

# Fire Fighter


FALL 2021  
QUARTERLY



**IAFF and the American Cancer Society:  
Fighting Occupational Cancer in the Fire Service**

▶ January Is Fire Fighter Cancer Awareness Month

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The American Cancer Society and the IAFF join forces to improve detection, treatment and prevention of cancer.

PHOTO BY: JULIANE LEIGH FORSYTH

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# Fire Fighter

Q U A R T E R L Y

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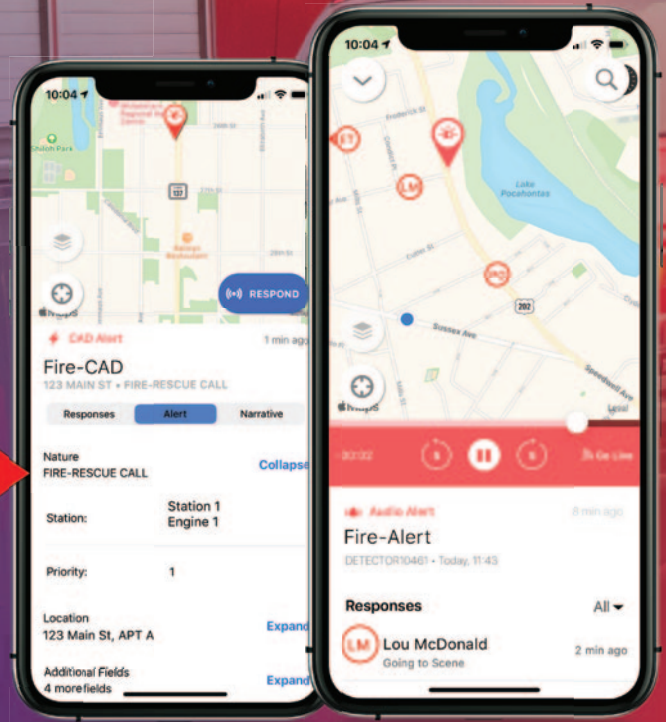
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## The Time is Now

The values of an organization are revealed by how it spends its money. The work put in by our Executive Board during our October meeting in crafting and approving the Fiscal Year 2022 budget is something we can all be proud of.

During my tenure as General Secretary-Treasurer, I uncovered and worked toward fixing years of fiscal mismanagement. I am proud of the fact that this year's budget finally recognizes the issues I've been shining a light on for years. It's unfortunate that it took a series of ethical practices investigations to convince some of our problems, but I am happy we have reached this day nonetheless. Our families and our union will be better off. Whether you are running a household, a small business or a large organization, you cannot spend what you do not have.

This budget embraces fiscal responsibility and will reap benefits for years to come. As I provided when I served as General Secretary-Treasurer, later in this edition of our *Fire Fighter Quarterly* you will see a detailed breakdown of where every penny of your dues goes. After all, it is your money — you should know how it is spent.

We have also confronted the problematic, historical trend of interfund balance liabilities. Our Ethical Practices Committee (EPC) identified this as fiscal mismanagement — something I brought to our Executive Board several years ago. Our dues money was not going where the delegates directed it to go. I am proud to report that this year's budget takes a major step forward in addressing this issue. We have dedicated significant money to paying down the interfund liabilities and a plan was developed to fully pay these balances off over the course of the next several years. This was accomplished while dedicating the critical resources needed to improve services across all facets of the organization.

The budget also strengthens my commitment to provide assistance at the local level, ensuring funds are available through the Fighting Back program and fully staffing our Strategic Campaigns Department. This commitment ensures that affiliates have the resources needed to effectively run campaigns, carry out critical political initiatives and manage strategic communications.

This number-crunching is not pretty work — it requires rolling up your sleeves and making the decisions that will put us on solid ground for years to come. Thanks go to the entire Executive Board and staff here at headquarters who helped put this year's budget together. Having done the job for over four years, I know the work required of the General Secretary-Treasurer's office at budget time. I also know the importance of having a Budget and Finance Committee and an Executive Board that take action to correct problems rather than pretend they don't exist.

I hope you have had a chance to read the Transition Team Report that was released last month. It was a monumental project that included the first top-to-bottom review of the General President's office in a generation. Together with the findings of our Ethical Practices Committee, the Transition Team Report provides a roadmap for further improvements to the way we serve the membership. Things done well will be improved upon and new ways of doing things have been identified and will become part of what we do, both in Washington and Ottawa. Thank you to all who lent their talents and energies to this worthy effort.

Many of the recommendations made by our Ethical Practices Committee have already been implemented across the organization and more are in progress. Together with a continuing study of the more than 400 recommendations made by the Transition Team working groups, the future of the IAFF is a bright one, focused on our brothers and sisters.

As the IAFF reaches 326,000 members — a historical first — our Field Services Divisions, under the direction of long-time leader Pat Morrison, are providing top-notch assistance to affiliates across our two nations. We are seeing an increase in membership as fire fighters from big cities and provinces to small towns are seeing the value of being part of the IAFF.

Make no mistake about it, the best way to grow this union is to provide excellent services to all our members. The size of the local does not

matter; this IAFF is fully committed to improving the working conditions, health and lives of every single member and their families. Protecting our IAFF families guides my path each and every day and always will.

I know it has been repeated many times, but politics and legislation have an enormous impact on everything we do. We had some victories in this last election cycle, both by supported candidates and positions we advocated for. From a town referendum calling for the abolition of a career firefighting department in Greenville, Pennsylvania, and killing the livelihoods for brothers and sisters in Local 1976, to convincing the North Carolina legislature to provide presumptive cancer protections — fire fighters took to the streets and to state capitols to fight for our protection. Congratulations to PFFPNC President Scott Mullins, Secretary-Treasurer Josh Smith and all North Carolina IAFF members for this victory.

In Canada, the election of Heather Stefanson as Manitoba's first female premier was a testament to the political weight of the IAFF. Premier Stefanson is a member of the conservative party and while historically, the IAFF has worked on behalf of members of Canada's liberal party — Stefanson's demonstrated record of achievement on behalf of fire fighters earned her the support of local fire fighters. Prior to the election, IAFF leaders pounded the pavement and burned up the phones, securing more than 800 new voters in the conservative base. Every vote counted as Stefanson was elected premier by just 363 votes. Politicians across our two countries know we support those who support us. The letter after a politician's name is not nearly as important as the work they do — or don't do — on behalf of IAFF members. Congratulations to our Manitoba fire fighters.

Our first in-person gathering since the start of the COVID-19 pandemic will take place in January. The 2022 Vincent J. Bollon Affiliate Leadership Training Summit and Ernest A. "Buddy" Mass Human Relations Conference has been revamped with new and timely topics. Our superb lineup of presenters will provide you with information and skills to bring back to firehouses as the task of improving working conditions, increasing jobsite safety, and increasing wages and benefits continues. I hope to see many of you there.

Our mission to do all we can to extinguish cancer from the fire service forges ahead. I was proud to stand with many of my brothers and sisters on December 2 as the IAFF announced its groundbreaking alliance with the American Cancer Society (ACS). Outside of the federal government, the ACS is the largest funder of cancer research and the recognized leader in providing services to those fighting this dreaded disease. The IAFF and ACS have now agreed to collaborate on all aspects of cancer detection, prevention and service provisions to our members battling cancer. We will need partners from all areas to make real, life-saving progress. This partnership with the ACS will be an important part of our work going forward.

Together, we can make real change in the fire service and in the lives of all IAFF members. We are positioned like never before and the time is now. Let's do the work. As I sign off and we look forward to the New Year, I want to wish you and your families a Merry Christmas. Happy Holidays to all!

Be You, Be Strong, Be Fire Fighters!



**Edward A. Kelly**



# A Critical Illness Plan that delivers for those who protect our communities

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**Look for more information on how to enroll during your upcoming enrollment period in early 2022.\***  
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1. Please review the certificate for specific information about cancer benefits. In most states, not all types of cancer are covered.
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## Live Better, Work Union

Organized labor and unions have been in the headlines over the past few months, from the International Association of Theatrical Stage Employees (IATSE) fighting for fair working conditions in Los Angeles to the United Auto Workers (UAW) taking to strike lines at John Deere in the Midwest and the United Food and Commercial Workers (UFCW) striking at Kellogg's in Battle Creek, Michigan.

Workers and their unions are making their voice heard — standing up for safe working conditions, better pay and basic dignity. Pundits may be using catchy hashtags like #Striketober, implying that this is a resurgence of the labor movement fight. But it is more than that. This collective action of uniting isn't a new phenomenon nor is it something unusual. It is the basic principle of organized labor, and it is what unions have always done.

Your IAFF is no different. For example, just this year in Virginia, the hard work and dedication of our state association and locals is resulting in passing more and more collective bargaining ordinances, securing the rights that our members deserve and providing them a stronger voice on the job. All these situations have one common theme: the importance and hard work of unions.

As I have told my GST Team many times since my election in last March, our job in the General Secretary-Treasurer's office is to make the IAFF as efficient and effective as possible so that when you need your union, we can have your back and deliver. It's just one of the reasons I am so proud of the work our Membership Department does day in and day out.

As I wrote in the summer edition of *Fire Fighter Quarterly*, our team implemented a paperless per capita billing system that will save the IAFF more than \$30,000 a year. We have also been working to sign up more locals in our automatic per capita dues payment system — nearly 2,850 locals are taking advantage of this opportunity, an increase of nearly 13% from when I took office.

In preparation for hurricane season in early August, our GST Team began to review the Disaster Relief Card program, which provides a \$500 debit card for members and their families who are displaced from their homes due to a hurricane, wildfire, tornado, flood or other natural disaster — an important component of our IAFF disaster relief efforts. We quickly realized that tracking for those cards did not meet the auditing standards that allowed us to account for each card. We then created an extensive tracking and accountability system to allow us to have better control on cards being issued and activated, providing a better experience for our members with less cost to the IAFF.

My goal since taking office has been to create transparency and accountability through simplicity; one way that we have accomplished that is with a long-overdue **Procurement Policy** that was recently created and approved by the Executive Board. This policy establishes a consistent method for how the IAFF handles spending your dues money. It provides much-needed oversight and allows us to better manage how we handle all contracts and make large purchases. Our GST Team worked with the



General Secretary-Treasurer Frank Lima presents a retirement plaque to his long time friend, fellow Local 112 member and Fire Captain Chris Lewis, at the Stentorians headquarters in South Los Angeles. Happy retirement, brother.

General President's office to draft this policy and we will continue to amend as needed to protect your investment in our union when it comes to spending.

One thing I have made clear since I was elected is that as General Secretary-Treasurer, I am the watchdog of the IAFF finances. I have made it my policy and habit to ask the hard questions and get deep in the weeds of our financial books.

You deserve a General Secretary-Treasurer who is not a rubber stamp to anybody, but a true fighter who makes decisions based on sound principles guided by training provided by the IAFF and subject matter experts in fiduciary responsibilities — decisions with an eye always focused on the best interests of the membership.

We continue to cut the fat and eliminate waste ensuring your dues are spent appropriately and the IAFF continues to deliver the top-level services that you expect.



Frank V. Lima



Happy Holidays. Proud to celebrate this season as we Unite, Fight, Organize for all of our members and their families.

Finally, as we celebrate this holiday season, I want to leave you with this. We have been through a lot together in the past couple of years — a pandemic that has challenged our profession like never before (with more than 70 of our members losing their lives to COVID), anti-labor threats from those who don't value the work that we do on behalf of our members, attacks on our members' retirement security, staffing shortages across the IAFF and increased call volumes in almost every local I talk to or visit.

It's easy to become dejected, allow bitterness to take over, get angry or blame others. Our default too often is to turn away from it all or lash out at one another, often without all the facts. I know because I've been there. However, we need to be better than that, not just for each other, but for ourselves. Kindness makes a difference. When we avoid the temptation to take the easy road toward cynicism, good things follow, we get more accomplished and we become stronger individuals and more powerful as a union.

My simple advice and my personal goal, not just for the holidays, but for every day is to BE KIND.

Happy Holidays from me and my family to you and yours. For those working over the holidays, be safe and enjoy celebrating with your second family at the firehouse, I will be out there as well.

