provisions of the Removal Procedures Order, the IAFF issued a strong response. In short, the International called the move bad policy that should not be implemented.

The International expressed its opposition to any regulation that would dilute protections against arbitrary discipline and dismissal without enough opportunity to improve their job performance.

Further, the IAFF's comments stated, "The IAFF hopes that these comments will be considered by OPM in crafting regulations that will achieve the goals of government efficiency and encourage the highest levels of employee performance. The IAFF also hopes that OPM will balance these aims with the equally important goal of safeguarding the legitimate interests of federal employees."

The International will remain involved in all areas of this fight until the collective bargaining rights of its federal workers are no longer threatened. ■



IAFF Resiliency Training

Despite increased awareness of behavioral health problems in the fire service, post-traumatic stress, substance abuse, burnout and suicide continue to plague our ranks.

Building on the initial success of the IAFF Peer Support Training program, the IAFF Resiliency Training will officially launch in 2020 with classes to be delivered to affiliates beginning in March.

This one-day, eight-hour, in-person training is focused on building individual and organizational resilience. Led by two IAFF master resiliency instructors, the class is designed for 40 participants.

Pre-course content includes an individual resiliency assessment completed online, followed by a one-hour video series on organizational resiliency. Classroom content focuses on six key concepts for gaining resiliency-building skills. Through a combination of self-assessment, didactic instruction, group discussion and video, participants will learn to:

- Respond to stress with positive, flexible thinking
- Increase positive social interactions on and off shift
- Experience more positive emotions during their day
- Manage stress through tactical breathing, meditation and yoga
- Challenge personal and occupational barriers to good nutrition and exercise
- Build meaning and purpose in their daily life through spirituality

Fire service personnel of any rank and position — active or retired — may participate in the training. In addition, host sites can choose to invite other relevant community members (e.g., EAP, local behavioral health providers, chaplains, researchers) as a way to expose these non-fire personnel to fire fighter and EMS wellness training.

Any local, state or provincial affiliate or IAFF-affiliated department can serve as a host site. All trainings must be requested by the IAFF local president. The host site is responsible for securing training space, arranging for AV equipment, class registration, logistics coordination, providing lunch or lunch options and the training fee of \$6,750. The fee includes all training materials, completion certificates, instructors' time, travel and hotel expenses.

Send an email to behavioralhealth@iaff.org to begin the scheduling process. ■

★ ★ ★ Fire Fighters Give Extra Boost to Biden at Iowa Liberty and Justice Dinner ★ ★ ★

As the presidential primary season ramps up, IAFF members continue to show strong support for Vice President Joe Biden. At key events in the Iowa and New Hampshire contests, the IAFF gold and black has been out in force for Joe — including in Iowa November 1 for the Iowa Democratic Party's Liberty and Justice Dinner. The event, featuring speeches from the entire Democratic field and a crowd of more than 13,000 attendees, is a marquee organizing opportunity and a chance for campaigns to show their strength before a statewide and national audience.

The IAFF and the Iowa Professional Fire Fighters (IPFF) were present for a massive show of strength behind candidate Biden. Iowa IAFF members joined with hundreds of Biden supporters for a pre-event rally with General President Harold Schaitberger — who introduced Dr. Jill Biden — and General Secretary-Treasurer Kelly. Following the rally, IAFF gold and black signs led the campaign's march to the Wells Fargo Arena, where

members enjoyed a hospitality suite and led the cheers for Biden's speech.

With the Iowa Caucuses on February 3 and New Hampshire Primary on February 11, IAFF members and leaders will be pushing hard in these key early contests to make sure that Democratic voters know exactly where fire fighters stand — with Joe! ■



State Political Training Academy Prepares Members for 2020 Campaign Season

As the 2020 campaign season gears up at the national level, the IAFF is actively training fire fighters for political battle in key primary and caucus states.

The two-day State Political Training Academy is a condensed version of the national A. Michael Mullane Political Training Academy designed to provide members with high-level training in modern campaign tools and skills, building a network of local leaders capable of managing and operating local campaigns and playing critical roles in larger statewide efforts.

The state Political Training Academy classes are taught by members of the IAFF Campaign Strike Team who have graduated from both the national Political Training Academy and an intensive Train-the-Trainer program led by experienced political operatives in Washington, DC. Groups of 20 or fewer students from the

“Our IAFF has gone to great lengths to make quality, functional political training something even the smallest or newest local can access.”

state learn how to develop a message, target voters, use voter files, engage members and build a PAC in their home locals.



