

Fire Fighter

SUMMER 2016
QUARTERLY

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Schaitberger, Kelly elected by acclamation at IAFF 53rd Convention



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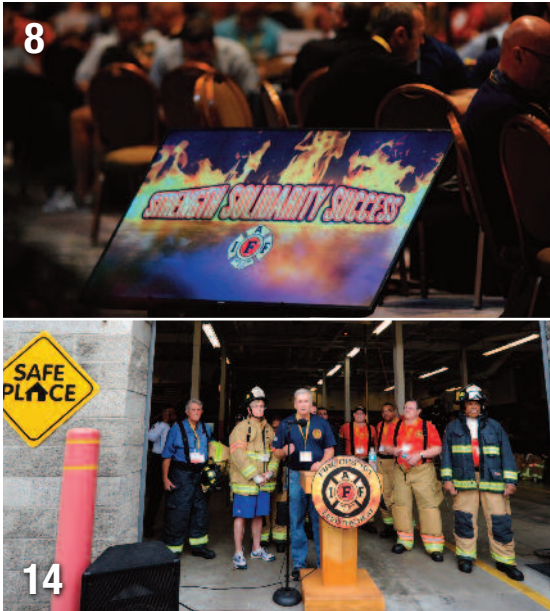


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Strength Solidarity and Success

By all accounts, our 53rd Convention in Las Vegas was a successful and productive week. In addition to serving as an opportunity to reflect on and celebrate our proud history and many accomplishments, together we charted the future course for this union for the next two years, providing additional resources, identifying new ways to improve the lives and livelihoods of our members and electing a new generation of leadership to move us into our second century as a proud and effective union.

I want to congratulate my friend of more than 40 years and our now General Secretary-Treasurer Emeritus Tom Miller on his retirement and extraordinary career. This union owes Tom and his wife, Barbara, our gratitude for their sacrifice and service. I also extend my thanks and best wishes to all of our retiring District Vice Presidents. Gentlemen, you served well. We will build on and expand the foundation your work provided.

Our future has arrived. My new partner, General Secretary-Treasurer Ed Kelly, will bring incredible leadership, energy and focus to his role as a principal officer. Ed's service to our country in the Air Force, his roots as a hard-nosed Boston fire fighter in one of the city's busiest companies and his tenure as both a local and state affiliate president will help him tremendously in his new role and benefit our membership as he begins this next chapter.

At our 2016 Convention, we also elected seven new District Vice Presidents to the Executive Board. Not since 1956 has there been such wholesale change in officers. Each of our new District Vice Presidents are seasoned leaders who have excelled as local and state leaders. I am excited to be working with and mentoring our new board members.

Of the most importance to this union is our membership — the men and women on the frontlines who pay the freight every day — and I am confident that your new leadership team of veteran board members and recently elected officers will work together to advance this union to even greater heights.

Our convention theme of Strength, Solidarity and Success really says it all. Since 2000, our union has grown from 224,000 to 302,000 in size while most labor union membership has declined. This in and of itself is a sign of growing strength.

On the political and legislative front, we have built an operation that has no rival. Our successes on Capitol Hill and Parliament Hill — from expanding the public safety officer benefit (PSOB) and pushing for a public safety officer compensation (PSOC) in Canada, authorizing and funding grant programs, passing presumptive legislation, addressing toxic flame retardants, beating back attacks on our defined benefit retirement systems, to defeating anti-worker initiatives, delaying the implementation of the Cadillac Tax, joining with our New York Locals 94 and 854 to permanently reauthorize the James Zadora 9/11 Health and Compensation Act and the many, many other victories in state and provincial legislatures — are rare and worthy of applauding in today's highly partisan, anti-union environment. Our gold and black political brand wins on both offense and defense.

Our success is not by accident or simply a series of good fortune. The IAFF works hard to build relationships on all sides of the political spectrum. Our members are active and engaged and they understand the value of political action and having a voice and a seat at the table.

But the 2016 presidential election is like no other in modern history. Our union undertook a thorough and exhaustive process in vetting the field of candidates, including two membership polls and focus groups, and listened to our members about their views of the candidates.

We have always been a politically diverse union with a membership with strong partisan views, but the issues and emotions of our members concerning this presidential election are much larger than this union's basket of issues. This deep divide is very different from the usual political disagreements in past election cycles.

Our success comes from our strength and solidarity. For this election cycle, your Executive Board strongly believed that endorsing a candidate for president would be a disservice to our membership and this union. Understandably, there are certainly those that will take issue with our position. That's a given. It's a simple fact that our political decisions past and present, understanding our political diversity, will have those critical who are of our decision. However, those of us you have empowered as your Executive Board care much more about our union and its success than any one politician or partisan race, which is why we decided that endorsing a candidate for president in these circumstances would be devastating to so much of what we've built together.

Solidarity has enabled us to achieve all of the success we've seen through the 98 years of our great union. Our successes have come regardless of which party controls Congress or who occupies the White House, and that will continue into 2017 and beyond. We will work with whoever prevails on November 8 — as we always have.

Looking ahead to November 8, we will still be very heavily involved in races for 34 U.S. Senate seats and all 435 House seats up for re-election, as well as the 12 gubernatorial contests and scores of state legislative, mayoral and local municipal elections where we can make the most difference. Our trademark gold and black will be out front and visible from coast to coast.



Harold A. Schaitberger

A handwritten signature in black ink that reads "Harold".

Passing the Torch

Back in the 1960s, when I was serving two tours of duty in Vietnam on the USS Tiogo County, I never could have imagined that I would one day be elected as the General Secretary-Treasurer of this International Association of Fire Fighters.

My father died in the line of duty when I was nine years old, so I knew from personal experience that the union was the reason my mother had a widow's pension, and I know just how much that meant. But never in a million years could I have predicted the importance it would have throughout my career.

After being honorably discharged from the U.S. Navy in 1967, I got on the job with the Indianapolis Fire Department. Because of my father, I knew the value of the labor movement and got involved early on, serving as an elected trustee of Indianapolis Local 416 and then as vice president. In 1978, I became president of the Professional Fire Fighters Union of Indiana (PFFUI). While still serving as PFFUI president, in 2000 I was elected 8th District Vice President, representing Indiana, Ohio, Illinois, Kentucky and Michigan.

As District Vice President for 10 years, it was my privilege to be a member of the IAFF Executive Board, representing not only the membership of the 8th District, but all of our membership. I have immense pride in what both past and present board members have accomplished.

In 2010, following the retirement of General Secretary-Treasurer Vincent J. Bollon, I was elected as your General Secretary-Treasurer to fill out the remainder of his term and then was re-elected by acclamation in 2012.

The job of the General Secretary-Treasurer is tremendously important to our affiliates and their members. As chief financial officer, the responsibility of safeguarding the financial well-being of the organization is paramount. Without a strong financial foundation, this organization could not do the vital work on behalf of our more than 302,000 members that it does.

I am extremely proud of the work that my staff and I have been able to accomplish in the last six and a half years. We have looked at every aspect of the General Secretary-Treasurer's office and made numerous changes. Making use of technology that helps us get our work done more efficiently and cost-effectively has been our primary goal.

Let me illustrate from my perspective as General Secretary-Treasurer how the leadership of your Executive Board has grown this union over my past 16 years:

In 2000, our membership was 224,000; today it's 302,000. That's a 25 percent increase in an era when other unions are losing membership.

Our budget has tripled from \$21.5 million in 2000 to almost \$65 million in 2016, without even doubling our per capita (in 2000, it was \$7.27 and is now \$13.28).

Non per capita revenue has increased from just \$2.4 million to \$19 million.

It has been said before and I am going to say it again. No union of our size packs the punch that this IAFF does. And it is because of the vision and leadership of our General President and Executive Board.

As I look back over my last 45 years in the labor movement, I am proud and in awe of the path my career has taken. I have been fortunate to have had so many fantastic advisors, friends and mentors that helped me get here. I am indebted to my partner, Harold Schaitberger. He and I had a vision for our partnership going back more than 40 years. His vision for this union has lifted this union to heights not imagined 20 years ago. No one has worked harder or been more devoted to the men and women of the fire service. No one has given more of themselves to this union. He has my total admiration and respect, and it is an honor to call him my partner and my friend.

But no one can be successful in this work without the support of their family. I owe more than I can express to my lovely bride of 35 years, Barb, for her unwavering support and understanding when my work impacted our family life. Barb has stood by me and encouraged me every step of the way. And my children, who have been the lights of my life — Tommy, Joe, Stephanie and Claire — have my gratitude for their understanding when my union work kept me from countless school recitals, ball games and family dinners. I couldn't have done it without them.

And looking to the future, I have complete faith that under the leadership of your new General Secretary-Treasurer Edward Kelly, this IAFF will continue to grow and work diligently on behalf of our affiliates and our members to provide the best level of service possible and to maintain our strong financial foundation. And I know that this union will continue to be the driving force behind every advance in the fire service for another 100 years and beyond.

Wishing you all fair winds and calm seas.
Stay safe.



Thomas H. Miller

Thomas H. Miller

Continuing Our Mission

Brothers and Sisters, I am honored by the faith that you put in me to serve as your General Secretary-Treasurer of our great union.

The support you've given me has emboldened me to fight harder than I ever have for our mission. I have witnessed that mission my entire life. My father served 36 years on the job and my mother is the daughter of a fire fighter, the wife of a fire fighter, the mother of three fire fighters and her only sister is married to a fire fighter.

I'll never forget a day back in 1981. I was only seven years old, but I still remember it very distinctly. My mother was sitting in our kitchen, with a phone over her right shoulder, an AM radio on the counter next to her left ear, listening to the news. An eight-alarm fire was raging in Boston's Back Bay, the building had collapsed and two fire fighters were killed and many were trapped. My mother knew that my father was on the first due engine. I remember vividly the anxiety my mother had waiting to hear my father's fate. Our families are impacted by our job as much as we are, and our mission is to protect them as well as each other.

My own family has been directly impacted by our mission and the fights we take on. Two years ago, my wife Katy and I got the news no parent ever wants to hear. Our four-year-old son, Tommy, was diagnosed with stage 4 cancer. Through the resources of the IAFF, the laws enacted by the Professional Fire Fighters of Massachusetts and the collective bargaining success of Boston Local 718, we were able to take Tommy to the number-one pediatric cancer treatment facility in the country. I'm happy to report — thank God — and we'll keep praying, today he's a happy, healthy, cancer-free seven-year-old boy.

When we talk about the IAFF mission, that's where the rubber meets the road — that we can take care of our families and that we can get home at the end of a tour. Making sure that we're working safe is our number-one priority.

This year's IAFF Convention charted the course to meet our challenges head on. Pushing forward to introduce new behavioral health initiatives, renewing our commitment to tackle the cancers that plague our profession and forge toward ensuring the Wildland Urban Interface (WUI) our members are fighting in is as safe as possible.

This was a historic Convention for the IAFF. We witnessed the largest change in our Executive Board leadership since 1955. And we are seeing great legends of our union move on, deservedly so. I'd like to congratulate our District Vice Presidents who are transitioning to well-earned retirements after doing what we're all supposed to do — leave it better than you found it.

One particular District Vice President that we unfortunately lost January 1 of this year — A. Michael Mullane — was a very dear, dear friend of mine. Michael

was the longest-serving member of our Executive Board, serving 32 of our union's 98 years. He was a model for passion, fighting and serving our mission of protecting our families. He was truly one of a kind and is sorely missed.

As the IAFF new leadership team comes in, I am very confident that the new Executive Board members will bring fresh energy and work as a cohesive unit with the seasoned leaders returning to the Board to guide our union into the future. We could not have a greater leader than our General President, Harold Schaitberger, who in my opinion, is the premier labor leader in North America. I look forward to standing with Harold and serving our great union.

I would also like to congratulate someone who I can now call my predecessor, my good friend and mentor, Tommy Miller, on a well-deserved retirement. Tommy served in the leadership of Indianapolis Local 416, as president of the Professional Firefighters Union of Indiana and as 8th District Vice President, and is retiring as the General Secretary-Treasurer of this great International. Tommy's career is truly a story of dedication, sacrifice and success. I wish Tom, his wife, Barbara, and the entire Miller family all the best!

Joining the IAFF as my Chief of Operations is Mathew Golsteyn. Matt is a West Point graduate with a Master's in Business Administration and a former Special Forces Officer in the United States Army. He will be an invaluable asset to my team, and I have every confidence that he will serve our membership well.

I look forward to leading the staff that carries out the important responsibilities of the General Secretary-Treasurer's Office. I take very seriously the duty that you have bestowed on me to safeguard and to be a good steward of this union's finances in order for us to continue our mission to protect our members and their families.

The future of the IAFF is bright, and I am honored to be a part of it!

Be you, be strong, be fire fighters!



Edward A. Kelly

A handwritten signature in black ink, appearing to read 'E. Kelly', with a stylized flourish at the end.



PHOTOS BY JOCELYN AUGUSTINO

Convention Delegates Elect Leadership, Continue Commitment to Strength, Solidarity and Success

Go to www.iaffconvention2016.org for full coverage of the 53rd Convention.

Delegates at the IAFF 53rd Convention — the largest in this union’s history — began with a moving Opening Ceremony in celebration of the theme Strength, Solidarity and Success.

Speaking about the power of solidarity in his state-of-the-union address, General President Harold Schaitberger underscored what working together with one voice can accomplish. “We’re going to keep innovating. We’re going to keep thinking out of the box. We’re going to be creative, and we’re going to be standing strong for our members because that’s what we are all sworn to do. That’s the kind of union our members need and deserve, and that’s exactly what we’re going to give them,” he said.

More than 1,900 delegates and 700 alternates from the United States and Canada came prepared to make decisions to guide this union for the next two years and beyond. Schaitberger noted that it is because our leaders stand strong together that the IAFF enjoys more successes than failures.

“Whether we have protected them from layoffs or improved their staffing, whether we have developed the programs and services that enhance their future, whether we have built a union that gives them the value that they deserve — I am proud to say that this union, with your guidance, with your leadership, with your support and work, is providing the tools and technology needed to



succeed. I know we can’t win 100 percent of the time, but we sure as hell win a lot more than we lose.”

Delegates spent the week conducting the important business that will guide this union for the next two years and beyond, including electing principal officers and district vice presidents and trustees.

General President Harold Schaitberger was re-elected for a fifth term and will serve this union with newly elected General Secretary-Treasurer Ed Kelly, president of the

Professional Fire Fighters of Massachusetts. Schaitberger and Kelly, who were both elected by acclamation and with a massive show of support and confidence by delegates, raised their arms triumphantly on stage, accepting the honor with humility and a deep commitment to continue to serve the International and its 302,000 members.

Taking the microphone, Schaitberger said to Kelly, “We are going to do some great work together. Congratulations on your election.”

Schaitberger continued, “I know that we have made a difference. But no matter how strong we get, I have vowed to never put this union in neutral. We always need to be faster and stronger. The 302,000 members of this union deserve the very best.”

“I am honored by the faith you have put in me to serve as General Secretary-Treasurer of this great union,” said Kelly. “I am looking forward to working with the greatest labor leader in our union — Harold Schaitberger — and standing together to serve our great union and our members who have elected us to protect and fight for them.”

Schaitberger, the 9th General President in the IAFF’s 98-year history, was first elected in 2000. Beginning his career as a professional fire fighter in Fairfax County, Virginia, he quickly rose to the rank of lieutenant, organized and served as president of Fairfax County Local 2068 and was elected president of the Virginia Professional Fire Fighters, all before he had seven years on the job. He has taken everything the IAFF does to a new

level — from the programs and services this union provides directly to affiliates, to the IAFF Financial Corporation and E-18 Media, to the IAFF Charitable Foundation and charity work of the IAFF through MDA.

The son, grandson, brother, nephew and cousin of fire fighters, Kelly joined the Boston Fire Department as a fire fighter/EMT in 1997. He was elected president of Boston, MA Local 718 in 2005 and in 2011 was elected president of the Professional Fire Fighters of Massachusetts. He is the 11th union leader elected to serve as General Secretary-Treasurer of the IAFF.

Delegates also elected several Executive Board members by acclamation and cast their votes in three contested elections.

2nd District Vice President Mark Woolbright, 3rd District Vice President Jay Colbert, 5th District Vice President Thomas Thornberg, 9th District Vice President Ray Rahne, 11th District Vice President Sandy McGhee, 12th District Vice President Larry Osborne, 13th District Vice President Fred LeBlanc, 14th District Vice President Danny Todd, 15th District Vice President David Burry and 16th District Vice President James Johnson were all re-elected by acclamation.

Filling the seats of district vice presidents who are retiring, and also elected by acclamation, are Prince George's County, MD Local 1619 President Andrew Pantelis in the 4th District, British Columbia Professional Fire Fighters Association President Michael Hurley in the 6th District, Ohio Association of Professional Fire Fighters (OAPFF) President Mark Sanders in the 8th District and Los Angeles City, CA Local 112 President Frank Lima in the 10th District.

4th District Vice President Andy Pantelis has served for the last few years as vice president of the Professional Fire Fighters of Maryland and president of Local 1619.

6th District Vice President Michael Hurley joined the Burnaby Fire Department in 1988 and quickly became actively involved in Burnaby Local 323, serving in several positions before becoming president. In 2008, he was elected president of the British Columbia Professional Fire Fighters Association.

8th District Vice President Mark Sanders joined the Cincinnati Fire Department in 1984 where he served for 32 years until he retired in August 2016. He served as trustee,

recording secretary and vice president of Cincinnati Local 48 before he was elected president in 1994. In 2004, he was elected president of the OAPFF. Sanders replaces Paul Hufnagel, who retired after serving as 8th district vice president for the last six years. He was previously president of the Michigan Professional Fire Fighters Union.

10th District Vice President Frank Lima served in several leadership position for Los Angeles City, CA Local 112, including steward, director and second district vice president before being elected president. He has also served as 8th district vice president of the California Professional Firefighters (CPF).

In the race for 1st District Vice President, Uniformed Firefighters Association (UFA) of New York Local 94 Vice President James Slevin prevailed over incumbent Bill Romaka by a vote of 13,419 to 1,609.

Slevin joined the Fire Department of New York in 1995, working as a rank-and-file fire fighter for many years before serving on the Local 94 Executive Board. He was later elected 7th district vice president of the New York State Association of Professional Fire Fighters.

In the 7th District, incumbent Kelly Fox defeated his challenger, Tacoma, WA Local 31 President Ryan Mudie, by a vote of 7,536 to 2,355.