In solidarity — Unite, Fight, Organize

A handwritten signature in black ink that reads "Frank V. Lima".



FROM THE GENERAL SECRETARY-TREASURER

**PAC Contribution Helps  
Seattle's Future**

Dear President Kelly:

I want to truly thank you on behalf of the members of the Seattle Fire Fighters Union, IAFF Local 27, for your generous contribution to the Seattle Fire Fighters PAC for our municipal elections.

Your financial support was instrumental in helping us change the future of Seattle and make our city safer and healthier for fire fighters, as well as for the public. Almost all our endorsed candidates won, most importantly, the two candidates you helped us support with our independent expenditure campaign — Bruce Harrell in the mayor's race and Sara Nelson for City Council — were both elected.

This election was a major turning point for our city and for Local 27 members and I can't thank you enough for your help. Please let me know if we can help you in any way in the future.

Sincerely,  
**Kenny Stuart**  
President  
Seattle Fire Fighters Union  
IAFF Local 27

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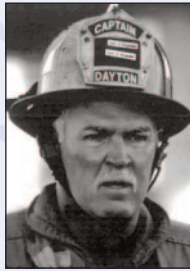
Submit comments on editorial content or issues of importance to IAFF members to [letters@iaff.org](mailto:letters@iaff.org).

**Gone, But Not Forgotten**

Dear President Kelly:

I watched the Fallen Fire Fighter Memorial Virtual Remembrance — it is very professionally put together. Kudos to all involved in its production.

My brother, Douglas, was a retired captain with the City of Dayton Fire Department. We lost him to cancer in January of 2020. He was 62. I miss him



so. He was a damn good man. His son, Samuel, is now a fire fighter/paramedic with the City of Dayton. Sam and his wife were in Colorado and visited the Memorial. He sent a picture of my brother's

name on the wall. It makes me proud. In the video of the remembrance, Doug's photo appears at approximately 21:05 into the 47 minutes total run time. I have that very photo on my mantel at home. It was taken by a photographer

commissioned to shadow local fire fighters and document their service. My brother was not aware that the photo was being taken; he was simply doing his job.

My thanks to the IAFF for the Fallen Fire Fighter Memorial and to Colorado Springs [Local 5] for its unwavering dedication to maintaining the site.

I hold you all in esteem.

Respectfully,  
**Dennis T. Borgerding**

► **Correction:** In the summer issue of Fire Fighter Quarterly, Ricardo Torres (New Haven, CT Local 825) was incorrectly listed as a recent retiree. Brother Torres was tragically killed in the line of duty in May.

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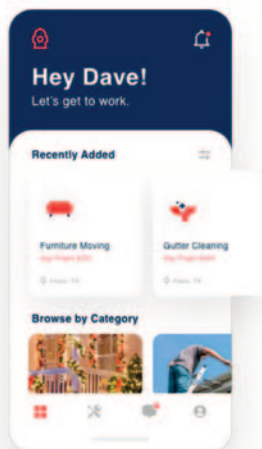
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**Dr. Lori Moore-Merrell Sworn in as U.S. Fire Administrator**

Dr. Lori Moore-Merrell, former Assistant to the General President for Technical Assistance and Information Resources (TAIR) and President and CEO of the International Public Safety Data Institute (IPSDI), is the new United States Fire Administrator. Dr. Moore-Merrell was appointed by President Joe Biden at the urging of the IAFF. She also had widespread support from other fire service organizations.

Federal Emergency Management Agency (FEMA) Administrator Deanne Criswell swore Moore-Merrell in on October 25, 2021, at FEMA headquarters.

General President Edward Kelly, who attended the swearing in, says, "Lori has spent her career using her education, training and skills to make our brothers and sisters safer on the job. The IAFF was pleased to support her nomination and Lori is singularly qualified for this critical role. President Biden could not have made a better selection. It's a proud day for the IAFF."

"Lori's professionalism, dedication and knowledge will be great assets to the U.S. Fire Administration and its mission, just as they were to the IAFF," says General Secretary-Treasurer Frank Lima. "I am proud to call Lori a friend and congratulate her on her appointment. I look forward to working with her protecting fire fighters and EMS professionals in her new role."



Moore-Merrell began her career in the fire service more than 30 years ago with the Memphis Fire Department as a member of Memphis Local 1784. She was then appointed as Assistant to the General President for Technical Assistance and Information Resources, a position she held for 26 years. During her time at IAFF headquarters, she provided critical assistance to our members, including emergency response system evaluations, public safety resource deployment analysis, community risk assessment, data collection and analysis, and strategic planning.

In her role as CEO of IPSDI, she worked to ensure every local public safety agency demonstrated their response capability, reliability and operational performance through the study and implementation of local data.

Dr. Moore-Merrell is the ninth person to serve as U.S. Fire Administrator. ■

**Prince George's County Local 1619 Wins Pink T-Shirt Contest**

The winner of the 2021 IAFF Pink T-Shirt Contest for Breast Cancer Awareness is Prince George's County, MD Local 1619. The local's pink T-shirt design won with 1,652 votes. Congratulations!

The winning affiliate receives a free registration to the 2022 Affiliate Leadership Training Summit/Human Relations Conference (January 9-12, 2022).



**IAFF-FC: Your Financial Future Is Our Mission**

The IAFF Financial Corporation (IAFF-FC) has a new look! Founded in 2002, the IAFF-FC works with the best financial service and insurance organizations to create meaningful and valuable products and programs for IAFF members. The rebranding carries on our mission of providing outstanding service



and being a resource for members in both the United States and Canada and recognizes that your IAFF-FC is changing and growing to better serve you. Your financial future is our mission. ■

**Canadian Policy, Legislative Conferences Tentatively Scheduled**

With COVID-19 restrictions beginning to loosen in most jurisdictions across Canada, the IAFF is moving forward with tentative plans to return to in-person events in 2022, including the Jack Jessop Biennial Canadian Policy Conference and the Canadian Legislative Conference.

Two virtual editions of the Canadian Legislative Conference have been held since the COVID-19 pandemic was declared. Delegates lobbied MPs and Senators virtually in November 2020 and May 2021 on a number of important issues, including emergency funding for frontline municipal services. Tentative dates to hold the Canadian Legislative Conference in April in Ottawa will depend on

local and provincial restrictions.

The Jack Jessop Biennial Canadian Policy Conference is a unique forum where the IAFF's Canadian leadership debates and votes on resolutions covering a range of important subjects and shares information about emerging issues affecting Canada's 26,000 members.

The Policy Conference, originally scheduled for summer 2021 in Burnaby, British Columbia, will now be an in-person event in early 2022 in accordance with all applicable restrictions and precautions.

Information about the next Canadian Policy and Legislative Conferences will be shared with IAFF local leaders as soon as it is available. ■



**Supporting One of Our Own**

Just like our members have one another's backs when needed, IAFF staff show support for Director of Membership Maureen Green, who has been battling breast cancer. Her strength and grace are an inspiration to everyone at IAFF headquarters. Both Maureen and her sister, Theresa, joined the IAFF staff in 1999, following in their mother's footsteps. Maureen is a beloved staff member here at headquarters. We wish Maureen the very best in her road to recovery! ■

# 2021 MEDIA AWARDS

## Congratulations to the winners in the 2021 Media Awards Contest

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

### AFFILIATE CATEGORIES

#### Best Photo or Social Media Graphic

##### First Place

“Dominos Sugar Factory Fire 1”

Produced by: Paul Novak

Submitted by: Baltimore, MD Local 734

This dramatic photo captures a three-alarm building fire at the Domino Sugar facility in South Baltimore, Maryland.

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##### Second Place (tie)

“Early Morning Community Center Fire”

Produced by: Brian H. Petrie

Submitted by: Oakland, CA Local 55

The Vietnamese American Community Center at Clinton Square Park was destroyed after a fire began in a homeless encampment and expanded to the center used to prepare 10,000 meals per week for the citizens of Oakland, California.

2

##### Second Place (tie)

“Project Red Line Series”

Produced by: Andrew Ra

Submitted by: Prince William County, VA Local 2598

This photography project using social media spotlight the men and women of the fire service.

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##### Honorable Mention

“70% COVID Vaccinated”

Produced by: Los Angeles County, CA Local 1014

Submitted by: Los Angeles County, CA Local 1014

Los Angeles County, CA Local 1014 highlights its COVID-19 vaccination rate among current and retired members. The graphic also serves as a thank you to retired members for working at mass vaccination sites in Los Angeles County and to encourage other members to get vaccinated.

##### Honorable Mention

“Fire All Around”

Produced by: Chris E. Mickal

Submitted by: New Orleans, LA Local 632

Fire fighters operate a hose line between two apartment buildings on a fire.

##### Honorable Mention

“Fully Involved”

Produced by: David Dronzek, Jr.

Submitted by: Yonkers, NY Local 628

A dynamic photo of Yonkers, NY fire fighters at a two-and-half-story dwelling that was on fire when crews arrived on the scene. Fire crews set up streams and deluges. In addition, fire fighters needed a water relay with multiple engines to bring the fire under control.

##### Honorable Mention

“Baltimore Firefighters L734 Holiday Safety Message”

Produced by: Andrew Doyle

Submitted by: Baltimore, MD Local 734

This infographic provides multi-denominational holiday safety advice.

#### Best IAFF Affiliate Newsletter or Magazine

(circulation less than 1,000)

##### First Place

“The Kitchen Table”

Produced by: Long Beach, CA Local 372

Submitted by: Long Beach, CA Local 372

The *Kitchen Table* is a standout newsletter with great design and typography. The newsletter informs members and active retirees about the important issues in the union.

##### Second Place (tie)

“The Feederline”

Produced by: Greensboro, NC Local 947

Submitted by: Greensboro, NC Local 947

The *Feederline* newsletter has great content that features safety, labor and member news.

##### Second Place (tie)

“Local 2461 Updated”

Produced by: Eric Lowe

Submitted by: Strathcona, AB Local 2461

*Local 2461 Updated* has a good design and layout and does a nice job of engaging members.

##### Honorable Mention

“Chattanooga Fire Department Newsletter”

Produced by: Chattanooga Fire Department

Submitted by: Chattanooga, TN Local 820

A good effort to keep Chattanooga fire fighters up to date on news and events in the fire service.

##### Honorable Mention

“The Hamilton County Fire Fighter”

Produced by: Travis Hawkins and Anthony Murray

Submitted by: Hamilton County, IN Local 4416

The *Hamilton County Fire Fighter* is the quarterly newsletter providing information on Local 4416 members at work.

#### Best IAFF Affiliate Newsletter or Magazine

(circulation more than 1,000)

##### First Place

“The California Professional Firefighter”

Produced by: California Professional Firefighters

Submitted by: California Professional Firefighters

*The California Professional Firefighter* combines relevant content and striking images to help engage its 31,000 members.

##### Second Place (tie)

“The Nozzle”

Produced by: Los Angeles County, CA Local 1014

Submitted by: Los Angeles County, CA Local 1014

*The Nozzle* has appealing content that supports the issues and efforts of Los Angeles County, CA Local 1014.

##### Second Place (tie)

“PFFWCF Newsletter”

Produced by: Professional Fire Fighters of Wisconsin Charitable Foundation

Submitted by: Professional Fire Fighters of Wisconsin  
Nice design and layout combined with informative articles keep the Professional Fire Fighters of Wisconsin’s 4,000 supporters up to date on fire fighter issues.

##### Honorable Mention

“The Main Line Newsletter”

Produced by: San Francisco, CA Local 798

Submitted by: San Francisco, CA Local 798

San Francisco, CA Local 798 produces the bi-monthly *Main Line* newsletter that serves as a connection to its membership and features members working on the frontlines to protect their community.



1



2





### Best MDA Project

#### First Place

“Filling the Boot a Different Way”

Produced by: Chattanooga Fire Department

Submitted by: Chattanooga, TN Local 820

Fill the Boot may look different because of COVID-19 restrictions, but Chattanooga fire fighters are still making a difference in a virtual format in their city.

