

# Fire Fighter

SUMMER 2017  
QUARTERLY



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#### PHOTO CREDITS:

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BOTTOM RIGHT PHOTO BY ERIN POWERS

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# Fire Fighter

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## Standing Strong When Our Members Need Us Most

A century ago, fire fighters did not have the representation our great union provides today. They worked brutal schedules with sub-standard pay and had little-to-no work protections.

From the need to stand together and protect one another rose local fire unions. And on February 28, 1918, these local unions joined to form our great union, the International Association of Fire Fighters, forging a bond that let all fire fighters know it didn't matter where you came from — if you were an IAFF member, you were family.

Over the course of the last century, together in the IAFF, we have pushed and prodded and fought to move this great profession forward. Today, we can proudly say that unity of purpose and solidarity in the toughest of times has strengthened the loyalty we have to one another. To this day, when a sister or brother is in a tough spot, we circle the wagons and do everything we can to help.

This bond we share, the duty to protect one another, is what drives us. And it was once again on display in the wake of Hurricane Harvey's devastating assault in Texas and Hurricane Irma's wrath on Florida.

Even before Harvey's landfall, we activated a disaster response plan that is designed to support our members while they continue to respond, continue to do their jobs under the most miserable conditions imaginable, and while their families are home, dealing with losses of their own.

We used our state-of-the-art GIS mapping system to determine the locations of the more than 5,000 IAFF members whose homes and families could be in danger. As with previous major storms, as soon as conditions made it possible to get our response teams in, our union established two disaster relief centers — one in Houston and another on the Texas-Louisiana border in Vinton, Louisiana — to provide resources on the ground to rapidly assist our members.

Immediately, we were providing members across southeastern Texas with assistance.

I was on the ground in Texas those first few days after the storm, visiting members at firehouses and on the frontlines. I witnessed the herculean efforts of thousands of members from locals across the affected areas, as well as many of our members from across the nation who responded as part of our regional Urban Search and Rescue (USAR) teams.

Even though our members had suffered damages of their own, they kept working, doing their job — effecting thousands of boat rescues for hours on end, wading chest deep into contaminated water to help those in need and going above and beyond the call of duty, doing everything in their power to keep their communities and those they work with safe.

Every level of our union was engaged — our 11th and 14th District Vice Presidents weighed in heavily from the start, leaders from the Texas State Association of Fire Fighters (TSAFF) and Houston Local 341, which lent its union hall for command operations, and the Professional Fire Fighters Association of Louisiana (PFFALA) — to assess the needs of our members and provide direct assistance. General Secretary-Treasurer Ed Kelly and his office immediately delivered 1,000 debit cards pre-loaded with \$500 to IAFF headquarters staff on the ground, where state and local leaders and members distributed them to cover necessities for the families of our members who were displaced.

We provided exposure monitoring and purchased the necessary Hepatitis-A and Tetanus vaccinations to protect members against the dangerous bacteria-laced standing water.

Our very own, trained, Peer Support counselors were also flown in to help our members process the life-altering destruction of this unprecedented event.

I watched as members of Houston Local 341 not only dealt with a storm of the century, but also a city government that at every turn seemed to go out of its way to not provide what our members needed. Many of our Local 341 members were never called in before the storm hit. And in the immediate aftermath of Harvey's landfall, city government couldn't even provide the basics — food and water — to its fire fighters. We picked up where the city dropped the ball, not just in Houston but across the disaster area, stepping up to help our members so they could concentrate on the job at hand.

What we have accomplished together in this response so far is unprecedented. When faced with tremendous adversity, our union responded. When things got tough, we got stronger. We rose up and did what it took to get the job done to assist our members in need, just as our organization's founding fathers did 100 years ago.

And now, as I write this, one of the most powerful hurricanes to ever make landfall — Hurricane Irma — is about to come ashore in Florida, and more than 20,000 of our members lie in her path.

Our Disaster Relief Fund is set up and funded to provide for our members in their time of need. Year after year, we are there when they are displaced from their homes, whether it's from a hurricane, floods, wildfires, tornadoes — any kind of disaster.

**But we aren't funded at a level to take on these massive, multiple events like Harvey and Irma. We have to rely on contributions to make up the difference — and that's where your union, this IAFF, needs your help right now.**

I am personally asking all of you to step up in this time of need for our members. Donate to the IAFF Disaster Relief Fund. You can make a donation online at [www.iaff.org/disasterrelief](http://www.iaff.org/disasterrelief) using a credit card, or by sending a check to IAFF Disaster Relief Fund, 1750 New York Ave, NW, Suite 300, Washington, DC, 20006.

In 2018, we will celebrate our organization's 100th anniversary. You don't reach these milestones without having a strong foundation of members who believe in the work we do every day. After witnessing the incredible fortitude of our members on all fronts over these past few weeks, it is obvious that our union is entering its second 100 years on strong footing.

Stay safe.



**Harold A. Schaitberger**



**WE'VE ALWAYS  
HAD YOUR BACK.**

**NOW WE HAVE  
EVERYTHING ELSE TOO.**

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## Resourced to Meet Locals' Needs

In my first year as General Secretary-Treasurer at the IAFF, there are a few key things that I have found to be the most common reasons for local union administrators to contact my office for help. It is important for all of our union leaders to stay current with some simple, fundamental operational requirements necessary to sound local union administration.

### Local Union and Membership Information and Address Changes

With the recent special election in the 7th District, the importance of keeping local addresses up to date with the Membership Department and our membership database became a critical issue. Several locals notified us that they did not receive their election ballots, only to find that their local's address was incorrect in our database.

It is the responsibility of the elected secretary/secretary-treasurer to maintain the correct address, as well as the addresses for the local's individual members in good standing. Having current addresses is vital for the IAFF to communicate with its members, as well as the local leadership. You can update your local's information — as well as your members' information — online at [www.iaff.org](http://www.iaff.org) under the Dashboard tab and Officer Resources section.

### Local Union Financial Reports

Recently, the IAFF was contacted by a local that suspected its treasurer of embezzlement. The president of the local is responsible for seeing that an audit of the local is completed on an annual basis. Depending on the local's constitution, the responsibility to carry out the audit may be under the purview of the trustees of the local, an audit committee appointed or elected, or an outside certified public accountant (CPA). The local treasurer is responsible for forwarding a copy of the audit to my office.

The IAFF is here to help all locals in this type of situation, and having your local's yearly audit is a key tool for protecting the financial health and integrity of both the local and the International. The user-friendly IAFF local union financial report, as well as several other tools — including information for filing your local's 990 report with the IRS, the local union administration overview, and IAFF Executive Board meeting minutes — are online at [www.iaff.org](http://www.iaff.org) under the Dashboard tab and Officer Resources section and Secretary-Treasurer Resources subsection.

### Submission of Electronic Constitution and By-Laws

One of the most common requests from locals that contact my office is a copy of their local constitution and bylaws. Whether the local union's administration has changed hands or the latest version of its constitution and bylaws was not passed or was lost, my office receives requests several times per week.

In accordance with 2010 Convention Resolution 7, Electronic Submission of Affiliate Constitution and Bylaws, state and provincial associations and joint councils are required to submit to the General Secretary-Treasurer a current, searchable, electronic copy of their respective constitution and bylaws before February 1, 2011, and every four years thereafter.

To date, several locals have not submitted their constitution and bylaws. Once your constitution and bylaws has been received, reviewed and approved, the IAFF will add it to our database, which is accessible to local union administrators on the IAFF website 24/7. This includes any amendments sent to the IAFF for approval.

You can submit your local's constitution and bylaws by email to [constitution@iaff.org](mailto:constitution@iaff.org). If you are unsure if your local has submitted a current constitution and bylaws, search the database to determine when that copy was submitted.

As I look back on my first year in office, I can tell you we are a very complex organization with a very diverse portfolio of resources across 12 departments designed to meet the challenges facing our members.

We are well financed and properly structured to adapt as the needs of our members change. The founding fathers of the IAFF could hardly envision nearly 100 years ago when they chartered the International Association of Fire Fighters the dynamic \$67 million operation comprised of nearly 307,000 members across the United States and Canada.

In closing, I would like to thank you for the honor of serving as General-Secretary Treasurer of our great International Union!

Be you, be strong, be fire fighters!

In solidarity,



Edward A. Kelly

### IAFF Disaster Relief

Brothers and Sisters,

Hurricane Harvey is one of the largest disasters in U.S. history, and our members did an incredible job during this horrific storm. Their heroic response is a shining example of our profession at its best. They worked around the clock responding to calls for help and rescuing thousands of people, returning to find their own homes were underwater. Immediately, this union stepped up to assist the hundreds of members affected by Hurricane Harvey. Through our Disaster Relief Fund, we've provided on-the-ground assistance to our members in need, from financial aid and health screenings to vaccinations and exposure monitoring to behavioral health counseling and home repair/demolition.

Now, Hurricane Irma has caused widespread devastation across Florida, impacting tens of thousands of our members who now need our help. Assisting those affected by Hurricane Harvey and Hurricane Irma remains a top priority. Disasters like these prove time and again the value of having a well-resourced Disaster Relief Fund. It is important to help our brothers and sisters during their time of need because we never know when disaster is going to strike our own families, homes, and communities. Your donation is greatly appreciated by all the members of the IAFF family.

To make a donation online, go to [www.iaff.org/disasterrelief](http://www.iaff.org/disasterrelief) or send checks to:

IAFF Disaster Relief Fund  
1750 New York Ave., NW, Suite 300  
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In Solidarity,



## Thanks for Standing With Me

Dear President Schaitberger:

As I write this letter, I am looking at a clock. This clock tells me that I have 31 hours and 46 minutes left in my career as a Springdale fire fighter. It's a very surreal moment of reflection as I ponder what my career has meant to others, and what others have meant to me. The glaring truth of the matter is that I wouldn't be here if it weren't for the guidance and steady hand of you, 14th District Vice President Danny Todd, 14th District Field Service Representatives Pete Reagan and Thomas Malone, Arkansas Professional Fire Fighters President Ed Jaros and all my brothers and sisters across this great International.

There was a time in my career when I was beaten down and terminated at the hands of an angry mayor and chief. As president of our local, I had challenged the city to improve salaries and conditions and work to retain personnel. The mayor and fire administration didn't appreciate my efforts and immediately set out on a witch hunt to get rid of me.

For 18 months my family suffered, my brothers and sisters at Local 3007 suffered, and yet, they stood beside me as I got my butt kicked. We were beaten down, but we were a long ways from

defeated. Even after I was terminated, I knew we might lose the battle, but we would win the war.

This great union and our Guardian Policy – which you created – rode to the rescue. Brothers Todd, Reagan, Malone, Jaros and thousands of others held me up while attorneys Molly Elkin and Ken Kieklak slugged it out with the Municipal League and city attorneys. In the end, it was a very lopsided victory as we

prevailed in U.S. federal court with a unanimous 8-0 jury verdict in our favor. This victory sent shock waves through the hearts and minds of mayors, chiefs and city administrators in our region.

In the end, I was reinstated and given the promotion I had worked so hard for, and the bad actors said they were really, REALLY sorry. None of this would have happened if it weren't for the strong leadership from your office and from my

brothers and sisters of the "Fighting 14th."

In closing, I will simply say that I can never repay you what I owe the IAFF, but I will strive to do so every day.

In solidarity,

**Dean Bitner**

Springdale, AR Local 3007

### IAFF Training Testament

Dear President Schaitberger:

This [letter] is long overdue, but I wanted to take a moment to thank you so very much for [2nd District Vice President Mark Woolbright's] support and assistance in securing my recent enrollment in the IAFF Communications Training Academy (CTA). I have now had the opportunity to attend the IAFF Political Training Academy (PTA), the IAFF Ballot/Referendum Academy and the CTA. I honestly cannot say enough about the beneficial and valuable information that is not only provided

but provided in a manner that is user friendly and on a level that allows for retention and application.



I have had the opportunity to attend similar seminars provided by various agencies, and to date none has come anything close to what the IAFF has offered.

Scott Treibitz and Mark Treglio were incredibly prepared and informed on all subjects discussed, but also very flexible during all related subjects that the agenda topics generated. They are clearly great at instructing off the program and thinking on their feet.

Thank you again.

**Jen Stuhlman**

IAFF 2nd District State Service Representative

### Consistent Service

Dear President Schaitberger:

Santa Fe County Local 4366 has recently achieved new heights. In the last two years we have overcome many challenges that have made us stronger and more united than ever before.

After a two-and-a-half year contract negotiation process, we avoided contract arbitration and walked away with our heads held high. Not to mention a 4 percent wage increase across the board, keeping our pay scale – which is constantly threatened by management — and not allowing contract language that would negatively affect the daily working lives of our members.

We successfully accreted three captains into our bargaining unit, which allowed them to remain IAFF members. Our voices were heard and understood when we fought for safer staffing levels. This led to our biggest success to date — 18 additional fire fighters will be employed in our department in January of 2018. This was the result of a gross receipts tax increase that was unanimously passed by our county commissioners.

I believe that there are a few specific instances that educated, influenced and lit an internal fire for

my local's leadership. The IAFF conferences that we have had the honor and pleasure to attend have been instrumental to our success.

It all started with the ambition Brother Judge brought back to Local 4366 after the Communications Training Academy (CTA). He then insisted that I attend the Affiliate Leadership Training Summit (ALTS) in 2016. Since my attendance at the ALTS, we've sent one member this year and plan to continue the tradition.

Brother Vilorio had the privilege of attending the Political Training Academy (PTA) in Baltimore and, just when we thought we had hit a plateau, he returned with a yet another push in the right direction.

The most powerful influence I have had yet has been my time spent and my interactions with 10th District Vice President Frank Lima and District Service Field Representative Diego Arencon. Each and every time we reach out, you're there. I'm truly impressed and grateful for the leadership that you both consistently provide.

The consistent support, guidance and resources that the IAFF provides is at a level of excellence that I will

### From 10th District Vice President Frank Lima:

This email I received from Santa Fe County Local 4366 President Ortiz is what it's all about for the labor movement. It humbled me and I wanted you to see it, and the absolute impact we have made on this local (and many others like it) in the 10th District.

President Ortiz relies on Diego and myself for mentoring, advice and IAFF servicing. In addition, [this] is a classic example of a local that directly benefited from sending a member to both the Communications Training Academy and Political Training Academy. Diego, myself and the 10th District Field Service Representative team had a dinner with Local 4366 in December, and the next week they joined the New Mexico Professional Fire Fighters state association.

Thank you, Mr. President, for giving me the tools and resources to provide quality IAFF representation to Local 4366, and the entire 10th District. I wanted you to get a glimpse of the fruits of our labor here in the 10th, where we are proud of the IAFF gold and black. The 10th District Field Service Representative team on merit is second to none and, geographically, as perfectly represented as it could get. I thank all three of them for their dedication to the IAFF and the 10th.

Fraternally,

**Frank Lima**

10th District Vice-President

strive to provide for my local as it is provided for me.

Local 4366 is proud to be an IAFF member. We believe and trust in the IAFF. We have seen proof in political action.

Respectfully,

**Eutimio Ortiz**

President

Santa Fe County, NM Local 4366



## Turning the Corner

Dear President Schaitberger:

On behalf of Local 2546, its Executive Board and our members, we offer a heartfelt thank you to you and your team for putting together a team of professional mentors to assist us during our difficulty. We are grateful for the dedication, incite and the wisdom your team offered when we reached out for help. The level of professionalism afforded to our group was second to none from an incredible team of individuals!

About six months ago, we faced difficulties in dealing with diversity and generational differences, and a significant influx in new leadership due to many retirements has intensified a knowledge dump. We have many new officers facing issues my generation had not seen, and our administration was struggling to find meaningful training that was both informative and engaging.

We believed this situation was at critical mass and were waiting for the next [shoe] to drop, potentially leaving our members with catastrophic results. We reached out to the IAFF for guidance and direction. We explained our issues and were met by a team that listened intently, asked pertinent questions, then offered options.

We have completed phase one. We held three days of IAFF-led classroom instruction, created a Human Relations Committee, began the process of engaging our membership and had the difficult conversations. I have no doubt the process of healing has begun. Yes, we have much more work to do, but we now have tools to work through the challenging issues and we have blueprints to use. Our group is dedicated to the follow through; we have partnered with management to ensure the success of our members and the department we all represent.

In my 30-plus years as a loyal IAFF member, I can proclaim that this great IAFF has always come through for me and the members I have the honor to represent. I am grateful that there is a team assembled to stand with us and support our members professionally with integrity and knowledge. The service we received is just another testament to the dedication this IAFF offers its members.

Please share with your team our thoughts, it is important to acknowledge those that committed their time to ensure our success.

A special thank you to 12th District Vice President Walt Dix, Winny Newton, our president, Mervin Kennell, IAFF staff

## IAFF, Always There

Dear President Schaitberger:

We at Cadillac Local 704 wish to extend our thanks to you for your support throughout the untimely passing of our late local president, Mark Feister. The pain of Brother Feister's passing lives within each of us every day. However, through you, we know that we are not alone.

Through you, we know that there will be change. Through you, we know that we have a chance at defeating suicide.

We are a small local. Our remaining 10 members are a close band of brothers that truly embrace the sacred bond of professional fire fighter. We are a family. I cannot think of an organization similar in

size that would act as swiftly as the IAFF did.

Your reaching out to a small local with genuine concern for its members is a testament to the very fabric that this great union was founded on. We are a very small fish in a massive sea of fire fighters, yet you took time for us. For that, we are eternally grateful. We take pride in calling ourselves members of the International Association of Fire Fighters.

Sincerely,

**Christopher Koontz**  
Vice President  
Cadillac, MI Local 704

including Jim Ridley, Matt Vinci and Glen Grabenstter, and IAFF instructors Barbara Sellers and Sherwood Smith.

In closing, as I end my fire service career, I embrace those you have placed in positions to ensure the young men and women of the IAFF are educated, safe, protected and prosperous. I will continue to work with you and the IAFF staff to ensure our members the best.

Thank you for being dedicated to our future. President Schaitberger, you have made a difference in my life and in our members' lives.

All the very best,

**Philip Vets**  
Treasurer  
Suncoast, FL Local 2546

## THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

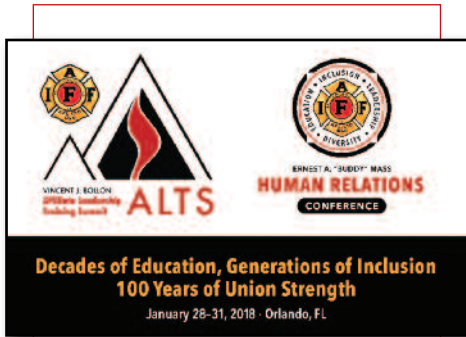


# IAFF-FC Insurance Division

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### Expanded Affiliate Education Opportunities for 2018

The IAFF has exciting news on two major educational programs in 2018. The Vincent J. Bollon Affiliate Leadership Training Summit and Ernest A. "Buddy" Mass Human Relations Conference will be offered as one unique conference over the course of four days.

"As the IAFF approaches its 100th anniversary, it is an historic time for this great union," says General President Harold Schaitberger. "Bringing these two conferences together brings a much broader scope of topics to a wider audience, and will help prepare our members and leaders for the challenges they face today and in the future."