Vice President of Clarksville, IN Local 2594 Michael Blum, who attended the inaugural Indiana training in September, says, “Our IAFF has gone to great lengths to make quality, functional political training something even the smallest or newest local can access.”

To date, more than 100 IAFF members in Indiana, Connecticut, Iowa, New Hampshire, Nevada and South Carolina have participated in state deliveries. The IAFF is working with state leaders to schedule additional training on a rolling basis as requested by state affiliates and district vice presidents, with an eye towards 2020 general election battleground states. In Canada, affiliates are preparing for an initial Provincial Political Training Academy in early 2020.

To host a state or provincial Political Training Academy, the state/provincial president or



3rd District Vice President Jay Colbert speaks at the Connecticut Political Training Academy

designee must have attended an information session held at the 2019 Affiliate Leadership Training Summit (ALTS) in Los Angeles. To request the training, contact the IAFF Political Department at (202) 737-8484. ■

Canadian Building Code to Recognize Fire Fighter Safety

The IAFF is moving closer to having fire fighters' unique roles and safety needs recognized in the National Building Code of Canada.

In the wake of meetings with senior Canadian government officials, including the president of the National Research Council, the IAFF is now working with those involved in the code development process on language clarifying that fire fighters have different safety needs than the public during structure fires.

Clarification could be approved and included in the 2020 edition of the National Building Code.

While a clarification falls short of a specific objective for fire fighter safety, it begins to correct a problem from 2005 when the Building Code was moved to an objective-based format, and fire fighter safety was not made a code objective as expected. That meant designers and builders didn't have to take fire fighter safety into account, and it could not be used as the basis of a code change request.

The IAFF has sought to have fire fighter safety declared an objective of the National Building Code for decades, lobbying the Canadian government at successive Canadian Legislative Conferences.

IAFF Assistant to the General President for Canadian Operations Scott Marks says he is cautiously optimistic that there will soon be language in the Building Code alerting designers and builders that they need to consider fire fighters' unique roles when considering fire performance and other factors, such as the toxicity of building materials.

"We welcome this recent opportunity and we'll continue to advocate fire fighter safety in the Building Code and anywhere else our members need protection in order to do their jobs safely and effectively," he says.

Help Save Lives: Host an IAFF-Red Cross Blood Drive

Every two seconds, someone in America needs blood. The IAFF knows how important blood is for saving lives, which is why we are partnering with the American Red Cross to host blood drives during the month of February. Winter months are some of the most critical times of the year for blood supply.

With your support, the IAFF and the Red Cross can work together for a lifesaving cause. IAFF-Red Cross blood drives will offer locals and their members an engaging and rewarding experience and help supply patients in communities nationwide with a strong, robust blood supply. The IAFF-American Red Cross co-branded toolkit has all the materials

Woodframe Blaze Exposes Safety Shortfalls in Oshawa

The issue of tall wood construction was in the spotlight in the wake of a large blaze in downtown Oshawa, Ontario — a city already facing public safety shortfalls after the city reduced the number of fire vehicles and personnel on duty in the vulnerable downtown area.

In July, the city was forced to call in help from two nearby communities after a four-storey woodframe building under construction caught fire, resulting in a massive inferno.

In July, the city was forced to call in help from two nearby communities after a four-storey woodframe building under construction caught fire, resulting in a massive inferno. Oshawa Local 465 later issued a press release agreeing with the city's position that guidelines for the construction of woodframe buildings should be tightened.

"As this fire showed, fires in woodframe buildings under construction burn unexpectedly large and hot and have the potential to be extremely dangerous to fire fighters and to the public," says Local 465 President Peter Dyson.

Nationally, the IAFF has expressed concerns about the rush to allow taller and taller woodframe buildings in the National Building Code as few cities have the frontline fire department resources to safely and effectively fight the massive blazes that can occur in these structures. ■

Preparing for Negotiations: Don't Go It Alone

Preparing for negotiations or for those in non-collective bargaining jurisdictions — preparing for discussions with your employer about enhancing wages and benefits should be an ongoing process.



As the time for negotiations draws nearer, take more active steps. What do you already know? What are your local and the fire department's strengths and weaknesses? How do you fare in terms of community support? Citizens may rate you highly, but will they be willing to pay more in taxes to give fire fighters wage increases or benefit improvements? What resources do you already have and where do you need help? Do you know your own contract?