### Best Community Outreach

#### First Place

“A Fire Fighter/Paramedic Joins the World’s Longest Hockey Game”

Produced by: Kris Chlebek

Submitted by: Strathcona County, AB Local 2461

Andrew Buchanan, a fire fighter/paramedic with Strathcona County, AB Local 2461, participated in the 7th edition of the World’s Longest Hockey Game, which took place over 252 hours during one of the coldest winters in recent memory in Sherwood Park, Alberta. This project chronicles Buchanan’s efforts to reach his fundraising goal of \$100,000 to benefit the Cure Cancer Foundation, a charity that supports the clinical study of lymphoma and tumors in patients.

#### Second Place

“24th Annual Fire Safety Newspapers in Education”

Produced by: Professional Fire Fighters of Wisconsin Charitable Foundation

Submitted by: Professional Fire Fighters of Wisconsin

A well-produced newspaper supplement that provides life-saving content to promote fire safety, burn awareness and prevention. In addition, this supplement shows a great partnership with the media for fire safety to reach community agencies, schools and local fire departments.

#### Honorable Mention

“Hitting Home Runs in Highland Springs”

Produced by: William Boger and Jerry Lawson

Submitted by: Henrico, VA Local 1568

Henrico, VA Local 1568 sets the example of what an IAFF affiliate can do to connect positively with their community. Many members of the local played baseball and softball at the amateur, college and professional levels. Local 1568 partnered with Highland Springs Little League to provide sponsorships for youth who couldn’t afford to play, completed equipment drives for balls, bats and gloves and purchased necessary equipment. The local also hosted a fire fighter baseball clinic day where members taught the youth the sport and met first responders.

#### Honorable Mention

“We are the Evansville Fire Department”

Produced by: Jorren Locher

Submitted by: Evansville, IN Local 357

This innovative recruitment video promotes diversity in the fire service.

#### Honorable Mention

“Stay Safe - Get Vaccinated”

Produced by: Professional Fire Fighters of Eastern Missouri

Submitted by: Professional Fire Fighters of Eastern Missouri

An impactful mailer that delivers a simple, clear and concise message on the COVID-19 vaccine being safe and effective for Pattonville, Missouri, residents. Members of Local 2665 are featured in mailers administering vaccinations to residents.

### Best Social Media Video

#### First Place

“Get The Shot, Please.”

Produced by: Steve Collins and Jennifer Donelan

Submitted by: Prince George’s County, MD Local 1619

Prince George’s County, MD fire fighter Steve Collins, a 33-year veteran of the fire department nearly died from COVID-19 in July 2020. Affectionately known as the “squad-father” Collins shares his battle with COVID and encourages people to get vaccinated in this compelling video— a message essential for the fire service.

#### Second Place

“Cancer & NC Firefighters: The Tragedy of Will Willis”

Produced by: Professional Fire Fighters and Paramedics of North Carolina

Submitted by: Professional Fire Fighters and Paramedics of North Carolina

This emotional video ties the tragic story of fire fighter Will Willis, who died of cancer, and the need for the North Carolina General Assembly to support HB 535: Firefighters Fighting Cancer Act of 2021 to provide presumptive coverage for fire fighters who are diagnosed with cancer while on the job.

#### Honorable Mention

“Training Video Series”

Produced by: Kirkland Fire Department

Submitted by: Kirkland, WA Local 2545

Kirkland has produced a series of great and informative training videos regarding COVID-19. The storytelling and graphics are excellent.

#### Honorable Mention

“Make It Burn Fitness Series Launch Video”

Produced by: Professional Fire Fighters of Nevada

Submitted by: Professional Fire Fighters of Nevada

A dynamic teaser video designed to pique the interest of social media followers about a healthy lifestyle initiative.

#### Honorable Mention

“Firefighters are Community Helpers/Bunker Gear Video by Toronto Fire Services”

Produced by: Angela Safko

Submitted by: Toronto, ON Local 3888

This video shows a Toronto fire fighter demonstrating the personal protective equipment fire fighters wear to an emergency.

#### Honorable Mention

“We Are Tacoma Fire”

Produced by: Cody Shea

Submitted by: Tacoma, WA Local 31

A beautifully shot video showcasing the services Tacoma, Washington, fire fighters provide to the community.

#### Honorable Mention

“Dominick Marino Tribute Video”

Produced by: Jim Aleski

Submitted by: Professional Firefighters Association of New Jersey

This tribute video honors the legacy of the late great Professional Firefighters Association of New Jersey President Dominick Marino.

#### Honorable Mention

“Mental Health Week 2021”

Produced by: Chris McKeen

Submitted by: British Columbia Professional Fire Fighters Association

This video highlights the voices, thoughts and challenges that fire fighters face each day and the impact it has on their mental health.

### Best Affiliate PR Project

#### First Place

“#FightFor15ForFireFighters”

Produced by: Asheville, NC Local 332

Submitted by: Asheville, NC Local 332

Asheville, NC Local 332 organized a campaign to raise the pay of fire fighters to \$15 per hour to help move wages to market value.

#### Second Place

“#StandwithFirefighters”

Produced by: Michael Bellamy

Submitted by: Tallahassee, FL Local 2339

Tallahassee Local 2339 developed #StandwithFirefighters, a strategic campaign to help its collective bargaining negotiations with the City of Tallahassee. Through community support, fire fighters were able to break the impasse and win an agreement.

#### Honorable Mention

“Shamrock Shave”

Produced by: Mike Lucido, 88 Studios and Reno, NV Local 731

Submitted by: Reno, NV Local 731

In this promotional video, Reno, NV Local 731 generates great enthusiasm for its Shamrock Shave fundraiser for St. Baldricks cancer research.

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#### Honorable Mention

“Long Beach Firefighters PAC District 2”  
Produced by: Long Beach, CA Local 372  
Submitted by: Long Beach, CA Local 372  
Long Beach, CA Local 372 organized a successful campaign to have its endorsed candidate elected to Long Beach City Council, District 2. The local conducted a successful mail campaign where every voter in the district received a mailer detailing district issues.

#### Honorable Mention

“Pension Under Attack”  
Produced by: Broward County, FL 4321  
Submitted by: Broward County, FL 4321  
Broward County Local 4321 went on the offensive with this video to thwart political efforts to cut fire fighter pensions.

#### Honorable Mention

“FIRE OPS 101”  
Produced by: Chattanooga Fire Department  
Submitted by: Chattanooga, TN Local 820  
Chattanooga fire fighters organized a FIRE OPS event where community leaders and journalists experienced being fire fighters for a day.

#### Honorable Mention

“Lehigh Acres Fire Control and Rescue District Assessment Referendum”  
Produced by: Lehigh Acres Fire Control and Rescue District and Southwest Florida Professional Fire Fighters and Paramedics, Inc.  
Submitted by: Southwest, FL Local 1826  
A solid public education campaign where fire fighters raised awareness for a referendum to change the fire assessment methodology for the fire department.

#### Digital Communications

##### First Place

“The BroTHERhood: Girls On Fire Series”  
Produced by: Professional Fire Fighters of Nevada  
Submitted by: Professional Fire Fighters of Nevada  
Great campaign and creative use of Instagram to recognize women fire fighters of Nevada during Women’s History Month. What started off as a part-time project has now turned into an ongoing campaign to highlight women fire fighters who save lives in their community every day.



#### Second Place

“Wear Your Mask”  
Produced by: Reno, NV Local 731  
Submitted by: Reno, NV Local 731  
A timely message from Reno fire fighters to encourage citizens to wear a mask to help protect themselves from COVID-19.

#### Honorable Mention

“Local 1014 Friday Update: Year End Review”  
Produced by: Los Angeles County, CA Local 1014  
Submitted by: Los Angeles County, CA Local 1014  
This Year End Review by Los Angeles County, CA Local 1014 shows the impact COVID-19 and wildfires had on its membership. In addition, the local was successful in winning legislation to help members on the frontlines and give back to the community.

#### Honorable Mention

“San Francisco, CA Local 798 Bi-Weekly News Report”  
Produced by: San Francisco, CA Local 798  
Submitted by: San Francisco, CA Local 798  
San Francisco, CA Local 798 does a nice job with its bi-weekly news report distributed to nearly 3,000 members and stakeholders to keep them updated on fire service issues.

#### Honorable Mention

“Orange County, CA Local 3631 Monthly E-Newsletter”  
Produced by: Orange County, CA Local 3631  
Submitted by: Orange County, CA Local 3631  
Orange County, CA Local 3631’s monthly digital newsletter delivers important content that is easy to read and has great design.

#### Best Affiliate Podcast

##### First Place

“CPF Fire Wire - Surviving COVID-19: Firefighters and Families Share Their Stories”  
Produced by: California Professional Firefighters  
Submitted by: California Professional Firefighters  
The California Professional Firefighters does a masterful job in this podcast, providing an engaging and fascinating account of two Anaheim fire fighters and their partners as they describe their experience contracting COVID-19. Both fire fighters were in good health prior to being hospitalized with COVID and discuss the longer-term effects of the virus.

##### Second Place

#### “AFFI Podcast”

Produced by: Associated Fire Fighters of Illinois  
Submitted by: Associated Fire Fighters of Illinois  
A strong and informative podcast series used to highlight labor, fire fighters and employment issues.

#### One-Time PR Project

##### First Place

“Local 1014 Health Line: The COVID Vaccine Guide”  
Produced by: Los Angeles County, CA Local 1014  
Submitted by: Los Angeles County, CA Local 1014  
A very comprehensive and informative resource for Local 1014 members on the COVID-19 pandemic, testing, COVID-19 vaccinations and protocols.

##### Second Place

“Behavioral Health Suicide Awareness Safety Stand Down”  
Produced by: California Professional Firefighters  
Submitted by: California Professional Firefighters  
The California Fire Service Task Force on Behavioral Health launched a new behavioral health campaign for Mental Health Awareness Month and provided great information on an important issue impacting fire fighters everywhere.

#### Honorable Mention

“Girard Firefighters Annual Report for 2020”  
Produced by: Girard Professional Firefighters Association  
Submitted by: Girard Professional Firefighters Association  
A strong annual report detailing the work of union fire fighters and the challenges they faced during COVID-19.

#### Honorable Mention

“Chattanooga Fire Department 150th Anniversary History Book”  
Produced by: Chattanooga Fire Department  
Submitted by: Chattanooga, TN Local 820  
This commemorative anniversary book is a very comprehensive review of the fire department’s 150-year history.

#### Honorable Mention

“Memorial Case For Support Brochure Entries”  
Produced by: Professional Fire Fighters of Nevada  
Submitted by: Professional Fire Fighters of Nevada  
Well-branded brochure by the Professional Fire Fighters of Nevada to show prospective philanthropic donors about its mission and organization.

#### Honorable Mention

“6 Things Your Union Did in 2020”  
Produced by: Greensboro, NC Local 947  
Submitted by: Greensboro, NC Local 947  
A simple, but effective communication that shows the value of union membership that is distributed at fire stations.

#### Best Affiliate Photo

(Non-published taken by an IAFF member)

##### First Place

“Descending into the Mist”  
Produced by: Phil Roberto  
Submitted by: Niagara Falls, ON Local 528  
Nice image showing the dangerous side of the profession as a fire fighter is being lowered down into the Niagara





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gorge for a rescue.

### Second Place

“All In A Night’s Work - LACOFD Quint 4”

Produced by: Pat Dolan

Submitted by: Los Angeles County, CA Local 1014

Quint 4 is on the scene of a 3rd alarm commercial fire involving a five-story, 62-unit housing complex under construction in East Los Angeles.

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### Honorable Mention

“Structure Fire”

Produced by: Tim Moen

Submitted by: Strathcona, AB Local 2461

Members of Strathcona, AB Local 2461 responded to a house fire in a rural area where a family was trapped inside. Two members of the family jumped to safety — while the father suffered extensive burns in the incident.

### Honorable Mention

“Propane Tree”

Produced by: Chris Haichert

Submitted by: Swift Current, Saskatchewan Local 1318

At the Swift Current, Saskatchewan, training grounds, a propane tree surrounded by a wide fog pattern pushes heat away from the crew.