With the theme, "Decades of Education — Generations of Inclusion — 100 Years of Union Strength," the 2018 conference will include a keynote address, pre-conference events specific to human relations issues and leadership needs, as well as workshops and information sessions designed to prepare our affiliate leadership to take this union into the next 100 years.

This joint conference is scheduled for January 28-31, 2018 and will take place at the Coronado Springs Resort in Orlando, Florida. Registration will open in October, so watch for more details soon! ■

### A Century of Progress Through Unity

Our union's 100th anniversary is a tremendous opportunity to create a renewed sense of unity and purpose for our leadership and members, and to recognize and promote our union's role in shaping this great profession.

Planning for this incredible milestone is well underway, to include a special celebration on February 28, 2018, in recognition of our union's first Convention and charter, which will provide an opportunity for all affiliates to participate in their local and departments back home as a show of unity. More details are to come.

In addition, we will be highlighting the historical trends that have affected this union and the profession and the importance of the IAFF's work in the last 100 years. And, at the 2018 IAFF Convention in Seattle, together, we will pay tribute to this great International union as we create momentum for the future.

Watch for additional information and resources to use to commemorate our century of service and for organizing events at the local level.

In the meantime, please let us know how you plan to recognize and celebrate our union's 100th anniversary. Email us at [100years@iaff.org](mailto:100years@iaff.org). ■



### RISAFF President Emeritus Frank Montanaro Dies

The IAFF is saddened by the passing of Rhode Island State Association of Fire Fighters (RISAFF) President Emeritus Frank Montanaro. He was 82.

"Brother Montanaro was one of the longest-serving IAFF officers before his retirement in 2010," says General President Harold Schaitberger. "His professionalism and dedication to duty are reflected in the countless benefits he fought for and won for members in Rhode Island. There will never be another one like him."

Montanaro began his career in 1960 with the Cranston Fire Department, and was a member of Cranston Local 1363. In 1961, he was elected to the Local 1363 Executive Board as vice president. Simultaneously, he was a lobbyist for the RISAFF. One of the first pieces of legislation he helped pass was collective bargaining.

"His efforts to get collective bargaining for Rhode Island members are legendary," says 3rd District Vice President Jay Colbert. "Members throughout the 3rd district are thankful for his dedication and his hard work on behalf of all of us."

Montanaro was elected president in 1964, a position he held until he retired in 1981. Among his many accomplishments as state president, he lobbied for the passage of state laws guaranteeing the children of fire fighters killed in the line of duty tuition to a state institution, line-of-duty death benefits for spouses and presumptive legislation. ■



### Remembering Jerry Lewis

The IAFF is saddened by the passing of Jerry Lewis on August 20, 2017, at the age of 91.

The history between the IAFF and Lewis is long as members of this union and the entertainer have both been dedicated to raising money for the Muscular Dystrophy Association (MDA) since its inception in 1952.

"Labor Day weekend was Jerry Lewis' time to shine," says General President Harold Schaitberger. "For more than 50 years, he was the leader in the fight against muscular dystrophy, raising billions of dollars to provide comfort for those with neuromuscular diseases and funding research to find a cure. His dedication to this cause is legendary, the fruits of which will be seen for generations to come."

Over the course of five decades, Lewis is credited with helping raise \$2.6 billion for MDA and its worldwide research and comprehensive service programs aimed at finding effective



treatment and cures for neuromuscular diseases.

"We will honor his legacy by continuing the work of providing hope for the families battling muscular dystrophy," says Schaitberger. "He will be missed."

Since 1954, IAFF members have raised more than \$607 million to save and improve lives of families fighting muscle disease. ■

### Ricky Walsh Sworn In as 7th District Vice President

A special election was held in the 7th District to fill the unexpired term of Vice President Kelly Fox, who has resigned.

In the election for 7th District Vice President, there were multiple candidates on the first ballot. As there was no clear winner in the first round, a second round of balloting was held. Ricky Walsh defeated Tacoma, WA Local 31 President Ryan Mudie on the second ballot by a vote of 6,116 to 4,056.

Walsh was sworn in on September 5, and will complete the remainder of Fox's term.

Previously, Walsh served as secretary-treasurer, vice president and president for his home local — Richland, WA Local 1052. He also held several leadership positions within the Washington State Council of Fire Fighters, including WSCFF representative and lobbyist. In 2004, he was elected IAFF 7th District Vice President, a position he held until 2015. ■





# PROTECTION RUNS DEEP



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# RESPONDING TO THE Opioid CRISIS

The opioid epidemic knows no boundaries.

According to the Centers for Disease Control and Prevention, in 2016, more than 33,000 Americans died from opioid overdose. The Public Health Agency of Canada reports 2,400 deaths from opioid overdoses.

While heroin was once the most common opioid on the streets, today's prescription-grade opioids — such as methadone, oxycodone, hydrocodone, fentanyl, carfentanil and a synthetic opioid known as U-47700 (sometimes called pink) — have significantly increased the rates of overdose.

Overdose now surpasses car crashes as the leading cause of accidental death in the United States.

The crisis is so severe that many states and provinces have declared states of emergency to address the epidemic, including Maryland, Massachusetts, Alaska, Arizona, Virginia, Florida, British Columbia and Alberta. More recently in August 2017, President Donald Trump declared a national emergency.

"This epidemic is spreading so fast that in some cases our members are responding to double the number of overdose calls from just a few years ago," says IAFF General President Harold Schaitberger. "Our members need more resources and training to continue to face this challenge head-on. Additionally, we must work with all levels of government and community organizations to prevent this crisis from continuing to grow."

Fire fighters' and paramedics' ability to revive patients who overdose varies. Because EMS regulations vary from state to state, only ALS-certified staff in 26 states can administer naloxone (Narcan), the lone drug that will reverse the effects of an overdose.

Of great concern for IAFF members is the physical and mental fatigue resulting from the relentless call volume, as well as the risk of accidental exposure to these dangerous and potent drugs.

"The overwhelming call volume is just part of the challenge," says Dayton, OH Local 136 President Steven Dunham. "Users often don't know the potency of the drugs." In some cases, more than one dose of

Narcan per patient is needed. "I've heard many stories of using multiple doses to get a patient back to a conscious state," he says.

The opioid epidemic knows no race, class or gender — it affects the rich and poor, black and white, the old and the young, the educated and uneducated.

In Vancouver, British Columbia, the epicenter of the opioid epidemic is the downtown eastside where it is estimated that 50 percent of the 18,000 residents are using drugs. On average, two die per day from opioid overdose.

The number of calls is also through the roof. At Fire Hall 2 — the station closest to the downtown eastside — calls increased to more than

1,300 per month in 2017 with nearly 500 of those being overdose calls. In a 14-hour shift, members have run up to 51 calls. This volume means fire fighters are not available to make the other runs to fires, cardiac arrest and other emergencies.

"It quickly became clear that Fire Hall 2 was not equipped with the resources to handle the epidemic," explains Vancouver Local 18 President Robert Weeks, who says the local launched a public relations campaign to put pressure on the City to add more resources.

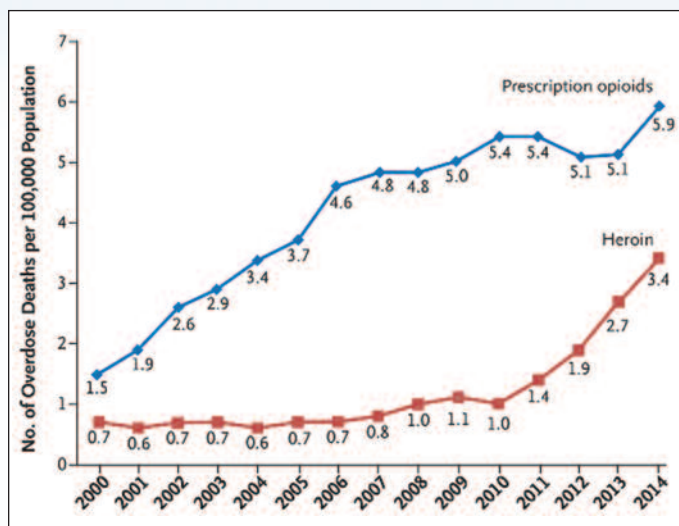
In addition to designating a mental health captain dedicated to making sure that members are okay and increasing fire apparatus from two to three (as well as staffing), the city

revised the fire department policy so that fire fighters can only serve one year in Fire Hall 2 because of the mental stress and fatigue from the call volume and nature of the calls.

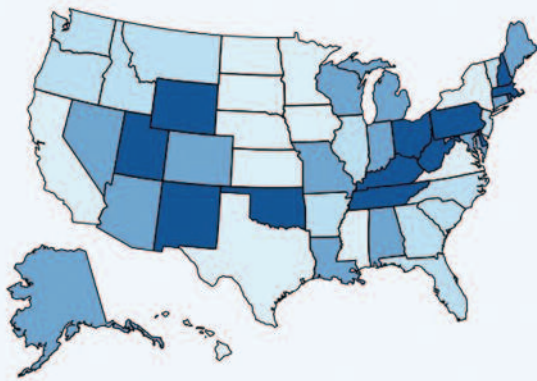
Local 18 member Jason Lynch, who told his story at the recent IAFF John P. Redmond Health and Safety Symposium and Dominick F. Barbera EMS Conference, says seeing people at the worst part of their addiction day after day takes a big toll.

"Our members own mental health is so important," notes Weeks. "When they see their efforts seemingly made in vain, that sense of hopelessness is really debilitating for our crews. We need to make sure we talk to them, make sure they are okay."

Lynch says, "I came on the job to help people, but this epidemic is tough, so you have to be prepared to handle it mentally and not get



## Drug overdose death rates, United States, 2014\*



Drug overdose deaths per 100,000 population



\*Age-adjusted death rate per 100,000 population

Source: CDC National Vital Statistics System

## Knock and Talk Program Works to Slow Incidents of Repeat Overdoses

IAFF members who respond to opioid overdoses often see the same patients again and again. To reduce the number of repeat offenders, some affiliates are working with their local governments and other community groups to develop innovative ways to make a difference.

In Boston, Local 718, the Boston Fire Department, Boston Public Health Commission and Boston EMS — through the leadership of Local 718 President Richard Paris, Boston Mayor Marty Walsh and Fire Commissioner Joseph Finn — have worked together to create the Knock and Talk program with a goal of personally reaching out to addicts and their families to provide assistance and access to treatment.

“Experience had shown us that people are more willing to accept help and get treatment immediately after they have overdosed,” says Boston Local 718 member Brian Nee, who is also a Knock and Talk program team member.

In practice, a Knock and Talk program coordinator receives a list of addresses where overdose calls occurred. A team comprised of two fire fighters and a harm reduction specialist pays a visit. Fire fighters must be a licensed alcohol and drug counselor, certified employee assistance professional or a trained recovery coach.

The Knock and Talk program was initially launched as a one-year pilot program. In that year, 73 percent of the households visited were willing to at least talk about getting help.

Winnipeg, MB Local 867 is also reaching out to the community to reduce the number of overdoses, launching a public awareness campaign about the dangers of fentanyl and carfentanil. The campaign message is candid, but effective: “Even the smallest amounts can kill.”

Over a span of two months, a 30-second ad ran on television and radio and in movie theaters.

“We were responding to nearly 10 overdose calls a night all over the city,” says Local 867 President Alex Forrest. “We have Narcan on all 40 of our fire apparatus, so we’re saving lives. But we want to do more.”

Local 867 hopes to continue to find ways to educate the public about the dangers of these drugs and prevent continued overdoses.

overwhelmed.” He uses yoga and meditation to help deal with the stress while maintaining compassion for people.

Montgomery County, MD Local 1664 member Tim Burns says, “It is incumbent on fire department leaders to reach out to any fire fighter or paramedic who starts to doubt that the work we are doing is helpful.”

It’s extremely frustrating, he says, not being able to help those suffering from addiction. “Fire fighters like fixing problems, and this is a problem that goes far beyond what we can do,” Burns notes. “Today there is no path for fire fighters/paramedics to steer patients with addictions into treatment.”

“As fire fighters and paramedics, our primary goal is to help people and make a situation better,” says Doug Stern of Cincinnati, OH Local 48. But with overdoses, we’re not making the difference that we’re used to seeing. We go to a fire, we put the fire out. But the patients continue to battle with addiction long after the overdose.”

The physical safety of fire fighters is also of serious concern. Each time members are dispatched to an overdose call, they risk exposure to these dangerous substances, which can come in several forms, including powder, blotter papers, tablets, patches and sprays. Some can be absorbed through the skin or accidentally inhaled. It only takes as little as three grains the size of a granule of salt to be in jeopardy of overdose symptoms, including death.

As 9-1-1 calls for opioid-associated emergencies continue to increase, EMS providers at all levels need to be properly trained to respond to these life-threatening emergencies, including the administration of naloxone (Narcan).

The IAFF encourages state and provincial affiliates to work with EMS administrators to update EMS regulations to coincide with state and provincial laws and pursue the distribution of naloxone from all fire apparatus and emergency responders in amounts sufficient to be effective on the opioids now available on the street. ■

## Safety Response Protocols for Opioid Overdose

Accidental exposure and overdose can occur even when extremely small amounts of opioids – including fentanyl or carfentanil – come in contact with the skin. Just brushing off the white dust from clothing with an uncovered hand can be enough to put a responder at risk.

IAFF safety recommendations include:

- 1) Use minimum appropriate PPE to include gloves, respiratory protection (minimum P100 rated mask<sup>4</sup>) and eye protection.
- 2) Do not handle any substance suspected to contain fentanyl or a fentanyl-related compound. Instead, follow the department’s protocols regarding notification of law enforcement and hazardous materials personnel.
- 3) Be aware of signs of exposure and prepare to administer Naloxone (Narcan), if necessary.
- 4) Take appropriate precautions to prevent accidental needle sticks when handling or securing needles used by or for the patient.

For effective response to opioid overdose patients, the IAFF recommends that local jurisdictions and fire departments build sufficient public safety resources to ensure rapid delivery and administration of naloxone to a victim, collaborate with local law enforcement to ensure scene safety and mitigation of intervention, and develop public education programs on opioid overdose, including training on what to do in case of an opioid-related emergency.

# > OPERATION DISASTER RELIEF

## IAFF Response to Hurricanes Harvey and Irma

Hurricane Harvey made landfall August 25 along the Texas Gulf Coast from Corpus Christi to Orange, bringing “biblical” amounts of rain, damaging winds and widespread flooding. The magnitude of the Category 4 storm was unprecedented as affiliates in Houston and across the Texas-Louisiana border felt the brunt of the destruction.

Less than two weeks later, on September 10, Hurricane Irma tore through Florida, making landfall as a Category 4 hurricane. More than 25,000 IAFF members were in the storm’s path.

### > Hurricane Harvey

Despite the dangerous conditions, members in the disaster zone worked around the clock — 96 hours straight — responding to tens of thousands of calls, rescuing people trapped on rooftops or marooned by floodwaters knowing their own homes were likely underwater and with little or no outside resources or equipment from city or state agencies.

“The flooding was unlike anything any of us have ever seen,” says General President Harold Schaitberger, who traveled to the disaster zone in the days after the hurricane to assess damage and provide support to members. “Roads and major highways were impassible in many places, making it challenging for our members to respond to emergencies.”

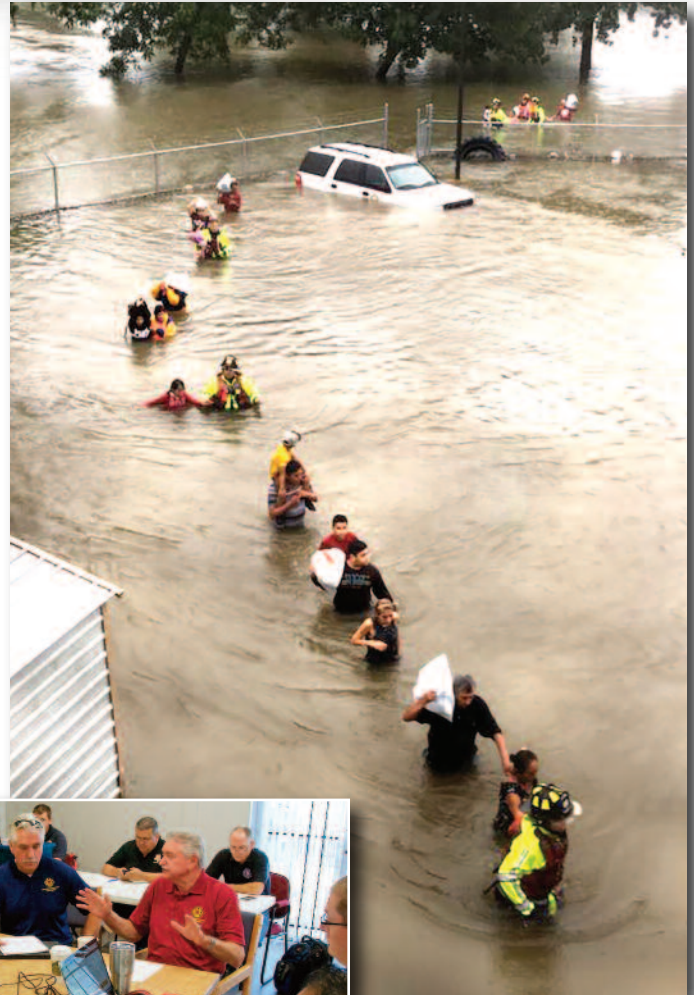
Within hours, President Schaitberger, General Secretary-Treasurer Edward Kelly and IAFF senior staff were on the phone with leaders from across the 11th District, prepared to send as many resources as needed.

Getting a team from the IAFF on the ground to assist members was the top priority, and would not have been possible without Austin Local 975 and the Austin Fire Department, which provided department vehicles to help with transportation to Houston, and made drivers available for the disaster relief team.

11th District Vice President Sandy McGhee and Assistant to the General President Pat Morrison, along with 11th District Field Services Representative Joe Tellez, affiliate leaders and other district service field representatives from the Texas State Association of Fire Fighters (TSAFF) and Houston Local 341, established disaster relief operations at the Local 341 union hall to provide assistance to members and their families across Texas who were affected by the storm.

“During this stressful time, Texas members appreciated that the IAFF responded with such great support,” says TSAFF President John Riddle. “Our members proudly stayed on duty with no rest serving their communities, and the assistance the IAFF provided was greatly needed.”

Local 341 President Marty Lancton notes, “I could not be prouder of our 4,000 members, making the most of limited resources. I was also proud to be able to lend our union hall for the IAFF to set up disaster



relief operations to help all IAFF members affected by the hurricane.”

District Vice President McGhee says, “Our members are thankful for the resources

provided by the IAFF and TSAFF and the ongoing support as they get back on their feet and rebuild.”

“This union stepped up to help our brothers and sisters in the disaster zone,” says General Secretary-Treasurer Kelly. “It’s a great example of how the IAFF and our state and local affiliates work together to get our members the help they need.”

As Hurricane Harvey boomeranged towards southeast Texas, 14th District Vice President Danny Todd, along with District Service Field

# IAFF DISASTER RELIEF for Hurricane Harvey

Representative Pete Reagan and Professional Fire Fighters Association of Louisiana President Chad Major, worked to set up a second command center in Vinton, Louisiana, to assist members in southeast Texas, with both operations coordinating work to help members.

“Thanks to all of the support from the IAFF and the Houston and Louisiana command centers, we are making things better for our members in need,” says Todd.