You should also know the history of past negotiations. Talk to your members to gauge what is truly important versus what would be nice to have.

The IAFF is available to assist in the fact-finding process. A municipal financial analysis (MFA) can give you a clearer picture of your jurisdiction's overall financial health. Wage exhibits compare your department's wages against other similar departments. When picking a group, consider population, demographics, services provided and special hazards within the community.

Set goals only after having done your due diligence, including assessing the ramifications that any requested improvements might have in the future. Make sure your asks are sustainable in the long term as the cost of pensions, incentive pays, overtime and other benefits tied to wages will also increase.

Perhaps the most important thing is not to wait until the last minute, or even the last few months. Contact your district vice president to formulate a plan and start the process now. ■



**Give Back.
Give Blood.
Host a Blood Drive.**

and resources your local will need to host a successful blood drive in your community.

This is a unique opportunity for your local to showcase its ongoing commitment to public health and safety — both to the public and to decision-makers. Solidify your role as the voice of public health and safety in your community — sign your local up to host a blood drive with the American Red Cross. Go to rcblood.org/iaff to learn more. ■

International Burn Camp: An Energizing Experience for Young Burn Survivors

Teen burn survivors — from as far north as Saskatoon, Saskatchewan, and as far south as Wesley Chapel, Florida — attended the 2019 International Burn Camp in Washington, DC, in September.

The camp allows teen burn survivors to bond with peers and fire fighters who understand the challenges they face.

These young campers brought clothes for a week and left with new friends, memorable experiences and renewed confidence.

“The International Burn Camp is just one example of the important work of the IAFF Foundation. It is truly an energizing experience, not just for these burn survivors, but also for the members and affiliates that contribute to make it happen.”

— General President Harold Schaitberger

Campers were paired with fire fighter camp counselors who serve as mentors to assist the campers, many of whom have never traveled on a plane so far from home.

The International Burn Camp, administered through the IAFF Foundation and supported by numerous corporate sponsors, regional burn foundations and IAFF affiliates, is held at no cost to the campers.

“The International Burn Camp is just one example of the important work of the IAFF Foundation,” says IAFF General President Harold Schaitberger. “It is truly an energizing experience, not just for these burn survivors, but also for the members and affiliates that contribute to make it happen.”

The 42 campers — ages 13-15 — enjoyed a full week of activities, including visiting the Smithsonian museums, laying a wreath at Arlington National Cemetery and touring the U.S. Naval Academy in Annapolis. ■



PHOTOS BY TERRY HUGHES



Dozens of teen burn survivors and their fire fighter mentors descended on Washington, DC, in September for a whirlwind week of touring regional historic sites, including the White House, Arlington National Cemetery and the U.S. Naval Academy in Annapolis. Campers stayed at Camp Wabanna on the banks of the Chesapeake Bay.

Burn Camp 2019 Sponsors

Corporate Sponsors

- Anne Arundel Olympic Swim Center
- Big John's DJ Service
- Camp Wabanna
- Fantasy World
- Funtastic Foods
- George Washington's Mount Vernon Estate
- IAFF Financial Corporation
- Kona Ice
- Martz Group
- Mission BBQ
- Terry Hughes Photography

Burn Foundations

- Anne Arundel County Burn Foundation
- Bakersfield Firefighters Burn Fund
- Calgary Professional Fire Fighters Burn Society
- Chicago Fire Fighters Burn Foundation
- DC Firefighters Burn Foundation
- Denver Fire Fighters Burn Foundation
- Firefighters Burn Fund, Winnipeg, Manitoba
- Firefighters Burn Institute, Sacramento, California
- Firefighters Burn Treatment Society
- Metropolitan Fire Fighters Burn Fund, Baltimore
- Portland Firefighters Burn Foundation
- San Jose Firefighters Burn Foundation Inc.
- Saskatchewan Professional Fire Fighters Association Burn Fund

IAFF Affiliates and Fire Departments

- Annapolis, MD Local 1926
- Anne Arundel County, MD Local 1563
- Arlington County, VA Local 2800
- Baltimore, MD Local 734
- BWI Airport Local 1742
- Fort Belvoir, VA Local F-273
- Fort Myer, VA Local F-253
- National Capital Professional Federal Fire Fighters Local F-121
- Washington, DC Local 36

Special Thanks

- Christian Montgomery – Naval Academy

MDA Fill the Boot Totals Expected to Exceed \$21 Million

IAFF members are wrapping up 2019 with an impressive Fill the Boot fundraising campaign effort benefiting the Muscular Dystrophy Association (MDA). The projected total raised for the year is \$21.5 million.