### Honorable Mention

“Here’s Looking at You”

Produced by: Kenneth Labelle

Submitted by: Lincoln, RI Local 3023

Lincoln, RI Local 3023 Rescue 1 fire/medic Tony Gallo looks out the window while overhauling at a multiple alarm fire.

## JOURNALISM CATEGORIES

### Best News Story

#### First Place

“‘31 Words’: Capt. Andrea Hall Reflects On Leading Inauguration Ceremonies’ Pledge of Allegiance”

Produced by: Rachel Engel and Janelle Foskett, FireRescue1

A well-written and extremely compelling story of Fire Rescue Captain Andrea Hall and her incredible honor of leading the Pledge of Allegiance during the 59th Inauguration of President Joe Biden. Not only did Hall speak the pledge, she also signed it in American Sign Language. This was not only a proud moment for Hall, but for the IAFF and the American fire service.

#### Second Place (tie)



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“2nd Alarm House Fire Claims The Life of A Young Child”

Produced by: Jeffrey Belschwinder, 1st Responder News New York

Submitted by: Troy, NY Local 86

A well-written story about the Troy Fire Department being dispatched to a structure fire with reports of a baby trapped inside the building.

#### Second Place (tie)

“Bill Introduced To Give North Carolina Firefighters Financial Help When Battling Occupationally-Related Cancer”

Produced by: Daniel Pierce, Fox 8 News Website

Submitted by: Greensboro, NC Local 947

This news story raises awareness of legislation reviewed in the North Carolina General Assembly to offer presumptive cancer benefits to fire fighters.

#### Honorable Mention

“IAM District 9 Hosts COVID Vaccination Site for St. Louis Area Members”

Produced by: Professional Fire Fighters of Eastern Missouri Local 2665 and International Association of Machinists and Aerospace Workers

Submitted by: Professional Fire Fighters of Eastern Missouri Local 2665

This story demonstrates the strong bond between union members who serve in different lines of work — in this case, fire and machinists, to help fight COVID-19.

### Best Television News Story, Feature, Video or Documentary

#### First Place

“Deadlier than Fire, A WLOS Documentary”

Produced by: Brian Nemitz, Jennifer Emert, Matthew Yates and Derek Bryant, WLOS ABC 13

Submitted by: Asheville, NC Local 332

A powerful documentary on an important issue in the fire service. The firsthand interviews from fire fighters about the impact of cancer on the fire service captivates the viewer. North Carolina is one of the few states that does not provide presumptive care for fire fighters who are diagnosed with cancer while on the job.

#### Second Place

“Baltimore Firefighters L734 Overworked EMS”

Produced by: Eddie Kadhim, WMAR ABC2 Baltimore

Submitted by: Baltimore, MD Local 734

This story does a nice job explaining how Baltimore fire fighters and EMS personnel continue to provide high-level services to their community despite being understaffed and with resources strained due to the challenges of COVID-19.

#### Honorable Mention

“PFFA 5254 Pay Issues”

Produced by: Gabrielle Ware, WALB

Submitted by: Professional Firefighters of Albany

Good story examining a more than 30-year issue about the inequity of Albany, Georgia fire fighter salaries.

### Multi-Media Story Telling

#### First Place

“Rick Jensen WIBD 101.3 FM (Community Conversation with Fireman Kenny)”

Produced by: Rick Jensen, WIBD 101.3 FM

Submitted by: West Bend, WI Local 2025

A very educational radio program delivered by a dynamic speaker, Firefighter Kenny Asselin. Whether discussing fire departments’ response to emergency calls or offering tips to safeguard homes, Kenny delivers his message with energy and demonstrates a passion for his work.

#### Second Place

“A Season of Fire”

Produced by: Steve Gregory, KFI AM 640

Submitted by: Los Angeles City, CA Local 112

Interesting discussions on several complex issues with fire service officials in the southern California region.

### Best News Photo

#### First Place

“Peoria Firefighter Rescuing Man’s Best Friend” From A Structure Fire”

Produced by: Elsburgh Clarke

Submitted by: Peoria, IL Local 50

A great photo capturing the fear and stress of a fire fighter rescuing a dog from a fire.

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#### Second Place

“Apartment Attack”

Produced by: Glen E. Ellman, Firehouse Magazine

Submitted by: Fort Worth, TX Local 440

Fort Worth fire fighters start an offensive attack on an apartment fire. This photo was published on the cover of Firehouse Magazine.

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#### Honorable Mention

“Fire Fighter Compassion”

Produced by: Glen E. Ellman

Submitted by: Fort Worth, TX Local 440

A nice photo showing the compassion of a Fort Worth, Texas, fire fighter hugging a woman who was involved in a 133-vehicle pile-up on Interstate 35.

#### Honorable Mention

“Overhauling”

Produced by: Jay K. Bradish

Submitted by: Bradford City, PA Local 655

Interesting photo of a fire fighter viewed through a window overhauling a room in a residential structure fire.

#### Honorable Mention

“End of Watch”

Produced by: Glen Duda, All Hands Working

Submitted by: New Haven, CT Local 825

New Haven fire fighters pay final respects to their colleague, fellow fire fighter Ricardo Torres, 30, who died in the line of duty. ■

# Remembering IAFF Members LOST TO COVID-19

Since the last issue of Fire Fighter Quarterly was published in September, 21 line-of-duty deaths due to COVID-19 have been reported, bringing the total to 73 — more than 25% of all line-of-duty deaths since the start of the pandemic.

Alice, TX Local 4102 member Robert V. Liguez, 52, lost his short battle with COVID-19 on September 17. Liguez answered the call to serve his country and his community, first as a member of the United States Army and later as an Alice fire fighter. He is known by his fellow fire fighters as a positive force and a problem solver. He leaves behind a family with six children and seven grandchildren.

Aaron Scott Chassells, a North Little Rock, AR Local 35 member, died from complications of COVID-19 on September 18. Chassells, 48, joined the fire department in 1999 and was known for always having everyone's back. As a member of the Arkansas National Guard, Chassells served in Operation Iraqi Freedom from 2003-2005. He is survived by his wife, Jodi, his father and his siblings.

Durham, NC Local 668 member Jeremy M. Klemm, 45, died September 18 after a month-long battle with COVID-19. The 15-year veteran fire fighter loved the job and was proud to serve on Engine 8 A shift. He enjoyed spending time with his family and had a great love of the outdoors and travel. Klemm is survived by his two sons, Dominic and Jack, and several extended family members.

Frank D. Duff Jr., a member of Columbus, OH Local 67, contracted COVID-19 after being exposed on the job. The 26-year department veteran was known for being quiet and reserved, but very skilled as a fire fighter and paramedic. Duff, 66, died from complications of the virus on September 19. He is survived by his two children and extended family.

Forbes Field Chief of Operations and Kansas City, KS Local 64 member Michael L. Baker, 52, died September 21 after being exposed to COVID-19 on the job. Baker served 20 years in the U.S. Air Force before serving 14 years as an Air National Guard fire fighter. Not only did he love serving his country, he was also a dedicated family man who enjoyed hunting and fishing. Baker leaves behind a wife and three adult children.

David H. Hackett, a member of Hernando County, FL Local 3760, lost his battle with COVID-19 September 25 at the age of 44. Hackett followed in the footsteps of his father, Dennis, when he joined Hernando County Fire and Emergency Services in 2002. He leaves behind his wife, Julie, and his sons, Jacob and Nicholas.

San Antonio, TX Local 624 member Joseph M. Faunce, 63, died of complications of COVID-19 on September 26. After joining the San Antonio Fire Department in 1989, he spent the next 32 years serving his community. He was known for his

kindness and was a great friend to many. He leaves behind several family members and friends.

Kelly W. Frye, a member of Cumberland, MD Local 1715, lost his fight with COVID-19 on September 29 at the age of 53. After he joined the Cumberland Fire Department in 1996, he found other ways to give back to his community, including raising money for the Muscular Dystrophy Association (MDA). Frye is survived by his wife, Tammy, and his children, Alexis, Brandon and Michael.

Philadelphia, PA Local 22 member Terrence L. Gordon died of COVID-19 on October 2 after being exposed to the virus in the line of duty. Gordon joined the department in 1996 and was promoted to lieutenant in 2006. Over the course of his career, he served with companies across the city, but was most recently assigned to Ladder 14 in Strawberry Mansion.

Mark B. Gillam, a member of Elwood, IN Local 1671, lost his long battle with COVID-19 on October 3 at the age of 58. After being exposed to the virus on duty, Gillam began showing mild symptoms the last week of August. His condition quickly worsened and he was hospitalized. The 31-year veteran loved serving his community, including donating his time to the Hoosier Burn Camp for more than two decades. He is survived by his wife, Kathy.

Hardeeville, SC Local 5198 member Andrew D. Orphanoudakis, 56, also died October 3 from complications of COVID-19. People who knew him best describe the 38-year veteran fire fighter as a great friend who loved grilling and spending

time outdoors. He is survived by his wife, two daughters and grandson.

On October 8, Michael R. Pickering, 45, became the fourth Chicago, IL Local 2 member to die from complications of COVID-19. He joined the Chicago Fire Department in 2003 and was last assigned to Engine 29 in the Bridgeport neighborhood. Pickering enjoyed scuba diving and traveling. He is survived by his son and two daughters.

Columbus, OH Local 67 member Gregory L. Bauer, 56, died on October 17 after being exposed to COVID-19. Bauer joined the fire department in 1996, serving the bulk of his 25-year career at Station 21 on the east side. He dedicated his life to helping others on and off the job and was a good friend to many. He is survived by his girlfriend, Gabriella, their son, Cole, and extended family members.

Tyrone Bell, a member of Sedona-Verde, AZ Local 3690, contracted COVID-19 after being exposed on the job. Bell, 35, died from complications of the virus on October 18. The fire fighter/paramedic is described as always being calm under pressure and a great cook. He is survived by his wife, Ashli, their son, Tyson, and extended family.

Hillsborough County, FL Local 2294 member Giovanni Ciancio, 55, died October 21 after a three-month battle with COVID-19. Ciancio was born in Italy but immigrated to the United States in his 20s and became an American citizen. He was a 19-year veteran driver-engineer for Hillsborough County Fire Rescue and most recently worked at Station 15 in Palm River. He is

## New OSHA Rules on COVID Vaccine Requirements

The Occupational Safety and Health Administration (OSHA) released new rules on November 4 requiring employers with more than 100 employees, including local and state governments in the 28 state plan states[1], to require their employees be vaccinated or undergo weekly testing.

**However, in issuing these rules, OSHA excluded emergency responders and healthcare workers who already are covered by OSHA's Healthcare Emergency Temporary Standard (ETS)** that was released in June. The protections from the June Healthcare ETS will continue to apply to fire fighters and EMS personnel.

Federal courts have halted the implementation of OSHA's rule pending the outcome of several lawsuits. Despite this stay on OSHA's rule, pre-existing state or local mandates on vaccination and testing with stricter requirements than OSHA's ETS will continue to apply.

The IAFF urges all affiliates to monitor the status of vaccine and testing requirements in their jurisdiction and identify any possible conditions over which bargaining should occur. The IAFF also encourages affiliates to continue working with their

state regulatory authority to ensure each state protects the rights of unions to bargain over conditions of vaccination. OSHA's new ETS recognizes the important role of collective bargaining agreements surrounding vaccination and testing requirements.

The Centers for Medicare and Medicaid Services (CMS) also issued a vaccine requirement for some Medicare and Medicaid participating entities. Federal courts also have halted implementation of CMS' mandate while it hears appeals. If CMS' mandate is upheld, **it will only apply to entities regulated by CMS' Conditions of Participation (COPs). These COPs and the vaccination requirement would not apply to fire-based ground ambulance agencies.** Some hospitals, long-term care facilities and other facilities may extend a vaccine requirement to healthcare practitioners who care for that hospital, health system or long-term care facility's patients.

Any affiliates providing nonemergent interfacility transportation services for patients may need to consult with their local hospitals or health system to determine the impact of CMS' vaccine requirements. ■

[1] The 28 state plan states are: AK, AZ, CA, CT, HI, IL, IN, IA, KY, MD, ME, MI, MN, NJ, NV, NY, NM, NC, OR, PR, SC, TN, UT, VA, VI, VT, WA, and WY.



survived by his family and friends.