As of press time, the IAFF had processed 413 Hurricane Harvey disaster relief applications — and that number could continue to rise. In addition, the TSAFF distributed 357 grants from its Relief and Scholarship Fund.

The IAFF teams on the ground also provided food, water, clothing, medication and transportation to help hundreds of members impacted by the storm. As part of a demolition operation led by the TSAFF, locals throughout the state and across the country formed teams to assist members with storm damage to their homes. This program will continue at the local level for some time.

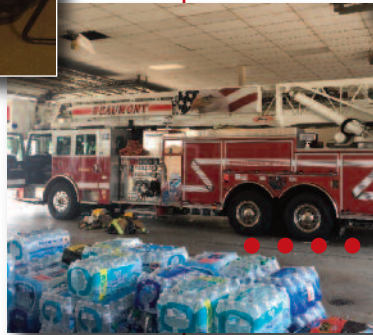
Additionally, the IAFF spent \$386,000 to buy and administer more than 2,500 Hepatitis-A and Tetanus vaccines for members exposed to toxic waters and high levels of E. coli from the flooding, and also distributed the NFORS exposure app for all members in the affected area.

Members in the disaster region are also dealing with the emotional trauma of Hurricane Harvey. IAFF Peer Support teams were dispatched in the critical days following the storm, conducting more than 2,500 direct needs assessments for members affected by the storm. Peer Support teams will continue to follow-up with immediate and long-term needs.

The unbelievable destruction wrought by this storm will have a life-changing effect on members for months to come. The assistance the IAFF teams on the ground provided is just the beginning.

## > Hurricane Irma

In response to Hurricane Irma, which has caused widespread destruction throughout Florida, impacting tens of thousands of members who remained on the frontlines, the IAFF is providing disaster



**6,000**

members in the storm's path

**2,500**

members visited by peer support teams

**26**

locals affected by Hurricane Harvey

Cost of

**2,500**

Hepatitis-A and Tetanus shots

**\$386,000**

**2**

semi-truck loads of bottled water and food

**150**

fans to dry out members' homes

**100**

members working with operations center

**413**

disaster relief applications

**134**

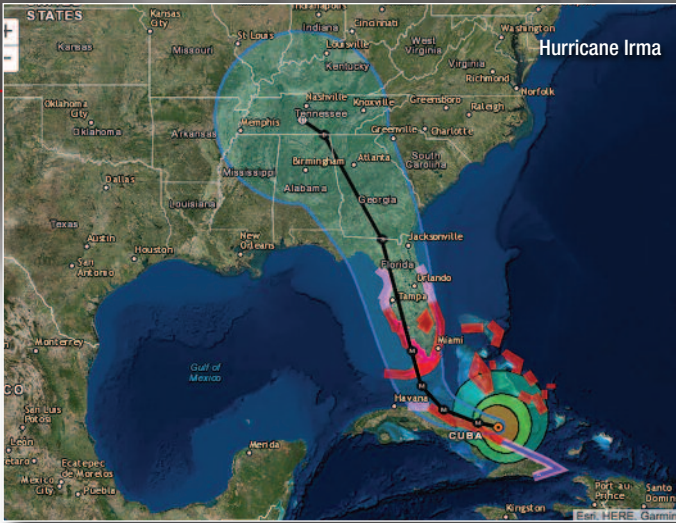
members' homes provided with free demolition

**180**

generators provided to fire stations and members' homes



Continued on Page 16



> Operation Disaster Relief  
Continued from Page 15

relief assistance. While Hurricane Irma had lost some of her strength after making landfall, our members' needs remain great.

Working with 12th District Vice President Walter Dix, Florida Professional Firefighters (FPF) President Jim Tolley and local leaders, this union has again mobilized teams on the ground to support our members with whatever they need, including food and water, supplies, financial assistance, behavioral health counseling, vaccinations and emergency home repairs.

Disaster relief operations have been established at the Cape Coral Local 2424 union hall. In addition, operations will be set up at the Metro-Dade County Local 1403 union hall to provide assistance to members in some of the hardest hit areas, including the Florida Keys.

Streets in Miami became raging rivers as floodwaters surged in the city, while Jacksonville experienced widespread flooding. Devastating storm surges battered coastlines all across Florida, and nearly six million in the state are without power. Some locations could be without electricity for weeks. In addition, tornadoes were reported in some areas. Even Disney World was forced to close, for only the sixth time in its 45-year history.

For up-to-date resources for IAFF members affected by Hurricane Harvey and Hurricane Irma, including how to apply for assistance, health and safety guidelines for exposure to flood waters, information on state, federal and international emergency management agencies and more, visit [www.iaff.org](http://www.iaff.org). ■



*As we go to press, General President Schaitberger and General Secretary-Treasurer Kelly are in route to the disaster zone. Their first stop will be the Metro-Dade Local 1403 operations center, from where they will go into Key West by helicopter to survey the damage, assess needs and support members who are cut off from the rest of the state, with no means of communication, no electricity and no clean running water. Meanwhile, the IAFF is sending supplies by boat to members in the Florida Keys, including water, generators, vaccines and other much-needed resources. Schaitberger and Kelly will also travel to the disaster relief operations at the Cape Coral Local 2424 union hall and areas on Florida's west coast.*

## IAFF Disaster Relief for Hurricane Irma

**State and local leadership in the state are assessing damage and reaching out to members.**

At the same time, members are responding to calls, which piled up while the storm raged as it was just too dangerous to be outside.

12th District Vice President Walter Dix reviews immediate needs for assistance for members in the disaster zone at the IAFF Disaster Relief Command Center at the Cape Coral Local 2424 union hall.



## Texas Locals Respond to Record Number of Rescues

As IAFF members across Texas in the path of Hurricane Harvey recall the hundreds of rescue missions they responded to since the flooding began, most have trouble pinpointing which were the most dramatic, as there are just too many to count.

In the Houston area alone, fire fighters made more than 20,000 rescues during the height of Hurricane Harvey. Texas State Association of Fire Fighters (TSAFF) President John Riddle says, “The devastation was so widespread — it has been a big job, to say the least, and our men and women have done some amazing work and performed some extraordinary tasks within their communities. I cannot say enough about our members and how they have stepped up and helped out.”

With little to no sleep, members rescued families from rooftops and pets and wildlife swimming in the flood waters. They lifted babies out of cars, even delivered babies and continued to fight fires in chest-deep water.

“As we have always said — come hell or high water, Houston fire fighters are going to serve,” says Houston, TX Local 341 President Marty Lancton.

Lancton and Local 341 member Chris Sillman were called to respond when their own members needed rescuing from a high-water vehicle. The two men jumped in Sillman’s boat and sped off to help their brothers. In a stroke of luck, Sillman and Lancton saw two dogs on a roof and knew they couldn’t leave them behind. They soon found that there were also people inside the house in desperate need of help.

Local 341 Executive Board member Luke Manion says the hardest thing was having to leave people behind as they went to perform other rescues. “We aren’t used to that,” he says. “We rescue everyone when we go in.” Manion and his team worked for 40 hours straight, rescuing hundreds of people and their families from attics and rooftops.

In the early hours of the flood, water was rising by feet within the hour. At night, flashlights shone from houses where panicked families yelled out for help. One notable rescue occurred at a local post office where almost 150 people had been stranded without food or water for two days. “People were panicking, and for the first time we had to prioritize — women, children, sick and elderly first. I will never forget having to tell people we are leaving them behind,” he says.



## How You Can Help — Donate to the IAFF Disaster Relief Fund

**We need your help to provide needed emergency funds to our Disaster Relief Fund.**

The assistance we provide our members whenever they are displaced from their homes, whether it’s from a hurricane, floods, wildfires, tornadoes — any kind of disaster — is possible through our Disaster Relief Fund, which is resourced for normal levels of these kinds of disasters. But we aren’t funded at a level to take on these multiple unprecedented consecutive events like Harvey and Irma. We have to rely on contributions to make up the difference — and that’s where this IAFF needs your help by donating to the IAFF Disaster Relief Fund.

**Send a check to:**

**IAFF Disaster Relief Fund**  
1750 New York Avenue, NW  
Suite 300  
Washington, DC 20006

**> Or make a donation by credit card online at  
[www.iaff.org/disasterrelief](http://www.iaff.org/disasterrelief)**

Still, Manion and his team were able to successfully rescue everyone from the post office. “Those first 36 hours, we were really on our own,” he says. “We had to adapt and even commandeer unmanned boats that had been abandoned to get to some people — it was wild.”

Senior Captain and Local 341 member James Dillon was on camera with the Washington Post when he led a team to a house fire in waist-deep water. After fire fighters dove into the flood waters to attach a hose to an underwater hydrant — only to find that the water pressure was too low — they ended up using the boats’ motors to create a “deck gun” to put the fire out.

Another rescue, which was covered live by CNN and gained national attention, involved a family of two parents, their four children — two of whom have Down syndrome — their family pig and their three-legged dog.

Conroe, TX Local 2731 members were there to rescue the entire family — pig and all — in chest-high flood waters. Local 2731 member Clay Johnson told CNN, “We don’t typically prepare for pig rescues, but we are ready for anything.” When the family later returned to their flood-ruined home, Local 2731 members were there as well to help with demolition and to get the family back on their feet. ■

# Easing Patient Stress Over Behavioral Treatment Costs

Don't let uncertainty over your available benefits delay or decline needed care

At the beginning of your career in the fire and emergency services, you may not be thinking about the healthcare benefits you'll need after years on the job when the toll of repeated exposure to intense human tragedy takes hold.

What happens when you need treatment for post-traumatic stress, addiction or some other behavioral health issue and the plan you selected with the low monthly premium does not provide the benefits you really need? You're faced with paying high out-of-pocket costs for treatment or continuing to suffer in silence. The financial burden only adds to your mental and emotional stress and delays the very treatment you need to begin recovery.

Knowing what benefits are available through your plan is critical. And understanding your benefits, or which benefits you need, can make a significant difference in the type of care you are eligible to receive.

Because insurance can be overwhelming and confusing, the IAFF has developed tools to help members when researching insurance policies and coverage, including a glossary of terms and a checklist for asking the right questions of your insurance carrier.

Using insurance to cover the cost of treatment can make a significant difference in the overall cost. Many healthcare insurance plans require that you pay out-of-pocket expenses — such as deductibles and copays — before receiving any benefits. Each patient's financial responsibility varies, depending on:

- Individual benefit plan
- Length of stay
- Type of services and treatment
- Other services (lab tests, prescriptions, etc.)

It is important to first identify if you have a Preferred Provider Organization (PPO) or a Health Maintenance Organization (HMO) plan. A PPO health plan offers greater flexibility when selecting a treatment provider. HMOs typically will not cover any costs associated with treatment outside of their network, except for emergency medical care.

Understand your health insurance.  
How to use your health insurance card.

ADVANCED RECOVERY SYSTEMS  
an advanced approach to patient care

Your insurance card is the most important tool for using your insurance. It is important to have your card with you everytime you get health care. Some cards may vary.

**FRONT**

INSURANCE COMPANY NAME	COVERAGE TYPE
MEMBER NAME: Jane Doe MEMBER ID: 12367-656-333	EFFECTIVE DATE: XX-XX-XXXX
GROUP#: 11111-222-333	PRESCRIPTION GROUP #: XXXXX
PCP CO-PAY: \$25/\$30 SPECIALIST CO-PAY: \$35/\$50 EMERGENCY ROOM: \$150	PRESCRIPTION CO-PAY: \$10 GENERIC \$25 BRAND NAME
MEMBER SERVICES: 1-800-XXX-XXXX CLAIMS/INQUIRIES: 1-800-XXX-XXXX	

**BACK**

www.insurancecompany.com	Number to call if you have to be admitted to the hospital
For hospital approvals call: 1-800-XXX-XXXX Deductible: \$1,000	Your deductible is the amount you pay for healthcare before insurance will help cover the cost.
REFERRALS ARE NOT REQUIRED	
For customer services call: 1-800-XXX-XXXX	
Please Send Medical Claims to: Insurance Company Name PO Box 123 City, State 12345	

The diagram shows the front and back of a health insurance card. The front side includes fields for insurance company name, coverage type, member name, member ID, group number, effective date, prescription group number, copay amounts for PCP, specialist, and emergency room, and prescription copay. The back side includes the insurance company website, hospital approval phone number, deductible amount, referral requirements, customer service phone number, and the address to send medical claims. Arrows point from these fields to explanatory text labels.

If you have a PPO policy, the next step is to verify whether or not the PPO offers substance abuse benefits. You should also pay particular attention to exclusions, such as an accreditation requirement, a free-standing facility exclusion or an out-of-state exclusion.

In the marketplace, there are a variety of different insurance providers. First and

foremost, make sure you have a PPO plan — one that allows you to seek treatment outside of a specified network. In addition, be sure you have out-of-network substance abuse benefits and are aware of any potential exclusions or financial responsibility associated with using your insurance. ■

## Keeping It Inside Hurts Your Relationships

Like many fire fighters and paramedics with post-traumatic stress disorder (PTSD) or other behavioral health issues, you might be determined to keep your struggles in the shadows. You worry you'll burden family and friends, so you keep your symptoms hidden and deny or minimize the problems. Your reasons for keeping it inside are understandable, but those good intentions can hurt the very people you are trying to protect.

People probably notice changes in your behavior, even if you haven't told anyone. Your family and friends see that you don't sleep at night. They observe your angry outbursts or that you startle easily. They worry that you're drinking more. When loved ones don't know what's going on — or they sense you're keeping something from them — they can get anxious. These feelings of helplessness may turn into physical symptoms, including headaches or

digestive problems, as the ones you love struggle to cope with the underlying issues.

Children are intuitive and can often pick up on fundamental problems. When there is tension or an unspoken problem in the family, children often believe that they are to blame. In these cases, children can take away destructive patterns that they repeat in future generations — they learn to distrust their own perceptions and internalize the unspoken rule that personal problems cannot be discussed.

Trust is eroded when you deny the truth of your situation or lie to hide your struggles. Family and friends may get angry, believing that you don't find them trustworthy or that the relationship is not as close as they thought. Relationships are strongest when both people trust each other enough to share vulnerabilities.

Far from burdening friends and family, there is great relief when behavioral health issues are out

in the open. We often exaggerate in our minds how people will react. It's our own self-judgment and shame that fuel the stigmatizing belief that secrets must be kept. In fact, family and friends are usually more supportive and understanding than we ever thought possible. By sharing your concerns, you give others the chance to provide support and validate the importance of your relationship.

You get to decide whether and how to share your PTSD struggle with family and friends, so think through the full ramifications of that decision. Understand how your desire to NOT be a burden can hurt those you love. Resist the pull to keep it inside and instead talk more openly about your experiences and emotions. Your relationships will benefit and you'll be one step closer to getting better.

Read more at [www.iaffrecoverycenter.com/blog](http://www.iaffrecoverycenter.com/blog). ■

## Treatment at the IAFF Center of Excellence

The IAFF Center of Excellence for Behavioral Health Treatment and Recovery is a one-of-a-kind treatment facility exclusively for IAFF members who struggle with behavioral health issues.

Built in partnership with Advanced Recovery Systems (ARS), a leader in behavioral healthcare management, the IAFF does not own or have any financial interest in the Center of Excellence.

Treatment is paid for by a member's health insurance. But because it is a new, out-of-network facility, some insurance plans do not cover the cost of treatment.

The IAFF and ARS are working with multiple insurance companies to include the Center as a certified in-network provider. In addition, Center staff are experienced and skilled advocates who negotiate with insurance carriers on behalf of individual patients to achieve the highest level of coverage possible

for appropriate care. Many fire departments manage their own benefits. The IAFF Center of Excellence intake department will review your benefits and provide the pre-determination of coverage.

It is important for you to know what your deductible, co-insurance, out-of-pocket maximum and co-pays are so you are fully aware of any financial responsibilities you have. All insurance must be verified prior to admission. Intake coordinators can also speak to an individual's insurance carrier to establish a single case contract for coverage.

Deductibles are due upon admission to the Center. The co-insurance amount and out-of-pocket balance will be billed and paid for after treatment, once services are complete. It is the patient's responsibility to cover their travel arrangements.



### IAFF Center of Excellence for Behavioral Health Treatment and Recovery

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

The Center of Excellence also has options available to help a member meet their financial obligation, including setting up a payment plan.

Since its grand opening in March 2017, a total of 120 members have been admitted for treatment and, of those, 107 have graduated. ■

## Ontario Minister of Labour Visits IAFF Center of Excellence

Kevin Flynn, Ontario's Minister of Labour, visited the IAFF Center of Excellence for Behavioral Health Treatment and Recovery in June, along with 13th District Vice President Fred LeBlanc and affiliate leaders and fire chiefs from Ontario to explore opportunities for IAFF Canadian members to access the facility. Providing access to the Center for members in Ontario could help pave the way for other Canadian provinces to make it possible for IAFF members to receive treatment at the Center of Excellence.

Affiliate leaders participating in the visit included Ontario Professional Fire Fighters Association (OPFFA) President Rob Hyndman, Kingston Local 498 President Ann Bryan, Toronto Local 3888 President Frank Ramagnano and Vaughan Local 1595 Vice President Mark Wilson.



## Atlanta Local Wins Long Overdue Raises

Atlanta, GA Local 134 members had been without a pay raise since 2011. Despite working in one of the largest and busiest municipalities in the South, Local 134 members earned less than their brothers and sisters for miles around.

But this summer, members of Local 134 finally received wage increases, as well as training incentives, as part of the city's \$648.6 million Fiscal Year 2018 budget.

It was not an easy victory. Local 134 spent years building and improving relationships with city officials, in particular with Mayor Kasim Reed, who upon taking office in 2010 slashed fire fighters' and other public employees' pensions. Local 134 responded with several lawsuits, but in November 2016, the Georgia Supreme Court upheld Reed's reforms, forcing fire fighters to pay more for their retirement and siphoning their take-home pay.

When Paul Gerdis was elected as local president in 2016, he immediately began working to mend the union's relationship with the mayor. "We set up a plan to rebuild the relationship with Mayor Reed," he says. "We told him that the new union leadership was willing to support him and work with his administration to improve public safety in Atlanta."

One of the biggest obstacles was Fire Chief Joel Baker, who refused to propose any pay increases. His belief was that Atlanta's fire fighters were "compensated fairly and should focus on promotion and advancement in rank in order to increase their pay."



Atlanta fire fighters' response to a fire and bridge collapse on Interstate 85 drew praise for their efforts.

After several rounds of negotiations, the mayor agreed to boost pay for the fire department's upper ranks — sergeants, lieutenants and captains — by as much as 25 percent. However, Chief Baker's budget proposal still did not include a raise in salary for the more than 815 sworn members of the department.

Local 134 presented a plan to increase pay for all rank-and-file members, as well as provide incentives for completing job-related training.

With assistance from the IAFF, Local 134 prepared a pay analysis comparing Atlanta Fire Department salaries with those in comparable cities. The study showed that Atlanta fire fighters earned less than their brothers and sisters in other cities of similar size, including Charlotte, Dallas, Kansas City, Seattle and St. Louis. In addition, fire fighters in the surrounding counties of Gwinnett, Cobb and Dekalb all earned more.

The Atlanta Fire Department was also experiencing attrition — 68 members had left the department before completing even five years of service.