The money IAFF affiliates collect helps MDA fund research, summer camps for children with neuromuscular diseases and support for families affected by these diseases.

“Our members do an incredible job every year on behalf of MDA,” says General President Harold Schaitberger. “For 65 years, our members have stood in intersections and hosted events to raise money for this great charity because they know what a difference it makes.”

The top fundraising locals in 2019 are: Fairfax County, VA Local 2068 with \$450,730; Houston, TX Local 341 with \$386,248; Dallas, TX Local 58 with \$358,191; Southwest Florida Professional Fire Fighters and Paramedics Local 1826 with \$254,518; and Plano, TX Local 2149 with \$228,832.

This year was a challenging one for Fairfax County Local 2068. Just before collections were set to begin during Labor Day weekend, approximately 90 members of Local 2068 were deployed to the Florida coast to assist in the response to Hurricane Dorian, requiring many members to cover their shifts.

“We were down a significant number of members, so I just asked them to do their best with Fill the Boot,” says Local 2068 MDA Coordinator Joel Kobersteen. “

“I am proud of the dedication to the Fill the Boot campaign our members show each year,” says Fairfax County Local 2068 President Ron Kuley. “They never lose sight of why they are filling the boot.”

Houston, TX Local 341 also had its challenges, but didn’t let that dampen the Fill the Boot spirit.

“In good times and bad, Houston fire fighters are committed to giving back to the community,” says Houston Local 341 President Marty

Lancton. “We see how it directly helps people — from groundbreaking drugs and treatment to supporting local children and fire fighters battling muscle diseases. We’re proud to contribute as much as we can every year.”

And while IAFF members are working hard to Fill the Boot, they acknowledge that they couldn’t do it every year without the generosity of their communities. “We are always very thankful for the citizens and visitors of Dallas who contribute each and every year to make our campaign a success,” says Dallas Local 58 President Jim McDade.



Dallas, TX Local 58



Houston, TX Local 341



Fairfax County, VA Local 2068



Plano, TX Local 2149

Southwest, FL Local 1826 and Plano, TX Local 2149 say it’s an amazing program that not only helps a great cause, but is a great way to connect with their communities. ■

Seattle Fire Fighter Supports MDA in Memory of Daughter

Filling the boot is a time-honored tradition, but for Seattle, WA Local 27 fire fighter Jamie Scott, it’s also personal. His daughter, Mari, was diagnosed with spinal muscular atrophy (SMA) when she was only six months old.

SMA is a genetic disease affecting the central nervous system, peripheral nervous system and voluntary muscle movement (skeletal muscle).

“When she was diagnosed, the clinic where she needed to be treated was not in-network with our health insurance,” explains Scott. “We were so thankful that MDA stepped in and covered the treatment.”

Doctors told the Scotts that Mari would likely not live to see her 10th birthday. But they did not let the prognosis keep them from fighting for Mari and other children diagnosed with similar conditions. Their determination led them to participate in their first Fill the Boot campaign.

Scott was not yet a fire fighter but had heard about filling the boot through MDA and his community. “Mari was always a helper,” says Scott. “When we told her about the fundraiser, she was excited to do it. So, the two of us joined my future brother and sister fire fighters to raise money for this wonderful charity.”

Not long after Scott’s first Fill the Boot event, he applied to become a Seattle fire fighter and was hired in 2016. As a member of Local 27, Scott continues to Fill the Boot every year. “I continue to support MDA because it shines a spotlight and creates a space of support and hope for families like mine who need help finding treatment and resources,” he says.

Mari lost her battle with SMA at the age of three. “Her life was short, but she was an old soul who made every second count,” says Maya Scott, Mari’s mother. “We honor her memory with love and in our service to our community.” ■



Seattle Local 27 fire fighter Jamie Scott honors the memory of his daughter, Mari, each time he participates in MDA’s Fill the Boot campaign.