In the race for Eastern Region Trustee, incumbent Mark Ouellette defeated his challenger, past president of the Uniformed Fire Officers Association (UFOA) of New York Local 854 and former IAFF Chief of Staff Peter Gorman, by a vote of 86,227 to 15,804.

Also elected by acclamation were Region 1 Trustee and President of Winnipeg, MB Local 867 Alex Forrest and Western Region Trustee and member of Long Beach, CA Local 372 Anthony Mejia.

New Executive Board members took office September 17.

Delegates Make Collective Bargaining Priority

By a unanimous vote, delegates reaffirmed the IAFF's long-standing position that passing a national collective bargaining bill is the union's top legislative priority. The IAFF intends to introduce legislation in the 115th Congress that will provide all fire fighters and fire-based EMS personnel with recognition and bargaining rights while not interfering with existing state and local law.

Winning the basic employee right afforded to most private sector employees will likely take a long time and require a sustained and determined effort. In 2010, the IAFF took the lead among public employee unions in pushing for federal collective bargaining, seizing on the possibilities offered by a

Democratic president and Democrat-controlled Senate. But in the end, determined opposition by anti-union senators using the chamber's arcane rules and the threat of a filibuster killed the measure in a lame duck session.

Recognizing that this issue must be aggressively pursued, the Executive Board, working with affiliates from non-collective bargaining states, is anxious to begin the quest to educate politicians in both parties and work toward ultimately passing a federal law.

The IAFF is committed to fighting as long as it takes to secure collective bargaining rights, regardless of which candidate wins the election for U.S. president or which party controls Congress. ■

Resolutions Honor A. Michael Mullane

Delegate after delegate rose in support of Resolutions 32A and 32B honoring the late 3rd District Vice President A. Michael Mullane. Both resolutions passed unanimously.

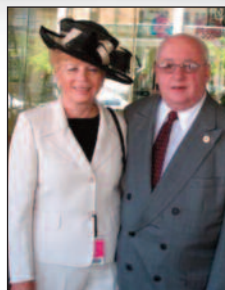


Mullane was the longest-serving member of the Executive Board, holding the position for 31 years.

Resolution 32A bestows Mullane, who passed away on January 1, 2016, with the title of Vice President Emeritus. Before final passage of the amendment, General President Harold

Schaitberger said, "It's always been said that everyone is replaceable, but Mullane can never be replaced."

Resolution 32B, calling for the IAFF Political Training Academies in the United States and Canada to be renamed the A. Michael Mullane Political Training Academy, also passed with several delegates speaking in favor of the resolution.



Mullane with Elaine Malone, the love of his life.



Mullane joined the Boston Fire Department and Local 718 in 1969 and quickly developed a passion for fighting for better working conditions, wages and benefits.

Mullane was also given special recognition at the end of the line-of-duty death tribute during the Opening Ceremony. ■

Wildfire and WUI Research Resolutions Adopted

Delegates unanimously approved two resolutions calling for greater attention, research and resources to support wildland fire fighting and Wildland Urban Interface (WUI) initiatives.

The resolutions, were approved as smoke from the massive Blue Cut fire near Los Angeles

clouded the horizon in Las Vegas 269 miles to the east. The Blue Cut was one of several major wildfires coursing across California, though CAL FIRE Local 2881 President Mike Lopez stressed that wildland fires are an increasingly important issue for all of North America.

Resolution 46 encourages the IAFF to work in collaboration with California State University-San Marcos to further scientific study of wildfires and to advance wildland fire educational programs for fire fighters. It also states that the IAFF will continue to lobby federal agencies for support of IAFF wildland fire initiatives.

Resolution 49 reaffirms the IAFF's commitment to develop strategies and programs to meet the challenges facing

members in the wildland/WUI environment.

As wildfires expand in number and intensity, there is broad agreement within fire agencies that much greater research is needed to understand the science of wildfires, their impact on fire fighters from repeated exposures and the most effective equipment and techniques to attack these fires.

Improving the understanding and tactics of attacking wildfires will require a comprehensive wildfire/WUI program. This understanding will also require a financial commitment from the IAFF to ensure that it remains a leader in combating wildfires and keeping members safe as the public safety needs of their communities expand along the wildland urban interface.

Per Capita Resolutions Unanimously Supported

Delegates unanimously adopted a series of resolutions that will ensure the IAFF has the resources it needs to protect members' jobs and their health going forward.

The resolutions protect the IAFF budget from inflation and address a number of important and emerging issues, including post-traumatic stress disorder (PTSD), training for wildland firefighting and cancer research and treatment.

As delegates considered per capita resolutions, they were presented with a report of just some of the accomplishments this union has achieved working together over the last 16 years. Download the report at www.iaff.org/16years.

In all, the resolutions add 14 cents per member per month to IAFF dues, which increased to \$13.28 per month on September 1. Dues will rise to \$13.37 monthly on October 1, when a resolution from 2014 addressing District Vice President salaries kicks in.

General President Harold Schaitberger thanked delegates for understanding and supporting the need to raise member per capita. "You really stood up at this Convention and provided us the resources to support these programs," he said.

The IAFF budget will be adjusted to reflect the cost of living again on September 1, 2017, but the amount will not exceed a CPI increase of 3.5 percent. ■

Delegates Vote to Establish Canadian Charitable Foundation

Delegates voted unanimously to adopt a resolution to begin a Canadian IAFF Charitable Foundation for the benefit of Canadian members. Currently, Canadian members donating to the IAFF Charitable Foundation are unable to take a tax deduction

because they are not U.S. taxpayers. A Canadian Charitable Foundation will provide that benefit to Canadian members and will also provide further encouragement for Canadian members to donate and help their brothers and sisters when they need it.

Delegates Ensure Resources for Fire Departments and US&R Teams

At the IAFF 53rd Convention, delegates passed resolutions 39 and 41 to make sure departments and Urban Search and Rescue (US&R) teams have the resources needed to respond safely and effectively.

Resolution 39 calls on the IAFF to push Congress to reauthorize and increase funding for the Assistance to Firefighters (FIRE Act) and Staffing for Adequate Fire and Emergency Response (SAFER) grant programs.

Delegates also passed Resolution 41 calling for the IAFF to make fully funding Urban

Search and Rescue (US&R) teams a priority, requesting at least \$50 million for Fiscal Year 2018. The Resolution recommends that members who serve on US&R teams lobby members of Congress on the issue as part of the annual IAFF Legislative Conference. Twenty-eight US&R teams in the United States respond to disasters worldwide, but funding lapses make it difficult for these teams to maintain their level of response readiness.



MDA National Ambassador Joe Akmakjian Addresses Delegates

At 24 years of age, Joe Akmakjian is the first adult MDA National Goodwill Ambassador. He considers himself one of the lucky ones. “For more than 65 years, fire fighters have worked to raise over half a billion dollars to help individual families living with muscle-debilitating diseases live longer and grow stronger,” he said. “MDA wouldn’t be able to help anyone without you. I’m blown away by the generosity, commitment and loyalty of the IAFF, and I’m grateful to President Schaitberger and all of you for always answering the call,” he said.

Nationwide Presents Donation to IAFF Charitable Foundation

President of Nationwide Retirement Plans John Carter and Associate Vice President of Acquisitions and Strategic Relationships Rob Bilo presented General President Harold Schaitberger with a check for \$100,000 for the IAFF Charitable Foundation. A Platinum sponsor of the 53rd Convention, Nationwide also presented a second check for \$100,000. Accepting both checks, Schaitberger said, “We want to thank Nationwide for providing these services to our members while also providing the resources for our Foundation. The relationship we’ve established and the revenue that you’ve helped drive into this IAFF allows us to do our job better. Thank you so much for everything you do for our members.”



Convention Delegates Address PTSD, Cancer Awareness in Satellite Media Tour

Telling the stories of fire fighters living with post-traumatic stress and cancer to help raise awareness and understanding in the communities they serve was the aim of a new report — “PTSD and Cancer: Growing Numbers of Fire Fighters at Risk” — released by the IAFF during the Convention.

To spread the word about these challenging health issues, the IAFF conducted a satellite media tour for affiliate leaders attending the Convention to speak directly with reporters in their hometowns about fire fighters’ experiences in their communities and what actions elected leaders can take to keep fire fighters healthy. Stories ran in 23 media markets in the United States and Canada, as well as in several trade publications.

Delegates Reaffirm Commitment to Behavioral Health and Cancer Prevention

Two important resolutions addressing the physical and behavioral health of members passed as delegates at the IAFF 53rd Convention finished up the final business session.

Resolution 44 calls for the IAFF's continued support for programs, initiatives and legislation that reduce cancer in the fire service and provide assistance to members fighting this disease. Research demonstrates that fire fighters are routinely exposed to cancer-causing carcinogens in the performance of their duties. The IAFF has worked with its state and provincial affiliates to advocate for the

inclusion of several cancers in presumptive legislation and assisted members diagnosed with cancer.

Resolution 44 also commits efforts by the IAFF to reduce the risk of carcinogenic exposures and to support federal, state and provincial legislative efforts to pass cancer presumptive legislation.

Resolution 45 reaffirms the IAFF's commitment to behavioral health initiatives by expanding resources, education and treatment for members (see story on page 42).

The nature, frequency and intensity of daily duty-related traumatic exposure have a

cumulative effect on the mental health and well-being of fire fighters and emergency medical personnel. It is estimated that 20 percent of fire fighters and emergency personnel in the U.S. suffer from post-traumatic stress.

In passing this resolution, the IAFF vows to reduce the stigma associated with behavioral health issues and to continue to support and encourage federal, state and provincial governments to pass presumptive legislation covering post-traumatic stress. ■

Miller, Taylor, West and Ferguson Bestowed Emeritus Status

Four of the International's great leaders joined the revered list of Emeriti Officers.

Delegates unanimously recognized retiring General Secretary-Treasurer Thomas H. Miller for his service to the IAFF, naming him General-Secretary Treasurer Emeritus. Miller, who joined Indianapolis, IN Local 416 in 1968 and went on to serve as a local president, state president and District Vice President, succeeded Vincent Bollon as General Secretary-Treasurer in 2010.

Delegates streamed to the microphones to laud Miller for his strong work as General Secretary-Treasurer. Visibly moved by the honor, Miller thanked delegates. "You don't know how much that means to me, I'm overwhelmed," he said, adding he was "on top of the world." The resolution bestowing



Thomas H. Miller



William V. Taylor



Lorne West



James Ferguson

Emeritus status on Miller was amended to name all delegates of the 53rd Convention as the makers of the resolution.

In addition, retiring 4th District Vice President William V. Taylor, retiring 6th District Vice President Lorne West and

retiring 10th District Vice President James Ferguson were respectively named District Vice Presidents Emeritus for their years of tremendous leadership in this union.



Delegates Vote for Central Florida for 2020 Convention

As one of the final pieces of business, delegates voted on the city for the 55th Convention in 2020. After San Diego, CA Local 145 and five locals representing Central Florida — Reedy Creek Local 2117, Orange County Local 2057, Orlando Local 1365, Winter Garden Local 4947 and Osceola County Local 3284 — advocated passionately for their destinations, delegates voted to hold the IAFF 2020 Convention in Central Florida at the Walt Disney World Swan and Dolphin Resort.



IAFF Honors 16 Outstanding Local Leaders

Sixteen outstanding affiliate leaders, one from each of the 16 districts, were honored for their accomplishments in serving their locals and this union. The award recognizes and honors active and active-retired local officers who have dedicated more than 15 years to their local. The 2016 awardees (above) are (in district order): Joseph Krajnik, Mike Bryant, Frank Montanaro, Michael Crosby, Al Jansen, Bruce Siemens, Gregory Womack, Terrence Chesney, Dave Dumas, Robert Lee, Jay Watson, James Croft, Jess Nester, Allen Sandifer, Larry Cook and Roy Colbrunn. The Local Leadership Award was created by Convention resolution to champion the standard of leadership set by Dennis J. Murray, president of the Professional Fire Fighters of Eastern Missouri Local 2665 and one of the longest-serving local presidents in IAFF history and the first recipient of the award at the 2008 IAFF Convention.



A Tribute to General-Secretary Miller

During the final evening of Convention, delegates viewed a video tribute in honor of retiring General Secretary-Treasurer Thomas H. Miller as his family sat by his side. "Tom Miller epitomizes everything that all of us that do this business try to strive for," said General President Schaitberger. Miller addressed the crowd after a standing ovation. "The only thing I ever wanted was to have fire fighters and their families protected so that if you happen to die in the line of duty or get injured in the line of duty that those benefits will be there to take care of you, and I think we've done a pretty good job of that."

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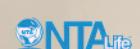


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Mayors' Day as a Fire Fighter



► Gary, Indiana Mayor Karen Freeman-Wilson — one of the 21 mayors participating in the USCM Fire Ops 101 — said her experience as a fire fighter for a day provided a new perspective on what it takes to do the job.

“Top level training is so important, not only to protect fire fighters but to protect the citizens of our communities,” said Des Moines Mayor Frank Cownie.

Cownie was among the 21 mayors from across the country who learned more about what it takes to be a professional fire fighter/paramedic and the resources needed to do the job safely and effectively at Fire Ops 101.

The IAFF, in conjunction with the Professional Fire Fighters Union of Indiana and Indianapolis Local 416, held the Fire Ops 101 for mayors and their staffs at the 84th U.S. Conference of Mayors (USCM) June 24 in Indianapolis. The event captured the attention of leaders who experienced firsthand why staffing, training, equipment and other resources are necessary for protecting the public.

Suited up in standard fire fighter turnout gear, the elected leaders tackled a series of intensive life-saving drills, including a trip through a burn chamber.

Cownie said the Fire Ops enlightened him to the realities and hurdles that some of the city’s bravest emergency workers must face.

“This [Fire Ops] allows people who are not fire fighters to know how challenging, difficult and serious the job is,” said Miami Beach Mayor Philip Levine. “You realize technology and equipment are important.”

Gary (Indiana) Mayor Karen Freeman-Wilson said the experience made clear the importance of being physically fit and having the right equipment for the job — two things she’ll emphasize as Gary’s next fire fighter training class gets underway.

Over the last several years, the profile of the Fire Ops 101 program has increased, with hundreds of elected leaders participating in Fire Ops at national conferences — including the USCM and National



Conference of State Legislatures — to better understand what is truly required for their fire fighters to protect their communities.

“Our affiliates across North America are using Fire Ops 101 events to expose decision-makers to the complex issues of staffing, adequate equipment and

presumptive health,” says General President Harold Schaitberger. “The success of the events and value to both lawmakers and public safety is apparent in those communities as participants have left with a very unique experience and the information they need to return to their offices and make important, informed decisions about fire fighter staffing and resources.”

The USCM is a non-partisan organization of cities with populations of 30,000 or more with the mayors of those cities meeting annually in June. Mayors who registered for the Fire Ops performed a live burn, vehicle extrication, search and rescue and EMS scenarios. ■



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THE WILDFIRE BEAST

AND THE LOCAL THAT STOOD IN ITS WAY

On May 1, 2016, a wildfire began to spread through the remote city of Fort McMurray, known for its oil sands, in Alberta, Canada. By May 4, the fire had destroyed 2,400 structures and triggered the mass evacuation of 88,000 residents.

What happened between May 1 and May 4 is something out of a nightmare, but also a miracle as 92 percent of the city was saved by the heroic efforts of those who stayed behind.

Fort McMurray was evacuated May 3 in a mildly chaotic fashion as fleeing residents captured images of the billowing smoke and flames in their rearview mirrors. Tire marks were left behind as some were forced to cut through country roads and over hills — scrambling to leave using the only two-lane road out of the city. Most fled to the closest city of Edmonton — a four to five-hour drive — and waited.

The city was all but deserted. Those who stayed behind were few in number and included the 180-plus members of Fort McMurray Local 2494, who were up against what was described as “a tidal wave of fire, fueled by wind, jumping rivers and rolling like a tsunami towards the town.”

It was nothing anyone in the crew of fire fighters had ever seen or experienced. With the city empty — and additional help hours away — members of Local 2494, along with the industrial mutual aid fire fighters hired to protect the oil sands, “fought like hell” to save “Fort Mac.”

Edmonton Local 209 was there by the second day, with Calgary Local 255 not far behind. In all, 200-300 fire fighters worked around the clock in the first few days to

contain the wildfire that eventually burned through 1.45 million acres.

While their own homes burned — and with their families evacuated, some with small children, pets in crates, barely enough food and gas to get to the next city — the members of Fort McMurray, including Local 2494 President Nick Waddington, fought the fight of their lives.

On the day of the mass evacuation, President Waddington, who was off duty, received a call that the situation was “getting bad.” There had been smoke on the horizon days before, but at the time it looked clear. Waddington packed up his family and left for the only place he knew was safe at the time — his fire hall.

“The minute I got there, I could see the fire over the downtown area, and I knew this was serious,” he says. “Things began to happen fast and with the drama of a Hollywood movie — except it was real life. It was our city that needed saving.”

Immediately upon arriving at the fire hall, a friend called him in a panic — his roommate was asleep in a downtown house and wasn’t answering his phone.

Waddington said, “OK, let’s go get him,” and ran to his truck.

Arriving at the house in the subdivision of Waterways — which had long been abandoned by other residents — they banged on the door. Sleepy-eyed, the roommate answered and thanked them for heads up.

“I was standing there looking at him, and from my eye line, I can see a fire bigger than hell — but this guy is looking over my shoulder at clear skies,” recalls Waddington.

They quickly left the area for the last time as it would soon be ravaged by the wildfire nicknamed, the “Beast.”

The city of Fort McMurray is comprised of two major rivers and valleys, and by May 3, the battle had begun in the south end of town against a ferocious and unpredictable wildfire that was described as “a hand with fingers of fire attacking various pockets of the town.”

The ground in Fort McMurray is mostly wetlands and the fire rolled over creeks and beaver ponds to make its way north.

The subdivision of Beacon Hill was the first to catch fire. The homes were primarily pre-1984 houses — built close together, made with old stucco or vinyl siding that burns fast. An ember could fly through the air and catch a house on fire blocks away. Beacon Hill was eventually abandoned as fire fighters fought an unbeatable fight. The fire then jumped the road to attack and demolish the Waterways-area homes.

As Fort McMurray members fought to gain control, fires coming up behind and in front forced them to abandon and save themselves as “the beast” — fueled by dry conditions and wind — then wrapped its way up Athabasca River Valley and into the Wood Buffalo subdivision, eventually destroying those houses too.