When Gerdis presented these findings to the City Council, the department's much-heralded response in March to the massive fire and bridge collapse on Interstate 85 was on everyone's mind. Set by vagrants, the fire ignited construction supplies stored under the freeway, causing a total collapse and halting traffic during rush hour. The swift and effective response not only limited damages, but prevented any loss of life or injury.

During the May 4 budget hearing, City Council member Andre Dickens said, "If there is ever a time for this city to pull everybody up, it is now," telling Chief Baker to "put your best foot forward and give us some numbers."

"We are in a pretty good place now," says Gerdis. "We still don't have full parity with other similar departments, but we are making progress." ■

## Bristol Local Successfully Campaigns to Stop Cuts

The jobs of 10 Bristol, VA Local 2499 members are off the chopping block, thanks to the local's efforts to warn city leaders of the serious threat the staffing cuts would pose to public safety.

"This victory shows what our union can accomplish when we stand together and fight to protect our members," says 4th District Vice President Andrew Pantelis. "The IAFF and Bristol Local 2499 worked in partnership to alert the community and elected officials about the dangers of reducing staffing. As a result of our combined efforts, the Council made the right decision to keep the City and our members safe."

As the Bristol City Council began debating the Fiscal 2017-18 budget, it proposed cuts to the fire department that it said were necessary to avoid a budget shortfall. In several heated debates, Council members discussed possible layoffs, station closures, work schedule changes and a potential conversion from all career to a combination career/volunteer

force. The final proposal called for closing one of the City's three fire stations and laying off 10 fire fighters, a 25 percent reduction in fire department staffing.

The IAFF assisted in developing a strategy to stop the cuts before they were made final. In addition, the International completed a GIS analysis and a municipal financial analysis to provide data showing the negative impact these deep cuts would have on public safety in Bristol.

District Vice President Pantelis and Local 2499 President Mike Wise presented the data in a two-hour presentation before the City Council, effectively demonstrating that response times would dramatically increase and put fire fighters' safety at risk.

The strategy worked. Bristol Mayor Bill Hartley agreed to modify the proposed budget so that it did not include cuts to fire department staffing or resources. Taking it a step further, the City is also filling three vacant positions. ■

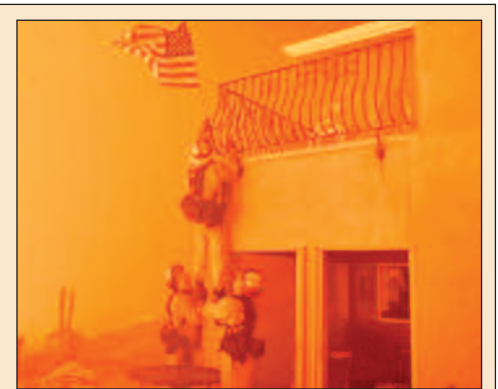


PHOTO BY JOSH EDELSON

## CAL FIRE Local 2881 Members Stretch Resources to Protect Communities

Southeast of Butte County, California, more than 4,000 people were evacuated due to the Wall fire as fire fighters work diligently to protect homes. One CAL FIRE Local 2881 crew noticed an American flag flying from one of the homes, and members were moved not only to protect a symbol of this country, but also to prevent it from igniting and possibly allowing the fire to spread to the home. Both the flag and the home escaped the fire. ■

## Fairfax County Local Holds Record-Setting Fill the Boot to Benefit MDA, IAFF Disaster Relief

True to tradition, Fairfax County, VA Local 2068 members filled the boot for MDA at intersections across Fairfax County throughout the Labor Day weekend, setting a fundraising record for a local Fill the Boot drive.

But this year, members also collected for the IAFF Disaster Relief Fund to provide assistance to members affected by Hurricane Harvey in Texas and Louisiana. By the end of the holiday weekend, Local 2068 had raised \$500,000 for MDA and more than \$126,000 to help their brothers and sisters in need.

“These numbers are incredible,” says General President Harold Schaitberger. “Because of the dedication of Local 2068, not only will MDA have a sizeable donation to allow them to continue doing their important work, but the donation to our Disaster Relief Fund will help the IAFF continue to provide assistance to members affected by Hurricane Harvey and future disasters.”

As Local 2068 prepared to launch its annual Fill the Boot campaign to raise money for

MDA, Hurricane Harvey hit the Texas Gulf Coast where thousands of IAFF members were in the storm’s path.

“MDA is extremely important to Fairfax County members, but our members also felt strongly about helping our brothers and sisters in need,” says Local 2068 President John Niemiec. “I am very proud of what our members were able to do over the Labor Day weekend.”

Local 2068 Fill the Boot Coordinator Joel Kobersteen says, “It’s incredible the kindness the public exhibited to our members throughout the campaign. I could never have predicted the tremendous outcome.”

The goal was to donate at least \$50,000 to the IAFF Disaster Relief Fund. Local 2068 knew it needed to raise \$550,000 or more to make both goals. On the first day alone, members collected more than \$173,600.

Despite cold temperatures and rain, Station 5 raised more than \$28,200 in a single shift, a fundraising record for the local. The total for



the day was \$155,600.

Throughout the remainder of the weekend, public donations never slowed, and Local 2068 was able to surpass its fundraising goals. ■

## San Bernardino Members Race Across U.S. for Cancer Awareness

Four members of San Bernardino County, CA Local 935 made an incredible journey — bicycling 3,000 miles over seven days from California to Maryland, all in the name of occupational cancer. In July, the four Local 935 fire fighters set off on the Race Across America, a grueling nonstop bicycle race taking them over the Rocky Mountains and across the Great Plains, as well as through the scorching heat of the Mojave and Sonoran deserts, to cross the finish line on the East Coast at the port city of Annapolis, Maryland, one week later.

The riders of Team Fire Velo Norton Strong — Travis Grapes, Tom Goforth, Ricky Arnold and Sean Jackson — embarked on this journey, one of the world’s toughest endurance competitions, to raise funds and awareness about the scourge of cancer in the fire service.

The issue hits close to home for Local 935 as two of its brothers are battling cancer. In 2015, Engineer Cory Nelson was diagnosed with epithelial sarcoma, while Fire Fighter Cory Cruise is currently undergoing treatment for testicular cancer diagnosed in 2016.

“This was truly a grueling race, but we know that it was nothing compared to what Cory and Jose and their families face right now. We kept this in our hearts and minds as we pushed on through to the finish,” says Grapes.

The logistics of the nonstop race was arduous, not just for the riders, but also the crew. In addition to the four riders, Team Fire Velo Norton Strong included 16 crew members, two RVs and two other vehicles. The cyclists ate and



Team Fire Velo Norton Strong completed a 3,000-mile bicycle journey across the United States to raise awareness about cancer in the fire service.

slept in the RVs, while the other vehicles carried crew and equipment. The RVs would leapfrog each other, one racing ahead to prepare to receive two exhausted riders and provide meals and any other treatment.

After a wilting stretch across the West and scorching desert heat reaching 115 degrees, the team began the slow, laborious climb through Wolf Creek Pass in Colorado. As they crossed the Continental Divide, the riders reached the apex of their ride at an elevation of 10,900 feet. Grapes, by sheer luck of the draw, was the lead cyclist to take the exhilarating sprint to coast down the east side of the Rocky Mountains, reaching speeds of up to 45 miles per hour.

But the Continental Divide would not be the team’s last big obstacle. Kansas, though relatively flat, battered riders with

unpredictable crosswinds. And in Missouri, the four contended with endless hills, picking up as much speed as possible downhill for momentum to carry them up the next incline.

“By day four, our legs were screaming, and it really became a matter of keeping at it and ignoring your body and your mind telling you that you cannot keep going,” Grapes says.

Toward the end of the race, about 200 miles from Annapolis, Grapes says he and the other three riders agreed they would eliminate the sleeping stages — they weren’t sleeping much anyway — and ride constantly until the end.

“About four miles from the end, all of us were just smiling from ear-to-ear because we could not believe we had finished,” says Grapes.

With just a few miles ago, the team was greeted by an Annapolis Fire Department engine and members of Annapolis Local 1926, who escorted them through the winding streets down to the finish at the City Dock at the edge of Chesapeake Bay. Team Fire Velo Norton Strong completed the nonstop race in exactly seven days, 17 hours and 14 minutes, finishing 10th among 24 teams.

“We just hope that we were able to really draw attention to the bigger fight that too many fire fighters with cancer face,” says Grapes. ■

## IAFF Members Fight the “Darkness” in Discovery Channel’s New Survival Show

Discovery Channel’s new series “Darkness” — which aired its first episode on Wednesday, August 2 at 10:00 p.m. Eastern Time — is described as “one of the most advanced and comprehensive tests of mental and physical survival ever captured on television.” So it comes as no surprise that three of the six contestants are IAFF members.

The show deposits three participants into an underground cave but in separate locations. Contestants are then plunged into pitch black darkness in place for 30 hours to acclimate and test for behavioral response. They are then allowed to begin exploring their surroundings, including looking for food and water — and the two other players. The goal is to find their way out of the cave together in under six days — if they can’t, they are extracted.

Shreveport, LA Local 514 member Brandon Lee, a 17-year veteran of the Shreveport Fire Department, a SWAT team member and a member of the National Guard for 20 years and counting, says this is the craziest thing he has ever done.

A husband and a father of five, the 37-year-old Lee is still not sure why he wanted to do the show — except that he has always been up for a challenge. “I always tell people, you can do anything you put your mind to,” he says. “I guess I really wanted to put my money where my mouth is.”

Lee adds, “To be honest, my biggest fear was not the darkness, but being alone with my thoughts — like really alone.”

When he met a fellow fire fighter down in the caves, it was a moment he says he will never forget. “It reminded me so much of being in the fire service and relying on another person with your

life — those bonds, that brotherhood. It was alive down in those caves.”

By the end, after near-death experiences and life-altering friendships, Lee says he now has a better appreciation for the little things in life. He also thanks the show for his new-found friendship with his fellow fire fighter in the cave. “We are like long-lost brothers,” says Lee.

Jeff Tucker, a 54-year-old retired Fort Worth, TX Local 440 member, who appears in the same episode, couldn’t believe the first person he bumped into was Brandon Lee — also a fire fighter.

A former arson and bomb investigator and a current CrossFit instructor, Tucker was itching to get back to that feeling he missed — the adrenaline of being a fire fighter. “Part of me wanted to see if I still had it,” he says. Tucker went without water for up to three days, and without food for five. Luckily, he ran into Lee after the first day.

“With our training, the biggest fear or obstacle wasn’t the darkness — it was other things, like having no sleep patterns and passing out from exhaustion,” Tucker says.

A husband and a father of three, Tucker reveals that there was a moment where he truly thought they had lost his partner, Lee — that he was gone. “I was reliving moments as a fire fighter that I didn’t even know where there — memories I had buried,” he says.

It was not all dark and miserable though, explains Tucker. There were moments of sheer joy and laughter, especially after a successful problem-solving scenario.

Another Shreveport, LA Local 514 member,



IAFF members Brandon Lee and Jeff Tucker compete on Discovery Channel’s “Darkness.”

Mike Covert, competes in the Discovery’s Darkness series, but in a different season.

Always outgoing and adventurous, and a former member of the Marine Corps, Covert admits he paused before agreeing to the show when he found out it was underground. “I can do a lot of things, but confinement is not my favorite,” he says. Still, he went on and soon found himself 1,300 feet underground and unable to see his hand in front of his face.

Covert met up with a professional primitive tool maker who had appeared in BBC shows on survival, as well as a woman who is a professional caver. “When I met these two, I thought, man I have nothing to offer compared to them — but the tools guy — he felt even more useless, as we had no tools. My skills as a fire fighter really came into play, and I found myself leading the charge at times due to my experience in search and rescue.”

Forty-eight-year-old Covert, a husband and a father of three, says, “It was one of the toughest things I have ever done. I am glad I stuck it out, but I would not do that again.” ■

## Gala Marks Occasion of Calgary Union’s 100th Anniversary

A century ago, in 1917, Calgary, Alberta, was a fast-growing city in Canada’s heartland with a population of 65,000. Horses still pulled fire equipment through the city’s streets, and the First World War still raged overseas.

And early that year — one year before the IAFF was organized — Calgary’s fire fighters organized and became Local 19 of the Federal Fire Fighters’ Union.

To celebrate its 100th birthday, the local — which joined the IAFF as Calgary Local 255 in 1923 and now represents more than 1,350 members — held a special anniversary gala June 17.

General President Harold Schaitberger joined numerous dignitaries who attended the event to mark the occasion. Schaitberger commended the local for its steadfast commitment to its members through the decades.

Calgary Local 255 President Mike Carter says the gala was a great opportunity to reflect on the union’s first 100 years of representing its members and its achievements, which now include a supplemental pension plan, leading salaries and benefits and some of the best



General President Schaitberger joins Calgary Local 255 President Mike Carter in celebrating the local’s 100th anniversary.

presumptive cancer coverage at the provincial level. “We’ve come to truly appreciate the struggles, challenges and successes we have gone through as a united sister and brotherhood, to become the amazing association we are today,” he says.

“That foundation, and the support of our sisters and brothers in the IAFF, will continue to serve us well as we move forward into the next century of service.”

A program printed for the event included photos and accounts of emergency response.

For example, in 1926, fire fighters towed a pumper on railway freight tracks to help fight a massive fire at the Banff Springs Hotel, covering 140 kilometres (87 miles) in a remarkable one hour and 40 minutes.

In December 1964, fire fighters braved frigid temperatures to fight a fire at the Condon Block, with 28 members taken to the hospital for frostbite as a result. And in 1982, members were on set when the movie Superman II was filmed in Alberta.

In March 1984, Calgary Local 255 members responded to a burning 737 airliner that caught fire on the tarmac at Calgary International Airport, injuring 27 people, and in July 2000, members mobilized to Pine Lake when an F3 tornado slammed into a campground.

In 2013, Calgary fire fighters were on the frontlines again when catastrophic flooding hit southern Alberta, including the inundation of Calgary’s downtown core. Last year, Local 255 members were among the many fire fighters who responded to the massive wildfire that ravaged Fort McMurray. ■

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## Trudeau Visits IAFF Members

Canadian Prime Minister Justin Trudeau built on his relationship with the IAFF during visits to three firehalls this spring and summer. In photo 1, Trudeau visits Winnipeg, MB Local 867 members where he learned about the city's ground-breaking fire fighter-paramedic program. In photo 2, Trudeau talks with Local 867 Treasurer Derek Balcaen. In photo 3, Trudeau meets the members of Fredericton, NB Local 1053 to help them celebrate the Fredericton Fire Department's 200th birthday. And in photo 4, Trudeau dons a fire fighter bunker jacket during a visit to a firehall in Regina, where he also met with Regina, SK Local 181 members, including Local President Kevin Tetlow (right).

## Millennial IAFF Member Keeps IAFF-MDA Connection Strong

Like many kids, Vince Van Binsbergen, 26, wanted to be a fire fighter when he grew up. He never outgrew that dream and, at age 15, enrolled in a fire explorer program, where he learned what being a fire fighter is all about — and experienced filling the boot for MDA.

After high school, he served as a volunteer fire fighter for the Elk Creek Fire Department while working as an EMT. A paid position opened up and he's worked for the Elk Creek Fire Department and has been a member of Local 4710 ever since.

Even before becoming a fire fighter, Van Binsbergen experienced the strong connection between fire fighters and MDA. "It goes back to when I was an explorer in California," he says. "We helped out with Fill the Boot, and that was my first time being involved with MDA. When I got out here as a volunteer, I did Fill the Boot and once I became full time, they handed me the reins of MDA coordinator."



Van Binsbergen is also a member of the MDA/IAFF National Millennial Committee, which aims to deepen the relationship between millennial fire fighters and MDA.

Having seen what MDA can do for its families, Van Binsbergen is excited about engaging his colleagues in the cause.

As MDA coordinator, he sees the effect his fundraising has made on the MDA community firsthand. "What really got me into it was going to a boot camp and meeting all the families and the kids," he says. "Hearing the stories of how MDA has helped them — that made me want to continue being the coordinator to raise more money."

And Van Binsbergen has taken that role to heart, helping his local raise more than \$58,800 for MDA since he started as coordinator. "We want to get more people involved," he says, "and continue the tradition between the IAFF and MDA."



Get your local involved — use the IAFF-MDA online toolkit to start a Fill the Boot drive or to promote involvement in your existing program. Visit [firefighters.mda.org](http://firefighters.mda.org) for details. ■



## IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International April through June 2017.

### Local 1207

Vernon Professional Fire Fighters Association  
President James Cook  
15 members  
Vernon, TX

### Local 5125

Greencastle Professional Fire Fighters  
President Jason Simonson  
14 members  
Greencastle, IN

### Local 5127

West Haven 911 Dispatchers  
President Katherine Vecellio  
15 members  
West Haven, CT

### Local 5128

Manchaca Fire Fighters Association  
President Mike Harper  
4 members  
Manchaca, TX

### Local 5130

Albany Fire Fighters Association  
President Desmond Smyth  
18 members  
Albany, CA

### Local 5131

Saranac Lake Professional Fire Fighters  
President Richard Yorkey  
4 members  
Saranac Lake, NY





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## Fire Captains Win Right to Belong to the Union

A court action brought under the IAFF's Guardian Policy has been settled on favorable terms for Franklin, VA Local 4517 and the two adversely impacted plaintiffs.

This case, pursued in state court by IAFF General Counsel Tom Woodley on behalf of Local 4517 and union members Richard Grizzard and Terry Bolton, challenged the policy of the City of Franklin prohibiting lieutenants and captains from maintaining their union membership after being promoted to those positions.

The City asserted that the fire department officers are managers and would have a conflict if they belonged to the same union as the rank-and-file fire fighters they supervise.

The suit was based on the Virginia right to work statute, which provides, "**No person** shall be required by an employer to abstain or refrain from membership in, or holding office in, **any** labor union or labor organization as a condition of employment or continuation of employment." Va. Code §40.1-61 (emphasis added).

Under this Virginia law, supervisory employees should be able to join any union of their choosing, and public employers may not curtail this right because the employees' position is arguably of a

supervisory nature.

The City's anti-union restriction against these IAFF members qualified under the Guardian Policy, which safeguards the right to belong to and to support the union. A successful court action under Virginia law would also strengthen precedent reinforcing the rights of these members and other members similarly situated in Virginia and in other states with right to work laws.



After the City was served with the Court Complaint, Deputy Chief Mark Carr pulled Captain Terry Bolton aside from her shift and confronted her about the suit. The IAFF General Counsel's Office warned the city attorney by letter that this behavior would not be tolerated and would lead to an additional claim of unlawful retaliation if it continued. In response, the city attorney immediately spoke with Deputy Chief Carr about his misconduct. The intimidation and retaliatory conduct stopped.

Under the very favorable settlement agreement filed with the Circuit Court of the County of Southampton, the Franklin City Council rescinded its Personnel Policy 709, which prohibited captains and lieutenants from being members of Local 4517 and further stated that the City shall not interfere with its employees

maintaining union membership, holding union office or exercising any other rights pursuant to state law. In addition, the City and its officials will not discriminate or retaliate against employees for participating in this lawsuit or for exercising their right to belong to and support a labor organization.

The City paid damages to Local 4517 in the amount of \$1,408, for the purpose of compensating the local for union dues payments that would have been made by plaintiffs Grizzard and Bolton but for the City's prohibition against membership in the local.