On the Road

WITH THE GENERAL PRESIDENT

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

General President Harold Schaitberger visits firehouses and union halls and attends other state and provincial events



General President Harold Schaitberger and General Secretary-Treasurer Kelly sat with St. Cloud, MN Local 1712 President Adam Bondhus and other Local 1712 members at Fire Station 1.

President Schaitberger stopped by the Clearwater, FL Local 1158 union hall in time for a union meeting with Local 1158 President Sean Becker and his members.



President Schaitberger, pictured with 5th District Vice President Tom Thornberg and 9th District Vice President Ray Rahne, threw out the first pitch at the September 11 Minnesota Twins game against the Washington Nationals. Also pictured are Minneapolis Local 82 President Mark Lakosky (far left), Minnesota Professional Fire Fighters President Chris Parsons (fourth from left) and (from right to left) Colorado Professional Fire Fighters President Michael Frainier, Saint Paul Local 21 President Michael Smith, Local 21 Treasurer Jeremiah Melquist and Local 21 Secretary Dennis Hall. Minnesota Twins pitcher Taylor Rogers, who comes from a fire fighter family in Colorado, established the Rogers Family Foundation to support first responders with mental health issues.

WIN A VANCOUVER ISLAND FISHING TRIP

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Carhartt and Union Sportsmen's Alliance have once again teamed up to provide one lucky union member and a guest with a once-in-a-lifetime fishing trip to Vancouver Island, BC fishing for salmon, halibut, red snapper, and other species.

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GRAND PRIZE PACKAGE – 1 WINNER \$15,000 value

- All-inclusive 4-day trip for 2 at Serengeti Fishing Charters in Port Hardy, Vancouver Island, BC
- \$5,000 Cash for travel, taxes, and spending money
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RUNNER-UP PACKAGE - 3 WINNERS

\$500 Carhartt gift card to be used on-site or in-store

Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

Deadline: January 31, 2020



IAFF Retirees

A Salute to Dedication, Service and Courage

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ALASKA L1264 Anchorage — Richard Bradley, Joshua Browning, Robin Campbell, James Dennis, Michael Dennis, Mark Hall, Scott Hamilton, Brian Hanson, Josh Hearn, Jeff Hoke, Ruel Hooper, Jeffery Jones, Kevin Logan, Mathew McSorley, Nathan Paulson, Robert Pereira, Robert Van Dussen, Patricia Vincent, Zachary Westin, L4505 North Pole Fire Fighters Association — Kevin Haywood

ALBERTA L0209 Edmonton Fire Fighters Union — Gino Fata, Ryan Lycan, Len Mushtuk, Randall Shakura, L0255 Calgary — Bob Balazs, Michael King, Neal Sevcik, L2130 St. Albert — Dan Prefontaine, L2770 Grande Prairie — Anthony Lutzmann

ARIZONA I0060 United Emergency Medical Professionals Of Arizona — Alison Cooper, Joseph Krol, L0493 Phoenix — Randy Carlson, Gretchen Chalmers, Rob Grasser, Chuck Herman, Thomas Hudson, Scott Levandowski, Richard Ponce De Leon, Edward Sanchez, Brian Tobin, Mark Vaccarello, L1234 Yuma — Jeff Bird, Edward Harris, Thomas Linville, L2260 Mesa — Kirk Osterhoudt, Rick Pew, Charles Shumway, L2763 Nogales — Juan Colunga, L3572 Northwest Fire Fighters — Christopher Breen, Hampton Jensen, Michael Plunkett, L3573 United Sun Cities Fire Fighters — Matt Chavez, L3690 Sedona-Verde — Steven Sarkesian, L3752 Professional Fire Fighters of Casa Grande — Brian Flynn, L3878 United Maricopa County Fire Fighters Association — Conrad Lopez, L4005 United Goodyear Fire Fighters — Austin Peck, L4596 Eloy Professional Fire Fighters — Scott Miller, L4631 Rio Rico Fire Fighters Union — Aaron Slachter, L4913 Fry Fire District — Marcus Sykora, L5050 United Scottsdale Fire Fighters Association — Jon Cooper, Jason D'Eliso