Merrill L. Bone, a member of Salt Lake County, UT Local 1696, died on October 31 of COVID-19 complications. Bone, 61, was a 36-year veteran fire fighter and an active member of Utah Urban Search and Rescue Task Force 1. He had been deployed multiple times, including to New York City following 9/11. He is survived by his wife, Laurie, four children, three stepchildren and 15 grandchildren.

Indianapolis, IN Local 416 member Gerald Brooks, 49, died of COVID-19 on November 2. Brooks joined the Indianapolis Fire Department in 2000 and was regularly assigned to Ladder 31 B Shift. He was a former vice president of the Indianapolis Black Firefighters Association (IBFA) and a well-respected fire fighter. He is survived by his brother and his son.

Samuel Criner, a member of United Pima Fire Fighters Local 3504 in Arizona, died on November 4 due to complications of COVID-19. The 16-year veteran fire fighter was promoted to captain in July 2009 and assigned to Station 404 A shift. His fellow Local 3504 members will remember him as

a dedicated public servant. He was 45.

Garland, TX Local 1293 member Richard "Brad" Hargrave lost his two-month battle with COVID-19 November 14. Hargrave, who had been a Local 1293 member for 17 years, was known around the firehouse for his kindness, professionalism and dedication to helping others. He is survived by his family and friends.

Warren, OH Local 204 member Al Brown, 57, died from complications of COVID-19 on November 16. The 31-year veteran fire fighter served in many roles within the department, most recently as inspection captain. He was known as a great fire fighter, leader and mentor. He is survived by his wife, his children and his friends.

Ivan LaGrand, a member of Cape Girardeau, MO Local 1084, died after a short battle with COVID-19 on December 1. LaGrand, 54, served the Cape Girardeau community for 25 years and was about a year away from retirement. He was known for his gruff personality, but could tell great jokes. He is survived by his family and friends. ■

## Omicron Variant

The World Health Organization (WHO) declared variant B.1.1.529 (Omicron) a variant of concern on November 26, 2021. This variant was first identified in South Africa but has since been detected in numerous other countries around the world, including the United States. Scientists are still working to better

understand how easily Omicron spreads, whether currently approved vaccines protect against it and how severe the associated symptoms are. The CDC is continuously monitoring this variant and updates will be provided as more information becomes available. ■

## What to Know About COVID-19 Booster Shots

While current COVID-19 vaccines available in the United States and Canada remain effective, some public health experts are reporting signs of reduced protection, especially among vulnerable populations. Booster shots help strengthen protection against severe COVID-19 symptoms and hospitalizations. A recent study published in Lancet by Israeli researchers found that a third shot for recipients of the Pfizer/BioNTech vaccine dramatically reduced rates of severe disease, hospitalization and death.

Based on recommendations by the Centers for Disease Control and

Prevention (CDC), individuals who have already been vaccinated against COVID-19 should consider getting a booster shot.

"The single most effective way to protect our families, our communities and ourselves is to get vaccinated, including booster shots," says IAFF General President Edward Kelly. "Vaccinations don't just protect you, they protect those you come in contact with at home and on the job."

The FDA has authorized the use of a heterologous (or mix and match) booster doses for currently available COVID-19 vaccines. ■

## OSHA Establishes Worker Protections From COVID-19

Emergency responders will receive worker protections from COVID-19 under an Emergency Temporary Standard (ETS) released by the Occupational Safety and Health Administration (OSHA). The Occupational Exposure to COVID-19, Emergency Temporary Standard establishes protections for workers who are exposed to COVID-19 in settings where people with COVID-19 are reasonably expected to be present.

The ETS applies to healthcare workers, including emergency responders, while providing healthcare services to a known or suspected COVID-19

patient. The standard requires employers take actions to protect workers, including:

Developing and implementing a plan to identify and control COVID-19 in the workplace, including conducting a workplace-specific hazard assessment, with the input and involvement of non-managerial employees and their representatives.

Designating one or more workplace COVID-19 safety coordinators to implement and monitor the plan.

Requiring the provision of respirators, gloves and other personal protective clothing to employees

exposed to potentially infected persons.

Requiring the provision of paid leave to employees for the purposes of vaccination against COVID-19 and for any side effects experienced following vaccination.

Requiring that each employee receive training, including patient screening and management, preventing spread, personal protective equipment (PPE), cleaning and disinfection, health screening and medical management, and sick leave.

Record all instances of COVID-19 positives in a log and report to OSHA any hospitalizations or fatalities within a specified time frame. ■

## IAFF Members Lost to COVID-19



Robert V. Liguez  
Alice, TX  
Local 4102  
9/17/2021



Aaron Scott Chassells  
North Little Rock, AR  
Local 35  
9/18/2021



Jeremy M. Klemm  
Durham, NC  
Local 668  
9/18/2021



Frank D. Duff, Jr.  
Columbus, OH  
Local 67  
9/19/2021



Michael L. Baker  
Kansas City, KS  
Local 64  
9/21/2021



David H. Hackett  
Hernando County, FL  
Local 3760  
9/25/2021



Joseph M. Faunce  
San Antonio, TX  
Local 624  
9/26/2021



Kelly W. Frye  
Cumberland, MD  
Local 1715  
9/29/2021



Terrence L. Gordon  
Philadelphia, PA  
Local 22  
10/2/2021



Mark B. Gillam  
Elwood, IN  
Local 1671  
10/3/2021



Andrew D. Orphanoudakis  
Hardeeville, SC  
Local 5198  
10/3/2021



Michael R. Pickering  
Chicago, IL  
Local 2  
10/8/2021



Gregory L. Bauer  
Columbus, OH  
Local 67  
10/17/2021



Tyrone Bell  
Sedona-Verde, AZ  
Local 3690  
10/18/2021



Giovanni Ciancio  
Hillsborough County, FL  
Local 2294  
10/21/2021



Merrill L. Bone  
Salt Lake County, UT  
Local 1696  
10/31/2021



Gerald A. Brooks  
Indianapolis, IN,  
Local 0416  
11/2/2021



Samuel Criner  
United Pima Fire Fighters, AZ  
Local 3504  
11/4/2021



Richard "Brad" Hargrave  
Garland, TX  
Local 1293  
11/14/2021



Al Brown  
Warren, OH  
Local 204  
11/16/2021



Ivan LaGrand  
Cape Girardeau, MO  
Local 1084  
12/1/2021

## Atlanta Local 134 Secures Collective Bargaining Rights

Atlanta, GA Local 134 is the latest Georgia affiliate to win collective bargaining rights after successfully lobbying the Atlanta City Council.

The council voted 14-0 on October 18 in favor of an ordinance to enact Georgia State Statute 25-5, the Fire Fighters Mediation Act, giving fire fighters the right to bargain collectively with their employer regarding benefits and other terms and conditions of employment.

Although the state statute was passed in 1971 when Jimmy Carter was governor, very few Georgia locals have been able to enact the statute because, until recently, members have been largely unaware of the benefits the law provided. Through extensive member education and coordinated lobbying efforts, our Georgia affiliates are now able to bring these ordinances to fruition.

"As we continue the fight to pass a national collective bargaining bill, local government victories like this one in Atlanta are very important. This win is a beacon of hope for all of

us and proof that it can be done," says General President Edward Kelly. "I commend our Local 134 brothers and sisters on a job well done."

"This has been a long time coming, but decision makers are now becoming increasingly willing to consider putting labor-friendly concepts into action," says 12th District Vice President Walt Dix. "Congratulations to our Atlanta Local 134 brothers and sisters on a job well done. We hope with the success of collective bargaining in the City of South Fulton and now Atlanta, both labor and management in other municipalities will be encouraged to follow their lead."

Improving wages and benefits and upgrading fire department resources has long been a top priority for Atlanta Local 134. After negotiating the first significant wage increase for Atlanta fire fighters in 15 years in 2019, Local 134 leaders were ready to do more, and shifted their focus to collective bargaining.

"We know that if we want to retain our most



Atlanta Local 134 looks forward to negotiating its first contract after winning collective bargaining rights.

seasoned fire fighters and keep everyone safe on the job, then we need improved benefits and upgraded fire department resources," says Local 134 President Paul Gerdis. "Through collective bargaining, I am confident that we will be able to find solutions that fit within the city's budget."

As the current mayor decided not to run for reelection, a new mayor will assume office in January 2022. It is expected Local 134 will negotiate its first contract with the new administration. ■

## New Ordinance Grants Fairfax County Local 2068 Collective Bargaining Rights

Fairfax County, VA Local 2068 members and other county employees now have the right to collectively bargain. The Fairfax County Board of Supervisors voted 9-1 in favor of an ordinance granting those rights.

"Congratulations to our Local 2068 brothers and sisters on this tremendous victory," says 4th District Vice President Andrew Pantelis. "I am proud of all of the tremendous effort you made to make this a reality. Now you will have your rightful seat at the table as decisions are made impacting your wages, benefits and working conditions."

Collective bargaining had been banned in the state of Virginia since 1977 after the state Supreme Court ruled it was unconstitutional. The Virginia Professional Fire Fighters (VPPF) and its affiliates pushed for years to bring it back.

"This victory was a long-time coming and is a credit to the persistence of our Local 2068 members who refused to take no for an answer," says General President Edward Kelly. "When we fight, we win."



Fairfax County Local 2068 is one of several northern Virginia locals seeking collective bargaining rights.

Legislation that became effective May 2021, gives local governments the option to create ordinances recognizing their employees' labor unions and allowing collective bargaining for public workers.

Local 2068 leaders and members testified before the Fairfax Board of Supervisors about the importance of collective bargaining and how it provides a vehicle for labor and management to effect positive change for the county and its

residents. Their input led to the creation of the ordinance allowing for collective bargaining.

"This moment has been years in the making and so many great people have spent their time and energy to help us achieve collective bargaining rights," says Local 2068 President Ron Kuley. "Collective Bargaining is our voice. Having that voice is the most important safety tool we have as it's the key to our staffing, training, equipment, fair living wages and opportunity to retire with dignity."

Prior to the passage of the ordinance, Local 2068 President Kuley says affiliate leaders made it a priority to maintain positive, working relationships with county decision makers so that Local 2068 membership concerns could be addressed. Now, with this ordinance, the decisions Local 2068 and Fairfax County make together about the future of fire and emergency medical service will be enforced by a contract.

Similar ordinances have also passed in the City of Alexandria and Arlington County. ■



## IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International July through September 2021.

### Local 3714

Mingo Junction Career Fire Fighters  
President Kevin J. Ingram  
4 members  
Mingo Junction, OH

### Local 5342

Orion Township Professional Fire  
Fighters Union  
President Christopher Hagan  
34 members  
Orion Township, MI

### Local 5343

Monroe County Professional Fire  
Fighters Union  
President Shane Chapman  
71 members  
Monroe County, IN

### Local 5344

Professional Fire Fighters of Harrah  
President Adam Kramer  
7 members  
Harrah, OK

### Local 5346

North Oakland County Fire Fighters  
Union  
President Timothy Seal, Jr  
7 members  
Holly, MI

### Local 5347

Draper City Fire Fighters  
President Cory Townsend  
36 members  
Draper, UT

### Local 5348

Evansville Professional Fire  
Fighters  
President Dan Coursen  
6 members  
Evansville, WY

### Local 5349

La Habra Heights Fire Fighters  
Association  
President Ryan Jorgensen  
4 members  
La Habra Heights, CA

### Local 5350

Colchester Career Fire Fighters, VT  
President Tyler Cootware  
3 members  
Colchester, VT



## Too Many Fire Fighters Are Dying Of Cancer; UCLA's Derek Urwin Aims To Change That

Reprinted with permission by UCLA Newsroom.

The veteran L.A. County fire fighter expects to earn his Ph.D. in chemistry in winter quarter.

### Stuart Wolpert | November 22, 2021

They're our modern-day superheroes — charging into burning buildings without hesitation, rescuing those in peril, staving off destruction. But in risking their lives for us, fire fighters pay a heavy price, with cancer rates that far outpace the public at large.