Its next target was the Birchwood trail system that winds its way towards an area of 4,000 homes that make up the Thickwood subdivision. With the help of a group of new recruits — their fifth week on the job — fire fighters worked tirelessly to hold a line that prevented the fire from reaching the trail system, which would have



led to the destruction of Thickwood and nearby Timberlea.

“The sheer perseverance to fight through fatigue was just so impressive,” says Alberta Fire Fighters Association (AFFA) Secretary Brad Readman, who grew up in Fort McMurray. “When we got there, we saw destruction, we saw the unimaginable. But 92 percent of the city was saved because of guys like these, working through the night to save their town.”

At one point, a decision was made to bulldoze an area of houses in order to create a protective line against a fire. “That is not an easy decision to make, but these fires are not static events, they aren’t like structures fires these guys are used to. They are fluid, they are fast and you have to get protection from those embers,” says IAFF Director of Wildland Fire Fighting Safety and Response Rick Swan, whose position was created October 2015 in response to the rapid increase of wildland fires in the United States and Canada.

With the fire raging on in separate areas of the town, fire fighters barely had time to sleep, were running out of food and water and had lost power. No one had had a hot meal or a shower in days.

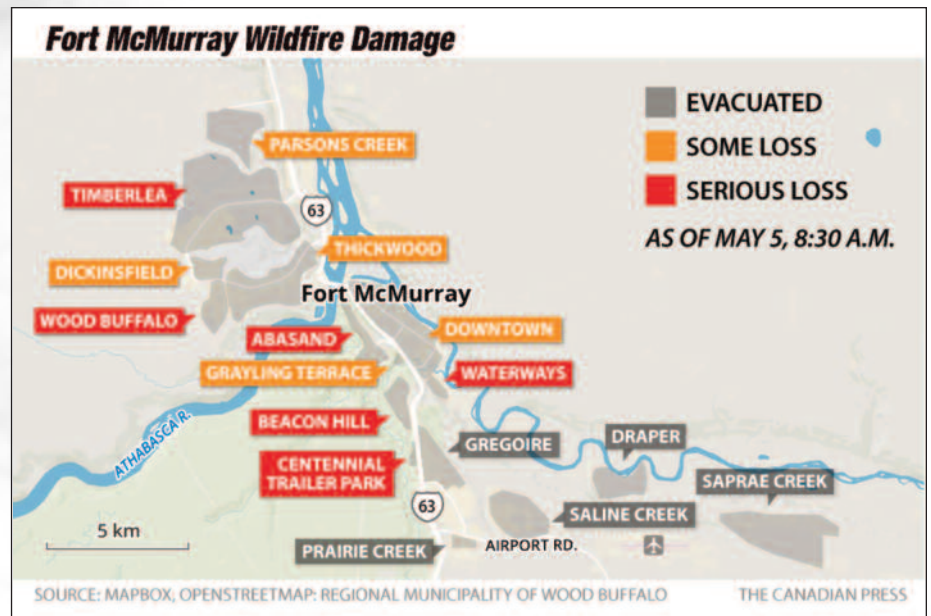
“There was a 46 to 72-hour period of time when no one was in town except for our members,” says 6th District Vice President Lorne West. “They were sleeping in abandoned houses, never for very long in fear it might catch on fire. We knew our guys needed a hot shower and a good meal,

“The commitment and perseverance they’ve shown in responding to one of the largest disasters in Canadian history is a shining example of the profession at its best.”

— General President Harold Schaitberger

and to know that their families were okay, so we worked to get them that.”

On day three, locals from St. Alberts, Strathcona County, Red Deer and others sent crews, trucks and equipment to assist Local 2494.



“Our members were there with boots on the ground when that city needed them most,” says General President Harold Schaitberger. “The commitment and perseverance they’ve shown in responding to one of the largest disasters in Canadian history is a shining example of the profession at its best.”

Members of the AFFA set up an emergency operations center (EOC) in Edmonton to help the displaced families of Fort McMurray. All 180 members of Fort McMurray received immediate financial

Back in Fort McMurray, it was becoming more apparent that members needed semi-permanent housing. As day five approached, a hotel was secured to use as an operations center and to give members a place to sleep, shower and eat.

“This was so imperative,” says AFFA President Craig Macdonald. “It was such an example of how the International, the AFFA, our provinces and our locals worked together to get our members the essentials in that crucial early period.”

A resurgence of fires in unexpected areas hampered the recovery process even into the third week as the massive inferno continued to burn and induce heavy smoke and extreme air quality conditions.

“If you would have told me early on that we wouldn’t be returning to our homes — if they were even still standing — for a month, I would not have believed you,” says Waddington.

Assistance from the AFFA came in the form of securing a six-day on, six-day off schedule so that members could get home to see their families and rest. A special “Letter of Understanding” had to be drafted and approved by the city.





Downtown Fort McMurray damage captured by Alberta Fire Fighters Association Secretary Brad Readman.

General President Harold Schaitberger, along with 6th District Vice President Lorne West and IAFF staff including Assistant to the General President for Canadian Operations Scott Marks, Director of Wildland Fire Fighting Safety and Response Rick Swan, Assistant to the General President for Health, Safety and Medicine Pat Morrison, as well as two peer-support specialists from Surrey, flew to Fort McMurray to assess the situation and provide assistance.

“It was indeed eerie to drive through the town,” says Marks. “It was amazing to see how successful they were at stopping the fire. There were sections completely untouched next to total destruction.”

“The real story is what we were able to accomplish in the first three days with what we had,” says President Waddington. “The level of support given by our fellow locals, the AFFA and the IAFF was just amazing.

We needed the little things, like socks and underwear, and then we needed the big things — like, ‘is my family ok?’ And they were able to not only tell us they were ok, but say things like ‘yeah, actually, we brought your kid some toys for his birthday.’ You have no idea what that means

to someone who has been through hell physically and mentally, that piece of mind, it’s everything”

Certified peer support teams were sent in to talk to Fort McMurray members and to provide peer support in a way that AFFA President Macdonald had never seen before. “These guys were emotionally and physically stripped. They were ready to talk and they encouraged others to do so. Someone from a completely different local would just walk up to someone and say, ‘Hey, I’m from Red Deer Local 1190, how are you doing? Is there anything I can do to help?’ And they trusted them, they knew they could let it all out, and a lot of them did.”

It was not until June 13 that the fire was considered “held” — after a month and a half of fire fighting. On July 5, the wildfire hazard status was downgraded to “low,” with an overall extinguishing of the fire not expected until summer 2017, according to a wildfire information officer in Alberta.

The number of wildfires in North America and Canada has increased four-fold, with 330,000 wildfires being recorded each year. More than 46 million homes in 70,000 communities are located

in wildland urban interface (WUI) areas. “It’s not just a problem in the west anymore,” says Swan. “These fires are coming east and show no signs of slowing down.”

“We are taking an active leadership role in making sure our members are equipped and trained to safely and effectively respond to the challenges of WUI fire fighting,” says General President Schaitberger, “and to ensure that our IAFF members now tasked with protecting homes and occupants during wildfires are safe and backed by the most progressive, integrated training available.”

With the majority of the fire fighting done, President Waddington says, “The priority right now is to get our guys both the physical and mental help they need for the long run. This isn’t over in the least. Post-exposure screenings are ongoing, and peer support for behavioral health will very important in the future as we start to process what happened here — we saved a city, but it was truly a beast of a fire and it took its toll.” ■



The remains of a Fort McMurray subdivision.



General President Harold Schaitberger meets with members of Fort McMurray Local 2494.



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SEPTEMBER 11 15 YEARS

THE IAFF ALWAYS REMEMBERS, NEVER FORGETS

Fifteen years ago on September 11, 2001, the IAFF experienced the darkest day in its 98-year history as 343 FDNY fire fighters — members of the Uniformed Firefighters Association (UFA) Local 94 and Uniformed Fire Officers Association Local 854 — perished along with nearly 3,000 civilians in the terrorist attacks on the World Trade Center, the Pentagon and in Shanksville, Pennsylvania.

Following the attacks, on the side of the United Nations building in Washington, DC — home to IAFF headquarters — two banners unfurled, one reading “Always Remember” and the other “Never Forget,” to honor the fallen and to remind the public that fire fighters, even in the face of a horrific tragedy, continue to protect their communities and the homeland. Outside the building, the American and Canadian flags flew at half-staff until the last FDNY fire fighter was recovered from Ground Zero.

And, at the Fallen Fire Fighter Memorial in Colorado Springs, the names of the 343 FDNY members lost on September 11, were etched on the Wall of Honor, a permanent reminder of their sacrifice.

“Even 15 years later, it is still difficult to accept the enormity of what happened that day,” says General President Harold Schaitberger. “It is in remembrance of their sacrifice that the International continues to fight for its members.”

In the days and weeks after September 11, the International committed the full resources of the union to support our New York locals and affiliates in Virginia,



Maryland and the District of Columbia that responded to the Pentagon.

Just hours after it was hit, President Schaitberger visited the Pentagon before driving to Ground Zero while IAFF staff on the ground established an office for providing financial and other assistance to survivors, counseling services to fire fighters and their families and support for Local 94 and Local 854. Peer support teams — comprised of members from across the country — came to New York to help provide assistance, while IAFF staff worked nonstop for more than two months to address needs as they came up.

Following the 9/11 attacks, awareness of cancers in fire fighters came to the forefront, as many of the thousands of fire fighters — along with hundreds of others — who assisted in the recovery efforts amid debris and dust have since died or become ill as a result of exposure to toxins at

Ground Zero, evidence of the long-term health effects on 9/11 responders. In the 15 years since September 11, an additional 75 names have been added of members who have died as a result of 9/11 response-related illnesses.

For 10 years, the IAFF, along with Local 94 and Local 854, fought hard to ensure fire fighters and other first responders receive treatment for 9/11 health issues. These efforts paid off in 2011 when Congress passed the long-overdue James Zadroga 9/11 Health and Compensation Act establishing the World Trade Center (WTC) Health Program and the September 11 Victims Compensation Fund, which provide health monitoring, treatment and compensation for 9/11 responders and survivors in all 50 states.

And when the Zadroga Act was due to expire in December 2015, the IAFF and our affiliates again lobbied aggressively for



more than a year for Congress to reauthorize the Act, extending the Victims Compensation Fund and ensuring crucial funding for the WTC Health Program for the next 75 years, effectively making it permanent.

In the immediate aftermath of September 11, the IAFF helped raise more than \$164 million for the IAFF 9-11 Fund to benefit families of fire fighters lost on September 11. Every dollar raised went to the families, while all administrative costs were paid by the IAFF. The International also covered the cost of the memorial for the 343 fallen fire fighters at Madison Square Garden.

Together with our affiliates in New York City, the International successfully lobbied for an increase in the federal Public Safety Officers Benefit (PSOB) for fire fighters, paramedics and law enforcement officers killed in the line of duty, from \$150,000 to \$250,000, retroactive to January 1, 2001, and made sure that claims were expedited as families were in immediate need of assistance.

More recently, we partnered with friends in Congress to lobby the Bureau of Justice Assistance (BJA) to accept World Trade Center Health Program and 9/11 Victims Compensation Fund determinations, and

won the establishment of a new protocol for deciding PSOB claims submitted for fire fighters and other first responders whose deaths have been linked to exposures from participating in the September 11 response efforts. To date, the BJA has approved 40 claims and is reviewing more than 100 additional claims.

In addition to the physical impacts of 9/11 — and other tragedies before and since 9/11 — the psychological drain of these events has emerged as a major concern in the fire service. The counseling efforts provided following 9/11 continue today as part of the FDNY Counseling Services Unit. This union has also made it a priority to ensure behavioral health services are available to members and their families, with delegates at the 2016 IAFF Convention committing resources to further the International's efforts in this endeavor (see story on page 30).

As IAFF members continue to risk their lives protecting their communities, together with our affiliates, this union remains committed to ensuring safer and healthier working conditions, advocating for benefits and protections for members and their families.



“No matter how many years pass, we will remember our fallen who made the ultimate sacrifice on September 11 and honor their service with an unbending commitment to ensure the safety and security of all of our brothers and sisters.” ■



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Much More Than Presidency at Stake in 2016 U.S. Elections

Beyond the presidential race, the 2016 election provides both opportunities and challenges for the IAFF. In Congress, a significant number of campaigns in a number of states will collectively determine which party will control the House and Senate.

The IAFF will be involved in many of these races on both sides of the aisle. Following our political principle of supporting those who support us, regardless of party affiliation, the International will stand with GOP allies John McCain (AZ), Roy Blunt (MO), Lisa Murkowski (AK), Jim Lankford (OK) and John Thune (SD) and support Democrats Evan Bayh (IN), Russ Feingold (WI), Representative Tammy Duckworth (IL), Ted Strickland (OH), Maggie Hassan (NH), Patrick Murphy (FL) and Katie McGinty (PA).

“This union understands the importance of standing with our friends, regardless of party affiliation. And, that’s what we will do,” says General President Harold Schaitberger.

In open seats, per IAFF policy, the International will follow the lead of state affiliates and support their endorsed candidates.

In the House of Representatives, Democrats are expected to win a number of seats, but not enough to challenge the GOP for control. Under President Obama, Democrats have lost a total of 77 House seats, the most under any two-term president since Harry Truman.

Congressional district lines provide a clear advantage for the GOP. In the House, 377 districts are considered either solidly Republican (202) or Democrat (175 seats). This leaves 58 targeted seats referred to as “swing districts.” Democrats hold 13 of these seats and the GOP has 45. Polling suggests that Democrats will win between eight and 20 seats.

The IAFF continues to support friendly incumbents in both parties and will be poised to advance our agenda regardless of which party wields the gavels. “Policy over partisanship remains our mantra,” says Schaitberger.

Weighing In to Elect Fire Fighter-Friendly Governors

In this election cycle, only 12 states are holding gubernatorial elections, with only a few hotly contested races.

In Missouri, where current governor Jay Nixon (D) is termed-out, the Missouri State Council of Fire Fighters has endorsed Attorney General Chris Koster. With the GOP’s super majority in both chambers of the Missouri legislature, the governor’s veto pen is the only firewall preventing anti-labor legislation, including paycheck protection and right-to-work bills.

In North Carolina, embattled Governor Jim McCrory (R) faces a serious challenger from Attorney General Roy Cooper (D), who is very popular in the state. The Professional Fire Fighters and Paramedics of North Carolina endorsed Cooper’s candidacy earlier this year. Meanwhile, McCrory’s biggest challenge has been his own Republican-controlled state legislature, which has put forth a very controversial social agenda. Democrats have successfully linked McCrory to the more extreme elements of his party and that has made him the most vulnerable governor seeking reelection.

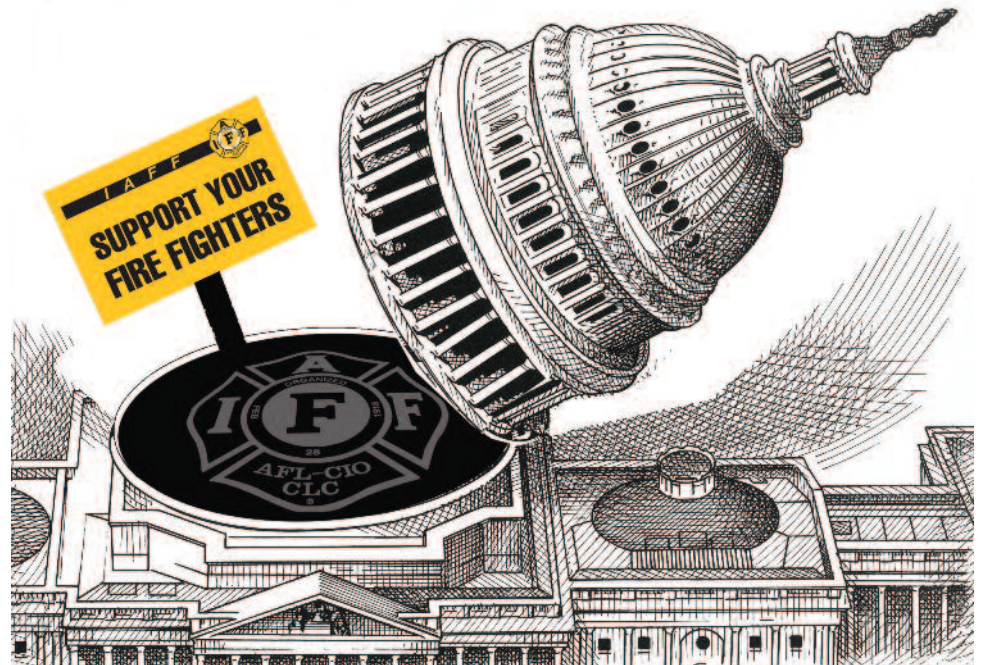
In Indiana, the gubernatorial race became much more interesting when Governor Mike Pence relinquished his bid for reelection to become Donald Trump’s vice presidential running-mate. Pence was in the middle of a

sessions in fighting anti-worker bills while also working to pass progressive legislation, including presumptive laws and will be working in this election to elect pro-fire fighter legislators.

The IAFF is assisting affiliates in states where the legislative chamber of either the senate or house serves as a firewall against an anti-labor governor or the other chamber.

Electing Our Own

No elected official can better represent professional fire fighters than a professional fire fighter. The IAFF has helped elect IAFF members to office at all levels of government. The IAFF Political Training Academy has trained more than 1,000 members or family members over the last 20 years, and hundreds of members throughout the United States hold offices, from school board



tough reelection fight against John Gregg (D), the former Speaker of the State House who Pence narrowly defeated in 2012. Several prominent Republicans vied to replace Pence on the ballot, but the Indiana Republican Party State Committee nominated Lt. Governor Eric Holcomb.

The IAFF is also working to help reelect three friendly governors: Kate Brown (OR), Steve Bullock (MT) and Jay Inslee (WA).

Retiring governors in West Virginia, Vermont and New Hampshire have created spirited campaigns in each state. The IAFF and respective affiliates are evaluating candidates in each race. In several states, affiliates have been engaged for several

members to members of Congress.

In 2016, many members — or family members — are seeking reelection up and down the ballot. Having IAFF members in state legislative chambers has been increasingly important as numerous states have taken up legislation in recent years that directly impact our members, including cancer presumption, Right-to-Work and paycheck protection. Nearly three dozen members or family members are running for state legislative seats. ■

Congressional Funding Endgame Unclear

Despite earlier assertions by congressional leaders that federal funding legislation would be complete by the end of the fiscal year on September 30, 2016, it is highly unlikely that Congress will complete the task on time. This is no surprise to regular Congress-watchers, as it has failed to pass its annual appropriations on time for many years.