ARKANSAS L0033 Fort Smith — Shannon Daniel, Steve Hembree, Mark Hess, Peter LeFevre, Nolan Meinardus, Stanley Releford, L0502 Texarkana — Shane Richardson, James Robinson, L0879 Hot Springs — Gary Moss, Norman Roscoe, L1074 El Dorado — Christopher Hayden, L1373 Camden Professional Fire Fighters Association — Robert Medford, L2276 Malvern — Sherman Prince, L2866 Fayetteville Fire Fighters Association — Jerry Kelly, L3007 Springdale — Dudley Gideon, L3718 Jonesboro — Kinley Gatewood, L4016 Conway — Danny Shock, L4496 Mountain Home Professional Fire Fighters Association — Rick Latting

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L0905 Nanaimo — Brian Mowatt, Geoff Whiting, L0913 Kamloops — David Ferguson, L1271 Surrey — Fred Berg, Mark Bunsco, Shannon Harris, Aaron Jamieson, Dan Le Mond, William Rines, L1286 Richmond — Brad Neidig, Terry Patrick, Peter Price, L1668 Campbell River — Ken Dawson, L1763 Delta Firefighters — Wayne Balogh, L1941 Port Coquitlam — Nicholas Zupan, L3253 Langley City — Murray Hess, Robert Leigh, L4449 Maple Ridge Fire Fighters — Robert Ramsay

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IDAHO **L0187 Pocatello** — Barry Castillo, **L0804 Nampa** — David May, **L4155 Chubbuck** — Gary Cottrell, **L4454 Blackfoot Fire Fighters** — Michael Gardner, **L4626 Middleton Fire Fighters** — Victor Islas, **L4627 Meridian Fire Fighters** — Greg Wardein

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L0718	Irving Shea	Boston	MA	L1647	Lawrence Driscoll	Tewksbury	MA
L0718	Joseph Weekes	Boston	MA	L1648	James Matzner	York	NE
L0732	Jeffrey Henault	Woonsocket	RI	L1664	Randall Williamson	Montgomery County	MD
L0734	Martin Dashields	Baltimore	MD	L1691	Patrick McKallagat	Methuen	MA
L0734	Melvin Lehl	Baltimore	MD	L1784	Jerry Austin	Memphis	TN
L0734	James Matthews	Baltimore	MD	L1784	Elbert Bain	Memphis	TN
L0734	Max Powers	Baltimore	MD	L1784	Grant Langer	Memphis	TN
L0824	Larry Martin	Medford	OR	L1784	William Shelby	Memphis	TN
L0830	Jesse Granton	Norwalk	CT	L1784	Travis Smith	Memphis	TN
L0850	Craig Brearley	East Providence	RI	L1803	Erik Hirner	Reading	PA
L0867	Ben Hiebert	Winnipeg	MB	L1823	John Dale	Urbana	OH
L0867	John Van Der Tol	Winnipeg	MB	L1841	Randall Pouliot	Leominster	MA
L0935	William DeHart	San Bernardino County	CA	L1883	Robbie Pettingill	Henderson	NV
L0964	Robert Bayne	Baltimore Fire Officers Association	MD	L1950	Richard Gemma	Johnston	RI
L0964	John Linton	Baltimore Fire Officers Association	MD	L2068	William Harlowe	Fairfax County Professional Fire Fighters And Paramedics	VA
L0964	Thomas Price	Baltimore Fire Officers Association	MD	L2068	Andrew Hubert	Fairfax County Professional Fire Fighters And Paramedics	VA
L0975	Billy Shugart	Austin	TX	L2073	Jesse Kirk	Irving	TX
L0975	Michael White	Austin	TX	L2143	Brian George	Fort St. John	BC
L0995	Daniel Lewis	Richmond	VA	L2157	Dewey Lee	Gainesville Professional Fire Fighters	FL
L0995	Joseph Mary	Richmond	VA	L2157	Douglas Wright	Gainesville Professional Fire Fighters	FL
L1230	Floyd Vernon	Contra Costa County	CA	L2665	Pat Gallagher	Professional Fire Fighters of Eastern Missouri	MO
L1285	Douglas O'Sullivan	Las Vegas	NV	L2665	Michael Kisling	Professional Fire Fighters of Eastern Missouri	MO
L1311	Peter Latreille	Baltimore County	MD	L2665	Joseph Nazzoli	Professional Fire Fighters of Eastern Missouri	MO
L1311	Lehman Stern	Baltimore County	MD	L2665	James Riner	Professional Fire Fighters of Eastern Missouri	MO
L1311	Theodore Utzinger	Baltimore County	MD	L2881	Gary Phillips	Cal Fire Local 2881	CA
L1358	Josh Morrison	Bastrop	LA	L2921	Norman Cross	Missouri Route 66 Fire Fighters Association	MO
L1403	David Appleton	Metropolitan Dade County Association Of Fire Fighters	FL	L2924	Gregory Banton	Virginia Beach Professional Fire Fighters	VA
L1403	Steven Bahr	Metropolitan Dade County Association Of Fire Fighters	FL	L3133	Andrew Donner	Central Jack	MO
L1403	Andrew Clavelo	Metropolitan Dade County Association Of Fire Fighters	FL	L3224	Angelo Gesualdi	New Canaan	CT
L1403	Patrick Lyons	Metropolitan Dade County Association Of Fire Fighters	FL	L3558	John Eisel	Violet Township	OH
L1403	Robert Maher	Metropolitan Dade County Association Of Fire Fighters	FL	L3888	Paul McCrossin	Toronto Professional Fire Fighters	ON
L1461	Eric Boutwell	Burien	WA	L4249	Michael Conklin	Jacksonville	NC
L1463	William Anana	Hawaiian Islands	HI	L4555	Josh Schmidt	Morgan County Professional Fire Fighters Union	IN
				L4644	Douglas Glass	Zachary Professional Fire Fighters Association	LA
				L4779	Hugh Wilson	Louisa County Fire & EMS	VA