Derek Urwin, a longtime fire fighter who expects to complete his Ph.D. in chemistry during the winter quarter, is out to change that, using his knowledge of chemistry to improve fire fighter health and safety and, ultimately, bring these cancer rates down. It's a mission that had a very personal origin.

In 2014, Urwin's brother Isaac, then 33, died of leukemia. Urwin, who was serving with the Los Angeles County Fire Department, took time off to care for him through his chemotherapy treatments.

"When I was sitting by his bedside," Urwin recalled, "I was thinking, I was a fire fighter exposed to all kinds of toxic chemicals in my work, and he wasn't, and I couldn't reconcile how he was sick and I wasn't. Many of my fire fighter mentors and colleagues had been diagnosed with cancer, and many had died, in my first 10 years on the job."

He began thinking deeply about the huge number of chemical carcinogens in the world and how exposure to them can be a major contributing factor to cancer diagnoses. Finding ways to mitigate those exposures, he figured, could save many fire fighters' lives. "That's why I decided to come back to UCLA and study chemistry," he said.

Surprisingly, his chemistry courses hadn't held much interest for Urwin when he was an undergraduate at UCLA in the early 2000s. "I didn't put in the work back then," admitted the 41-year-old, who earned his bachelor's in applied mathematics in 2003 and soon after joined the fire department in Florida's Miami-Dade County. But with his new motivation to learn, all that changed. He enrolled in chemistry courses through UCLA Extension, earning straight As, and was admitted UCLA's Ph.D. program, earning his master's along the way.

"Chemistry isn't that hard if you work at it," he said. "It's all doable. Math too. My dad, who got his Ph.D. in math at UCLA in the 1970s, always said to me, 'Don't try studying something that you don't love.' I couldn't stand chemistry as an undergraduate. Then my brother died, and now I can't put it down."

Urwin, who in July became director of science and research for the International Association of Fire Fighters, the nation's largest fire fighters'

union, is working to identify harmful chemicals in smoke and charred objects, focusing in particular on cancer-causing compounds known as polycyclic aromatic hydrocarbons, or PAHs, which can be inhaled, absorbed through the skin or ingested.

Urwin, shown here at UCLA, has spent nearly two decades as a fire fighter, first in Florida's Miami-Dade County and then in Los Angeles County.

His doctoral thesis focuses on how these compounds can bind to DNA and cause mutations that increase the risk of cancer, and he creates software and designs algorithms to quantify this process. Yet while PAHs represent a huge class of compounds, the Environmental Protection Agency has prioritized only 16 of them as high-risk, Urwin said, and that happened decades ago, even though many others are now known to be even more harmful. What's more, he said, the International Agency for Research on Cancer, part of the World Health Organization, classifies only one PAH as a known human carcinogen.

**"In partnership with our academic researchers, the IAFF Science and Research Department will advance fire fighter health. I'm proud to be part of General President Kelly's vision and concrete plan to make real inroads in our battle against cancer."**

— IAFF Director of Science and Research  
Derek Urwin

This lack of recognition of the danger of exposure to PAHs has harmful implications for fire fighters, Urwin emphasized, hampering preventative measures, impeding fire fighters from receiving medical coverage for occupational cancers and often preventing their families from receiving justified death benefits.

"After years of public service, many fire fighters are left sick and their families are left in financial difficulty as a result," he said. He hopes his research on carcinogens will begin to rectify this.

Between fighting a variety of fires and inhaling diesel exhaust, fire fighters are exposed to a wide range of PAHs and other harmful agents, many of whose health effects are still not well understood.

Urwin is also working with researchers from the University of Arizona, the University of Miami and the National Institute for Occupational Safety and Health on the Fire Fighter Cancer Cohort Study, a project funded



PHOTO CREDIT: REED HUTCHINSON/UCLA

Derek Urwin, shown here at UCLA, has spent nearly two decades as a firefighter, first in Florida's Miami-Dade County and then in Los Angeles County.

by the Federal Emergency Management Agency to study biomarkers of carcinogenic exposure in fire fighters. And in concert with fire fighters across the county, he is exploring ways to improve personal protective equipment to minimize the amount of hazardous chemicals that seeps in through gaps in firefighting gear.

"Derek is a true scholar, and an exemplary human being, passionate about his mission, incredibly ethical and a strong shoulder for everyone along the way," said his Ph.D. advisor, chemistry professor Anastassia Alexandrova. "Having served as a fire fighter for many years, and being a chemist, he quickly realized that many carcinogens found in smoke are improperly classified or not classified at all.

"There were times when Derek was literally writing his code in the back of a fire truck at night," she added. "To me, Derek is a hero of our society. I am proud and happy to have been part of his life journey. I think he is on his way to doing absolutely great things for our society."

### Monitoring exposures at the condominium collapse in Florida

When the 12-story Champlain Towers South condominium in Surfside, Florida, collapsed this June, Urwin, realizing that no one was monitoring fire fighters' exposure to chemicals, sprang into action. For 20 days, he led an effort to track and study the PAHs and other carcinogens at the disaster site. He and his research partners from the University of Miami are reporting the results back to fire fighters who responded to the collapse and will publish a scientific journal article on this research.

Microscopic images showing air particle samples from the site of the Champlain Towers

Continued on Page 22

South collapse and a short distance away, at the University of Miami, Coral Gables.

“A catastrophic building collapse can result in severe exposures to a whole myriad of carcinogenic agents and other hazardous substances, including PAHs, silica and asbestos, depending on when the building was constructed,” he noted.

While Urwin often worked 20 hours a day at the site, he is quick to shift the attention to the active rescuers. “Those rescuers worked nonstop for the better part of a month,” he stressed. “As a fire fighter, you have to keep going until the job is done. It doesn’t matter how tired you are. It’s our duty.”

### ‘Never a bad day’ at UCLA

Fighting fires has at times seemed less stressful than his doctoral work, Urwin joked. “I told my doctoral committee before my oral exams that I was more nervous standing in front of them than standing on the roof of a burning building,” he recalled, before adding: “I passed.”

UCLA holds a special place in his heart, Urwin said. After all, it’s where he met his wife, Erin, when they were both undergraduates in a comparative literature course. He saw she was carrying a math book and struck up a conversation. Now he

**“Extinguishing cancer from the fire service is the challenge of our generation. We owe it to those who’ve gone before and to those who follow to use every tool available to change lives. Derek’s critical work will help us move the needle in this fight of a lifetime.”**

— General President Edward Kelly

and Erin, who earned a doctorate in math from UC Irvine, have been married for 13 years and have two children, ages 7 and 5.

And his experience studying chemistry has been immensely rewarding, said Urwin, who praised his advisor, Alexandrova, as a “remarkable mentor who teaches students how to learn.”

“UCLA’s been great, so welcoming and has offered so many opportunities. I’ve never had a bad day as a fire fighter. I’ve had a bunch of long days, but never a bad day. It’s been the same at UCLA,” he said. “I’m always a Bruin.” ■



### Canadian Locals Turn Pink for Breast Cancer Awareness

Canadian IAFF affiliates found innovative and unique ways to raise funds and create awareness about breast cancer during Breast Cancer Awareness Month in October. Some locals, including Saskatoon, SK Local 80, unveiled pink-wrapped fire trucks, while St. Albert, AB Local 2130 partnered with a local brewery to create a strawberry coconut sour drink, with proceeds going to the Canadian Breast Cancer Foundation. Several Canadian locals also participated in the IAFF Pink T-Shirt Contest. ■



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## Local 632 Wins Big Raises for New Orleans Fire Fighters

New Orleans, LA Local 632 has spearheaded a successful effort to secure a \$15 per hour minimum wage for fire fighters and paramedics, as well as all other city employees. The New Orleans Civil Service Commission, which is responsible for city personnel, approved the raise pushed by Local 632 and other labor advocacy groups and approved by the city council, for a living wage for all city employees.

The plan, which will cost the city approximately \$11 million, will raise base pay for Local 632 members by 16%, from \$11.16 per hour to \$15 per hour. The next step, according to Local 632 President Aaron Mischler, is for the city council to include the raises in the next municipal budget.

“This has been a long time coming. No City of New Orleans employee should live in poverty or work two or three jobs to pay their bills,” says Mischler. “When the commissioners approved the city council’s request to increase pay, I wept. Our quest to be recognized as the professionals that we are has finally come to fruition.”

The New Orleans Fire Department has been struggling for years with staffing and retention as fire fighters and paramedics there are underpaid relative to other nearby municipalities. Mischler says that since 2010,

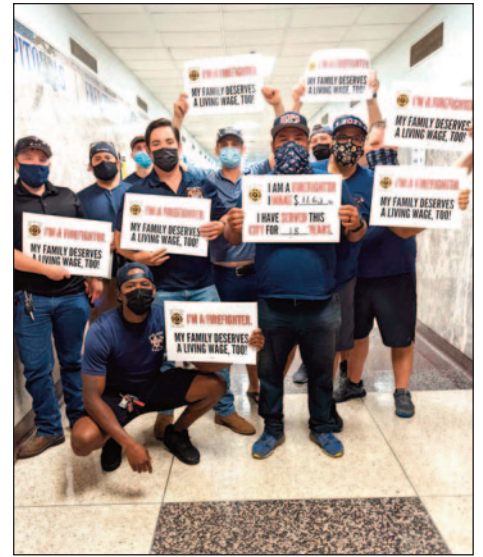
department ranks have fallen from 803 to just over 500, and seven fire stations have been closed. The declines have resulted from steady retirements and younger fire fighters leaving for better paying jobs elsewhere.

“I am so proud of the work Local 632 has done to secure pay increases for our brothers and sisters in New Orleans who are always there protecting their neighbors from any emergency, including devastating hurricanes,” says 14th District Vice President Danny Todd.

Local 632 joined with other labor organizations in a determined fight for \$15 per hour after the city council passed an ordinance boosting pay for city contractors to a \$15 per hour minimum. The effort included numerous marches on city hall that drew media attention to their cause. Mischler hopes the raise will help stem the tide of attrition and allow the fire department to begin rebuilding its ranks.

“The IAFF will continue to commit all needed resources to see that these wage increases are included in the budget,” says General President Edward Kelly. “It’s way past time for all fire fighters to receive family-sustaining wages; our brothers and sisters in New Orleans have certainly earned it.”

Looking ahead, Mischler says Local 632 will try to ink a new contract with the city as members have been working without a





New Orleans Local 632 members will receive a long-overdue pay increase.

contract since 2011. All but a handful of issues have been resolved and he believes both sides are close to an agreement.




Local 632 also hopes to shore up fire fighter pensions and break ground on a new union hall. “We haven’t had a union home since Katrina took out the last one,” says Mischler. ■

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## IAFF Welcomes Canadian Election Result

The IAFF welcomes the Canadian election result and is prepared to work with the Liberal minority government and MPs from all parties to continue advancing fire fighter and public safety issues.

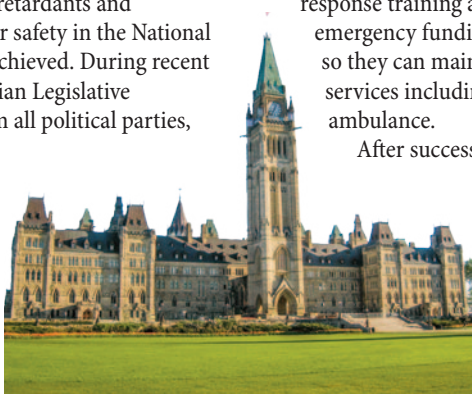
The minority Liberal government under Prime Minister Justin Trudeau mirrors the government in place since 2019 under which important advances on reducing harm from toxic chemical flame retardants and referencing fire fighter safety in the National Building Code were achieved. During recent editions of the Canadian Legislative Conference, MPs from all political parties, including the Conservatives, NDP, Greens and Bloc Québécois, had voiced support for the issues.

During the election campaign, the IAFF educated

members and the public about fire fighter issues and about the parties' histories with the IAFF and their positions on fire fighter issues by registering with Elections Canada as a Third Party under the name Fire Fighters for Canada.

The IAFF engaged the new Parliament soon after it was sworn in in October and raised important issues, such as wildland response training and continued emergency funding for municipalities so they can maintain vital frontline services including fire apparatus and ambulance.