Of particular concern to the IAFF is funding allocated through the Department of Homeland Security (DHS). The annual Homeland Security appropriations bill funds the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grant programs to provide federal funding directly to local fire departments, and the Urban Search and Rescue Response system (USAR), which dispatches emergency response task forces to disasters in the United States and around the world.

In late June, the House Appropriations Committee approved its draft Homeland Security spending bill for Fiscal Year 2017. The bill included \$690 million, evenly divided, for the SAFER and FIRE Act programs, the same as was provided for the current fiscal year. The bill also included \$36.28 million for USAR — an increase of \$1.1 million over current funding intended to offset costs associated with the establishment of a new USAR team in New Jersey.

Earlier, the Senate Appropriations Committee had approved its version of the Fiscal Year 2017 spending measure. The Senate bill would fund the SAFER and FIRE Act grant programs at \$680 million, evenly divided, a decrease of \$10 million over current funding, and USAR at \$35.18 million, the same level as this year.

Under regular order, the full House and Senate would consider their respective draft bills for amendments and passage before reconciling differences in a conference committee. However, Congress recessed in mid-July for the presidential nominating conventions, and is expected to return for less than a month in September before recessing again to campaign at home ahead of the November elections.

If past is prologue, previous election years predict that Congress will do very little substantive work before November. Part of the difficulty lies in each party presenting “difficult” votes, which may anger potential voters. When faced with the potential for difficult votes, Congress has often chosen to



avoid voting all together, punting such work until after the election, when such votes would be less politically damaging.

The most likely scenario is for Congress to pass a so-called CR, or a continuing resolution, to keep the government funded until after the election when Congress will

return to finish its work. Depending on the results of the election, Congress may choose to finish its funding bills then or may extend the CR further into the new year, when a new president and a new Congress would be expected to finish the work as they also work on Fiscal Year 2018 bills.

Regardless, don't expect federal funding for important fire fighter programs to pass anytime soon. ■

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New Interactive Video-Based Online Solar Training for Fire Fighters

With one million homes and businesses nationwide now producing energy through solar roof panels, the likelihood that fire fighters and other professionals will encounter solar electric systems in the course of their work is dramatically increased. The IAFF and the Interstate Renewable Energy Council (IREC) have released a new, cutting-edge, online training course to provide critically important information and real-world simulations for fire fighters to keep them safe and confident around a photovoltaic (PV) solar system.

The self-paced online course, "Solar PV Safety for Fire Fighters," features rich video content and simulated environments so fire fighters can practice the knowledge they've learned.

Designed by experts from the solar industry and the fire service, the training guides learners through the process of identifying the presence of PV systems, shutting down the system to the extent possible, and minimizing shock and other hazards on the active scene and in the wake of an incident.

"We've had increased requests from members for solar training, as more and more communities have PV on residential and commercial structures," says General President Harold Schaitberger. "We're pleased to partner with IREC and the solar industry to familiarize our members with this technology and to increase their safety and competency when responding to incidents on solar-equipped structures."

"An online program for PV safety has been needed for some time. This will now

allow many large and small departments that have been unable to provide needed electrical safety training to their members at no cost," says Fire Captain Matthew Paiss of San Jose Local 230, who appears in the training video.

"IREC is honored to work closely with the IAFF to bring innovative, just-in-time training to the fire service," says IREC President and CEO Larry Sherwood. "The IAFF has a long history of proactive measures to provide needed and current education for its 300,000 membership base, so it was a logical partner for this undertaking. The online training is an important component of our ongoing efforts with the IAFF to bring high-quality solar training to the fire service."

The training is available on the IAFF web site at www.iaff.org/pvsafetytraining.

The project is funded by the U.S. Department of Energy through the SunShot Initiative. Other training partners are the National Association of State Fire Marshals and Interplay Learning. ■



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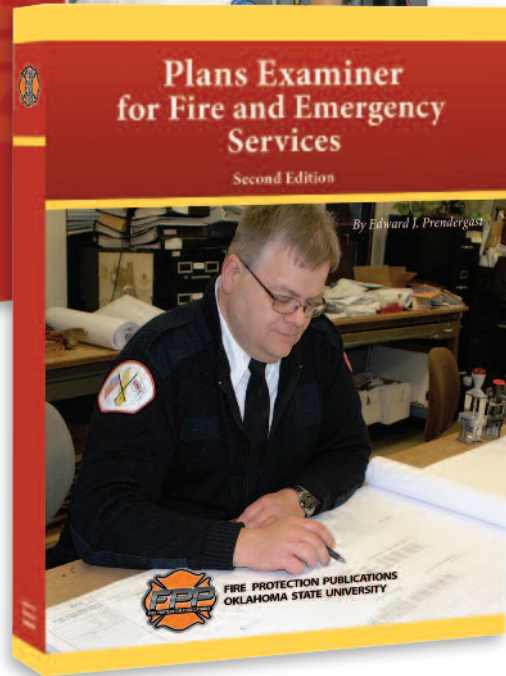
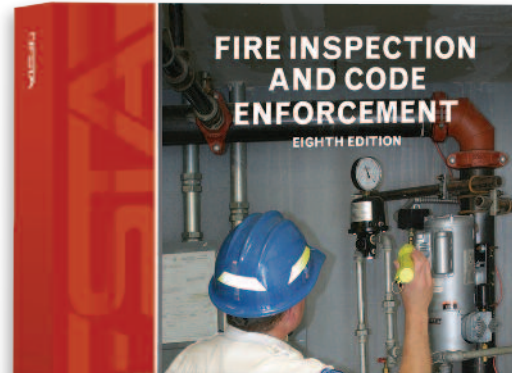
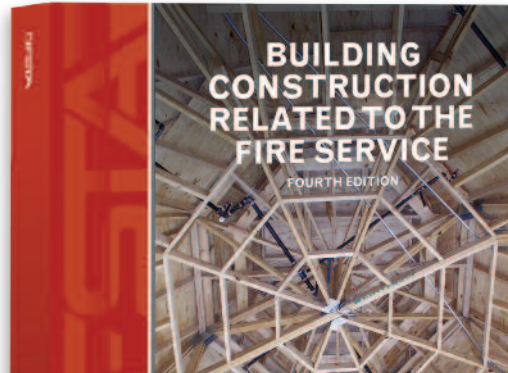
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Inside the Orlando Tragedy: IAFF Response

The deadliest mass shooting in American history was by no means just another shift for the fire fighters and paramedics who moved swiftly toward a scene of utter chaos and devastation in the early morning hours of Sunday, June 12, at the Pulse nightclub in Orlando, Florida.

The response to the Orlando mass shooting seemed more like a military response to a base attack — jumping and moving to the sound of rapid gunfire and assessing the unfolding situation. Many of those fleeing the nightclub were passing directly in front of the bay doors at Fire Station 5, just 300 feet from the Pulse nightclub.

The attack at the hands of one man who unloaded the contents of a SIG Sauer MCX semi-automatic rifle and 9 mm Glock 17 semi-automatic pistol over a three-hour period claimed the lives of 49 and injured 53 others, all patrons of the popular nightclub. The gunman was also killed.

Despite the chaos and the horror, more than 75 IAFF members, working in tandem with Orlando police, SWAT teams and emergency dispatchers, performed their jobs professionally and courageously, making swift and at times difficult decisions on how best to save lives.

“Our members simply did a fantastic job,” says Orlando Local 1365 President Ron Glass. “They put their training to work immediately and without hesitation and because of that many lives were saved.”

Orange County Local 2057 President Andre Perez notes the scene was understandably frenzied at first, with those escaping the club running either to Station 5 or to the nearby hospital. “Once incident command was set up, the response progressed well and our members performed as they were trained,” he says.

The International also responded immediately to offer assistance and support. At the request of Glass and former Local 2057 President Darrell McCrystal, Assistant to the General President for Health, Safety and Medicine Pat Morrison, along with an IAFF Peer Support Team, were on the ground within hours to begin helping members process and heal from the devastating event.

“I am so proud of the tremendous job that our members in Orlando did under war zone conditions,” says General President Harold Schaitberger. “I want all of our members there to know that the IAFF has their backs. We are here to help them continue to be the great public servants they are.”

The first dispatch was logged at 2:03 a.m. on June 12. The 75 personnel comprised of members of Orlando Local 1365 and Orange County Local 2057 responded to the scene. Units from Seminole County Local 3254 also relocated to Orlando to help backfill coverage.

An incident command was in place within minutes, arranging triage, treatment and transport to Orlando Regional Medical Center, just a quarter of a mile away from Pulse.



President Glass says the response unfolded in three distinct phases. First, dozens of injured patrons who had escaped the club were treated and transported. Rescue 7, staffed by paramedics Carlos Tavarez and Josh Granada (both members of Local 1365) treated and transported 15 patients, one suffering from a gunshot wound in each lung.

The second phase involved a long and tense standoff when the shooter had retreated to a bathroom inside the nightclub with several hostages. The gunman had led police to think that he had strapped himself with explosives.

In the third phase, fire fighters conducted further triage, treatment and transport after a SWAT team had broken through a wall and taken out the shooter. President Glass notes that his members have undergone extensive training in active shooter response and were fully prepared.

As the sun rose, the IAFF team, along with others with experience in mass casualty events, began the long and crucial work of helping members cope with the aftermath of an event that will forever remain etched in their minds.

“In planning our response we wanted to focus on immediate needs, but also what would be needed in the coming months,”



says Morrison. “Within 24 hours we were on the ground in Orlando meeting with the executive boards of both locals.”

The IAFF, Local 1365 and Local 2057 leaders and the behavioral health Peer Support Team partnered with peer support leaders from Local 1365 and counselors from the University of Central Florida to hold three back-to-back meetings at Local 1365 headquarters with dozens of members and others who had

responded to the scene, including dispatchers, to make sure counseling services were made available.

Behavioral health peer support instructors from Boston Local 718, the Uniformed Fire Officers Association (UFOA) Local 854 and Indianapolis Local 416 met with members to offer assistance.

While many of those attending the meetings sat

and listened, others had questions.

“We’ll be back, offering additional assistance, as long as it takes,” says Schaitberger. “We know from experience that coping with these tragedies can take a long time. We are here to help them heal so they can continue to work and serve their communities.”

The IAFF has made it a top priority to provide resources and education to shed more light on behavioral health issues in the fire service, including peer support training and online resources for post-incident counseling. Many departments don’t have the necessary behavioral health services in place to assist members in crisis. Too often programs are reactive and not proactive (see story on page 42).

McCrystal notes that even with employee assistance programs in place, members expressed appreciation for the counseling services offered by the IAFF.

“Some of our folks said it was truly helpful to be able to talk it through with peer counseling professionals outside of the Orange County Fire Rescue Department,” he says. ■

Governor Cuomo Signs Law Restoring Real Disability Protections for New York City Fire Fighters

Just days before the 15th anniversary of the 9-11 attacks on our nation and just blocks from the World Trade Center, Governor Andrew Cuomo signed into law September 8 a restoration of real disability protections for all New York City fire fighters. He was joined by Uniformed Firefighters Association (UFA) Local 94 President Steve Cassidy, the union's executive board, the Uniformed Fire Officers Association Local 854 executive board and more than 500 fire fighters.

The new law will grant real disability protections for 2,300 current FDNY fire fighters and all future fire fighters. The union waged a multi-year campaign to achieve the restoration.

"Fire fighters put their lives on the line every day to keep New Yorkers safe, and we must do everything we can to support them and their families," Governor Cuomo said. "By restoring the three-quarter pension retirement plan, we are providing our heroes with the financial stability that they need and deserve. This legislation corrects an inequality against New York City's Bravest that has gone on for far too long, and I am proud to sign it into law today."

"With this critical legislation, New York City fire fighters who put their lives on the line protecting the public will never have to worry about leaving themselves and their families destitute should they be seriously injured in the line of duty," said UFA President Steve Cassidy. "All New Yorkers are now safer because of the restoration of these necessary benefits. I want to thank Governor Cuomo for once again proving himself to be a great champion of New York's Bravest."

In June 2009, then-Governor David Paterson vetoed the New York City fire fighter and police Tier II extender bill, leaving fire fighters hired after that time with as little as \$10,000 per year, or just \$27 a day, in total disability protection should they become permanently disabled in the line of duty. The impact was fully felt after 2013 when the City of New York, following an FDNY hiring freeze, began hiring more than 2,300 new fire fighters.

The UFA sprang into action, leading the charge to restore full disability protections for all new and future FDNY fire fighters. The campaign spotlighted how the lack of disability protection would negatively affect public safety, as well as the new fire fighters, approximately 50 percent of whom were minorities.

"When a fire alarm sounds, New York City fire fighters jump into action without hesitation, putting their health and

well-being aside to protect those in need," said Vincent Alvarez, president of the New York City Central Labor Council, AFL-CIO. "The sacrifices fire fighters make aren't based on their hire date, but on their commitment to saving lives. I commend President Steve Cassidy and the UFA for their work in restoring the disability pension protections, and ensuring that fire fighters who are injured in the line of duty receive the financial assistance they need and deserve. The law signed by Governor Cuomo today will go a long way to support New York's Bravest, who selflessly protect our city."

toward danger and put their lives on the line to save others. Many times these brave men and women are hurt in the line of duty. It is our responsibility to ensure our heroes have strong disability protections so they do not have to worry about the financial and medical burdens of being injured. I want to thank Governor Cuomo for signing this bill into law and saying loud and clear that New York state takes care of its heroes."

Assemblyman Peter Abbate said, "Restoring equity among the brave men and women who go on disability within

"Fire fighters put their lives on the line every day to keep New Yorkers safe, and we must do everything we can to support them and their families." — Andrew Cuomo, Governor of New York



As part of the UFA effort, dozens of the new fire fighters' stories were chronicled in a 2015 UFA report: "Correct FDNY's Discriminatory Employment Practices" and narrated within two 60-second videos: "\$27 A Day" and "Recruiting Lies."

Throughout 2015, the UFA held countless high-profile events, including one at the state capitol featuring Cuomo as keynote speaker on June 10, 2015. Then in August 2015, Mayor Bill de Blasio added his support of the disability restoration as part of the UFA contract settlement with the city. The city council passed a Home Rule message with the support of Fire & Criminal Justice Chair Elizabeth Crowley and Speaker Mark-Viverito. State legislation, A10567/S08015, sponsored by Assemblyman Peter J. Abbate Jr. and Senator Martin Golden, passed unanimously at the close of the 2016 legislative session.

Senator Martin Golden said, "Each day our brave fire fighters are ready to run

New York City's fire department was one of my top legislative priorities, and I thank Governor Cuomo for signing this bill into law. Fire fighters who serve the city valiantly deserve to be treated fairly and this legislation will ensure that they receive their full three-quarter disability benefits no matter when they started working."

Councilwoman Elizabeth Crowley said, "Every member of New York City's Bravest respond to the same emergencies and face the same dangers, regardless of when they were hired. Since day one, I have said that blazing fires don't differentiate between tiers, and have fought for equal benefits and rights for all fire fighters and their families. This legislation finally recognizes the risk taken by our FDNY every day, and I am thrilled to see it signed into law. My thanks to Governor Cuomo, the Uniformed Firefighters Association and all of our uniformed personnel for their leadership and dedication to keeping New Yorkers safe." ■

Pete Reagan Appointed IAFF-MG Chairman

General President Harold Schaitberger has appointed IAFF 14th District Field Service Representative and former Arkansas Professional Fire Fighters President Pete Reagan as Chairman of the IAFF Motorcycle Group (IAFF-MG).

Reagan is one of the IAFF-MG's charter members and lifetime members, was a co-sponsor of 2004 Convention Resolution 35 calling for the group's formation and he sits on the board for the 3rd largest national motorcycle rally in the United States — Bikes, Blues and Barbeque — which originates from Arkansas.

"Pete is a strong IAFF leader and longtime rider who will serve our Motorcycle Group well as its new Chair," says Schaitberger.

Reagan joined the Fayetteville Fire Department in Arkansas in 1979, serving 26

years before retiring as a captain. He was a charter member of Fayetteville Local 2866 and served as its president for 20 years and also served 22 years as president of the Arkansas Professional Fire Fighters and several years as IAFF 14th District Field Services Representative.

He won his first motorcycle, a Suzuki 50, in a restaurant grand opening raffle when he was a teenager. He now has a Harley Davidson 2011 Street Glide which he has ridden to many IAFF-MG events over the last 12 years.

Now, as IAFF-MG Chairman, he will oversee development of events, rallies and rides intended to promote safe activities that appeal to the membership as a whole and to help connect IAFF brothers and sisters who share a passion for motorcycles. ■



A charter member of the IAFF Motorcycle Group, Pete Reagan now serves as chairman.

The Challenge of Health Care Costs in Retirement

Health care is likely to be among your greatest expenses in retirement — second only to housing. In fact, 62 percent of pre-retirees now say they are "terrified" of what health care costs may do to their retirement plans.¹ Many experts say you need 70 to 90 percent of your current income to maintain your standard of living in retirement.² But additional factors, such as rising health care, long-term care costs and longevity, may require today's workers to have considerably more assets at their disposal when they retire.

The most relevant health care costs to retirees are those they must pay themselves, such as expenses not covered by Medicare or employer-sponsored retiree health care benefits. A 65-year-old couple retiring today can expect to spend more than \$220,000 over the next 20 years on out-of-pocket health care expenses.³ According to the National Clearinghouse for Long-Term Care Information, at least 70 percent of people over the age of 65 will require some form of long-term care in their lifetime.

We're living longer. Living past age 100 is becoming more and more probable.⁴

Although it seems odd to say, living longer is a real risk. Especially to your money.

Take Action — Get a Free Health Care Cost Estimate

To help you plan for health care spending in retirement, Nationwide® launched the Personalized Health Care Cost Assessment for estimating future expenses. There is no fee for this service — it's part of the value Nationwide brings to IAFF members as the IAFF Financial Corporation's (IAFF-FC) premier provider of retirement plans.

The assessment includes a brief questionnaire about your health history, lifestyle and family history of medical conditions. The information is analyzed to predict a meaningful, personalized estimate of out-of-pocket health care costs based on those risks and your estimated life expectancy. You then get a report that helps you plan for future medical expenses.