The settlement also provided that the City pay attorneys' fees and costs to the union in the amount of \$8,500. These funds have been reimbursed to the IAFF pursuant to the Guardian Policy.

Local 4517 President Scott Maynard says, "I want to thank the IAFF and General President Harold Schaitberger for approving this court case and settlement that enforces the rights of our captains to maintain their membership in our local union."

IAFF 4th District Vice President Andy Pantelis notes, "The IAFF Guardian Policy protects the fundamental right to belong to our union, and it worked very well here." ■

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# Highlights From the IAFF Health, Safety and EMS Conference

1. The John P. Redmond Health and Safety Symposium and Dominick F. Barbera EMS Conference, held in Vancouver, Canada, August 6-10, provided education and networking for more than 1,000 local leaders and members from across the United States and Canada.
2. A full day of pre-conference workshops included Burn Prevention, Fire Ground Survival, Peer Support Continuing Education, Peer Fitness Training and Tactical Emergency Casualty Care.
3. The opening Plenary Session featured remarks from General President Harold Schaitberger and a keynote address from Richard Allen Bryant, a world authority on post-traumatic stress disorder. Other presentations included ground-breaking research on cancer treatment, an FBI briefing on homegrown violent extremism, active shooter incident reports, lessons learned from the Oakland Ghost Ship fire, Fort McMurray wildfire response and line-of-duty death reports.
4. Vancouver Local 18 President Robert Weeks welcomed attendees at the opening Plenary Session. Throughout the week, Local 18 hosted several evening events in the city.
5. More than 60 workshops and information sessions addressed health and safety issues, as well as EMS response, including Building Resilience in the Fire Service, Occupational Cancer and the Use of Screening Procedures, Fire-Based EMS in Canada, Paramedic Assault and many, many more. In this photo, Incident Commander on scene for the Orlando Nightclub shooting, Battalion Chief Bryan Davis, addresses attendees.
6. The biennial Health, Safety and EMS Conference included three days of exhibits featuring more than 40 vendors.
7. Members across the United States and Canada watched plenary sessions live on Facebook and YouTube. In addition, two workshops — “Fire-Based EMS: Responding to the Opioid Crisis” and “Stored Energy and the Hidden Dangers: Solar Power and Lithium Batteries” — were broadcast live.

Watch select presentations, including General President Schaitberger's remarks, at [www.youtube.com/IAFFTV](http://www.youtube.com/IAFFTV).

Photos are also online at [www.iaff.org/photos](http://www.iaff.org/photos).



REDMOND HEALTH AND SAFETY SYMPOSIUM  
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Responding to the Opioid Crisis

9:00-10:30 a.m. Pacific Time  
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Hidden Dangers of Stored Energy

11:00 a.m.-12:30 p.m. Pacific Time  
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A woman in a firefighter's uniform is shown from the chest up. She is wearing a dark jacket with reflective stripes and an American flag patch on the sleeve. She has a white radio clipped to her chest, a black and orange respirator mask hanging from her neck, and a black and orange Scott Safety VIBRALERT watch on her left wrist. The background is a dark locker room with several lockers visible.

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## IAFF Continues to Push Canadian Building Code Shortfalls

The IAFF and the Canadian Commission on Building and Fire Codes (CCBFC) are discussing a potential joint research project on issues surrounding the omission of fire fighter safety as an objective of Canada's National Building Code.

In a May presentation to the CCBFC in Toronto, the IAFF reiterated strong concerns about the need to include fire fighter safety in the code and the dangers of relying on current code language that considers fire fighters the same as other building occupants. The CCBFC used undocumented assumptions about the role of fire fighters when formulating the objective-based building code in 2005, ignoring the reality of what today's fire fighters actually do.

During the presentation, the IAFF expressed frustration with a code development process that is difficult to access and a long history of IAFF submissions and code change requests that have been ignored.

"We've been chasing our tail for more than a decade trying to achieve nothing more than ensuring that fire fighter safety is a core requirement of the National Building Code of Canada, like it is in virtually every other building code — including the International Building Code," says Assistant to the General President for Canadian Operations Marks.

Because fire fighter safety is not a stated objective of the building code, builders and designers are not required to take it into account when designing houses and small buildings. It also means the IAFF and other stakeholders cannot use fire fighter safety as the basis for a code change request.

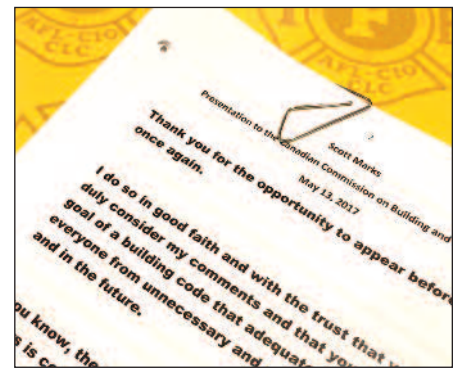
The CCBFC has argued that the IAFF needs to justify its position that fire fighter safety should be a building code objective, despite the fact that its decision to omit fire fighter safety from the building code was made without any documented evidence and despite the fact there is currently no mechanism for national fire statistics in Canada.

The IAFF has responded to the commission with the results of a survey of Canadian IAFF members showing that 100 per cent of fire departments where respondents worked have policies requiring interior operations in certain circumstances, and 99 per cent had indeed conducted interior operations in the past 10 years. The IAFF survey also showed that 100 per cent of respondents had had to cease aggressive firefighting operations at least once in the past 10 years due to fear of structural collapse, while 86 per cent had witnessed sudden roof or wall collapse, 75 per cent had witnessed sudden floor collapse and 72 per cent had experienced close calls due to sudden structural collapse. Forty-four per cent of respondents had experienced an injury or fatality in their department in the past 10 years due to structural collapse.

"But statistics from the past will never address the fact that fire fighter safety stakeholders should be able to request code change requests in the future, on future provisions that may not even be foreseen today," Marks told the CCBFC.

In the meantime, the IAFF continues to lobby the Canadian government to act on the building code's shortfalls.

The issue was one of three IAFF legislative priorities addressed in the non-binding Private Member's Motion M-388 adopted in the House of Commons in 2012 by a vote of 150 to 134. The motion was introduced by Liberal MP Ralph



Goodale (Wascana SK), who is now Canada's Minister of Public Safety. ■

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## Congress Moving Quickly on IAFF Legislative Priorities

Two of the IAFF's top legislative priorities are moving quickly through the legislative process. Congress took major steps in July to advance H.R. 931, the Firefighter Cancer Registry Act, and S. 829, the Assistance to Firefighters (FIRE Act) and Staffing for Adequate Fire and Emergency Response (SAFER) Program Reauthorization Act of 2017.

In the U.S. House of Representatives, the Firefighter Cancer Registry Act, introduced by Representatives Chris Collins (R-NY) and Bill Pascrell (D-NJ), was overwhelmingly approved by the full chamber on September 12, 2017. The bill would establish a national cancer registry specifically for fire fighters in the hope of better establishing the link between cancer and the occupation of fire fighting.

On the other side of the Capitol, the full U.S. Senate voted to unanimously approve the AFG and SAFER Program Reauthorization Act. Senators John McCain (R-AZ) and Jon Tester (D-MT) had introduced the legislation in early 2017 to extend the FIRE Act and SAFER grants and eliminate a dangerous provision in the law that would have completely eliminated the two programs on January 2, 2018.

"Exceedingly few organizations in Washington, DC can match our success on the legislative front this year," says General President Harold Schaitberger. "The speed at which our top legislative priorities have advanced is due in large part to the hard work and commitment of our members and local leaders pushing their elected federal officials to get these bills signed into law."

The Firefighter Cancer Registry Act will provide top scientists the opportunity to study the deadly relationship between cancer and fire fighting. The IAFF has long recognized the wide variety of carcinogens to which members are exposed on the job, and has worked tirelessly to strengthen safeguards and reduce exposure to its members, as well shore up benefits and support for those afflicted by the disease. This legislation is the latest endeavor on this front.

"Our members are routinely exposed to a wide variety of carcinogens on the job and deserve to be afforded the best protection and prevention tools available," says Schaitberger. "Establishing a specialized cancer registry specifically for fire fighters will help scientists to more fully examine the phenomenon of cancer in the fire service and potentially lead to the development of more sophisticated safety protocols and safeguards."

The FIRE Act and SAFER Program Reauthorization Act will ensure fire departments continue to benefit from these critical grants. SAFER and FIRE Act are the only federal grant programs dedicated to the needs of the fire service. SAFER grants help fire departments hire personnel to achieve safe staffing levels, while FIRE Act grants provide funding for equipment, training and health and safety initiatives.


Passing the Act this year is imperative, as the

programs are due to sunset at the end of 2017. Prior to its passage in the Senate, the bill hit a snag when Senator Mike Lee (R-UT) placed a hold on it, essentially preventing its consideration. Working closely with Senator McCain and his staff, the IAFF lobbied Senator Lee on the matter, and his hold was lifted prior to the Senate's August break, allowing just enough time to pass S. 829 before Congress's traditional summer recess.

Fire departments across this nation have benefited from the grants authorized by the SAFER and FIRE Acts. Schaitberger says, "Our

members have seen tremendous enhancements in their baseline capabilities, leading to safer and more effective emergency response, all thanks to these essential programs."

Congress returned from its recess immediately after Labor Day. The IAFF is currently in negotiations with House and Senate leaders to complete consideration of both the Firefighter Cancer Registry Act and the FIRE Act and SAFER Program Reauthorization Act, and is hopeful that both will be signed into law by the end of the calendar year. ■



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## States Recognize Post-Traumatic Stress as Job-Related Illness

Vermont, Maine and Texas are among the first states to recognize post-traumatic stress as an occupational disease among first responders and provide presumptive coverage for the purpose of workers' compensation benefits. Similar legislation already exists in five Canadian provinces.

### Maine Fire Fighters Covered for PTSD

Working with a coalition of other first responder groups, the Professional Fire Fighters of Maine (PFFM) successfully lobbied for the passage of a state law which presumes fire fighters, police and emergency medical personnel with post-traumatic stress disorder (PTSD) developed the illness because of on-the-job exposure. The presumption qualifies them for workers' compensation coverage.

"This is an important new law," says PFFM President John Martell. "Our members can now get treatment right away without having to spend months proving their PTSD is job-related."

PFFM 4th District Vice President Ronald Green says, "Getting support for the legislation was somewhat of a challenge, but after tweaking some language, moving the bill was easier. We also had the support of the State Workers' Compensation Board Chair Paul Sighinolfi."

The final bill, sponsored by state Representative Jared Golden, a war veteran, includes language requiring the disorder to be diagnosed by a licensed psychologist or a licensed physician specializing in psychiatry. Additionally, the presumption is rebuttable; however, it is incumbent on the employer to prove that the disorder is not caused by exposure to trauma on the job.

Maine Governor Paul LePage signed the legislation in July.

### Vermont Fire Fighters Praise New PTSD Presumptive Law

Standing outside Fire Station 1 in Burlington, Vermont, the Professional Fire Fighters of Vermont (PFFV) announced the new state law providing workers' compensation coverage for fire fighters with post-traumatic stress and similar mental health conditions, effective July 1.

Joining 3rd District Vice President Jay Colbert, PFFV President Bradley Reed, and members of Burlington Local 3044 and other Vermont locals to announce the victory were state Senate President Pro Tempore Tim Ashe, state Speaker of the House Mitzi Johnson and the legislation's chief sponsor, state Representative Sarah Copeland-Hanzas.

"PFFV President Reed, with assistance from the IAFF, did an outstanding job encouraging lawmakers to support this legislation," says 3rd District Vice President Colbert. "Vermont is the first state to have workers' compensation coverage for post-traumatic stress. We hope this success will encourage states throughout the 3rd District and across the country to do the same."

The bill faced opposition from lobbyists for insurance companies, the Vermont League of Towns and Cities and the Vermont Department of Labor, over concerns that the legislation would increase workers' compensation premiums. Despite hesitation on the part of some lawmakers and the governor, data supporting the frequency of post-traumatic stress and other behavioral health issues resulting from on the job exposure to trauma were irrefutable, which convinced legislators to pass the bill.

"Post-traumatic stress, if left untreated, can lead to serious consequences, from not being able to function on the job to thoughts of suicide,"



Professional Fire Fighters of Vermont President Bradley Reed at an event to announce the new PTSD presumptive legislation.

says PFFV President Reed. "Our members who receive this diagnosis can now have access through workers' compensation to treatment that will keep them healthy and on the job."

In addition to post-traumatic stress, the new law mandates workers' compensation coverage for fire fighters and other first responders who have mental health conditions as a result of their job. Claims can be submitted up to three years past retirement or separation of service. Moving forward, 3rd District Vice President Colbert and PFFV President Reed are working to establish a peer support program to assist members in Vermont, Maine and New Hampshire who have behavioral health concerns.

### TSAFF Wins Workers' Compensation Coverage for Members With PTSD

Thanks to a focused lobbying effort, the Texas State Association of Fire Fighters (TSAFF) successfully passed legislation to improve workers' compensation coverage for Texas first responders diagnosed with line-of-duty-related post-traumatic stress disorder (PTSD).

"Our members see trauma every day on the job," says 11th District Vice President Sandy McGhee.

*Continued on Page 33*

## Understanding Account Structures and Beneficiaries

The financial security of your family ranks right up there with their physical security. It is important that you and your spouse/partner take time every year to ensure that beneficiaries on your pension and other financial accounts are current. But first, make sure you know some basics.

### Account Ownership Basics — IRAs, Employer-Sponsored Plans and Non-Retirement annuity accounts

An individual retirement account (IRA) is established and maintained on an individual basis and cannot be held jointly. Likewise, 401(k)s and other employer-sponsored plans aren't held jointly — you hold the account in your name as an individual.

Annuities which are not IRAs or part of a group retirement plan, on the other hand, can be held jointly.

Non-qualified annuities with joint owners can be structured a number of ways that transfer the account to the surviving owner in the event of one joint owner's death, and to beneficiaries in the event of both owners' deaths. For example, a common structure for a married couple with children is when the husband and wife are joint owners, the husband is the annuitant (the individual whose life is used for measuring distribution benefits and timing), and the children are the beneficiaries.

### Passing Your Assets on After You're Gone

A loved one passing away is an emotional event, and ensuring that beneficiaries are current can help make the process of transferring assets as smooth as possible, avoiding the unwanted hassle of probate. You may designate two types of beneficiaries to receive your assets after you're gone:

1. Primary beneficiaries: The person (or persons) who can claim the account assets when the account owner passes away.
2. Contingent beneficiaries: The person (or persons) entitled to claim the account assets in the event there are no living primary beneficiaries.

Keep in mind that naming minors as beneficiaries can be more complicated than naming adult beneficiaries, as a guardian may need to be involved to ensure competent management of the proceeds.

### It's important to check — and update, as necessary — the beneficiaries on your account every year.

Failing to do so can result in unwanted hassle (at best), and at worst, your assets could be passed on in a way (or to someone) you didn't intend. ■



“Over time, those experiences can have a cumulative effect and become difficult to process. I am proud of the hard work by our Texas affiliates to give our members across the state access to treatment when they need it.”

TSAFF President John Riddle says the success was a unified effort.

“Members throughout the state reached out to lawmakers to educate them on the importance of this legislation,” Riddle says. “Recent independent studies have shown post-traumatic stress rates are on the rise for Texas fire fighters. This law gives us a way to do something about it.”

The push to pass presumptive protections for members experiencing post-traumatic stress began after TSAFF delegates passed a resolution at its 2016 Convention to make it a priority.

State Representative John Wray (R) was quick to understand the importance of the issue and agreed to file legislation (HB 1983) calling for state workers’ compensation coverage for PTSD “caused by an event occurring in the course and scope of their employment.”

Representative Wray worked with TSAFF leaders to champion the bill, earning enough support for its passage and moving it onto the Senate where the legislation was sponsored by Senator John Whitmire (D).

Governor Greg Abbott signed the bill on June 1, effective as of September 1, 2017. ■

## FIREPAC: The Voice of Solidarity

As fire fighters and paramedics, you don’t know if the public you serve are rich, poor, Republican or Democrat — you simply respond. Because during an emergency, the only thing that matters is working together to take appropriate action.

Similarly, when you stand as IAFF brothers and sisters in a turbulent political arena, you unite behind the black and gold banner, rise above the noise of party and faction, and ask one simple question: Do you support fire fighters and their families?

There is nothing more powerful than solidarity. It has consistently led to triumph throughout the world, the nation and this union. It gives one small voice the strength of more than 305,000 voices. It looks beyond the red shirts and blue shirts and extends to the widely respected black and gold that unites the IAFF with one common agenda and one clear voice.

FIREPAC is the voice of solidarity in politics and government, and it is a powerful investment. Through FIREPAC, members can unite and take action to protect each other and their communities. When you invest in FIREPAC, you invest in the community by helping secure the grants, programs, equipment, education and staffing that you

need to keep you and your neighbors safe.

You invest in your IAFF brothers and sisters by supporting legislation that protects your lives and livelihoods, and by guarding the freedom to collectively negotiate wages, working conditions and benefits with employers.

And you invest in yourself and your family by empowering the IAFF to fight on your behalf for better healthcare and pensions, and against any dangerous policies or harmful legislation.

The 2018 election cycle has already begun. And with all the gridlock in Washington and the ongoing attacks in states and municipalities, your voice needs to be louder — and your investment more robust — than ever.

The IAFF brand is powerful and respected in the Nation’s Capital and across the country.

But right now, this union’s capacity to engage politically comes from the investment of only a small percentage of members.

It’s time to join your brothers and sisters in solidarity by investing in FIREPAC today. For more information, contact Assistant to the General President for Governmental and Public Policy Dave Lang at [dlang@iaff.org](mailto:dlang@iaff.org). ■



## FIREPAC Contribution Form

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## Decision Makers Participate in FIRE OPS 101

This summer, the IAFF held two FIRE OPS 101 events, exposing more than 50 elected and appointed leaders to the smoke, adrenaline rush and the physical stress and strain fire fighters and emergency medical personnel face while protecting communities across the United States and Canada.

In June, Miami Beach, FL Local 1510 and the Miami Beach Fire Department hosted a FIRE OPS during the U.S. Conference of Mayors annual meeting. In July, the Iowa Professional Fire Fighters and Des Moines Local 4 hosted FIRE OPS during the Council of State Government's Midwestern Legislative Conference.

In Miami, mayors from cities across the United States took the time to experience what it takes to do the job. Participants experienced a live fire scenerio, a vehicle extrication, a search and rescue maze and a beach medical emergency.

Denny Doyle, mayor of Beaverton, Oregon, said of his experience, "It makes you appreciate the women and men who do this for a living."

"Walk in the fire fighters' boots for a few minutes like I did and you will certainly appreciate the value they are to our community," said Don Guardian, mayor of Atlantic City, New Jersey.

A video highlighting the event and the participants' experiences was broadcast during the U.S. Conference of Mayors to more than 1,000 attendees, including 400 mayors.

In Des Moines, more than 20 legislators and policy makers from 11 states and four provinces experienced a day as a fire fighter.

"We have to get serious about protecting our police and fire fighters. These are incredibly



important positions in our communities, and we need to make sure we protect those who answer that call," said Iowa state Senator and candidate for governor Nate Boulton.

Bob Lagasse, a member of the Legislative Assembly in Manitoba, said, "It was a good opportunity to know exactly what our fire fighters and paramedics go through when they get on scene and the importance of having the right resources."