After successive virtual editions of the Canadian Legislative Conference were held in 2020 and earlier this year, an in-person edition of the conference will take place in



April 2022 in Ottawa if COVID-19 protocols permit.

The IAFF always exercises its right to be politically active at the federal level in Canada. In advance of the 2015 federal election, the IAFF secured important commitments from both the Liberal and NDP parties on key fire fighter priorities. Following the election, the Liberal government acted quickly and established a National Action Plan on first responder post-traumatic stress and established the Memorial Grant Program for First Responders, which has paid a total of \$42.9 million to the families of 143 Canadian IAFF members who have died in the line of duty since April 1, 2018.

The Liberal government also established Firefighters National Memorial Day, which is observed on the second Sunday each September. ■

## Manitoba Members' Efforts Key to Electing First Female Premier

Heather Stefanson was sworn in as Manitoba's new premier following a hotly contested and very close election. Her election as the province's first female premier was, in no small part, due to the work of IAFF members. The IAFF has long said to elected leaders that we don't have liberal or conservative issues — we have fire fighter issues.

In the final vote tally, Stefanson won by 363 votes; the margin of victory was decided by the work of the Manitoba Professional Fire Fighters Association (MPFFA) locals, including Thompson Local 2200. These efforts were spearheaded by the United Firefighters of Winnipeg Local 867 and the MPFFA Executive Board, who ran a grassroots get-out-the-vote campaign. In the days leading up to the election, fire fighters mobilized and secured more than 800 memberships in the conservative base who carried Stefanson to her victory.

Premier Stefanson has committed to increasing presumptive cancer coverage for Manitoba's fire fighters to include pancreatic, thyroid, and the female reproductive ovarian and cervical cancers.

"I am so grateful for the work put in by the Manitoba professional fire fighters," says premier Stefanson. "I've always had their backs and I was so pleased to see them come out in numbers to support my candidacy. I

look forward to continuing our important work together."

IAFF Canadian Trustee and President of Winnipeg Local 867 and the MPFFA Alex Forrest says, "We will always support our elected friends. The party designation doesn't matter. If you support fire fighters and our issues, we will support you."

President of Thompson Local 2200 Travis Mirus adds, "I am so proud of our membership who understood the critical importance of this



President of the MPFFA and Winnipeg Local 867 and IAFF Canadian Trustee Alex Forrest with Manitoba Premier Heather Stefanson.

Inset: Thompson Local 2200 President Travis Mirus and Manitoba Premier Heather Stefanson.



Premier Heather Stefanson with members of Brandon Local 803 and Winnipeg Local 867.

election and got involved. Heather earned our votes and we look forward to working with her to improve the lives of our fire fighters and their families."

"Politics and elections are critical to our work as a union," says General President Edward Kelly, "Our Manitoba members stood up and stood out; their success will serve as a blueprint for future campaigns across our two countries." ■



## Affiliates' Hard Work Pays Off in Down Ballot Races

The IAFF and its affiliates experienced a few tough losses but also numerous important down ballot victories during the November 2, 2021, off-year elections, demonstrating the importance of political engagement at all levels of politics.

"Our union will always stand with politicians who stand with us for strong public safety," says General President Edward Kelly. "We may lose a few along the way, but we are stronger in the end when we engage aggressively in local politics."

In the loss column, Democrat Terry McAuliffe fell short in a close contest with Republican Glenn Youngkin in the race for Virginia governor. The IAFF and the Virginia Professional Fire Fighters Association endorsed McAuliffe. Meanwhile, the Professional Firefighters Association of New Jersey (PFANJ) backed incumbent Governor Phil Murphy in his successful bid against Republican challenger Jack Ciattarelli. Though the race was close, Governor Murphy won by about 3 percentage points.

The IAFF and its affiliates were victorious in numerous down ballot races and ballot initiatives and helped eight out of 11 IAFF members win local elections.

The IAFF Political and Strategic Campaigns Team made a significant impact by helping members on ballot initiatives, referendum campaigns and supporting pro-fire fighter candidates. The team assisted 23 locals with 17 funding initiatives and 10 candidate campaigns.

In Pennsylvania, Greenville Local 1976 and the Pennsylvania Professional Fire Fighters Association (PPFFA) soundly defeated a ballot measure that would have eliminated the city's career fire department for an all-volunteer department.

Affiliate leaders launched an aggressive social media campaign touting the benefits of a career fire department, including swift response times. PPFFA President J.T. Pennington says the strategy included

contacting other nearby fire departments that lent public support for keeping career fire fighters in place. The last piece was a strong get-out-the-vote effort with the help of IAFF locals across the state.

"We could not have pulled this off without the coordination we had between the International, the state association and local affiliates as far away as Ohio. In the end, we defeated this referendum with 80% of the vote," says Pennington.

Stamford, CT Local 786 members were fully engaged in a mayoral race for IAFF-supported candidate, state Representative Caroline Simmons,



**"Our union will always stand with politicians who stand with us for strong public safety. We may lose a few along the way, but we are stronger in the end when we engage aggressively in local politics."**

— General President Edward A. Kelly

who defeated former Major League Baseball player and manager Bobby Valentine. Local 786 launched an independent expenditure campaign while the IAFF aided with voter file access and targeted voter mail, mail design and social media assistance.

"Stamford Local 786 worked tirelessly to back Caroline Simmons for mayor. Caroline has supported fire fighters and our issues as a state representative; as mayor, she will place the safety of the community and its fire fighters first," says IAFF Strategic Campaigns Specialist and President of Chula Vista, CA Local 2180 Darrell Roberts.

In other notable races, first-time candidate Tyrone Garner defeated one-term incumbent David Alvey to win election as mayor of the Unified Government of Wyandotte County and Kansas City, Kansas. Garner, a former police chief, received 51% of the vote to Alvey's 49%. Kansas City Local 64 supported Garner.

President J.J. Simma says Local 64 is looking forward to working with the new mayor. Local 64 had endorsed Alvey four years earlier, but once he took office, the mayor began working against the fire fighters, even closing a fire station.

"We found a candidate we believe will support public safety and got to work getting him elected," Simma says. "We stayed engaged with the public over the last year to keep them informed of the concerns we have with the issues in the fire department."

In the Ohio special congressional election, Democrat and Cuyahoga County Council member Shontel Brown, with IAFF support, won the Ohio 11th congressional district seat being vacated by Marcia Fudge, who became President Joe Biden's U.S. Secretary for Housing and Urban Development. However, another IAFF-supported candidate, Democrat Alison Russo, lost to Republican Mike Carey in the race for Ohio's 15th congressional district.

Meanwhile, Jefferson City, MO Local 671, with IAFF assistance, was successful in winning a public safety sales tax increase to boost pay for public safety workers in the city. Lawrence, KS Local 1596 helped elect two pro-fire fighter candidates to city council seats.

"While results were mixed at the national level, the IAFF 2nd District did quite well this election cycle because our local leaders stepped up and got involved in these races and used the resources offered by the IAFF," says 2nd District Vice President Mark Woolbright. ■

## DART Disaster Relief Tool Readies IAFF for the Next Big Event

When the next hurricane lands, the IAFF will be ready to assist affiliates and members with an innovative new tool for managing disaster response.

Called the Disaster Assistance Relief Tool (DART), it uses Geographic Information System (GIS) technology to help IAFF disaster relief teams manage all aspects of assistance on handheld computer tablets in a dashboard format. The DART tool is preloaded with all available information about a storm, location of members and status of disaster assistance requests.

"We have more than 325,000 members and we need to have something more robust for handling disaster response than just scraps of paper and word of mouth," says IAFF Deputy Director of Health and Safety Operational Services Grady Valencis.

In the immediate aftermath of a major storm or

other disaster, the IAFF typically receives a request for disaster relief assistance from affiliate leaders in the affected area. The IAFF has established a Go-Team of in-house disaster relief experts to swiftly deploy to the location and begin assessing and processing relief assistance.

The DART makes this process run more smoothly and allows Go-Team members to identify the location of members' homes and log specific requests for items, such as financial assistance, emergency supplies, generators, chainsaws and cleanup crews.

DART also includes a real-time weather tracking application, overlaid with locations of members' homes to assist with disaster relief planning.

But the DART system is not just for hurricanes. The IAFF began working on the DART tool concept about two years ago, before the COVID-19 pandemic hit but realized the DART platform can

also be used to quickly stand up a database to track the impact the pandemic is having on members across the United States and Canada.

DART will also be used to help IAFF peer support and behavioral health teams track how many stations teams visit and the number of members assisted in the aftermath of any tragic event, such as the rescue and recovery operation at the condominium collapse in Surfside, Florida, where the IAFF provided peer support.

"Our affiliates throughout the United States and Canada will benefit greatly from these new tools," says Valencis. "General President Kelly's dedication to ensuring that the IAFF is disaster ready will improve the lives of our brothers and sisters and their families."

The DART system is merely the latest example of how the IAFF is using GIS mapping to serve affiliates. ■

## American Cancer Society and IAFF Collaborate to Fight Occupational Cancer in the Fire Service

The American Cancer Society (ACS) and the International Association of Fire Fighters (IAFF) on December 2 announced a historic, long-term collaboration to help fire fighters and emergency medical services (EMS) personnel with detection, treatment and prevention of cancer.

The alliance, announced at Engine 55 in New York City, will allow the IAFF and ACS to address occupational cancer and share research to ensure that the most current information reaches fire fighters and emergency medical personnel. The IAFF and ACS will collaborate on a variety of projects and research that advance the missions of both organizations.

"There's no mistaking why we picked New York City to announce this partnership. We lost 343 brave fire fighters on 9/11. Unfortunately we have lost hundreds since to the toxins they were exposed to on 9/11 and hundreds more are battling through the curse of cancer," said IAFF General President Edward Kelly. "This collaboration between the IAFF and the American Cancer Society is a pivot point in the fight against cancer."

Occupational cancer has surpassed cardiac events to become the leading cause of death for fire fighters and EMS personnel. Studies have shown that cancer rates are significantly higher for fire fighters than the general population; fire fighters in the United States and Canada are developing job-related cancers at a rate higher than ever.

"The concept that the fire itself is actually not the largest threat to the fire fighter but rather the

exposure to toxins during their heroic deeds is something we need urgently to do something about. This collaboration will allow us to turn our attention to understanding why exposures to toxins increase the risk to specific cancers to fire fighters and emergency medical personnel," said Dr. Karen Knudsen, Chief Executive Officer of the American Cancer Society.

John Channell, a retired FDNY fire fighter diagnosed with non-Hodgkin Lymphoma linked to his work on 9/11 and the recovery efforts at Ground Zero, said: "I could not have survived this battle without the support of my friends and family and the FDNY. With this agreement a lot of other fire fighters will have added support in their battles against cancer. Nobody should fight this alone."

"We're making a difference along with the IAFF, and now with the American Cancer Society, we're making a difference in people's lives and that's what I



PHOTO CREDIT: JULIANE LEIGH FORSYTH

ACS CEO Dr. Karen Knudsen and General President Edward Kelly sign a proclamation making the IAFF-ACS collaboration to fight cancer in the fire service official.

really want to stress because it's not just about numbers; it's not just about the statistics, it's about patients' lives," says Chief Medical Officer for the FDNY and the Special Advisor to the Fire Commissioner for Health Policy Dr. Dave Prezant.

For more information, including resources from the Canadian Cancer Society, visit [www.iaff.org/fightcancer](http://www.iaff.org/fightcancer). ■

### January Is Fire Fighter Cancer Awareness Month

In partnership with the Firefighter Cancer Support Network (FCSN), the IAFF has designated January as Fire Fighter Cancer Awareness Month to provide fire fighters and EMS personnel the necessary tools and guidance to develop life-saving protocols for cancer prevention within their departments. In addition, bringing increased public awareness to occupational cancer in the fire service will help generate greater legislative support for states and provinces to establish a presumptive disability for cancer.

Delegates at the 2018 IAFF Convention in Seattle, Washington, passed a resolution stipulating that the IAFF — in conjunction with the FCSN — would launch a Fire Fighter Cancer Awareness Month to provide a collaborative network for fire service members to share information and best practices to reduce preventable cancer risk among fire fighters throughout the entire year.