The information collected on the Personal Health Care Assessment is confidential and used to provide an estimate of your potential health care costs in retirement based on your specific financial situation and goals, as well as your current overall health. Your financial situation and health

condition may change over time, so keep in mind that the estimates resulting are for hypothetical purposes only and not guaranteed. To get a Personalized Health Care Cost Assessment, call Nationwide's Income Planning Team at (866) 975-6363. For a quick idea of your health care costs in retirement, visit FrontLinePlan.com for a simplified estimate.

Use Tax Advantaged Resources Plan for future health care

costs now — participate in the IAFF-FC Frontline Plan, a 457 deferred compensation plan administered by Nationwide to set aside tax-deferred dollars. Upon retirement, you can use up to \$3,000 per year from a deferred compensation account tax free to cover health insurance premiums.

In addition to the FrontLine Plan, the Post Employment Health Plan (PEHP) may also help with saving for the future and addressing future health care costs. The PEHP is a tax-exempt plan, regulated by Internal Revenue Code 501(c)(9), which allows you to accumulate funds on a tax-exempt basis to use for qualified health care expenses when you separate service or retire. The contributions, accumulations and disbursements are all tax exempt. PEHP can be negotiated with your employer as a group plan and employee benefit.

After a long career, you deserve a stress free retirement. Prepare now so that you can confidently move on to the next chapter. Work with Nationwide and the FrontLine program to prepare for and live in retirement.

To learn more about the IAFF-FC FrontLine programs, contact Rebecca Gill at (614) 435-8329 or gillr4@nationwide.com. ■

1 Nationwide Survey "Health Care Costs in Retirement." Consumer study of 801 Americans age 50 and older with at least \$150,000 in household income. Dec. 2014.
2 Taking the Mystery Out of Retirement Planning. Department of Labor (February 2010)
3 Savings Needed for Medigap Premiums, Medicare Part B Premiums, Medicare Part D Premiums and Out-of-Pocket Drug Expenses for Retirement at Age 65 in 2013. Assuming a 90% chance of having enough savings. Source: Amount of Savings Needed for Health Expenses for People Eligible for Medicare: More Rare Good News, by Paul Fronstin, Ph.D., Dallas Salisbury, and Jack VanDerhei, Ph.D., EBRI, October 2013.
4 Older Americans 2012: Key Indicators of Well-Being, Federal Interagency Forum on Aging (June 2012); A Profile of Older Americans 2014, Social Security Administration; An Aging Nation — The Older Population in America, Census Bureau (May 2014).

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Behavioral Health Center of Excellence

Few if any callings subject our members to more stress and trauma than serving as a fire fighter or paramedic.

Whether it's responding to a grisly accident, working to save the lives of others, being in a life-threatening situation or dealing with constant alarms, IAFF members face challenges that are virtually unknown to the public. The fact is, one in five fire fighters experiences post-traumatic stress at some point in their career.

"As I travel across our two great countries, I hear first-hand about the struggles some of us face with post-traumatic stress," says General President Harold Schaitberger. "It's a condition that affects our members at double the rate of the general population. But there have been few programs to address it."

As more members are experiencing post-traumatic stress, the IAFF has undertaken an intensive effort to remove the stigma associated with behavioral health issues and provide resources for treatment and recovery.

In addition to addressing the subject in a cover story in *Fire Fighter Quarterly* magazine, at the Affiliate Leadership Training Summit, more than 1,800 members attended or viewed a live webinar specifically on post-traumatic stress. And this year, the International hired a behavioral health specialist, developed a behavioral health awareness course, introduced a behavioral health peer-to-peer

training program and featured members in the latest episode of *Kitchen Table* to tell their stories of forging their path to recovery.

In continuing efforts to provide resources to help members suffering from post-traumatic stress, the International is developing the IAFF Center of Excellence for Behavioral Health Treatment and Recovery.



"The IAFF Center of Excellence for Behavioral Health Treatment and Recovery will be there for our members — and our members only — to receive the help they need in taking the first steps toward recovery,"

The concept is the first of its kind for this profession and this union, and a tremendous opportunity to build a program and facility to address post-traumatic stress in a residential setting and designed specifically

for treating fire fighters with post-traumatic stress and its co-occurring addictions, as well as to conduct additional research and develop new programs and protocols.

With the help of Advanced Recovery Systems (ARS) — a leader in behavioral health care management — the Center of Excellence will be staffed by a highly experienced team to treat the complex needs of our members seeking recovery.

Both the IAFF and ARS share a commitment that members not be burdened with large or unexpected expenses after treatment, and have made it a priority to ensure all members can afford treatment. The IAFF is already reaching out to major insurance

carriers to promote insurance coverage for this level of care. In some jurisdictions, current insurance plans already provide comprehensive coverage.

"The IAFF Center of Excellence for Behavioral Health Treatment and Recovery will be there for our members — and our members only — to receive the help they need in taking the first steps toward recovery," says Schaitberger. "Nothing matters more than our members' health, and this is a critically important action that puts their health and well-being first."

Located just outside Washington, DC in Prince George's County, Maryland, construction is well underway for the 15-acre facility. Opening in January 2017, it will help members across North America. ■



OPTION 1: The plan is to introduce a formal sense of arrival, accented with a stone and iron gateway. The backdrop to the entry is the rows of formal upright evergreens which screen/control views of the site, while placing attention on the entry experience. Visitors or clients would be first presented with the presentation of the **American, Canadian and IAFF** flags. Day or night the presentation of the flags would reinforce the importance of the facility and union's commitment behind the members. Up-lighting would be placed on the flag poles, iron work, the gateway columns and the facility sign. The IAFF and ARS logos have been introduced into the entry columns and rod-iron fencing.

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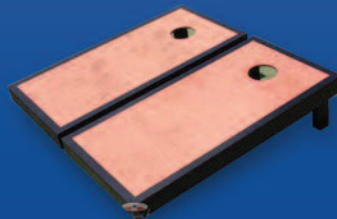


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Province of New Brunswick to Recognize Post-Traumatic Stress

New Brunswick became the fifth province to formally recognize post-traumatic stress disorder (PTSD) as an occupational disease among first responders June 29 when legislation introduced earlier this year was officially signed into law.

The legislation helps protect members in seven locals in New Brunswick, and means that presumptive PTSD coverage for the purpose of workers compensation benefits now exists in half of Canada's 10 provinces



and covers a vast majority of the nation's 23,000 members.

Glenn Sullivan, a Fredericton fire fighter and president of the Atlantic Provinces Professional Fire Fighters Association, says the legislation — which New Brunswick's Liberal Government introduced on a surprise basis in early April — was a welcome advance for the province's 500 members.

"This is great news for New Brunswick members, as they don't have to face hurdles as before," Sullivan says.

Alberta enacted legislation linking PTSD to first responder occupations in 2012, while the same year, British Columbia passed legislation recognizing mood disorders — including PTSD — in all workers. Manitoba enacted PTSD legislation for first responders last year, and Ontario did so this year.

In Saskatchewan, the opposition New Democratic Party introduced a PTSD bill for first responders on June 23 amid speculation that the Saskatchewan Government may be considering its own legislation on the issue. ■

UPCOMING EVENTS

2017

- **Vincent J. Bollon Affiliate Leadership Training Summit**
January 24-26, 2017, Anaheim, California
- **Alfred K. Whitehead Legislative Conference**
March 5-8, 2017, Washington, DC
- **A. Michael Mullane Political Training Academy**
March 18-24, 2017, Baltimore, MD
- **John P. Redmond Symposium/Dominick F. Barbera EMS Conference**
August 6-10, 2017, Vancouver, British Columbia
- **IAFF Fallen Fire Fighter Memorial**
September 16, 2017, Colorado Springs, Colorado

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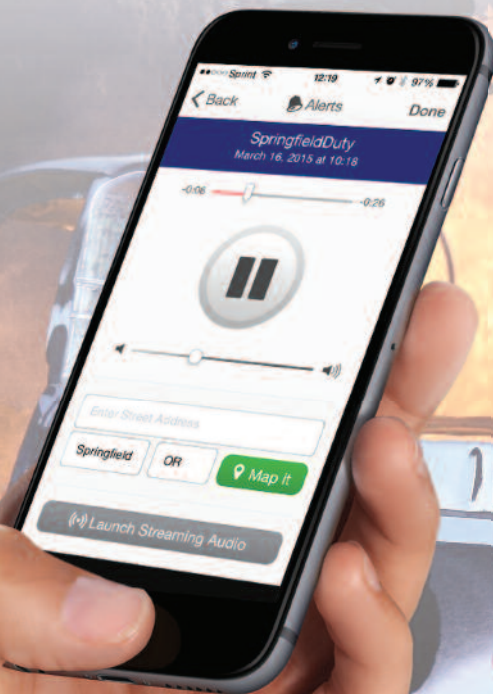
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Court Decides Captains Deserve FLSA Overtime Pay

In a significant, precedent-setting case, a federal Court of Appeals unanimously decided that captains are not exempt managers or administrators and, therefore, are entitled to be paid overtime compensation under the Fair Labor Standards Act (FLSA).

The IAFF pursued this court action under its FLSA Policy to enforce the statutory rights of these Fairfax County, VA Local 2068 members employed as captains.

The County had been treating the captains as “executive” (managerial/supervisory) or “administrative” employees exempt from overtime coverage under the FLSA. Since the Department of Labor’s (DOL) issuance of

revised exemption regulations in 2004, the few federal courts considering these exemptions have gone in different directions. However, because of their frontline duties as first responders, the facts showed that the captains had a valid claim for receiving the same overtime benefits as rank-and-file fire fighters employed by the County.

One DOL regulation provides that an employee may be classified as an exempt executive, if the employee’s “primary duty” is management and if the employee has significant authority and some direct role in determining or changing the terms and conditions of employment of other employees.

More importantly, another DOL regulation specifies that fire fighters whose primary job duty is “preventing, controlling or extinguishing fires” and “rescuing fire, crime or accident victims,” are not exempt executives “regardless of rank or pay.”

Here, the facts showed that Captain I and II perform primarily as fire fighters, and the majority of the principal tasks are directly related to functioning as a first responder and a frontline fire fighter. They are required to go on all assigned calls, engage in physical fitness and training related to providing fire and rescue services in the field, regularly direct personnel on fire scenes and fight fires, require approval prior to issuing significant discipline and do not schedule shifts or hours of their subordinates. These and other facts demonstrated that the captains were non-exempt and entitled to FLSA overtime pay.

However, in the lower district court, a conservative federal judge dismissed the suit in November 2014 calling Captain I and Captain II positions “executive employees” exempted from the overtime protections of the FLSA. The judge’s ruling contained a number of factual and legal errors, and his decision was vigorously appealed to the U.S. Court of Appeals for the Fourth Circuit.

At the IAFF’s request, and as subsequently ordered by the appellate court, DOL filed an amicus brief interpreting its own FLSA regulations and supporting the arguments advanced by IAFF General Counsel on behalf of the captains.

On June 21, 2016, the federal Court of Appeals issued its favorable opinion rejecting the County’s position and finding the captains “nonexempt” and eligible for FLSA overtime. Applying the DOL’s regulations, the Court reasoned that the “executive” exemption does not cover the captains because it does “not apply to fire fighters” and other first responders “regardless of rank or pay level,” and because their “primary duty is not management of the enterprise.”

In addition, the Court determined that the captains do not come under the exemption for “administrative” employees “because their primary duty is not the performance of work directly related to the management or business operations of the employer. . . .”

The Court relied on DOL’s regulatory definition of the key term “primary duty” as the major or most important duty that the employee performs, and in examining all of the facts — which were essentially undisputed — the Court found that virtually all of the captains’ duties and activities revolved around their primary job of performing as first responders to safeguard lives and property.

The Court concluded that the County failed to carry its heavy burden of proving by “clear and convincing evidence” that the captains “primary duty” was management or management-related. This higher standard of

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Canadian Legislative Issues Advancing Under Liberal Government

The families of Canada's fallen fire fighters and other first responders are a step closer to receiving the recognition and compensation they deserve.

The IAFF joined a broad coalition of stakeholders from Canada's first responder community June 28 at a national roundtable in Ottawa to discuss the development of a national Public Safety Officer Compensation (PSOC) benefit.

The roundtable was organized by the federal Department of Public Safety and Emergency Preparedness in direct response to commitments that the new Liberal Government has made to the IAFF on the PSOC benefit, which has been a legislative priority for the IAFF in Canada since 1992.

In a presentation to the Canadian government, the IAFF proposes a PSOC benefit in the amount of \$300,000 in the form of a direct, one-time payment to the family of a fire fighter, police officer, paramedic or other first responder whose deaths or permanent disabilities are deemed occupational by their respective provincial worker's compensation boards. It would apply in the case of fireground accidents and injuries, as well as recognized occupational



diseases such as cancers, heart disease and post-traumatic stress disorder (PTSD).

The PSOC benefit is the second key legislative issue to advance under Canada's new Liberal Government. In January, the IAFF joined stakeholders at a federal government roundtable to discuss the development of a National Action Plan on PTSD among first responders. The IAFF has proposed a five-point strategy that encompasses best practises, research, education, awareness and treatment.

The IAFF's federal push for action on PTSD resources for first responders

complements a list of initiatives spearheaded by IAFF provincial associations, including presumptive PTSD legislation in Alberta, British Columbia, Manitoba, Ontario and New Brunswick.

The IAFF

continues to lobby the federal government on the need to improve fire fighter safety in the National Building Code of Canada, including recent meetings with staff from the office of Conservative Party Interim Leader Rona Ambrose who have taken an interest in the issue.

Because fire fighter safety is not a stated objective of the National Building Code, builders and designers don't have to consider it, and it cannot be used as the basis for a code change request. ■

IAFF Concerned Flawed Open Flame Test Could Lead to Increased Use of Flame Retardants

The IAFF has added its voice to those expressing concern that a flame resistance standard for furniture now being developed in Canada could lead to an increase in the use of chemical flame retardants.

In March, the IAFF Canadian Office joined environmental groups, furniture manufacturers and others who spoke out about CAN/ULC S131-YY: Standard Method of Test for Fire Growth of Upholstered Furniture (Open Flame Test), a new flame resistance standard being developed by an Underwriters Laboratories (UL) committee.

The IAFF and others object to the standard over fears that chemical companies may be using the standard development process as a way to require furniture companies to use more chemical flame retardants, such as polybrominated diphenyl ethers (PBDEs), which are linked to health problems. Fire fighters, who encounter PBDEs in a combusted state, may be especially susceptible to their effects.

The IAFF and other stakeholders became aware of the committee's work after it was well underway, but were successful in opening a dialogue with the committee and communicating by letter a number of specific concerns about the dangers of the increased use of brominated fire retardants.



In response to the letter, which was signed by the IAFF and other parties opposed to the potential proliferation of chemical flame retardants, the ULC invited "one or two" representatives to participate in committee activities, though the stakeholder group felt more representation

should be granted given the broad base of the opposition.

The stakeholder group is now in the process of trying to secure broader participation in the process, including representation from the IAFF on the committee studying the new standard. The standard process is still in its early stages, and there is hope that it can be prevented from going on to require the increased use of dangerous chemical flame retardants.

Toxic flame retardant chemicals such as PBDEs make smoke even more hazardous, and have been linked to rare cancers that disproportionately affect fire fighters.

The IAFF supports banning brominated fire retardants and replacing them with safe alternatives. In 2007, the IAFF partnered with the David Suzuki Foundation to lobby for such a ban in Canada. While the federal government agreed to such a ban in 2010, it has yet to be implemented. ■

Continued From Page 34

proof that employers must satisfy to properly apply FLSA exemptions to captains and other officers will be useful in other cases where IAFF members are deprived of their overtime compensation in violation of the FLSA.

The appellate court reversed the adverse judgment of the District Court judge and

remanded the case "with instructions to enter summary judgment for the captains on the County's liability under the FLSA." On remand, the remaining issues before the lower court will involve the amount of backpay owed to the plaintiff captains and other relief. In addition, moving forward, the captains are expected to begin receiving the FLSA overtime

compensation they deserve.

General President Harold Schaitberger notes, "This court decision should serve as a strong precedent in favor of captains and other fire officers whose primary duty is first response, and who are now being unlawfully denied the FLSA overtime pay they are owed." ■

Congress Passes Chemical Safety for the 21st Century Act

After a multi-year effort to amend the nation's chemical safety laws, legislation to modernize the Toxic Substances Control Act (TSCA) is now law. The Frank R. Lautenberg Chemical Safety for the 21st Century Act passed the U.S. House of Representatives May 24 by a vote of 403-12, was approved unanimously by the U.S. Senate and signed by the president June 22.

The new law strengthens the ability of the Environmental Protection Agency (EPA) to regulate and ban dangerous chemicals. While the measure affects more than 30,000 chemicals, the IAFF was especially conscious of TSCA's impact on the ability to ban or regulate toxic flame retardants, both through EPA action and current and future legislation at the state level.

"TSCA clearly needed to be revised, and there was never a doubt that the legislation would pass," says General President Harold Schaitberger. "The IAFF's job was to protect existing state laws, allow our state affiliates maximum latitude to continue to pass laws to eliminate toxic flame retardants and to strengthen EPA's hand in banning these carcinogens at the national level."

The previous iteration of TSCA, enacted in 1976, was widely regarded as ineffectual following a successful industry lawsuit that overturned EPA's proposed asbestos ban and significantly limited EPA's authority. In the 40 years since TSCA was enacted, EPA had only acted to regulate five existing chemicals, allowing the chemical industry to produce — and commercial entities to use — many chemicals dangerous to human health and the environment, such as toxic flame retardants, with few to no restrictions.

The danger fire fighters face from exposure to flame retardants on the job is widely recognized. It is clear that these toxic chemicals contribute to cancer in fire fighters, but the federal government had been unable to mitigate this risk through regulation.

In the absence of federal action, approximately a dozen states chose to restrict the use of certain chemicals in commerce or require labeling or other reporting requirements when certain chemicals are used in commercial products. Most recently, affiliates in Vermont, Maine, Washington, Oregon, Minnesota, California and the District of Columbia have successfully passed or strengthened laws or regulations restricting the use of toxic flame retardants.