The Des Moines FIRE OPS garnered the attention of four major news networks that covered the event.

In addition, social media served as a very effective tool for the IAFF and affiliates in creating awareness for FIRE OPS and what it takes to be a professional fire fighter and the resources needed to do the job safely and effectively.

General President Harold Schaitberger says, "The success of these events and value to both lawmakers and public safety is apparent as participants return home to their offices with a greater understanding of fire fighting staffing and resource needs and ability to make important, informed decisions." ■

### Globe, TenGate, MSA Support FIRE OPS 101 Events

Globe Manufacturing has been a strong partner in providing protective equipment (PPE) to IAFF FIRE OPS 101 events. Elected and appointed officials from the local, state, provincial and national levels have been outfitted with Globe PPE at FIRE OPS 101 events in conjunction with the National Conference of State Legislators, the U.S. Conference of Mayors and the Council of State Governments Midwestern Conference.

Both TenGate and MSA have joined Globe in providing support to the very successful FIRE OPS program. TenGate has provided T-shirts to instructors and participants made from the same protective fabric used for structural, wildland and technical rescue PPE. In addition, MSA has provided breathing apparatus for participants.

These partnerships help the IAFF expand the FIRE OPS program onto the national

stage, giving elected officials a unique opportunity to experience what IAFF members do every day on the frontlines.





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## Canadian Policy Conference Focuses on Fire Fighter Safety

Canadian IAFF leaders advanced several fire fighter health and safety priorities, among other issues addressed at the Biennial Canadian Policy Conference in Kingston, Ontario, August 21-23.

More than 100 delegates representing 40 Canadian locals and six provincial affiliates adopted nine resolutions at the conference, which has also evolved into a forum to educate Canadian IAFF leaders about emerging issues affecting them as professional fire fighters and union members.

Delegates adopted resolutions asking the IAFF to add a number of items to its Canadian legislative agenda, including controlling the use of chemical flame retardants, establishing a federal cancer registry, seeking funding for research into better personal protective equipment and pursuing the collection of standardized fire incident data.

Delegates also adopted a resolution supporting an expansion of the IAFF Center of Excellence for Behavioral Health, Treatment and Recovery in Canada. Myrrhanda Jones, Business Development Associate for Advanced Recovery Systems (ARS), which operates the center, was in Kingston to meet delegates and discussed the Center.

Toronto, ON Local 3888 member and IAFF Peer Support Instructor Hugh Doherty explained the Peer Support program to delegates, while Dr. Heidi Cramm updated the group on research on post-traumatic stress being conducted by the Canadian Institute for Public Safety Research and Treatment, an academic

network based at the University of Regina that receives federal government funding.

Other resolutions adopted in Kingston asked the IAFF to educate the Canadian medical community on the need for earlier cancer screening for fire fighters and to use FIREPAC Canada funds to attend the annual Federation of Canadian Municipalities Conference as a means of educating municipal leaders about fire service issues.



General President Harold Schaitberger, above, addressed delegates at the Canadian Policy Conference where delegates adopted nine resolutions focusing on fire fighter safety and other issues. At the right, Clive Deonarine of Ajax, ON Local 1092 and Ann Bryan of Kingston, ON Local 498 were re-elected by delegates to the IAFF Elected Human Relations Committee.



Delegates also adopted a resolution asking affiliates to support a movie adaptation of Strike! The Musical, which tells the story of the 1919 General Strike in Winnipeg, Manitoba that helped solidify Canada's labour movement, and one asking the IAFF to establish a budget of \$150,000 to hire experienced EMS experts when needed to testify in favour of expanding Canadian

fire fighters' roles in emergency prehospital care. Resolutions that affect budget expenditures will be submitted at the IAFF 54th Convention for final approval.

General President Harold Schaitberger and General Secretary-Treasurer Ed Kelly both addressed delegates in Kingston following an opening ceremony that featured remarks from numerous local and provincial dignitaries.

The six IAFF provincial presidents updated delegates on issues in their jurisdictions, and Victoria Cross, a Senior Strategist with NationBuilder, showed delegates how to use the software to track information and improve community engagement.

Muscular Dystrophy Canada client Luca "LazyLegz" Patuelli wowed delegates with his dance moves and inspirational story about how he learned to overcome his physical challenges to become a dancer and motivational speaker.

Also at the conference, Clive Deonarine of Ajax, ON Local 1092 and Ann Bryan of Kingston, ON Local 498 were re-elected to the IAFF Elected Human Relations Committee.

The next edition of the Canadian Policy Conference will be hosted by St. John's, NL Local 1075 in 2019. ■

## Help Children in Your Community — Give a Gift of Warmth

In keeping with the IAFF's longstanding tradition of helping communities everywhere, affiliates across the country are participating in Firefighters for Operation Warm, a community outreach program in collaboration with Operation Warm designed specifically for the IAFF and its members to provide brand-new, made-in-the-USA winter coats to impoverished children.

Since 2012, more than 450 affiliates have become involved in this program to help the millions of children living below the federal poverty line in the United States and Canada. Operation Warm manufactures 100-percent made-in-the-USA winter coats exclusively for this program.

More than 15 million children live at or below the federal poverty line in the United States and Canada. Families are often forced to choose between food, shelter and providing a proper

winter coat for their child. Firefighters for Operation Warm is an opportunity for affiliates to be on the frontlines of a movement that is bringing manufacturing jobs back to North America and providing warmth and happiness to suffering children.

"IAFF affiliates have always made it a core mission to give back to the communities in which they live and work," says General President Harold Schaitberger. "These community outreach efforts show the value IAFF members bring to their communities and promote their efforts to help others beyond their jobs as fire fighters and paramedics."

"Children don't get to choose their circumstances," says Nashville, TN Local 140 President Mark Young. "If we can provide a



little bit of hope for them with a new winter coat, why wouldn't we?"

St. Paul, MN Local 21 President Michael Smith says, "Operation Warm has helped us build relationships with businesses, other locals and elected officials that we otherwise would not have established. All while helping to meet a need we see every day."

For more information about how your local can get involved, contact Laura Wisneski at [laura@operationwarm.org](mailto:laura@operationwarm.org) or visit [www.firefightersow.org](http://www.firefightersow.org). ■

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# Monotelo Speaks To The Professional Firefighters of Wisconsin

Monotelo Advisors spoke at (PFFW) Professional Firefighters of Wisconsin's bi-annual meeting held in February at the Hilton City Center Hotel in Milwaukee, WI.

Monotelo was invited to speak because of their unique knowledge of the firefighting profession and how they apply that knowledge to help firefighters retain a higher percentage of their income. "We find that career firefighters are overpaying anywhere from a few hundred dollars per year to over one thousand dollars per year on their tax bill" - shared Jim Allen, Director of Monotelo Advisors.

In their presentation to the PFFW, Monotelo offered a no-obligation "Look-back" for IAFF local members. The "Look-back" starts with a brief discussion to review job related expenses. Monotelo then compares the expenses identified in the discussion with the expenses that were used on the prior tax returns. When there is a meaningful difference between the two, Monotelo will

correct the past three years and recover money that was left on the table.

**"We find that career firefighters are overpaying anywhere from a few hundred dollars per year to over one thousand dollars per year on their tax bill"**

About the PFFW - The Professional Firefighters of Wisconsin represents 60 locals with over 4,000 career firefighters across the state of Wisconsin. "Every two years we bring in key leaders from around the state, elected officials, and companies like Monotelo that we believe can help our members. I am very particular as to who I let speak to our guys, and Monotelo did a great job," said Mahlon Mitchell, president of the PFFW.

"My local affiliation is IAFF Firefighters Local 311," explained Mitchell. "We invited Monotelo to come meet with our members. We had a full day filled with our members coming in to have Monotelo review their past returns and prepare their current year's return. I've heard nothing but good things; so, we're really appreciative of what they did for us."

In addition to Local 311, Monotelo has had the opportunity to impact the entire state of Wisconsin using technology. Coming into local meetings via the web, Monotelo offered guidance, answered questions and gave local members the opportunity to recover some of their hard-earned money.

*For questions about how Monotelo can help your local, contact Jim Allen at [jallen@monotelo.com](mailto:jallen@monotelo.com).*

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## The Momentum and Strength of the IAFF-FC FrontLine Program

After a challenging career in the fire and emergency services, you deserve the financial means to live comfortably and with dignity in retirement. That's why having a competitive retirement plan offering from a provider that supports the interests of IAFF members and has the experience and commitment to retirement readiness are all important factors to take into consideration.

Since 2003, the IAFF Financial Corporation (IAFF-FC) has worked with Nationwide® as its premier retirement plans provider. Nationwide administers supplemental retirement plans and products, including the 457(b) Deferred Compensation Program and 501(c)9 VEBA Trust (Post Employment Health Plan).

We are very pleased with the foundation we've built over the past 14 years with the IAFF-FC FrontLine Program, administered by Nationwide. In that time, total assets of the Program have grown to more than \$6.7 billion as of June 30, 2017.<sup>1</sup>

Recently, IAFF leaders in **Seattle, WA Local 27, Sacramento, CA Local 522, Philadelphia, PA Local 22, Des Moines, IA Local 4 and Coral Gables, FL Local 1210** — along with a host of others — have stepped up to become actively engaged in having a voice in the process of deciding which provider will offer the best retirement plan solutions for its

**“Our confidence in Nationwide’s ability to help our members prepare for and live in retirement and the fact that they are an American company with strong corporate integrity and values means we are proud to align with Nationwide. That’s why we have chosen to renew our endorsement contract with Nationwide for another five years.”**

— General President Harold Schaitberger

members. In each of those cases, Nationwide was chosen as the exclusive provider.

IAFF leaders supported our relationship with Nationwide by meeting with key Nationwide associates prior to the Request for Proposal (RFP) release. Working together, Nationwide was able to educate IAFF leaders on industry trends and arm them with important data. These IAFF leaders were able to share some of their likes and dislikes in their current level of service and product offerings. The intent was to work together to improve overall retirement plan benefits.

Nationwide is a proven and trusted partner for serving public employees’ supplemental retirement plan needs.

“Our confidence in Nationwide’s ability to help our members prepare for and live in



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retirement and the fact that they are an American company with strong corporate integrity and values means we are proud to align with Nationwide,” says General President Harold Schaitberger. “That’s why we have chosen to renew our endorsement contract with Nationwide for another five years.”

For more information about the IAFF-FC, contact Carrie Tucker at (202) 737-1125 or ctucker@iaff-fc.com. To learn more about the IAFF-FC FrontLine Program and benefits, contact Rebecca Gill at (614) 435-8329 or gillr4@nationwide.com. ■

<sup>1</sup> Nationwide (06/17)

Investing involves market risk, including possible loss of principal. No investment strategy — including asset allocation and diversification — can guarantee a profit or avoid loss. Actual results will vary depending on your investment and market experience.

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

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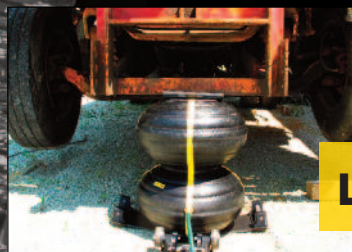
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# On the Road WITH THE GENERAL PRESIDENT

*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*



During the Canadian Policy Conference, General President Schaitberger stopped at Station 4 to meet with Kingston Local 498 President Ann Bryan and other Local 498 members.



President Schaitberger and General Secretary-Treasurer Edward Kelly met with Richmond, BC Local 1286 President Cory Parker and Local 1286 members at Fire Station 3.



General President Schaitberger visited Metro-Dade Local 1403 President Omar Blanco and several members of Local 1403 at Firehouse 3 in Miami. The fire station houses an apparatus named "The Heroes of September 11," dedicated to the 343 FDNY who lost their lives on September 11, 2001.

# IAFF Retirees

## A Salute to Dedication, Service and Courage

**ALASKA L4303 Juneau Career**—Paul Hamby  
**ALABAMA L0117 Birmingham**—Terry Beckham, James Erwin, James Martin, Jerry Randall, Judy Slocum, John Tompkins, **L1349 Mobile**—Bryan Lee, **L1833 Huntsville**—Timothy Cartwright, Bob Rouse, **L4035 Hoover**—Jerry Cunningham, **L5049 Pelham Fire Fighters Association**—William Kline  
**ALBERTA L0209 Edmonton Fire Fighters Union**—John Bower, Troy Ciochetti, Alan Cooke, Dave Godue, Leonard Isinger, Peter Luciw, Andrew Melnychuk, Robert Motz, Brian Proud, Edward Westervelt, **L0255 Calgary**—Ross Bingham, Terry Callaghan, Phil Crites, Dennis Graham, Pete Guterson, Paul LeBlanc, Bryan Loschuk, James MacDonald, Randy McRae, David Murray, Julio Savoia, Geoff Thornley, Michael Van Geel, Bruce Waddell  
**ARIZONA L0493 Phoenix**—Bruce Jenkins, Robert Maschue, Christopher Newman, Cary Palmer, Alejandro Rangel, James Simon, Samantha Soumokil, Edward Tirone, Elizabeth Vezzosi, **L1234 Yuma**—Lee Stoermer, **L2146 Bisbee**—Melvin Ray, **L2763 Nogales**—William Beyerle, **L3066 United Yavapai**—Allen Harris, Dan Hutchison, Jack Ingrao, Brendan McDonough, Alexander McKinnon, **L3560 Sun Lakes**—Brad Rock, **L4005 United Goodyear Fire Fighters**—Branden Husky, **L4125 Green Valley**—Robert Crowder, **L4913 Fry Fire District**—Ron Huckins, Michael McKearney, **L5050 United Scottsdale Fire Fighters Association**—John Heinz, Edward Price  
**ARKANSAS L0014 Pine Bluff Fire Fighters Association**—Nicholas Clark, **L0034 Little Rock**—James Duckworth, Terry Henson, Jerry Holland, **L3718 Jonesboro**—Alton Elrod, **L4016 Conway**—Mark McEntire, Shon Randles, Rodney Sanders, **L4544 Cabot Fire Fighters Association**—Scott Barker  
**BRITISH COLUMBIA L0018 Vancouver**—Kenneth Abel, Brian Bogdanovich, Jim Booth, Michael Conn, Marty Horbulyk, Michael Rosychuk, **L0905 Nanaimo**—Mike Bagger, **L0913 Kamloops**—Ken Baerg, Jeff Bell, Steve Kilmartin, **L0953 Kelowna**—Neil Barth, **L0967 Saanich**—Colin Gaw, **L1183 District Of North Vancouver**—Arthur Coombes, Dave Franco, Brian Leavold, Thomas Munro, Russ Rexworthy, Rob Swant, Mark Whitworth, **L1271 Surrey**—Dean Cleave, Karen Cook, Gord Deleeuw, Brian Green, Timothy Hickson, Byron Ness, Daryl Sanderson, Eric Scott, Lyle Vaughan, Steve Zecchel, **L1286 Richmond**—Rodger Grover, Bryan Kongus, Chuck McCullough, Al Ostafiew, Ronald Stoliker, Richard Thornley, **L1372 Prince George**—Jeff Bredo, Terry Gladesdahl, John Heaslip, Darrell Kloschinsky, Lyle Nesbitt, Dean Wilson, **L1399 Penticton**—Dennis Noble, **L1746 Revelstoke**—James Blake, **L1782 Coquitlam**—Peter Van Hove, **L3253 Langley City**—Terry Alcombrack, Brent Morgan, **L4457 West Kelowna**—Bryan Collier  
**CALIFORNIA F0033 San Diego**—Robert Bondurant, Paul Cashman, Gary Chiles, Daniel King, Thomas Squier, **F0156 Imperial Valley**—Karl Peterson, **L0055 Oakland, Alameda County And Emeryville**—Amanda Benfield, Lorenzo Ellison, Catherine Hatch, Roderick Owens, Ulysses Perez, Donrick Sanderson, Stephen Walker, **L0112 Los Angeles City**—Jean-Paul Adagio, Brian Brooks, Vance

Burnes, Phillip Clark, Shawn Dean, John Evans, Steven Fernando, Donald Green, Ralph Guerrero, Ernesto Ojeda, Joseph Scott, Eric Strode, Dean Stroud, John Sullivan, Robert Tosaya, Richard Vallin, Mary Zahyna, **L0188 Richmond**—Marc Audiffred, Rod Woods, **L0230 San Jose**—Glenn Bishop, **L0522 Sacramento**—Michelle Brown, David Casteel, Matthew Davies, R. Steve DeMartin, Barbara Easter, Allen Getreu, Jeffrey Gibboney, Donald Godfrey, Thomas Goodall, Lynette Hall, David Hardman, Michael Haury, Mike Hazlett, Calvin Howard, Steven Jones, Rodney King, Alexander Lawrence, Joseph Pick, E. Roman Rubalcava, Richard Schmiedt, Veronica Sorgi, Brian Sucatre, C Tablada, Darren Taylor, David Terry, Corinne Waller, Mark Wells, Edward Woolensack, Dennis Wycoff, Phillip Zidek, **L0778 Burbank**—David Schmitt, **L0935 San Bernardino County**—Troy McHenry, Vincent Piccoli, Daniel Piedad, Johnathon Reece, Steve Roeber, **L1014 Los Angeles County Fire Fighters**—Ernest Avila, Mark Bennis, Lawrence Burke, Albert Bustillos, Michael Carnes, Kent Chatfield, Michael Chuck, Charles Clift, John Cox, Theodore Cross, Javier DeLeon, Reynold Dong, Ron Engelenburg, Stanley Fung, Theodore Garcia, Keith Hamane, Steve Harper, Alejandro Haa, Robert Hemsley, Andrew Hernandez, George Hernandez, John Holt, Kenneth Hon, Guy Horton, Clifford Houser, Ronald Hughes, George Ishak, Jon Jones, Larry Jordan, Clint Kaller, Mark Klein, Mike Krecu, Mark Lancaster, David Leary, Michael Leija, Mark LePore, Tony Lewis, Paul Lombardo, Steven Lopez, Gregory M. Lopez, Robert Lugo, Gary Marshall, David Martinez, Christian Mayo, Richard Meline, Larry Moore, Kenneth Morris, Victor Nanadiego, David Niedzialek, Tim Podczerviensky, Steven Ralston, Stephen Ramey, Ronald Ripley, Tim Robertson, Scott Rosenfeld, Alan Sanchez, Kurt Schaefer, Rande Scott, Paul Sotelo, Michael St. John, Mark Stubbins, Donald Sweetnam, Lee Thompson, Kevin Tobia, Devin Trone, Steven Turner, Terry Wilkinson, James Wolf, Joseph Wojcick, **L1067 Riverside City**—Tracy McKibbin, Brent Wilkins, **L1109 Santa Monica**—Carl Bjerke, Frank Evaro, **L1165 Santa Clara County**—Bruce Ingle, **L1171 Santa Clara**—David Hoos, Jeff Provancher, **L1227 Berkeley**—Jennifer Landsberg, Greg Louzao, Marc Mestrovich, **L1230 Contra Costa County**—Keith Cormier, Edward Estrada, **L1243 San Joaquin County**—Jack McEntire, **L1270 Salinas**—Stuart Anderson, Anthony Andrada, Gina Aubrey, Jonathan Barnes, John Bostwick, Dylan Bowman, Humberto Carrillo, Suzie Cottle-Gavalla, Robert Eggleston, Sierra Felker, James Fitzgerald, Mark Freedman, Daniel Green, Simon Jimenez, Jason Larsen, Andrew McLaughlin, Katrina Miguel, Patrick O'Connell, Jesus Orozco, Anthony Stagno, Joseph Stagno, Phil Vanderhorst, Rick Williams, **L1301 Kern County**—Philip Neufeld, Samuel Scoles, **L1364 Ventura County**—Gordon Hildreth, Bart Matthews, Eric Norris, Gary Oliver, Dan Petzold, **L1592 Roseville Fire Fighters**—Steven Anderson, Greg Cavoit, **L1689 Fremont**—Matthew Loughran-Smith, Russell Peterson, **L1775 Marin Professional Fire Fighters**—Adam Brolan, Doug Fernandez, **L1974 Livermore-Pleasanton**—Paul Smith, **L2005 Garden Grove**—Keith Velotta, Jeffrey Wilkins, **L2020 Santa Maria City Fire Fighters**—Cris Dodos, **L2400 San**