LAST ALARM



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

L0372	Harry L. Frazier	Long Beach, CA	03/01/1982	L4851	Richard Mahoney	Westchester, IL	08/17/2019
L0288	Robert Aldridge	Hamilton, ON	02/21/2002	L0042	Jerry D. Bayton	Kansas City, MO	08/23/2019
L3660	Louis J. Young	Weston, MA	09/06/2011	L1102	Dennis P. Ryan	Hialeah, FL	08/23/2019
L3660	Peter J. Walsh	Weston, MA	04/22/2015	L0282	Patrick J. Stanton	Buffalo, NY	08/26/2019
L0754	Matthew Bunch	Tampa, FL	05/05/2015	L1957	William S. Wilson	Richmond Hill, ON	08/26/2019
L2881	Allen J. Columbro	Cal Fire - Sacramento, CA	10/14/2015	L4005	Austin M. Peck	Goodyear, AZ	08/31/2019
L3660	Charles E. MacLeod	Weston, MA	05/13/2016	L3888	Paul I. Dzuba	Toronto, ON	09/12/2019
L0288	Henry A. Tratch	Hamilton, ON	08/04/2016	L2455	Michael Ford	Slidell, LA	09/13/2019
L0754	Robert A. Hobart	Tampa, FL	11/13/2016	L3828	Mickel W. Zainfeld	Kelso, WA	09/19/2019
L2881	Robert T. Wolf	Cal Fire - Sacramento, CA	03/02/2017	L0341	Kenneth D. Stavino	Houston, TX	09/21/2019
L2903	Crystal Murphy	Lacey, WA	12/25/2017	L2959	Scott R. Neumann	Martin County, FL	09/26/2019
L0754	Richard L. Dittman	Tampa, FL	03/04/2018	L1286	Henry Threlfall	Richmond, BC	09/27/2019
L2781	Erik L. Shouse	Snohomish County, WA	04/21/2018	L2881	Paul V. Rotondaro	Cal Fire - Sacramento, CA	10/02/2019
L2881	Jason R. Pollard	Cal Fire - Sacramento, CA	08/28/2018	L2099	Kirk D. Robinson	Bothell, WA	10/04/2019
L4683	Joel S. Stephens	South County, TX	12/20/2018	L4529	Paul E. Quattlebaum, Jr.	Lexington County, SC	10/04/2019
L0457	Ronald J. Cronin	Kitchener, ON	01/19/2019	L0330	Scott M. Manes	Akron, OH	10/14/2019
L1286	Brian Helme	Richmond, BC	04/28/2019	L0624	Gregory P. Garza	San Antonio, TX	10/15/2019
L0169	Alfred D. Bowser	Peterborough, ON	05/05/2019	L0648	Kevin C. Welz	Springfield, MA	10/17/2019
L2294	Karen Overcash	Hillsborough County, FL	07/28/2019	L0036	Alex D. Graham	Washington, DC	10/27/2019
L0953	James G. Loeth	Kelowna, BC	08/16/2019	L0953	Joseph Kolar	Kelowna, BC	10/31/2019

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.

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