However, early attempts to reform TSCA were problematic, as they included prohibitive language that would have significantly expanded federal preemption of state authority and precluded many IAFF affiliates' actions. The IAFF, along with allies

in the environmental community, consumer advocates and others representing states that had acted on dangerous chemicals, expressed the view that the stronger federal law not preempt states from passing their own laws restricting such chemicals. Therefore, although the bill presented the

"The IAFF's job was to protect existing state laws, allow our state affiliates maximum latitude to continue to pass laws to eliminate toxic flame retardants and to strengthen EPA's hand in banning these carcinogens at the national level."

promise of regulating toxic flame retardants for the entire nation, the IAFF committed to pursuing regulation while preserving the rights of states to act.

The final, compromise bill is vastly superior to previous drafts and provides many opportunities for states to act, even with EPA action.

Senator Ed Markey (D-MA), a key IAFF ally who worked tirelessly to produce a final, improved bill, notes, "[G]enerations of Americans have been exposed to dangerous chemicals for decades while the statute to regulate them was paralyzed and in dire need of updating. With the passage of TSCA reform legislation, we will finally give EPA the authority it needs to regulate the toxic chemicals that have put our families, first responders and environment at risk. This legislation represents the kind of bipartisan commitment, married with compromise that yields important, long-lasting policy improvement."

First and foremost, the new law grandfathers all existing state laws and regulations effective April 22, 2016, so they will never be preempted, and future regulations written under the authority of state chemical safety laws and enacted before August 1, 2003, are also protected from preemption. In addition, it allows states the ability to act on any chemical not being studied or regulated by the EPA.

Two types of preemption are included in

Continued on Page 40

Tim Hill Named Director of IAFF Pension Resources Department

The IAFF has appointed Tim Hill as the new Director of the IAFF Pension Resources Department, filling the position left open by Ron Saathoff, who retired in August. Hill has held several Executive Board positions with the Professional Fire Fighters of Arizona (PFFA) and Phoenix Local 493.

"Hill is well-known as a serious, strong leader within the IAFF," says General President Harold Schaitberger. "His vast experience has given him the knowledge he needs to help our affiliates fight off pension attacks and advise members about overall retirement security. I know he will be a great asset to the IAFF team."

Hill joined the Phoenix Fire Department in 1985 and was just short of 31 years of service when he retired on June 30, 2016.

From the beginning, Hill has been heavily involved as a leader within Phoenix Local 493 and the PFFA, serving in nearly every Executive Board position, including Local 493 Trustee, Local 493 District Vice President and most recently as PFFA President (2004-2014), Phoenix Local 493 Executive Vice President



Tim Hill

(2014-2016) and IAFF 10th District Field Service Representative (2003-present).

For the last 25 years, Hill has fought hard in the Arizona legislature to establish and protect retirement benefits for all

Arizona members. Additionally, he has served on the City of Phoenix Deferred Compensation Board and twice attended the Harvard Pension Trustee Studies Program to more fully understand the pension investment process.

Hill is looking forward to using that experience in his new position at the IAFF.

"Our members risk their lives every day and have more than earned their retirements," says Hill. "It will be my focus every day to not only ensure that their existing benefits are protected, but also to assist our affiliates in negotiating the best plans for their members." ■

Disaster Relief Operation Provides Assistance to Members in Flood-Ravaged Louisiana

The rainfall and subsequent flooding that hit Baton Rouge and surrounding areas in August caused widespread devastation affecting IAFF members in the disaster zone.

Immediately following the more than 21 inches of rainfall, the IAFF was on the ground, quickly establishing a command operations center to provide assistance – including financial relief through the IAFF Disaster Relief Fund — and to distribute clothing, water and other basic supplies to the hundreds of members who lost their homes in the worst flooding disaster in Louisiana since Hurricane Katrina in 2005.

Along with 14th District Vice President Danny Todd and New Orleans Local 632 President Nick Felton, General President Harold Schaitberger visited the region, distributing the

first of many debit cards to provide financial relief to St. George Local 4524 members.

More than \$92,000 in disaster relief was disbursed as of August 31 to members of St. George Local 4524, Baton Rouge Local 557, Lafayette Local 619, New Orleans Local 632, New Iberia Local 755, Crowley Local 1442, Eunice Local 1745, Hammond Local 2361, Denham Springs Local 3351, Mandeville Local 3704, Abbeville Local 3810 and Prairieville Local 4761.

“Recovery will take some time,” says Todd. In addition to repairs to members’ homes, flooded fire stations and lost or damaged apparatus remain a big issue.”

St. George Local 4524 reported flooding in two stations, while Baton Rouge Local 557 experienced water damage in four stations



President Schaitberger, 14th District Vice President Danny Todd and New Orleans Local 632 President Nick Felton provide assistance to members of St. George Local 4524 who lost homes in the floods.

and lost two pumpers and a ladder. Baker Local 3797 also had water in both of its fire stations. Denham Springs Local 3351 lost two stations and all frontline apparatus.

The IAFF is encouraging donations to the IAFF Disaster Relief Fund to help our brothers and sister in Louisiana, as well as for future disasters. Donate online at foundation.iaff.org or send checks to:

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President Schaitberger works with IAFF leaders at the command operations center in Baton Rouge.



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Gathering Influence in Tough Union Environments

More than 3,200 locals are affiliated with the IAFF, and all face a wide range of challenges. Some have long histories of positive relationships with management and local governments, while others deal with hostile governing bodies.

Strength in numbers is an old labor movement adage, but in tough territory, it could not be closer to the truth. Locals that affiliate with their state or provincial body have the advantage that comes from working together to overcome challenges.

“We have never had the power of a contract, so we must rely on influence,” says President of the Professional Fire Fighters and Paramedics of North Carolina (PFFPNC) Tom Brewer. “We do that by speaking with one voice, being politically active and expanding our skillsets with training.”

“In our state, lawmakers want to hear from citizens in their districts,” says President of the Texas State Association of Fire Fighters (TSAFF) John Riddle. “We encourage our members to meet with their state legislators to discuss the issues. With these relationships already established, it makes it

easier for us when we need their support.”

Professional Fire Fighters of Georgia (PFFG) President Jim Daws agrees. He says that including members in state-level efforts “has been very effective in overcoming the perception that the union is an organization that favors Democrats. “In Georgia we have a Republican majority government, so it’s very important that those in power know that party doesn’t matter to us, but their support does.”

“We have never had the power of a contract, so we must rely on influence. We do that by speaking with one voice, being politically active and expanding our skillsets with training.”

State and provincial affiliates also have the ability to coordinate and offer training opportunities to local members.

The PFFG has found it effective for their members to network and learn what others have done to get positive results. In Georgia and throughout the South, the labor movement is often considered a bad thing. Members of affiliates in southern states hope that by establishing good relationships

with state legislators, the opinion will become more positive.

Last year, the TSAFF provided political action training in each of its five districts. Members were able to immediately apply what they learned.

“We were heavily engaged in the last election cycle,” says Riddle. “We participated in 33 state races and won 28 of them.” This puts Texas members in a great position for the 2017 legislative session.

“We reach out to our locals as much as possible to let them know that we can provide training for a multitude of things, from message development to Fire Ground Survival training,” says Brewer.

In this way, state and provincial affiliates become full-service organizations to their affiliated locals. ■

How Much House Can I Afford?

Buying a home is an exciting time for many, as homebuyers shop with their families and futures in mind. But the biggest determining factor for any homebuyer is the cost of the home. Knowing how much you can afford is a great first step to eliminate some anxiety by narrowing down your choices and staying within your budget.

To estimate how much you can afford, consider your debt-to-income (DTI) ratio, the size of your down payment, property taxes, homeowners insurance and private mortgage insurance (PMI).

Debt-to-income ratio: As a rule of thumb, your DTI ratio shouldn’t exceed 36 percent. This means your mortgage payments and other debts should equal only 36 percent of your gross annual income, with the remainder of your income set to cover living expenses and savings goals. This is also one of the guidelines that many lenders will use to determine whether you will qualify for a mortgage loan.

Down payment: Not every home purchase requires a down payment, but paying less than 20 percent may mean you need to purchase mortgage insurance. The

larger your down payment, the lower your monthly payment becomes.

Property taxes: Real estate property tax is a flat-rate percentage charged against a taxpayer’s property value. Property taxes vary by jurisdiction, but can range from 0.2 to 3 percent of your property’s worth.

Property taxes are enforced by local governments and add to the total cost of owning a home. Understanding how much more you’ll need to budget for property tax is an important part of decision making.

Homeowners insurance: Most lenders require homebuyers to purchase homeowners insurance to protect the house against damage, since your lender has an interest in the property until the mortgage is paid in full. The cost of your homeowners insurance policy may increase or decrease depending on whether the home has higher risk factors, such as swimming pools and trampolines, or risk reduction measures, such as security systems and sprinkler systems. Your credit score and claims history may also be taken into consideration.

PMI: Private mortgage insurance is another cost you may need to add to your expenses when purchasing a home. Generally, if you make a down payment of 20 percent or less of the appraised value of

the home — which means an 80 percent or more loan-to-value ratio — you may be required by your lender to obtain private mortgage insurance. PMI rates depend on your credit score and down payment amount. Fees vary by lender and typically range from 0.03 percent to .15 percent of the initial mortgage loan amount.

These are just a few considerations to keep in mind when estimating the type of home you can afford. Getting pre-qualified for a mortgage loan before shopping for your new home is important in determining how much of your income will go toward your monthly debt expenses.

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PEP Seminars Help Build Next Generation of Leaders

Municipal finance is not a topic Brian Ryll, vice president of Portsmouth, NH Local 1313 knew much about before signing up for a Partnership Education Program (PEP) workshop.

Now, however, he has the skills and resources to understand the city's budget in order to confidently vouch for his members at the bargaining table.

Launched in 2002, PEP provides affiliate leaders and members an opportunity to develop union leadership and labor relations skills to better represent their members.

"PEP is an extremely valuable program," says Bill Quinn, director of operations for the Ohio Association of Professional Fire Fighters. He has coordinated PEP deliveries for Ohio affiliate leaders for the last eight years.

PEP seminars are now also addressing bigger issues facing the fire service and union leadership, such as post-traumatic stress.

"By educating members and addressing the issue as part of the PEP curriculum, we can reduce the stigma associated with post-traumatic stress," says Vice President of the Atlantic Provinces of Professional

Fire Fighters Association Glenn Miller.

PEP courses are designed to help local leaders and members understand and address these and other rising challenges in an easily accessible location, with no registration fee to state and provincial affiliates. The IAFF

provides workbooks and materials for each of the PEP workshops, led by IAFF instructors who are experts in the field.

In addition to behavioral health, the newest PEP modules focus on cancer awareness, social media and communication skills, with workshops on the Family Medical Leave Act (FMLA) and disaster relief planned for release later this year. The PEP course catalog now has more than 65 modules available for delivery.

The IAFF also offers District PEP events featuring a variety of workshops totaling eight hours of instruction over the course of two days.

IAFF 14th District Vice President Danny Todd says, "Not all of our affiliate leaders can make it to the Affiliate Leadership



Training Summit, so the District PEP seminars work really well for us."

"What makes PEP valuable is that it takes a topic, condenses it down, and provides education that newer affiliates need to know and senior affiliates can benefit from," says Quinn.

Ryll says, "I'm not an accountant and knowing our city's financial balance and asset to liability ratio wasn't something I expected to have to know. PEP helped me understand what resources are available and what I needed to know going into negotiations."

Through PEP's dynamic and educational courses, the IAFF provides local officers with the tools and resources to navigate successfully as union leaders. ■

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Schaitberger Leads CAL FIRE Local 2881 Rally for Fair Wages

General President Harold Schaitberger, 10th District Vice President-elect Frank Lima, CAL FIRE Local 2881 President Mike Lopez and California Professional Firefighters (CPF) President Lou Paulson led a rally on the steps of the state capitol August 22 with hundreds of Local 2881 members — as well as members from more than a dozen other California locals — to demand fair wages and better benefits for CAL FIRE members.

Speaking to the crowd, Schaitberger vowed the support of the entire International until Local 2881 members receive the wages and benefits they deserve.

“No entry-level fire fighter should be making minimum wage while putting forth maximum effort,” he said. “If this cannot be resolved reasonably, then the IAFF is ready to roll up its sleeves and continue to fight this at the ballot box and in the courts, whatever it takes.”

Lima added, “We are going to rock this house and let them know we are here.”

More than 6,000 Local 2881 members employed by the state respond to wildland

fires and major emergencies across California.

On average, Local 2881 members work a 72-hour shift — or longer during wildland response — while most municipal fire fighters work 56-hour shifts. What’s more, Local 2881 members make 30-90 percent less than their municipal counterparts. Some entry-level CAL FIRE fire fighters make as little as minimum wage, while a 15-year CAL FIRE veteran can serve in an entry-level position in a municipal fire department and make more.

“We are becoming a training ground for other departments,” said Lopez. “We should be keeping our best and the way to do that is to give them fair wages and benefits.”

“They deserve to be compensated for their dedication,” added Paulson.

California Governor Jerry Brown’s administration has refused to increase CAL FIRE wages, and the impasse has brought current contract negotiations to a standstill. ■



CAL FIRE Local 2881 took to the steps of the state capitol to fight for better wages and benefits.

Congress Passes Chemical Safety for the 21st Century Act

Continued From Page 36

the final law. “Pause preemption” occurs in the three to three and a half years during which the EPA is studying a chemical’s safety, during which a state is “paused” from acting to regulate or ban that specific chemical for the same uses, hazards or exposures that the EPA is studying, unless it seeks one of two types of waivers from the EPA. If a state can show that it has acted or proposed to regulate a chemical within 12 to 18 months of the date that EPA announces it is starting its work on that chemical, the state will receive a non-discretionary waiver from pause preemption.

A second type of non-discretionary waiver would allow a state to regulate a chemical if the state can demonstrate that its proposal does not violate the commerce clause of the Constitution or violate any federal law and is motivated by a concern that is supported by a scientific study or peer-reviewed article.

Since the scope of preemption is matched to the scope of EPA’s action on a chemical, states will be free to act on uses or risks of a chemical that EPA did not consider in its review. For example, if the EPA chooses to study and regulate a chemical for health implications, but not environmental implications, a state could continue to act on

the same chemical if it determined the chemical to be a danger to the environment. This important distinction will allow states to avoid preemption in many circumstances.

Once a chemical has been regulated by EPA, as was the case in original TSCA, states will be subjected to final preemption, from which a state can also receive a waiver if it can show that its proposal does not violate the commerce clause of the Constitution or violate any federal law, addresses a compelling condition that warrants granting the waiver and relates to a concern that is supported by the best available science. Under the new law, EPA is now required to act on all state waiver requests within six months and states can sue to overturn an EPA rejection of their applications.

The legislation also stipulates that the first 10 chemicals evaluated by the EPA, as well as chemicals for which companies request EPA evaluations, are not subject to pause preemption at all. Further, it’s highly likely that the EPA will include specific flame retardants that have been banned in several states in the first 10 chemicals, and the IAFF is working to ensure this is the case.

The new law also strengthens the nation’s ability to regulate toxic chemicals in other ways, as well, including requiring all new chemicals to be reviewed for safety before going to market, a provision which essentially prevents chemical companies from changing one molecule of a chemical

and passing it off as new and safe — the well-known “Deca-In—Disguise” ploy.

In addition, the new law requires EPA to prioritize chemicals that are known human carcinogens, and requires protection of certain populations, including workers such as fire fighters. Importantly, it removes the legal problems that made the original law so ineffective by ensuring that when EPA is evaluating the safety of chemicals, it only considers risks to health and the environment — not the potential costs to industry associated with regulating that chemical — and mandates that the EPA continue to assess and, as needed, regulate chemicals in stark contrast to the discretionary regulatory authority provided in the original law. The new law also prevents improper secrecy claims by industry and requires greater disclosure of potential chemical risks to first responders. And unlike the earlier version of the bill, it ensures that lawsuits brought by victims who are harmed by toxic chemicals are not automatically dismissed and can instead be heard on their merits.

While imperfect, the Chemical Safety Act protects IAFF members and the public from toxic flame retardants, in addition to the actions of some forward-thinking states.

As the work of the EPA begins in earnest, the IAFF will continue to assist states in passing laws that ban or restrict the use of toxic flame retardants to reduce member exposure to these dangerous chemicals. ■

Plano Fire Fighter Shares Personal Connection to MDA and Its New #LiveUnlimited Campaign

For nearly 25 years, Plano, TX Local 2149 member Scott Mallen has taken part in filling the boot for MDA. It's a cause Mallen knows is important, and he's always been happy to lend his support to raise money for MDA families. But he never had a personal connection to MDA. That is, until everything changed in the spring of 2014. "I never imagined, in all the years I filled the boot, and will continue to fill the boot, that I'd be filling it for my own son, for his future," says Mallen. "It's pretty sobering."

After the family returned from a vacation in late 2013 — during which his then 11-year-old son Chandler ran around and acted like the carefree kid he was — Mallen noticed Chandler was having trouble getting on the bus to go to school. Over the next few months, he complained about pain and weakness in both of his legs and had lost strength, flexibility and some coordination and agility in his legs.

Chandler's parents knew something wasn't right and called the local MDA office to set up initial diagnostic testing at the MDA Care Center at the Children's Medical Center of Dallas. After a few months of tests, biopsies and many doctor appointments, the cause was narrowed down to juvenile dermatomyositis (JDM), a neuromuscular disease that involves inflammation of the muscles or associated

MDA LiveUnlimited Campaign

MDA's "LiveUnlimited" campaign was inspired by MDA families who do remarkable things every day despite the physical and societal limits of neuromuscular diseases. Launched June 20, the campaign issued a nationwide challenge to everyday Americans to defy their limits and share their own personal #LiveUnlimited moments.

As MDA's number-one national sponsor, the campaign served as an opportunity for IAFF members to share personal stories of triumph and perseverance — their own examples of living unlimited. For every #LiveUnlimited moment shared between June 20 and July 31, \$1 was donated by a generous MDA partner, raising more than \$30,000.



1: Chandler with his dad, Plano Local 2149 member Scott Mallen.
2: Chandler holds a trophy from Local 2149.
3: Chandler and his brother, Caden Mallen.

trumpet, biking, swimming, fishing, hunting, hiking and doing anything outdoors, Chandler's passion for living life to the fullest is contagious.

"It's just the kind of kid he is," explains Jennifer, Chandler's mom. "If he can't physically participate, he participates in every other aspect of the activity."

Chandler is also a member of his school's football team, serving as the ball boy, manager assistant and any other duty he can find, from loading the buses to following his coach out onto the field when a bad call is made.

"I love people and I love to help people, and my legs are doing great," Chandler says.