**Mateo County**—Patrick Carrillo, Doug Estill, Thomas Linari, **L2734 Chico**—Richard Doane, **L2881 Cal Fire Local 2881**—Jose Beltran, Michael Brunson, Daniel Dinneen, Richard Drozen, Patrick Easley, Brian Fahey, Steven Foster, Kevin Guerra, Timothy Handel, Mark Hopkins, John Robbins, Matthew Sisneros, Kurtiss Williams, **L3355 Tracy City**—John Allen, **L3399 Stanislaus Consolidated Fire Fighters**—Rick Bachman, **L3494 Davis**—Brian Stiles, **L3546 San Ramon Valley**—James Colon, Mary Nelson, Jennifer Peters, Mark Trilevsky, Gregory Walker, **L3593 Sonoma Valley Professional Fire Fighters**—Jeffrey Paganini, **L3601 Palm Springs Fire Safety Unit**—Gary Prieto, Bob Yturralde, **L3631 Orange County Professional Fire Fighters Association**—Michael Alba, Jeff Baclawski, James Davidson, Doug Dodge, Glenn Dolin, James Gorski, Hiddo Horlings, Patrick Howard, Brad Jarrell, Jerry Leaper, John Lyons, Timothy McGowen, Shane Munson, Robert Soria, James Streicher, Kenneth Tarbutton, Greg Tolle, Steve Ventura, Jeffrey Weiss, **L3654 Cathedral City**—Shaun Malone, Bryant Phillips, **L3707 Monterey**—August Beacham, **L3757 Corona Fire Fighters Association**—Robert Hanes, James Steiner, Jeremy Verderber, Brent Wilsey, **L3793 Yuba City**—Dave Newquist, **L3821 Montebello Fire Fighters Association**—Joseph Otero, **L3847 Rocklin Fire Fighters Association**—Tim O'Brien, Tony Silva, **L4759 Heartland Fire Fighters of La Mesa**—Edward Anselm, John Burningham, Michael Carlin, Eric Danell, Todd Feneis, David Miller, Lee Secciani, Scott Springgett, Jerry Velaquez, Kelly Wolf  
**COLORADO L0005 Colorado Springs**—Terrence Murphy, Terry Weatherford, **L0858 Denver**—Simon R. Montez, David Quintana, **L0888 Greeley**—Stephen Vigil, **L0900 Boulder**—Edward Rozeski, **L1309 West Metro Fire Fighters**—Robert Coleman, Patrick Healy, Gary Jennings, Mike Ladd, Charles Parrish, Steven Schweitzer, **L1945 Poudre Fire Authority**—Jim Herrington, Bill Schwerdtfeger, Judy Stachurski, **L2164 South Metro**—Shelly Davis, Hector Lagomasino, **L4123 Frederick-Firestone**—Matthew Weese, **L4325 Local 4325 of the International Association of Fire Fighters**—Jonathan Hannum, Robert Swier, **L4951 Colorado River Fire Fighters Association**—Gregory Bak  
**CONNECTICUT L0773 Bristol**—Anthony Benvenuto, **L0830 Norwalk**—Timothy Morrisette, **L0834 Bridgeport**—George Duenges, Michael Flakovsky, Thomas Herlihy, John McKelvie, Frank Nocolia, Loreto Quintiliano, Joseph Reilly, **L0992 New Britain**—James Fabretti, **L1042 Greenwich**—Americo Petrizzi, **L1081 Westport**—Daniel Anderson, Lawrence Conklin, Joseph Izzo, Peter Janulis, Kenneth Lombardi, Michael Massaria, John Plofkin, Ernest Ruot, Richard Stone, Paul Wohlforth, **L1219 Naugatuck**—Dave Porto, **L1339 Waterbury**—Steven Veneziano, **L1426 Fairfield**—Christopher Tracy, **L1522 New London**—Daniel Davis, **L1579 Manchester**—Danny Huppe, **L4120 Mansfield**—Andrew Franklin, **S0015 Connecticut Police and Fire Union**—Dana Barrow, Wendell Cote, Christy Delvey  
**FLORIDA L0122 Jacksonville Association Of Fire Fighters**—David Dickinson, Russell Fox, Gregory Hall, Dennis Herrmann, Vann Kirkland, Leslie McCormick, Robert O'Neil, James Reagor, Brady Rigdon, Michael Wilson, **L0587 Miami Association Of Fire Fighters**—Maurice Kemp, Harold Shelley, **L0747 St. Petersburg Association Of Fire Fighters**—Thomas Kitchen, Alan Rosetti, Ronald Smith, Sean Thornton, Michael Weaver, **L0754 Tampa**—Richard Reed, Cameron Hill, William Wargin, **L1365 Orlando Professional Fire Fighters**—Paul James, John O'Connell, **L1377 Professional Fire Fighters & Paramedics Of Saint Lucie County**—John Anderson,



Jennifer Chambers, Elisa Prevatt, **L1403 Metropolitan Dade County Association Of Fire Fighters**—Monte Adler, Kelly Beach, David Beatty, Eric Beneby, Jeffrey Burns, Jennifer Burns, Harolene Byrd-Cook, Jose Capablanca, Bart Carlisle, Robert Carpenter, Anthony Carson, Michael Docobo, Leilani Duncan, Kirk Fichter, Tim Gibbons, Lisa Gilbert, Daniel Guffey, Millard Jenkins, Diann Johnson, Matthew Jurgrau, Diane Levi, Margo Longley, Robert Maloney, Nestor Martinez, Joe McCall, Bay Morgan, Jonathan Nuta, Mitchell Perlstein, Alan Perry, Dwight Prude, Robert Rojas, Robert Schulte, Philip Sloan, Phyllis Sloan, Peter Stanton, Michael Thomson, Omar Torres, Tony Van Desande, Randall Wise, **L1826 Southwest Florida Professional Fire Fighters**—David Beardsley, Keith Cortner, Kristina Davis, Thomas Tomlins, **L1891 Boynton Beach Association Of Fire Fighters**—Ben Able, Richard Baier, Latosha Clemons, Rani DeMarco, Jaime Furtak, Barkley Garnsey, Luke Henderson, Edward Herrmann, Carlos Reyes, Ron Rudy, Geoffrey Simpson, Mike Temperilli, James Witt, **L2057 Orange County Fire Fighters Association**—Stanley Brazell, Robert Elgin, Robert Floyd, Jon Haskett, Darrel McCrystal, Drew McLain, Rodolfo Prado, Randy Rogers, Rodney Seigler, Nicholas Stucker, Andrew Swasey, Gina Yaeger, **L2157 Gainesville Professional Fire Fighters**—Erle Biggs, **L2267 Safety Harbor Professional Fire Fighters Association**—Russ Cortese, **L2292 Professional Fire Fighters Of Pembroke Pines**—Jamie Shires, **L2294 Hillsborough County Fire Fighters**—William Bailey, Charles Elam, Bob Kostopoulos, Agustin Rodriguez, Robert Saavedra, David Sanchez, Michael Solomon, **L2339 Tallahassee Professional Fire Fighters**—Roger Bynum, Ralph Ferrell, **L2396 Collier Professional Fire Fighters and**

**Paramedics**—William Packard, **L2416 Cocoa Fire Fighters Association**—James Moore, **L2424 Cape Coral Professional Fire Fighters**—Matthew Canham, **L2446 Palm Bay Professional Fire Fighters**—Ray Roberts, **L2546 Suncoast Professional Fire Fighters & Paramedics**—Louis Adamo, John Bennett, Debra Calvert, Mark Crawford, Richard Jones, Laura Mitts, Alvaro Sardina, James Uttermohlen, **L2836 Organized Fire Fighters Of Fernandina Beach**—James Simmons, **L2896 Seminole Professional Fire Fighters**—Jacob Bartoe, **L2928 Professional Fire Fighters & Paramedics Of Palm Beach County**—Manuel Beck, Woodrow Crumm, Kenneth Good, Edward Hoban, Kevin Korman, James Lee, George Miles, Stephen Sabo, James Williams, **L2969 Brevard County Professional Fire Fighters**—Robert Campbell, Marc McConkey, Cecilia McDevitt, Carlos Sanchez, **L2992 Professional Fire Fighters Of Palatka**—Ronnie Collier, **L3132 Avon Park Professional Fire Fighters**—Lonnie Shields, **L3163 Longwood Professional Fire Fighters Association**—Ian Woodriddle, **L3245 Professional Fire Fighters Of Tavares**—Brett Nichols, **L3254 Seminole County Professional Fire Fighters Association**—Ted Shistle, Charles Stephens, Troy Todak, **L3284 Osceola County Professional Fire Fighters**—Don Brown, Brett Carroll, David Hernandez, Scott Kilmer, **L3476 Oviedo Professional Fire Fighters**—Laura Dickens, **L3865 St. Johns County**—William Agee, Michael Hiers, Jack Leeth, John Morgan, David Slem, **L3909 Professional Fire Fighters Of Monroe County**—Gary Burgess, William Horachek, Milan Novak, **L4321 Broward County**—Vincent Greico, David Harrison, Carl Henson, Mike Jankowski, Mark Miceli, Pam Mueller, Joseph

Murton, Paul Schwencke, Michael Walker, Edwin Whittall, **L4420 Pasco County Professional Fire Fighters**—Torrey Duink, David Rennard, **L4966 Pinellas County Professional Fire Fighters**—Caleb Hynson  
**GEORGIA L0134 Atlanta**—James Freeman, David Goodrich, Jordan Jenks, Daverick Marcus, William McElvery, Michael Stacy, Jamar Walker, **L1492 DeKalb County**—Thomas Dyer, Shawn Hefner, Joe Trimble, **L3920 Fulton Professional Fire Fighters**—Bradley Scott  
**HAWAII F0263 Federal Fire Fighters Of Hawaii**—Richard Mitchell, **L1463 Hawaiian Islands**—Clyde Ah Soon, Curtis Aiwohi, Albert Akiona, Jason Andrade, James Blando, Leomer Domingo, Joseph Farias, Shermaih Iaea, Kyle Lee, Wesley Mattos, Henry Pacheco, Derek Sanderson, Jacob Van Kralingen, Kirk Yagi  
**IDAHO L0149 Boise**—Thomas Campbell, Randall Christensen, Clinton Floyd, **L0187 Pocatello**—Howard Blaser, Clifford Kitchener, **L1565 Idaho Falls**—William Cutler, Ron Gebbs, Rick Lords, Kim Sibbett, **L4627 Meridian Fire Fighters**—Joseph Bongiorno, **L4667 Teton County Fire Fighters**—Brett Campbell  
**ILLINOIS F0037 Great Lakes Naval Training Center**—Glenn Skendziel, **L0002 Chicago**—Jose Gonzalez, David Matuszak, Derrick Nelson, Gary Podlasek, Luis Ponce De Leon, Jesse Sturdivant, Kenneth Trotter, **L0049 Bloomington**—David Burke, James Stokes, Douglas Stretch, **L0053 Belleville**—Bruce Becker, Michael Douglas, Larry Horne, **L0429 Danville**—Tad Beddow, Thomas Pruitt, **L0439 Elgin**—James Hicks, Robert Newby, **L0471 Harvey**—Jerry Valadez, **L0505 Decatur**—Larry Ball, Scott Smith, Anthony Vespa, **L0506 Berwyn**—John



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<sup>3</sup> Applies to a covered total loss. Your car must be less than one year old, have fewer than 15,000 miles and have had no previous owner. Does not apply to leased vehicles or motorcycles. Subject to applicable deductible. Not available in NC or WY.  
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Janata, **L0524 Pekin**—Brian Cox, **L0581 Moline**—Ty Simmon, Curt Whetstone, **L0618 Centralia**—Douglas Dodson, **L0637 Jacksonville**—Gary Knapp, **L0822 Highland Park**—Edward Kubicki, **L0929 East Moline**—Mark Loy, Jay McCowan, **L1498 East Peoria**—William Akers, **L2061 Hoffman Estates**—Jeffrey Reich, Richard Wellhausen, **L2369 Joliet Officers**—Robert Smith, **L2986 Lisle/Woodridge**—David Johnson, **L3005 Bolingbrook**—Kurt Neubauer, **L3033 Skokie**—Christopher Kenneally, Jeffrey Rudolph, Dennis Selzer, Allen Stensland, **L3074 Alsip**—Ken Marotzke, **L3086 Matteson**—Brian Isenhardt, **L3105 Arlington Heights**—Robert Cipriani, Andrew Kalinowski, **L3144 Taylorville**—Robert Dunn, **L3209 Markham**—George Hopman, **L3234 Downers Grove**—Fred Pajak, Charles Tatroe, **L3405 Oak Lawn**—Gary Bettenhausen, **L3656 Homewood**—Scott Moran, **L3982 Bartlett**—Dana Costa Rica, **L4051 Roselle**—Ted Matuszewski, **L4092 Schaumburg**—Thomas Neubauer, Francis O'Shea, **L4302 Naperville Professional Fire Fighters**—Jeff Byerhof, Mark Chmura, Barry Eggers, Donald Larson, Edward Meine, Martin Morawski, **L4338 Frankfort Fire Fighters Union**—Paul Kinsella, **L4490 Chatham Fire Fighters**—Brian Gorbett, **L4588 Palatine Fire Fighters**—William Gabrenya, Steven Schweitzer, Terry Stilling, **L4857 Union County EMS Association**—Carrell O'Daniell, Roy Walker, **L4876 Wauconda Professional Fire Fighters**—Daniel Marsek  
**INDIANA L0124 Fort Wayne**—William Leon, Pete Ransbottom, **L0362 South Bend**—Gene Amor, Steven Kerckhove, Thomas Kowalski, David Van De Wielle, **L0416 Indianapolis**—Michael Bortlein, Ann Comparet-Helms, Howard Marer, Jeffrey Martin, Rickie McKinney, John Schantz, Duane Shaw, Michael Stahly, **L0664 Vincennes**—Mark Allen, Neal Napier, **L0680 Huntingtong**—Gregory Bard, Jeffrey Rittenhouse, **L1348 Muncie**—Christopher Mangas, Richard Smalley, **L1408 Richmond**—Tim Clark, Karl Elserod, Jeff Gindling, **L1649 Alexandria**—David Love, **L1722 New Castle**—Thomas Dalton, **L2008 Shelbyville**—Halum Atchison, **L2205 Connersville**—Stephen Baldwin, Brad Gibson, **L2454 Auburn**—David Bunn, Anthony Griffin, Scott Russell, **L4252 Johnson County Professional Fire Fighters Union**—Steve Dhondt, **L4444 Carmel Professional Fire Fighters Union**—Barry Crane, Richard Viehe  
**IOWA L0004 Des Moines**—James Fox, Joe Giudicessi, Robert Hamilton, **L0011 Cedar Rapids**—Paul Gerken, Steve Rushford, **L0017 Davenport**—Nicholas DeVolder, **L3190 Bettendorf**—Tom Payne, Spencer Tracy  
**KANSAS L0083 Topeka**—John Medrano, John Miller, Kevin Strole, **L0135 Wichita**—Neil Barnes, Robert Dusenbery, Charles Froome, Patrick Roland, Thomas Vittitow, **L0179 Hutchinson**—James Carroll, Timothy Pitts, **L2275 Manhattan**—Henri Talley, **L2612 Sedgwick County**—William Hinkle  
**KENTUCKY F0291 Blue Grass Army Depot Fire Dept.**—Marvin Hereford, **L0038 Covington**—Douglas Keller, **L0526 Lexington**—Matthew Howard  
**LOUISIANA L0514 Shreveport**—Harold Johnson, **L0540 Alexandria**—Michael Cole, Toni Day, **L0632 New Orleans**—Joseph Favaza, Ronnie Hart, Roy Rousset, **L1051 Bossier City**—Donnie Shaw, Brian Thornton, Travis Tyson, **L1374 Jefferson Parish**—Russell Boudreaux, Thomas Lowe, John Rauch, **L1468 Saint Bernard**—Louis Menesses, **L2455 Slidell**—Steven Billman, Merreil Gomez, Van Joffrion, **L3765 Sulphur**—Danny Dupre, Deborah Guidry, Ken Kurten, Richard Selph  
**MAINE F0123 Portsmouth Shipyard**—Leo Boivin,

Armand Larochelle, **L0740 Portland**—Charles Boehm, Steven Boucher, Richard Hannon, Steven Pellerin, Michael Sargent, Raymond Smith, Robert Wassick, **L0772 Bangor**—Bruce Hall, **L0785 Lewiston**—John Cloutier, **L1650 Augusta**—Randy Gordon, **L3894 Scarborough Professional Fire Fighters Association**—Eric Berry  
**MANITOBA L0867 Winnipeg**—Tom Best, D. R. Martin, M. Marcel McCaughan, Robert Miles, Bruce Surgeoner  
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**NEW HAMPSHIRE L0789 Nashua**—Russell Bartlett, Richard Conway, **L0856 Manchester**—Jeffrey Aboshar, Kirt Janelle, **L1045 Concord**—Wellington Bartels, Michael Corcoran, **L1313 Portsmouth**—Paul Trivigno, **L1571 Claremont**—Christopher Calkins, **L2892 Salem**—James Curtin, Robert Martin, **L2909 Dover Fire Officers**—David Lindh  
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**UTAH L1696 Salt Lake County**—Roland Endo, Michael Jensen, Erik Sandstrom, Martin Slack, Matthew Sylar, David Ulibarri, Michael Ulibarri, Bart Vawdry, **L4080 South Salt Lake City**—Eldon Farnsworth, **L4892 Park City Fire**—Brian Farnsworth

**VIRGINIA L0995 Richmond**—Frank Eckert, C. U. Stowell, W. Vytlaclil, John Williams, **L1568 Henrico County**—William Bonner, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Manuel Barrero, Douglas Butler, Rebecca Kelly, John Rogers, Samuel Sandeen, **L2141 Alexandria**—Deidre Marr, **L2363 Charlottesville**—Douglas McGlothlin, **L2498 The York County/City of Williamsburg/City of Poquoson/James City County Fire Fi**—Richard Burgess, Marty Tomasek, **L2532 Danville Professional Fire Fighters Association**—Robert Price, **L2803 Chesterfield County Professional Fire Fighters Assn.**—Robert Burnette, Donald Hall, Timothy Lloyd, John Sayers, **L3756 Loudoun Career**—Andrew Kelley, Michael Taylor