"There are so many diseases in MDA's program," says Mallen. "We're fortunate that we caught Chandler's JDM so early and that his is so treatable. It doesn't negate that you have a kiddo that has a disease that's going to affect him the rest of his life, but we're very fortunate. A lot of things that used to seem like a big deal seem trivial now. This

journey has given us a grounded perspective on life."

The eighth-grader has dreams of becoming a fire fighter like his dad.

The fire fighters and entire Plano, Texas, community have rallied around the Mallen family, recognizing Chandler at their Fill-the-Boot events for his bravery and courage and committing to supporting him and MDA.

"My outlook and position, and the value and importance that I now place on the work we do for MDA as a fire service, has been forever altered and changed," Mallen says. "You appreciate things much more and don't take things for granted. You never know what the next minute holds." ■

Download the MDA Amplify App

The MDA Amplify app revolutionizes the way you can share and receive MDA news on your own social media channels. Using MDA Amplify, you can post your own MDA updates or photos and be the first to know about MDA-related news.



tissues, such as vessels that supply blood to the muscles.

Because the family addressed the symptoms early — before any major cell damage — and Chandler responded so well to the treatment, he is now in "clinical remission" and managing symptoms with medication two years after his diagnosis. He is back to walking, even running, and doing all the things he loves. Between playing the



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in April through June 2016

Local 5084

Middlesex County Superior Officers
President Robert Minkler
4 members
Parlin, NJ

Local 5094

Provincial Emergency Communication Centre
President Caroline Litwin
31 members
Prince Albert, SK

Local 5096

Peninsula Professional Fire Fighters
President Brent Strom
3 members
Traverse City, MI

Local 5099

Paxton Professional Fire Fighters
President Kevin Kelly
6 members
Paxton, MA

Local 5089

Mt. Lebanon Career Fire Fighters Association
President Christopher Buttler
16 members
Mt. Lebanon, PA

Local 5095

Bardstown Professional Fire Fighters Association
President Justin Brown,
14 members
Bardstown, KY

Local 5098

Lexington Professional Fire Fighters
President David Wheeler
9 members
Lexington, VA

Local 5100

Vail Fire Fighters Association
President Cameron McQuillen
32 members
Vail, AZ

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 stopped by Columbus Fire Station 1 where he was greeted by Local 67 President David Montgomery and several Local 67 Executive Board officers and members and given a tour.



In the wake of the Fort McMurray wildfire that burned close to 2,000 structures, including homes of IAFF members, President Schaitberger traveled to Fort McMurray to survey the devastation and meet with Fort McMurray Local 2494 President Nick Waddington and his members at Hall 4 (see story on page 16).



General President Schaitberger joined 11th District Vice President Sandy McGhee in Fort Worth to meet with Local 440 President Michael Glynn and his members at Fire Station 17.

IAFF Retirees

A Salute to Dedication, Service and Courage

ALABAMA L0117 Birmingham—James McCormick, James Sims, Willie Spencer, Timothy Vest, L0270 Florence Professional Fire Fighters Association—Gary Rhodes, L0454 Gadsden—Chris Hawkins, Randall Moon, L1295 Mountain Brook—David Cohen, Roderick Goodman, Joseph Jones, Mark Patton, Ralph Pullen, L1349 Mobile—Bryant Coker, L1833 Huntsville—George Daigle, David Fry, L2152 Attalla—Charles Gray, Jerry Jackson, L2676 Northport—Travis Dates, Brandon Lollar, Shannon Taylor, Joey Willingham, L4035 Hoover—Yon Snider, L4142 Alabaster—Harold Mitchell, L5049 Pelham Fire Fighters Association—Marcus Carpenter

ALASKA L1264 Anchorage—Richard Erickson, Larry Garner, Eric Harvey, Milan Hecimovich, Yuvette Jaegge

ALBERTA L0209 Edmonton Fire Fighters Union—Ken Baker, Daryl Brennan, Greg Flett, Bob Stainthorp, Eric Takacs, L0237 Lethbridge—Bruce Brooks, Greg Kveder, L0255 Calgary—Anwer Amery, Gary Decker, Greg Deeks, Ed Jones, James Kirkpatrick, Tyler Kruschel, Robert Macaulay, Lanny Mann, Richard McGill, Tim Minue, Jonathan Popowich, Alex Schmidt, Tom Spence, L2130 St. Albert—Gerry Glover, Bernd Gretzinger, Catherine Grexton, Percy Janke, Hank Koster, Darwin Schwartz, Alan Warden, L2461 Strathcona County Fire Fighters—Dale Miller, L2770 Grande Prairie—Mike Dion

ARIZONA L0479 Tucson—Arnold Federico, Jeffrey Todd, L0493 Phoenix—Joseph Angulo, Curtis Bafford, Patrick Bell, Marshall Bovee, Thomas Darga, Steve Dudzinski, Steve Franklin, Nolan Galligan, Michael Glennie, Steve Gruenewald, Kirk Hover, Lewis Jones, Jeff Levario, Timothy Maloney, Shaun Maxwell, Tim McGaughey, Charles Montano, William Moore, Kevin Parks, Tom Pendley, Elio Pompa, Paul Pugh, Manuel Rangel, Matthew Roberts, Lawrence Thomas, Westgarth Trayner, James Wells, Daniel Winston, Kelly Wright, L1234 Yuma—Rick Phillips, L2260 Mesa—Joe Boardman, Arnold Cornejo, L2273 Globe—Wallace Mayo, L2763 Nogales—Marshall Simpson, L3560 Sun Lakes—Richard Vezzosi, Brent Walker, L3572 Northwest Fire Fighters—Mike Bailey, Kim Desiato, Oscar Durazo, Hugh Goglin, Phil Kramer, Dale Stephens, L4125 Green Valley—Carlos Flores, L4191 United Professional Fire Fighters of Kingman—Randy Osborn, L5050 United Scottsdale Fire Fighters Association—Thomas Gort

ARKANSAS L0033 Fort Smith—Danny Barton, Billy Counts, Michael Deatley, Mike Fullbright, Wade Garcia, Larry Hall, William Hampton, Randall Jones, Donnie Kendrick, Blake Mahar, Jack Murrah, Chris

Scherff, Kenneth Whitson, L0034 Little Rock—Bernard Hamric, Randy Hickmon, Michael Johnson, Allan Lowrey, Christopher Williams, L3718 Jonesboro—Tim Albert, L4016 Conway—Buster Cooper, Robin Roberts

BRITISH COLUMBIA F0003 Esquimalt—Wayne Jasper, Ron LaRoy, L0018 Vancouver—Norman Bradley, Randy Cartwright, Mark Etheridge, Martin Etheridge, Brian Glover, Daniel Hlushko, Robert Hollier, Royce Jordan, Douglas Reiffer, Martin Tammen, Neil Van Duynhoven, L0256 New Westminster—Kevin Murray, L0296 North Vancouver—Dan Hilton, L0730 Victoria—Greg Bateson, L0905 Nanaimo—Trevor Ferguson, Rick Kwasnecha, L0967 Saanich—Gregory Curtis, Michael Game, Derrick Lawson, L1271 Surrey—Karen Anderson, Kevin Loster, George Van Dongen, L1286 Richmond—Kirby Graeme, L1399 Pentiction—Ken Fotherby, Tom Smith, L1763 Delta Firefighters—Mark Filmer, L2143 Fort St. John—Curtis Redpath, L2827 Fernie

Professional Fire Fighters Association—Dave Kurschenska, Colin Letcher, L4841 Sooke Fire Fighters—Richard McLeod

CALIFORNIA F0053 Edwards Air Force Base—Ronald Klein, F0116 Vandenberg Professional Fire Fighters—William Burch, F0314 USAF Plant 42 Federal Fire Fighters—David Lang, L0055 Oakland, Alameda County And Emeryville—Walter Anderson, Melvin Andrews, Darryl Ashley, Sherri Banks, Christopher Bland, John Havenhill, Derek Hogerheide, Allen Horton, Ricky Hurtado, Paul Idle, Mark Maddox, Michael Menchini, Christopher O'Brien, Mitchell Ow, Don Terry, L0112 Los Angeles City—Juan Albarran, Brian Allen, Humberto Aponte, Clinton Arrigoni, Martin Avila, Philip Ayala, Chris Basaites, Douglas Bayer, Lorenzo Brazley, Charles Bucher, Arthur Burgess, Bruce Burkhart, Luis Carlos, Timothy Crass, Glenn Creiman, Nicolas Cruz, Brett Davis, Fernando De Los Cobos, Jeffrey Dodd, Lewis Doolley, James Dougherty, Dawn Dove, Benjamin Flores, Frank Garner, Danny Garrett, Dennis Hain, Michael Hayes, Brian Hishinuma, Clarence Hodges, Joseph Jackson, Victor Khachatoorian, Agustin Landeros, Gary Maga, Leo Marshall, Hugh Martin, Alicia Mathis, Eileen McInerney, Rhion Morrone, Henry Munoz, Ronald Munoz, Mark Naughton, Paul Nelson, Michael Neu, Frankie Oglesby, Jose Olivas, Kirk Olson, Mike Palma, Paula Perry, Scott Peters, Alfonso Raffta, Gilbert Ramos, Robert Reyes, Edward Riveros, Ruben Rodriguez, Robert Rosario, Christopher Segovia, William Staples, Eric Stephens, Gregg Sueda, Jose Tejada, Ruben Terrazas, Gregory Terrill, Gerald Travens, Steven Tufts, Andrew Vidovich, Rex Vilaubi, Timothy Wakefield, Michael White, Damon Wing, George Xenios, L0145 San

Diego—Mitchell Brasga, Michele Canale, Paul Carrozza, Arthur Castro, Edward Cormode, Ronald Friel, John Gates, Jon Hannibal, Alisa Hecht, John Hill, Douglas Nakama, Michael Rea, Daniel Saner, Eric Spindler, Colin Stowell, Edward Tackabery, William Wehrung, Roger Yoshioka, L0188

Richmond—Richard Abercrombie, Salvador Bonilla, L0230 San Jose—Cindy Blean, Richard Palmer, L0652 Humboldt Bay Professional Fire Fighters—Chris Kemp, Richard LaHargoue, L0753 Fresno—Gregory Crawford, L0809

Pasadena—Daniel Haro, L0935 San Bernardino County—Mike McLaughlin, Glenn Saviik, L1014 Los Angeles County Fire Fighters—Bryan Abe, Daniel Ane, Trenton Aronson, Timothy Baker, Vincent Barbarino, Russell Barbarino, Mark Bennett, Alfonso Berumen, Stanley Burton, Greg Crossen, Donald Curtis, John Fedele, Deryl Fort, Scott Francis, Stuart Fujino, Jeff Fuller, Lester Fuzell, Steven Gamboa, Arthur Greer, Brian Hinsley, John Jones, Steven Kreager, Michael Kusaba, Scott Mahan, John Mark, Edward Martin, Benjamin Martinez, Shawn McDonald, Bernard McDuel, Pari Moore, Mervyn Morelock, Arthur Moreno, Lance Nielsen, Benjamin Nunes, Paul Oyler, David Pardo, Brian Pepper, Gabriel Ramirez, Ricky Rapier, Craig Reed, Clayton Reed, Derek Rice, Jeffrey Russell, Larry Saenz, Simon Sage, Christopher Sardelis, Lance Schoeman, Robert Seals, Hall Stratton, Thomas Valdez, Jess Varela, Jeffrey Vrooman, Mark Wheeler, Anthony Woods, L1165 Santa Clara

County—Richard Baker, Kevin Huber, Jay Wilkin, L1227 Berkeley—William Billau, Christine Warren, L1301 Kern County—Brian Borst, Tommy Brown, Freddie Clifton, Kenneth Scott, Dennis Sumlin, Charles Truvillion, L1415 Petaluma—Rodney Blunt, L1475 Coronado Fire Fighters Association—Brian Clark, L1689

Fremont—Roger Rupp, L1927 Culver City—Brian Savage, L1974 Livermore-Pleasanton—Richard Bordley, Wayne Dutchover, Joshua Gatkin, James Gill, Mark Goeppert, Rod Helms, Aaron Lacey, John Rigter, Ralph Weidling, Todd Whitehead, L2180

Chula Vista Fire Fighters—John Bates, Angelo Cappos, Dennis Hardy, Chris Harrold, L2274 Rancho Cucamonga—Gary Plummer, L2400 San Mateo County—Troy Brush, Dan Coyle, Charles Goodwin, Joseph Penko, Marvin Rogers, Jessica Root, L2728 Heartland Fire Fighters of Lemon Grove—James Ek, L2734 Chico—James Meier, L2744 National City—Donald Miner, L2787

Redondo Beach—Robert Herrera, L2881 Cal Fire Local 2881—James Barrington, Lance Berry, Stephen Cook, Tom Crespian, Hunt Dennis, Scott Ernest, Paul Franklin, Martin Gill, Leonard Grill, Bryan Harlacker, Douglas Hartgraves, Darin McKinney, Christopher Phillips, Frank Rands, Arthur Salinas, Donald Scarlett, Matthias Serrano, Peter Trowbridge, Paul Wurth, L3431 Ventura

City—Myles Smith, L3522 Chino Valley Professional Fire Fighters, Inc.—Rod Lanthier, L3535 Aptos/La Selva—Jim Cannon, Jeremy Gilbert, Michael Martin, Mark Zwagerman, L3546

San Ramon Valley—Richard Perry, L3631 Orange County Professional Fire Fighters

Association—Pablo Barriga, Daren Brown, Bruce Brown, Gilbert Camarena, Tommy Harris, Christopher Leonard, David Lopez, Joseph Luth, Daniel Mahoney, Ray Monreal, Julie Pearson, James Silva, Craig Stone, **L3757 Corona Fire Fighters Association**—Chris Wilkeson, **L3776 Brea** John Esparza, Rick Harris, Nick Orcutt, Chuck Sessler, **L3793 Yuba City**—Mike Rose, **L4107 Vista**—Brian Delaney, **L4409 Lake Valley Professional Fire Fighters Association**—Joe McAvoy, **L4488 Lakeside Fire Fighters Association**—Blane Darby, **L4665 Dixon Professional Fire Fighters Association**—Christopher Bishop, **L4742 Apple Valley Professional Fire Fighters Association**—Stu Dietro

COLORADO **L0003 Pueblo**—Bernard Jesik, **L0005 Colorado Springs**—Will Polk, Paula Rayer, Milton Rexach, William Stroup, David Vitwar, Zach Westberg, **L1309 West Metro Fire Fighters**—Thomas Compber, Bruce Dikken, **L2086 Littleton**—Tom Leonhardt, **L2203 North Metro**—Steven Bradley, William Miller, **L2376 Thornton**—Roger Sampsel, **L2889 Westminster Professional Fire Fighters**—Dennis Bishop, Harrison Davis, Marc Faluotico, Eric Jones, Ron Lamb, Anthony Noce, John O'Brien, Randy Peterson, Ryan Slade

CONNECTICUT **F0219 Submarine Base**—Jeffrey King, **I0068 Sikorsky Aircraft**—Arthur Andrea, Walter Sherman, **L0760 Hartford**—Daniel Albani, Levine Albert, Mario Arcata, Lumis Arnold, William Brady, Donald Brown, Brian Buckley, Luis Caceres, Douglas Caldwell, Joseph Coll, Edward Condon, Victor DePamphilis, James Digiacomo, Thomas Donza, Robert Flanagan, James Fonfara, Kerry Foster, Mark Galeota, Samuel Goicoechea, Raymond Guzman, Jason Hawley, Syed Hussain, Michael Juda, Brian Keaveny, Gregory Kelley, Kevin Kissane, Steven Larkum, William Lurate, Justo Marrero, Ralph Martin, Phillip McCalla, Thomas McInerney, Peter Murphy, Peter Murphy, Luis Ocasio, David Ortiz, William Pond, Raymond Prattson, William Repass, Frankie Rodriguez, Hilario Sanchez, Gregory Sargis, Cinque Scott, Robert Scully, Scott Shapiro, Kevin Singleton, Carol Stiles, Terry Waller, Kevin Walsh, **L0834 Bridgeport**—Jose Cruz, Michael Dinatale, Kenneth Domschine, Francis Falanga, Felix Rodriguez, Joseph Southard, Michael Sullivan, **L0892 Norwich**—Stuart Carter, **L0944 Milford**—Clinton LaPlant, **L1042 Greenwich**—Thomas Pitasi, **L1219 Naugatuck**—Paul Bozzuto, Stephen Flaherty, **L1326 Wallingford**—Walter Schrenker, **L1339 Waterbury**—Mark Northway, William Roberts, **L3059 Thompsonville Fire Department**—Thomas Brocuglio, **L3167 Ledyard**—Gerald Watkins, **L4419 Litchfield County Fire/EMS Dispatchers Union**—Martin Rinko, **S0015 Connecticut Police and Fire Union**—Jason Isner, William Towers

DISTRICT OF COLUMBIA **L0036 Washington**—Lawrence Dipietro, Michael Jackson, Richard Sterne, James Wallace, William Whetzel, Reginald Williams, **L3217 Metropolitan Washington Airport Authority**—Patrick Bailey, John Durrer, James Tucker

DELAWARE **L4417 New Castle County Uniformed Fire Fighter Association**—James Bennett, Frank Jones, Jon Townley
FLORIDA **L0122 Jacksonville Association Of Fire Fighters**—Robert Diedolf, Roy Douglas, Stephen Gerbert, Ronald Gray, Scott Johnson, Garrett Jordan, John Kaplan, Timothy Kazmierczak, David Keene, Jason Kerr, Kevin Kotsis, Christopher Miller, Peter Quinley, Leonard Reeder, Martin Senterfitt, Raymond Wade, **L0587 Miami Association Of Fire Fighters**—Alan Dozier, Raul Fernandez, Reynaldo Miranda, Edward Pidermann, Anthony Prado, Carlos Sanchez, David Walters, Anthony Yoham, **L0707 Pensacola Professional Fire Fighters**—James Hobbs, John Lambeth, William Thorsen, **L0727 West Palm Beach Association Of Fire Fighters**—Jeffrey Csalos, **L0754 Tampa**—Thomas Faucette, Tammy Priest, **L0765 Fort Lauderdale**—Hector Loiz, Bob Simac, **L1158 Clearwater Fire Fighters Association**—Sarah Happs Watson, Mark Smyth, Tammy Whitham, Rodney Wilt, **L1365 Orlando Professional Fire Fighters**—Shawn Barrios-Steinert, John Dugger, Robert Dzambo, David Pegues, Melvin Rivenbark, **L1377 Professional Fire Fighters & Paramedics Of Saint Lucie County**—Joe Bishop, Gerald Williams, **L1826 Southwest Florida Professional Fire Fighters**—Al Alfonso, Shawn Campbell, Michael Gore, Robert Hanna, Denny Hejja, John Kreitzer, Peter Miceli, James Papp, Michael Segal, Tory Vagle, Michelle Vinyard, Allen Vinyard, Jeffrey Weit, **L1951 Melbourne Fire Fighters Association**—Steve Coutu, James Hunt, Dominick Landolfi, Thomas Morissette, Glenn Walde, **L2057 Orange County Fire Fighters Association**—Kevin Atkinson, Susan Davison, David Hall, Thomas Hill, William Semple, **L2294 Hillsborough County Fire Fighters**—Luis Aguila, Luis Alcalá, Angel Alonso, Michael Benitez, Christopher Borden, Michael Brown, Todd Burchardt, William Capkovic, Roland Chacon, James Costa, Bruce Delk, Louis Fernandez, Scott Glass, Christopher Harmon, Wayne Hicks, Vince Kelley, Michael Kenny, Angelo Lazzara, Russell MacAluso, Charles Marsicano, Thomas McCahan, Michael Metcalf, Fred Morello, Carl Morrow, Wade Mosley, Brian Peterson, Gary Rodriguez, Gordon Silver, Cletus Squires, Carl Staats, James Stephens, George Toledo, George Wargo, Mark Weismann, Kurt Winneshiek, **L2297 North Collier Professional Fire Fighters and Paramedics Local 2297**—Orly Stoltz, **L2315 Davie Professional Fire Fighters**—Rayana Botelho, Jack Odom, James Ross, **L2424 Cape Coral Professional Fire Fighters**—Brian Newland, Joachim Schwaerzli, **L2446 Palm Bay Professional Fire Fighters**—Jackie Harrison, **L2546 Suncoast Professional Fire Fighters & Paramedics**—Tom Bannerman, Thomas Batchelor, Daniel Campbell, Peter Collandra, Dennis Duggan, Jeffery Ehle, Bradley Jacobs, Jerry Jensen, Charlotte Krasinski, Jorge Ruiz, Fred Stuckey, Keith Resner, **L2918 Okeechobee Fire Suppression & Rescue Association**—Randall Boyer, **L2944 Milton Professional Fire Fighters**—Wilbur Hendrix, **L2957 Professional Fire Fighters Of Leesburg**—Megan Carroll, **L2959 Professional**

Fire Fighters and Paramedics of Martin County—Dwight Caserta, R. John Davidson, Richard DeMilt, Robert McLendon, Roger Moore, Lawrence Roberts, Michael Stagmiller, Karen Warren, Horace Wiggins, **L2969 Brevard County Professional Fire Fighters**—D. Scott Bynum, Todd Hecky, Robert Hoog, Brett Ihnen, William Rich, Thomas Rowley, Keith Schneider, **L3080 Metro-Broward Professional Fire Fighters**—Bruce Spoon, **L3138 Rockledge Professional Fire Fighters Association**—Dean Eldon, **L3169 Professional Fire Fighters Of Marion County**—Andrew English, Trisha King, Craig Mosher, Phillip Shinn, **L3254 Seminole County Professional Fire Fighters Association**—G. Stephen Hiers, Gary Kilmer, **L3499 Ormond Beach Fire Fighters Association**—Richard Conte, **L3531 Polk County Professional Fire Fighters**—Steve Buttermore, Steve LaJoie, Robert McCutcheon, Daniel Washington, **L3852 Fire Rescue Professionals Of Alachua County**—Richard Walker, **L4173 Lakeland**—Leon Boatwright, Kelvin Jones, Pat Quinto, **L4192 Midway Professional Fire Fighters**—Mark Hill, **L4321 Broward County**—Roy Antonucci, John Casey, Neil Colosi, John Cotton, James Hackler, Meyer Marzouca, Robert McAllister, Joseph Munro, Clinton Powell, Teri Roberts, Herbert Schosnig, Joseph Spongross, Gary Toolan, Charles Van Buskirk, **L4420 Pasco County Professional Fire Fighters**—Rocky Bone, Darrell Ryals

GEORGIA **L0134 Atlanta**—Dustin Douglas, Kenneth Fisher, Rashad Grigsby, Anthony Witchousky, **L2084 Thomasville Professional Fire Fighters Association**—Alvin Benton, **L2563 Cobb Professional Fire Fighters**—Norman Weber, **L3335 Carrollton**—Fred Sparks
HAWAII **F0263 Federal Fire Fighters Of Hawaii**—Roy Farias, **L1463 Hawaiian Islands**—Melvin Ako, Shane Bush, Scott English, Sheldon Holokai, Joseph Kemmler, Steve Loyola, James Perkins, Kelan Puaa, Louis Romero, Justin Yamamoto

IOWA **L0004 Des Moines**—Miguel Herrera, **L0011 Cedar Rapids**—Michael Mulherin, **L0015 Council Bluffs**—Michael Gorman, **L0017 Davenport**—Kyle Howard, Brad Love, **L0610 Iowa City**—Chris Buckman, Kelly Koch, Wendy Scholz, **L3669 Sac County Professional Paramedics**—Gordan Cochran, Jerry Huss
IDAHO **L0149 Boise**—Russell Mattox, Jim Stappler, **L0187 Pocatello**—Leon Holmes, Kelvin McKnight, Greg Vickers, **L0804 Nampa**—Bruce Grow, **L2856 Kootenai County Fire & Rescue**—William Keeley

ILLINOIS **L0002 Chicago**—Theodore Bottger, Richard Colby, Jonathan Hodge, John Jackson, Jay Klasek, John Silva, Raymond Wenzel, **L0026 Rock Island**—Robert Graff, **L0037 Springfield**—Kevin Crum, Douglas Shelton, Walter Weed, **L0044 Joliet**—Robert Duchene, Michael Dyer, Matt Keighler, **L0050 Peoria**—Michael Brooks, David Fry, Mark Powers, **L0063 Quincy**—Jeff Duesterhaus, **L0099 Aurora**—Steve Whitmer, Luanne Whitmer, Brian Youhanaie, **L0253 Granite**

City—Dave Jenkins, **L0413 Rockford**—Bradley Pond, **L0505 Decatur**—Christopher Culp, Mark Plotner, **L0506 Berwyn**—Jim Wojnarowski, **L0524 Pekin**—Jack Sandall, **L0581 Moline**—William Gramling, Tom Kennedy, **L0691 Mattoon**—Brian Hoenes, **L0717 Cicero**—David Lencioni, **L1236 Dekalb**—Kevin McCauley, **L1255 Alton**—Timothy Quigley, **L1898 Lake Forest Professional Fire Fighters**—Eric Podowski, **L2178 Fire Fighters Association of Morton Grove**—Philip Mikula, **L2369 Joliet Officers**—Terry Holden, **L2714 North Riverside**—Mike Wisniewski, **L2986 Lisle/Woodridge**—Brian Sleighter, Eric Tomaskovic, **L3005 Bolingbrook**—Anthony Witovich, **L3033 Skokie**—Richard Mortlock, **L3046 Sycamore**—Todd Turner, **L3092 Lincoln**—Larry Spurling, **L3105 Arlington Heights**—George Lindemulder, Richard Stecki, **L3191 Professional Fire Fighters of Lake Zurich**—Mark Bajor, **L3239 Pontiac**—Todd Tissiere, **L3322 Saint Charles Fire Department**—Mike Mustard, **L3541 Elmhurst**—Steven Witt, **L3764 Palatine Rural**—Amy Walter, **L3766 Dolton**—Robert Kapusta, **L3892 Libertyville Professional Fire Fighters**—Derl Sarby, **L4051 Roselle**—Christopher Howell, **L4210 Norwood Park**—Al Nagrocki, **L4302 Naperville Professional Fire Fighters**—Kevin Carroll, Kent David, George Hyland, Wayne Irwin, Mark Ksiazak,

Michael Neitzer, **L4773 Oswego Fire Fighters**—Craig Evans, **L4851 Westchester Professional Fire Fighters**—Thomas Botka, **L4977 Grayslake Professional Fire Fighters**—Mike Ofsanik
INDIANA L0124 Fort Wayne—William Bishop, Corey Carpenter, Michael Jacoby, Robert Jones, Kenneth Kunze, Eric Leon, Monte Nelson, Phil Nicolett, Ralph Peconge, Jeffrey Stemen, Angela Studle, Miriam Wismer, Joseph Woehner, **L0360 Mishawaka**—Ken Grimes, Sammy Young, **L0362 South Bend**—Eddie Hernandez, Michael Kowalski, Nick Kowalski, Thomas Pennino, Paul Radecki, **L0396 Kokomo**—Tom Granson, Timothy Hulet, **L0416 Indianapolis**—Jerome Duh, Cheryl Lowery, Larry Rysdam, **L0475 Michigan City**—Mike Casey, Spencer Walker, **L0556 Hammond**—Steve Arnold, Dan Dowling, Jeffery Leimbach, Joseph Miecznikowski, Roy Perez, Mike Prendergast, Ricardo Suarez, **L0680 Huntington**—Matthew Armstrong, Rick Christman, **L1641 Hobart**—Stephen McKown, **L2205 Connersville**—David Ash, **L2594 Clarksville**—Gary Crowe, **L3433 Franklin Fire Department**—Michael Craig, **L4787 Hancock County Professional Fire Fighters Union**—Thomas Coil
KANSAS L2542 Olathe Professional Fire Fighters—David Bailey, Robert Couture, Stanley

Grout, Kenneth Keiter, William Parker, Edwin Schwenk, William Starling, Chip Wiebeck, **L2612 Sedgwick County**—Jeffrey Cowley, **L4818 Professional Fire Fighters of Overland Park**—George Chesney
KENTUCKY L0345 Louisville—David Pawley, **L0526 Lexington**—Joshua Coleman, Stephen Horan, Matt Logsdon, Patrick Miller, Joe Rice, Jeff Stevens, David Whitt, **L0706 Ashland**—Charles Layman, **L1570 Shively**—John Kennedy, **L3945 Independence Professional Fire Fighters**—Joseph Rieskamp, John Robinson
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VIRGINIA L0068 Norfolk—Lincoln Thomas, **L0539 Portsmouth**—R. W. Boone, M. E. Oehler, Mark Peltonen, Daniel Phillips, **L0995 Richmond**—C. O. Burnette, E. W. Carter, L. E. Glidewell, John Monk, H. E. Shifflett, Wesley Taylor, Michael Throckmorton, R. H. Williams, **L1568 Henrico County**—James Hughes, David Nuckols, Gary Samuels, Jason Vick, Phillip Wells, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Leonard Allen, Steven Clark, Kristin Gaulard, Charles Hawkins, Kathleen McConnell, Edmond Monseur, Cindy Roatch, Scott Smith, Jon Snyder, Gregory Washenko, **L2141 Alexandria**—Troy Gibbs, Jeremy Lenzner, Daniel Townshend, **L2363 Charlottesville**—Victor Dunning, **L2449 Chesapeake**—Casey Turner, **L2498 York County & City of Williamsburg Professional Fire Fighters**—Jamey Brads, **L2532 Danville Professional Fire Fighters Association**—Staley Earp, **L2598 Prince William Professional Fire Fighters, Inc.**—Stephen Barr, **L2803 Chesterfield County Professional Fire Fighters Assn.**—Todd Ferree, John Jones, David Latham, William Prosisie, **L2924 Virginia Beach Professional Fire Fighters**—Gary Brittingham, Jason Osborne, **L3194 Roanoke County P.F.F. And Paramedics**—James Doran, **L3406 Norfolk Airport**—Thomas Damon, **L3886 Spotsylvania**

County Career Fire Fighters—Joe Brice, Jeffrey Dixon

VERMONT L2934 Saint Johnsbury—Mark Harpin

WASHINGTON L0027 Seattle—John Dawson, Jesse Hein, **L0029 Spokane**—Doug Dodson, Joel Fielder, Calvin Groth, Dale Michael, Jayce Quaschnick, **L0031 Tacoma**—Steven Elmer, H. Ben Flesher, Mary Claire Howatson, Peter Mathews, Gary Montgomery, John Moore, Pamela Moorman, Dale Pennington, Gary Pennington, Conrad Smith, **L0046 Everett**—Mark Golder, Glen Martinsen, Ben Swanson, **L0452 Vancouver**—Michael Bowie, Dave Hardy, Scott Meeks, Andrew Smith, Steve Ulibarri, **L0468 Olympia**—Ken Morefield, **L0656 Port Angeles**—James Moroz, **L0726 Pierce County Professional Fire Fighters**—William Bornn, Jim Clawson, Clifford Iotte, **L0864 Renton**—Charles Hagood, Paul Keller, Allen Koskovich, John LeCoq, Sahl Martin, Keith Pickett, Shannon Sedlacek, **L0876 Spokane Valley**—Steve Spuler, **L1052 Richland**—Ricky Walsh, **L1461 Burien**—Larry Briggs, Andy Maxwell, **L1488 West Pierce Fire Fighters**—Richard Jankowiak, James Rotondo, **L1747 Kent**—Donald Barberie, Mark Hill, **L1760 Shoreline**—Melanie Granfors, Gregory Hewett, **L1828 Snohomish County Fire District 1 Professional Fire Fighters**—Mike Fischer, James Grieco, Joanne Pomper, James Starck, Jack Weinz, Kevin Zwebber, **L1984 Lynnwood**—Logan Hammon, Christine McCrosky, **L2032 East Jefferson Professional Fire Fighters**—Debbie Randall, **L2088 Tukwila**—John Borden, **L2394 Mason County Professional Fire Fighters**—Strider Klusman, **L2409 Tumwater**—Tammy Raffelson, **L2545 Kirkland**—Lawrence Peabody, **L2819 Kitsap County**—Richard LaGrandeur, **L2898 Seattle Fire Chiefs**—Randy Hansen, Richard Schultz, Michael Tefre, **L3219 Marysville**—Jeffrey Cole, Kelvin Smith, **L3375 Longview Chief Officers**—Kevin Taylor, **L3689 South Beach Fire & EMS Professionals**—Denny Waterbury, **L4189 Vashon Island**—Steve Palmer

WEST VIRGINIA L0012 Wheeling—Timothy Barker, Michael Hudimac, **L0289 Huntington**—David Bias, Jamie Burcham, Michael Matt, Gary McFeeley, Frederick Mellert, Ralph Rider, James Roberts, John Sang, Jeffrey Sheets, Gary Simpkins, **L0317 Charleston**—Debra Ols, Craig Perkins, Karl Straughter, **L0795 Beckley**—Thomas Bowers, Jeffrey Tolliver

WISCONSIN L0127 La Crosse—Ronald Walker, **L0215 Milwaukee**—Jerry Allen, Harold Dittman, Daniel Draeger, John Fabina, Scott Hoth, Carter Hunnicutt, Daniel Klug, Craig Kryscio, Paul Lelinski, James Perzacki, **L0311 Madison**—Brian Borgrud, John Clark, Richard Lavold, John Lucille, **L0407 Waukesha**—Javier Fernandez, Patrick Horn, **L0583 Beloit**—James Glover, **L1004 West Allis**—Bradley Langlitz, **L1021 Marshfield**—Daniel Jonas, **L1848 Oak Creek**—Dean Marrari, **L4941 Oconomowoc Professional Fire Fighters Association**—Mike LaVenture

WYOMING L0279 Cheyenne—Dale Hammock, **L0946 Laramie**—James Hoflund

LAST ALARM



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

L1120 ..Michael M. WinkelfoosBucyrus, OH.....7/21/82	L1212 ..Reginald E. Landriault.....Mississauga, ON5/23/16
L2645 ..Samuel R. MorganHendersonville, NC.....7/2/00	L718Mark B. MatthewsBoston, MA5/28/16
L1212 ..Ian John McCammont.....Mississauga, ON11/1/09	L1463 ..Clifford M. RigsbeeHawaiian Islands, HI.....6/16/16
L2461 ..Sidney LoweStrathcona Co., AB.....10/15/10	L624Todd S. WoodcockSan Antonio, TX6/26/16
L740Timothy J. FlahertyPortland, ME8/30/11	L3356 ..John R. FritzAustintown, OH6/27/16
L1351 ..Julien EthierElliot Lake, ON10/24/12	L1737 ..Andrew B. Russell.....Harrison Township, MI7/2/16
L1270 ..Thomas E. JohnSalinas, CA7/2/13	L644David LuedtkeLincoln, NE7/3/16
L288Sidney L. Spencer.....Hamilton, ON9/5/14	L799Joseph D. VinaccoProvidence, RI7/5/16
L3734 ..George A. PearceNewport Beach, CA12/28/14	L803Norman RoziereBrandon, MB7/5/16
L112Wendy A. Cummings.....Los Angeles, CA6/6/15	L526Matt LogsdonLexington, KY7/6/16
L94Frank D. Fontaino, Jr.New York, NY12/11/15	L440Rickey C. TurnerFort Worth, TX7/10/16
L36Ricky JohnsonWashington, DC1/26/16	L4350 ..Joseph T. De Marinis.....Clermont, FL7/14/16
L36Preston L. Williams II.....Washington, DC2/10/16	L999Andrew PetrieMoncton, NB7/14/16
L3888 ..John D. DowdellToronto, ON3/16/16	L1619 ..Christopher E. HillPrince George's Co., MD7/21/16
L2449 ..Willard C. Meiggs IIIChesapeake, VA4/15/16	L22Gabriel G. LeePhiladelphia, PA7/23/16
L624Daniel Vera, Jr.San Antonio, TX4/25/16	L1015 ..Rob S. Taylor.....Fremont, NE.....7/27/16
L1358 ..Mark A. MiddlebrooksBastrop, LA4/28/16	L284Gaetan MarcilNorth Bay, ON8/11/16
L17Mark KakertDavenport, IA.....5/18/16	L718John J. Foscaldo, Jr.Boston, MA8/16/16
L4875 ..Marc Anzini.....Prof. Emerg. Svcs. of5/19/16 The Fifth Division -Port Jefferson Station, NY	L3888 ..Steven M. CritesToronto, ON8/18/16
L3888 ..Charles G. MearnsToronto, ON5/21/16	L4784 ..Spencer J. Chauvin.....St. John Parish, LA.....8/28/16
	L937Peter F. Kannler.....Chelsea, MA9/3/16

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

Fire Fighter

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