**WASHINGTON F0282 Puget Sound Federal Fire Fighters**—Brian Pille, **I0024 Hanford**—Ron Hoerner, James McQuown, Donald Prest, **I0066 Boeing Fire Fighters**—Alan Alquest, Michael Bishop, Danny DeLeon, Eric Dixon, Ozie Greene, Jeff Grover, Robert Jefferson, Sharon McGinnis, Ron Ramirez, Dana Reno, Danilo Roig, Ronald Trujillo, **L0027 Seattle**—Rodney Bingham, Jack Bolton, Raymond Butler, Richard Clemens, Arthur Converse, Patrick Fairchild, Donald Fischer, David Folsom, Aaron Horwitz, Robert Krueger, Teresa Loreen, Joseph O'Malley, Carrie Oliver, Jill Owen, Mark Prather, Daniel Richards, C Mitchell Shlosser, Venice Turner, George Weimer, **L0029 Spokane**—Catherine Baskin, James Bowen, Steven Harper, Brett Hatcher, Steven Sabo, Mark Vietzke, **L0031 Tacoma**—Bruce Baurichter, Jonathan Bly, Richard Clausen, Deborah Garrison, Robert Powers, Paul Sowers,

Theodore Wold, **L0046 Everett**—Mike Juozapaitis, **L0452 Vancouver**—Robert Carroll, Dan McCoy, Gerald McCullough, Richard Westre, Gerald Weyrauch, **L0468 Olympia**—Jan Hovda, **L0469 Yakima**—Don Dexter, Bruce Drollinger, Ted Vander Houwen, Timothy Whitehurst, Rocky Willette, **L0726 Pierce County Professional Fire Fighters**—Joseph Kearney, Guy Pennington, Mark Sumeairll, **L0828 Longview**—Jesse Amos, **L0864 Renton**—Mike Cabbage, **L1352 Valley Fire Fighters**—Daniel Bosch, Douglas Darmody, John Wentz, **L1433 Pasco**—John McDonald, **L1461 Burien**—Mike Crawford, Jeff Harris, **L1488 West Pierce Fire Fighters**—Roy Bean, Michael Pfannenstiel, Rick Snodgrass, Ronald Stewart, **L1604 Bellevue**—Larry De Groen, Jeff Wright, **L1747 Kent**—Jeff Drake, Brian Felczak, Neal Houser, Aldrich Krepela, Brian Kruml, Dominic Marzano, Patrick O'Hearn, Thomas Shepard, Charles Walle, John Willits, **L2024 South King County Professional Fire Fighters**—Allen Crandall, **L2099 North Sound Professional Fire Fighters**—Steve Cooke, Patty Hayes-Johnston, Drago Nevistic, **L2394 Mason County Professional Fire Fighters**—Debbie Gau, **L2545 Kirkland**—Steve Karthas, **L2781 Snohomish County Fire District 7**—Scott Koch, Eric Soderback, **L2819 Kitsap County**—Thomas Brooks, Brian Danskin, **L2829 Redmond**—Jeff Alfano, **L2878 Eastside Fire & Rescue**—Mark Ashburn, Charlie Grant, **L3062 Maple Valley Professional Fire Fighters**—Darby Handley, Rex Raney, **L3219 Marysville**—Steve Bonner, Roger Kruse, Larry Nelson, **L3235 Snohomish County Fire District 8**—Bruce Huston, **L3520 East Pierce Professional Fire Fighters**—Pat Beers, Hunter Chumbley, **L4033 Camano Island Fire Fighters**—Ken Drewry, **L4504 Oak Harbor Fire Fighters**—Emory Bridgeford

**WEST VIRGINIA L0012 Wheeling**—Bruce Sommers, **L0091 Parkersburg**—Timothy Flinn, John Fox, **L0313 Morgantown**—Andrew Laskody, **L0317 Charleston**—Patrick Beets, Leland Brown, Ralph Staton, **L0795 Beckley**—Terrance Fischer, Johnny Mann, Fred Wooton, **L1228 Dunbar**—David Ellis, Michael Hoffmann, Tad Staats

**WISCONSIN L0127 La Crosse**—Phil Kotlowski, **L0141 Green Bay**—James Weeks, **L0215 Milwaukee**—Daniel Bayer, Bradley Davis, Richard Faust, Scott Gerharz, Luis Gonzalez, Deborah Karner, Steve Karner, Susan Lucas, Edward Myszka, Joseph Polka, Gary Saugstad, Steven Schwendtner, Michael Stoeblch, Andrew Weigel, Tony White, **L0257 Appleton**—Larry O'Rourke, Paul Williams, **L0275 Neenah-Menasha Professional Fire Fighters, Inc**—Chris Hillen, Jason Phillip, **L0311 Madison**—Rick Miyagawa, Todd Steyer, **L0316 Oshkosh**—Paul Buchholz, **L0321 Racine**—Otoniel Valadez, **L0407 Waukesha**—Michael Nettesheim, **L0415 Wausau**—Douglas Flory, **L0423 Two Rivers Fire Fighters**—Randy Reimer, **L0484 Stevens Point**—Kerry Taylor, **L0580 Janesville**—Daniel Cassidy, **L1004 West Allis**—Bradley Bloomer, Scott Heflin, Jeffrey Kjolrien, Chris C. Levenhagen, Joel Meier, Todd Oleson, **L1923 Wauwatosa**—Brian O'Day, **L2051 Brookfield**—Kenneth Blaedow

**WYOMING L0946 Laramie**—D. C. Faber

# NEVER FORGET

## *In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State	Local	Name	Local Name	State
F0102	Scott Woodward	Lemoore Naval Air Station	CA	L0140	Charles Bixler	Nashville	TN	L1270	David Gasperson	Salinas	CA
F0215	Paul Magee	Fort Polk	LA	L0140	Charles Blackburn	Nashville	TN	L1311	Charles Carter	Baltimore County	MD
L0002	William Alletto	Chicago	IL	L0140	George Fisher	Nashville	TN	L1311	Stephen Kearney	Baltimore County	MD
L0002	William Bergdold	Chicago	IL	L0157	Sherman Carthen	Oklahoma City	OK	L1311	Richard Lutz	Baltimore County	MD
L0002	Richard Bonk	Chicago	IL	L0157	Henry Embrey	Oklahoma City	OK	L1348	Duane Carter	Muncie	IN
L0002	Earl Cannedy	Chicago	IL	L0157	James Greenhoward	Oklahoma City	OK	L1349	Clyde Christian	Mobile	AL
L0002	Joseph Carso	Chicago	IL	L0157	Thomas Hamilton	Oklahoma City	OK	L1374	James McEvoy	Mobile	AL
L0002	John Cronin	Chicago	IL	L0157	James Imoe	Oklahoma City	OK	L1374	Wesley Clark	Jefferson Parish	LA
L0002	Donald Dame	Chicago	IL	L0157	Bobby Johnson	Oklahoma City	OK	L1403	William Bailey	Metro-Dade County	FL
L0002	Thomas DelFavero	Chicago	IL	L0157	Dean Lilly	Oklahoma City	OK	L1403	Thomas Becker	Metro-Dade County	FL
L0002	Raymond Doelker	Chicago	IL	L0157	Wilbur Wright	Oklahoma City	OK	L1403	Maurice Boley	Metro-Dade County	FL
L0002	Richard Donati	Chicago	IL	L0204	Mark Thigpen	Warren	OH	L1403	William Broughton	Metro-Dade County	FL
L0002	Edward Duffy	Chicago	IL	L0209	Vern Cornish	Edmonton	AB	L1403	Arthur Ferland	Metro-Dade County	FL
L0002	David Ferguson	Chicago	IL	L0209	Oscar Ratz	Edmonton	AB	L1403	Alan Gregg	Metro-Dade County	FL
L0002	William Graves	Chicago	IL	L0215	Thomas Brennand	Milwaukee	WI	L1403	Jerald Holden	MMetro-Dade County	FL
L0002	Norman Holland	Chicago	IL	L0215	Diane Merkel	Milwaukee	WI	L1403	Samuel Jones	MMetro-Dade County	FL
L0002	Jerome Hutchison	Chicago	IL	L0215	Thomas Piorier	Milwaukee	WI	L1403	George Nalley	Metro-Dade County	FL
L0002	Robert Kemper	Chicago	IL	L0244	Roger Garcia	Albuquerque	NM	L1403	Virgil Radford	Metro-Dade County	FL
L0002	George Kirwan	Chicago	IL	L0255	Cam Woolf	Calgary	AB	L1403	Edward Reineke	Metro-Dade County	FL
L0002	Frank Kraji	Chicago	IL	L0293	Steven McKenrick	Erie	PA	L1403	Mike Riila	Metro-Dade County	FL
L0002	James La Greca	Chicago	IL	L0317	Jack Smithers	Charleston	WV	L1403	Walter Tatum	Metro-Dade County	FL
L0002	Jerry McCormack	Chicago	IL	L0341	Jason Hamilton	Houston	TX	L1403	Arnold Todd	Metro-Dade County	FL
L0002	Ardel McKenna	Chicago	IL	L0341	Franklin Maresh	Houston	TX	L1463	Robert Adriano	Hawaiian Islands	HI
L0002	John Meuris	Chicago	IL	L0416	Timothy Duggan	Indianapolis	IN	L1463	Joseph Capello	Hawaiian Islands	HI
L0002	Patrick Mullen	Chicago	IL	L0416	Barry Green	Indianapolis	IN	L1463	Samuel Castanera	Hawaiian Islands	HI
L0002	Phillip Ross	Chicago	IL	L0416	Robert Hacker	Indianapolis	IN	L1463	Alvin Hiu	Hawaiian Islands	HI
L0002	James Voves	Chicago	IL	L0479	Frederick Bair	Tucson	AZ	L1463	Jacob Kaleikini	Hawaiian Islands	HI
L0002	Donald Wagner	Chicago	IL	L0479	Ellis Cook	Tucson	AZ	L1463	Keith Komatsubara	Hawaiian Islands	HI
L0002	Harry Washington	Chicago	IL	L0505	Micah Wakeman	Decatur	IL	L1463	Garrett Wong	Hawaiian Islands	HI
L0022	Lloyd Ama	Philadelphia	PA	L0522	Glen Earls	Sacramento	CA	L1463	George Wright	Hawaiian Islands	HI
L0022	Ronald Arrington	Philadelphia	PA	L0528	Ted Shuttler	Niagara Falls	ON	L1784	Thomas Boillot	Memphis	TN
L0022	Elmer Atkinson	Philadelphia	PA	L0628	Daniel Butler	Yonkers	NY	L1784	Frank Gilbert	Memphis	TN
L0022	James Braxton	Philadelphia	PA	L0632	John Bartchy	New Orleans	LA	L1784	James Hightower	Memphis	TN
L0022	William Coady	Philadelphia	PA	L0632	John Foto	New Orleans	LA	L1784	Willard Jeanes	Memphis	TN
L0022	Carl Cole	Philadelphia	PA	L0632	Maurice Kinsella	New Orleans	LA	L1784	James Keith	Memphis	TN
L0022	Joseph Dicianno	Philadelphia	PA	L0632	William Sanchez	New Orleans	LA	L1784	Benjamin Lewis	Memphis	TN
L0022	Raymond Frye	Philadelphia	PA	L0632	Harold Smith	New Orleans	LA	L1784	John Malone	Memphis	TN
L0022	Charles Hatcher	Philadelphia	PA	L0632	Daniel Trosclair	New Orleans	LA	L1784	Harold Moore	Memphis	TN
L0022	Edward Kozak	Philadelphia	PA	L0632	Frank White	New Orleans	LA	L1784	Thomas Reid	Memphis	TN
L0022	Daniel Laverty	Philadelphia	PA	L0718	William Carroll	Boston	MA	L1847	William Broadbent	Wilbraham	MA
L0022	Robert Lee	Philadelphia	PA	L0718	Richard Cook	Boston	MA	L2029	Vincent Dibuono	Rye	NY
L0022	Joseph Purul	Philadelphia	PA	L0718	William Oehlschlagel	Boston	MA	L2029	Robert Slater	Rye	NY
L0022	Charles Quigley	Philadelphia	PA	L0718	Gilbert Quinchia	Boston	MA	L2157	Emory Chandler	Gainesville	FL
L0022	George Rawlings	Philadelphia	PA	L0726	Eugene Harris	Pierce County	WA	L2157	Jimmy Hazen	Gainesville	FL
L0022	Edward Riley	Philadelphia	PA	L0734	Richard Cobo	Baltimore	MD	L2157	Harry Holder	Gainesville	FL
L0022	Gary Schaefer	Philadelphia	PA	L0734	Howard Harp	Baltimore	MD	L2157	Everett Skipper	Gainesville	FL
L0022	James Smith	Philadelphia	PA	L0734	Ulric Mercurio	Baltimore	MD	L2174	Omar Bishr	Naples	FL
L0022	Richard Walker	Philadelphia	PA	L0734	William Meyers	Baltimore	MD	L2190	Timothy Perry	Columbus	IN
L0022	Calvin Williams	Philadelphia	PA	L0734	Leonard Quickley	Baltimore	MD	L2195	Chris Osterberg	Lee's Summit	MO
L0022	Charles Yearicks	Philadelphia	PA	L0747	Fenton Fish	St. Petersburg	FL	L2218	John McGary	Washington	PA
L0036	Gerald Klejnot	Washington	DC	L0747	James Parker	St. Petersburg	FL	L2375	Florian Mack	Independence	OH
L0036	William Van Fossen	Washington	DC	L0747	George Vickers	St. Petersburg	FL	L2375	Anthony Zupancic	Independence	OH
L0042	Ronald Bell	Kansas City	MO	L0801	Thomas Lynch	Danbury	CT	L2400	David Kelly	San Mateo County	CA
L0042	Louie Martin	Kansas City	MO	L0850	Scott Grace	East Providence	RI	L2825	Michael DePasquale	Amsterdam	NY
L0042	Lloyd Stevens	Kansas City	MO	L0858	Gary Elio	Denver	CO	L2881	Julie Freeman	Cal Fire	CA
L0042	Mark Williams	Kansas City	MO	L0859	Timothy Fedeson	Tonawanda	NY	L2881	Douglas Shank	Cal Fire	CA
L0073	Joseph Brunig	Saint Louis	MO	L0867	Tom Benedictson	Winnipeg	MB	L3039	Leonard Bonnevier	Oak Forest	IL
L0073	John Lancaster	Saint Louis	MO	L0867	Al Davis	Winnipeg	MB	L3888	Stuart Bryan	Toronto	ON
L0073	James Leigh	Saint Louis	MO	L0867	Al Hamm	Winnipeg	MB	L3888	Marcy Stratton	Toronto	ON
L0083	Gregg Bahr	Topeka	KS	L0870	Charles Maglinger	Owensboro	KY	L4252	Austin Speece	Johnson County	IN
L0089	Fred Goodwin	Clarksburg	WV	L0921	Markus Smith	Johnson City	NY	L4321	Jess Hixon	Broward County	FL
L0112	Daniel Kaminsky	Los Angeles City	CA	L0964	Robert Lapp	BFOA	MD	L4321	Robert Vining	Broward County	FL
L0124	Edwin Bicknese	Fort Wayne	IN	L1173	Jason Tumbleson	Baytown	TX	L4892	Kurt Peterson	Park City Fire	UT
L0124	Neil Byrt	Fort Wayne	IN	L1230	James Johnson	Contra Costa County	CA				
L0124	Scott Sorgen	Fort Wayne	IN	L1270	William Burnett	Salinas	CA				

# LAST ALARM



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

L3888	Bryan Oswin	Toronto, ON	09/22/1987	L0094	William Tolley	New York, NY	04/20/2017
L3888	Willis J. White	Toronto, ON	09/19/1988	L0904	Matthew Trott	Casper, WY	04/22/2017
L1856	Bert Fisher	Oak Bay, BC	02/26/1993	L2403	Brett Anderson	Adams County, CO	04/22/2017
L0142	David W. Varey	London, ON	02/09/2004	L2036	Randy Tureski	Whitby, ON	04/27/2017
L3888 (1137)	Ronald J. Adams	Toronto, ON	05/02/2007	L0080	Dale W. McIntyre	Saskatoon, SK	05/09/2017
L3888 (752)	John Gibson	Toronto, ON	10/12/2014	L0742	Ronald D. Shulga	Evanston, IL	05/11/2017
L0302	Richard J. Shott	Allentown, PA	12/17/2014	L3518	Timothy Burns	West Chester, OH	05/17/2017
L3888 (752)	Harry A. Stephenson	Toronto, ON	01/01/2015	L0624	Scott R. Deem	San Antonio, TX	05/18/2017
L2339	Chris Thurman	Tallahassee, FL	01/01/2016	L2117	James F. Dorminy	Reedy Creek, FL	05/18/2017
L1828	Conrad Clementson	Snohomish County, WA	02/21/2016	F0102	Scott E. Woodward	Lemoore NAS, CA	05/19/2017
L0002	Brian T. Finn	Chicago, IL	05/03/2016	L1301	Brian D. Massey	Kern County, CA	05/20/2017
L3888	Ron Huttman	Toronto, ON	09/18/2016	L2388	Michael L. Palumbo	Beachwood, OH	05/24/2017
L3888	Robert Ted Barnes	Toronto, ON	10/16/2016	L0140	Kim D. West	Nashville, TN	05/26/2017
L3888	Terence Boyko	Toronto, ON	10/27/2016	L0112	Kelly K. Wong	Los Angeles City, CA	06/05/2017
L2197	Christopher Cuzynski	San Gabriel City, CA	10/28/2016	L3766	Lawrence Matthews, Jr.	Dolton, IL	06/10/2017
L0080	Daryl B. Ray	Saskatoon, SK	12/23/2016	L1363	Kevin Lang	Cranston, RI	06/15/2017
L0465	James H. Stewart	Oshawa, ON	02/28/2017	L4444	Mark G. Robinson	Carmel, IN	06/19/2017
L3888	James I. Bolton	Toronto, ON	03/03/2017	L0034	Nathaniel C. Crump	Little Rock, AR	06/21/2017
L0027	Craig S. Aman	Seattle, WA	03/14/2017	L0497	Will McDowell	Belleville, ON	06/25/2017
L1710	Anthony Spano	Chicopee, MA	03/30/2017	L0073	John Kemper	Saint Louis, MO	07/05/2017
L1491	Kenneth J. Donnelly	Lexington, MA	04/01/2017	L2164	Michael B. Freeman	South Metro, CO	07/16/2017
L0522	Timothy Anderson	Sacramento, CA	04/04/2017	L4052	Charles L. Carter	Henry County, GA	07/24/2017
L3531	James Jablonsky	Polk County, FL	04/06/2017	F0032	David D. Jones	China Lake, CA	07/27/2017
L0018	Robert Rosenlund	Vancouver, BC	04/07/2017	L0286	Richard W. Leonard	Perth Amboy, NJ	07/30/2017
L1664	Charles R. Gentilcore	Montgomery County, MD	04/07/2017	L1397	Gregory D. Clements	Falmouth, MA	08/01/2017
L0414	Arthur O. Peters, II	Kenosha, WI	04/09/2017	L1716	Clayton C. Ogden	Santa Cruz, CA	08/01/2017
L1586	Robert A. Mentrastrì	Greenburgh, NY	04/14/2017	L2369	Shawn Carroll	Joliet Officers, IL	08/01/2017
L3888	John Beattie	Toronto, ON	04/17/2017				

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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