Throughout the month of January, the IAFF and the FCSN will promote fire fighter cancer awareness education materials through email blasts, podcasts, social media and online at [www.iaff.org/cancer-awareness-month](http://www.iaff.org/cancer-awareness-month). ■

## Climbing a Different Kind of Ladder

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**Casey Jones**  
B.S. Fire Administration  
IAFF Member





# IAFF FISCAL YEAR 2022 BUDGET RECAP

At the October Executive Board meeting in Washington, DC, the IAFF Executive Board approved the Fiscal Year 2022 (FY22) budget, which began October 1, 2021. This \$79 million balanced budget was carefully structured to continue delivering the critical services that the IAFF provides while maintaining the good fiduciary governance that allows our union to run efficiently and effectively.

The GST Team constructed this budget using the words of my friend and mentor, the late General President Emeritus Alfred K. Whitehead. "If you want it, you have to fund it." To remain accountable to our local leaders and IAFF members, we should not be in the business of creating additional programs or funding new departments or divisions without first asking Convention delegates to properly fund those programs.

To achieve our goal of **transparency and accountability through simplicity**, this issue of *Fire Fighter Quarterly* includes the main budget lines that comprise the FY22 budget (see pages 28-29). The well over 100 distinct budget lines have been consolidated to 98 for the magazine to provide clarity with a more simplistic model.

For example, there are four separate budget lines for our Partnership Education Program (PEP) training, but we're showing one in the chart. These lines are supported by 1,415 individual sublines, all of which were created by staff and reviewed by our GST Team in preparation for the

October Board meeting and budget approval. The budget is supported by 28 separate bank accounts. I have made sure that these bank account statements are, for the first time ever, provided to the Executive Board for its regular review. That is the transparency I am bringing to the General Secretary-Treasurer's office.

Beginning just after I took office in April, our GST Team and GST Senior Transition Team met several times a week to make sure the numbers in this budget were correct and that the documentation was done in a transparent way to make this complex FY22 budget easier to understand.

The basic math behind the budget is that the IAFF collects \$57.2 million every year in per capita investment, \$15.68 per month in dues from each of our individual members — far below what most international unions collect. An additional \$22.1 million in revenue is generated from other sources, including grants, conference registration fees and donations.

In addition to funding all existing IAFF programs, other budget highlights include:

- The GST Team significantly reduced costs for our in-house printing and production center (line 27-1025), thanks to a renegotiated contract for new digital printing machines.
- Combining all IAFF field service lines into one on 17-1105.
- Saving \$383,000 in the IAFF magazine line 67-1283, a result of moving two editions of our magazine to an electronic-only format, eliminating printing and postage costs.

- Team GST created and is implementing a bold five-year plan to pay down interfund balances, as recommended by the Ethical Practices Committee.
- Securing the financial health of our union by continuing to aggressively build the capacity to meet our goal of four to six months of operating reserves as laid out in Resolution 26 adopted at the 2018 Convention.
- Increasing funding for our Health and Safety operations in line 57-1273.
- Maintaining a balanced line-item budget.

It is worth repeating, this budget ensures that all IAFF programs are funded and, more importantly, **sustainable for the future**.

This budget is a product of hard work by many people, but perhaps none more so than our Assistant to the General Secretary-Treasurer/Comptroller Ryan Weber and Financial Analyst Paul Boerema. Their dedication, alongside that of

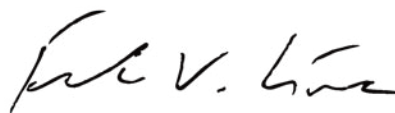
Budget and Finance Committee Chair/14th District Vice President Danny Todd and Chief of Operations Jim Brinkley, made the process of creating and fine tuning this budget go as smoothly as possible. I want to thank them all for their commitment to our union and to this budget process. Having the ability to look after one another is a hallmark of our profession, and that spirit of having one another's backs was evident as we

made our way through the budget process.

Our process was long but necessary. It was imperative that we balanced a budget to keep IAFF operations functioning. General President Kelly and I involved the Executive Board earlier than ever before in this budget process so that they were able to provide their input and suggestions, just as I continue to provide all financial information well in advance of any Board action.

Many senior District Vice Presidents have commented that this is the most easily understood, transparent budget that they have experienced during their tenure. We worked with IAFF senior staff to incorporate changes and ideas where we could and, most of all, we did it all with an eye toward openness and clarity so our local leaders and members could rest easy knowing that the finances of our union are being well protected by your General Secretary-Treasurer. I am confident that these efforts accomplished our goals.

In Solidarity — Unite, Fight, Organize.



## Fiscal Year 2022 Budget

**\$79 Million**

**110 Distinct Budget Lines**

**1,415 Individual Budget Lines**

**28 Bank Accounts**



# IAFF FISCAL YEAR BUDGET 2022

Budget Line Item	Budget Entity Description	2022 PCT Allocation	2022 Budget Expenses	2021 Budget Expenses
<b>Grand Total</b>		<b>\$15.68</b>	<b>79,365,558</b>	<b>75,024,921</b>
00-1000	Organizational	\$0.06	3,359,779	1,934,093
00-1013	Defined Contribution Plans	\$0.01	22,500	22,500
00-1014	Officer Pension	\$0.14	520,000	20,000
00-1015	Staff & Employee Pension	\$2.08	8,869,411	8,559,737
00-1016	Health Insurance Funding	\$1.11	4,717,914	4,521,000
00-1017	Accrued Benefits Funding	\$0.14	500,000	500,000
00-1018	Convention Funding	\$0.13	913,750	1,673,750
00-1019	IAFF SMART	\$0.34	1,490,000	1,490,000
00-1023	Reserve Funding	\$0.55	2,152,570	1,502,020
00-1024	Biennial Event Funding	\$0.04	150,500	35,000
00-1101	Headquarter Visits	\$0.01	30,000	30,000
00-1131	Contingency	\$0.14	580,000	537,360
00-1151	Executive Board Meetings	\$0.30	1,182,303	676,728
00-4021	FFFM Funding	\$0.00	17,500	18,120
00-4023	Howie Scholarship Funding	\$0.01	35,000	36,240
00-4024	Disaster Relief Funding	\$0.14	472,500	489,240
00-4026	Disaster Operations Funding	\$0.07	245,000	253,680
00-4027	Motorcycle Group Funding	\$0.00	14,750	14,750
00-4028	Cancer Research Funding	\$0.05	175,000	175,000
00-4202	EDF Funding	\$0.43	1,505,000	1,513,020
00-4203	FIREPAC Education Funding	\$2.44	8,650,716	8,671,866
00-4303	Officer Transition	\$0.00	0	200,000
00-4310	Interfund Paydown	\$0.11	392,000	0
17-1100	District Vice Presidents	\$0.74	3,127,770	3,425,168
17-1105	DFSR/Service Reps	\$0.22	955,425	956,425
19-1100	Trustees	\$0.06	203,889	213,053
20-1021	Office Automation	\$0.05	191,000	490,000
20-1100	General Secretary/Treasurer's Office	\$0.35	1,447,293	1,171,163
21-1050	Finance	\$0.09	325,851	322,526
22-1050	Accounting	\$0.16	654,147	624,175
23-1050	Membership	\$0.20	898,463	1,091,693
25-1050	Human Resources	\$0.15	539,536	436,248
26-1020	Database Maintenance	\$0.06	217,169	171,521
26-1050	Database Admin	\$0.06	230,096	389,818
27-1025	Production Center	\$0.13	546,255	687,479
27-1050	GST Operations	\$0.11	420,452	454,982
30-1100	General President's Office	\$0.45	1,905,677	1,721,138
30-1200	MDA	\$0.00	196,125	196,125
30-1223	Fighting Back	\$0.09	325,456	479,535
32-1050	Conference, Events & Planning Logistics	\$0.08	513,357	437,918
33-1100	Office of the General Counsel	\$0.37	1,530,691	1,559,264
33-1227	Legal FSA	\$0.01	50,000	0
35-1110	Non-CB Committee	\$0.00	17,500	17,500
35-1202	Governmental Affairs, Strategic & Political Initiatives	\$0.12	447,606	427,547
35-1300	U.S. Legislative Conference	\$0.02	630,144	633,215
36-1203	Governmental Affairs	\$0.14	607,940	606,645
37-1204	Political Action	\$0.16	656,544	647,020
37-1205	Strategic Campaigns	\$0.13	474,822	531,678
40-1228	First Contract	\$0.01	40,000	40,000



Budget Line Item	Budget Entity Description	2022 PCT Allocation	2022 Budget Expenses	2021 Budget Expenses
40-1229	Custom Technical Assistance	\$0.01	20,000	20,000
40-1234	Technical Assistance & Information Resources	\$0.18	647,062	409,065
41-1235	LI/CB/Pension Resources	\$0.31	1,206,280	1,185,856
43-1120	EMS Standing Committee	\$0.01	52,029	52,029
43-1236	Fire & EMS Operations	\$0.44	1,873,941	1,732,840
44-1238	Organizing & Field Services	\$0.08	304,249	129,100
45-1111	HR Committee	\$0.04	88,079	71,665
45-1221	Scholarship - Harv/LC	\$0.02	74,550	74,550
45-1232	HR Tech Assist	\$0.01	26,250	26,250
45-1250	PEP	\$0.10	651,054	633,600
45-1302	Fire Ops	\$0.00	59,100	56,600
45-1312	ALTS	\$0.09	1,457,399	1,259,624
46-1253	Education & Training	\$0.15	619,413	654,479
46-1256	Instructional Development	\$0.05	173,982	165,775
50-1112	Grant Reviewer	\$0.02	87,600	87,600
50-1255	Grants, Training & Human Relations	\$0.08	284,925	318,058
50-1316	IDC	\$0.05	193,230	160,215
55-1273	Health, Safety & Medicine	\$0.09	335,846	228,192
56-1113	Burn Coordinators	\$0.03	85,321	51,540
56-1116	OSHA Committee	\$0.02	59,535	66,708
56-1117	Standing WF Committee	\$0.02	4,950	0
56-1233	PSOB Coordinator	\$0.01	10,040	10,000
56-1270	Medical Residency	\$0.06	188,298	162,300
56-1273	Science & Research	\$0.16	734,440	931,604
57-1114	Behavioral Health Committee	\$0.02	67,453	66,815
57-1115	Standards Committee	\$0.06	183,890	102,450
57-1118	PFT Oversight Committee	\$0.02	40,118	28,237
57-1119	Chaplain	\$0.00	8,324	8,324
57-1121	Peer Support Services	\$0.00	566,804	528,526
57-1122	Responding to the Interface	\$0.02	150,802	0
57-1123	Resiliency	\$0.00	97,402	0
57-1152	FFF Memorial	\$0.07	646,257	668,324
57-1251	LODD/FFFM Coordinator	\$0.05	181,403	17,175
57-1252	CPAT Audit Program	\$0.00	83,576	83,576
57-1273	Health & Safety Operations	\$0.23	910,463	631,774
57-1275	NIOSH SAIT	\$0.00	3,646	0
57-1310	Redmond/EMS Conference	\$0.01	25,875	280,000
57-1313	PFT	\$0.00	541,094	424,158
57-1314	FGS	\$0.00	603,080	530,635
60-1100	Canadian National Office	\$0.16	680,336	731,929
60-1301	Canadian Legislative Conference	\$0.02	133,681	123,456
66-1315	Communications Training Academy	\$0.00	52,900	52,900
67-1100	Communications	\$0.33	1,283,195	969,140
67-1283	IAFF Magazine	\$0.00	539,000	922,000
67-1284	Media Awards	\$0.01	30,650	30,650
69-1021	Office Automation	\$0.07	271,087	368,200
69-1022	Web Management	\$0.14	500,000	294,750
69-1050	Network & IT	\$0.18	664,152	507,472
79-7000	Grants	\$0.00	8,713,396	8,560,841

## ▶ IAFF SOCIAL MEDIA ACCOUNTS

### Facebook Pages



**Main IAFF Facebook:** [www.facebook.com/IAFFonline](http://www.facebook.com/IAFFonline)  
**IAFF Canada:** [www.facebook.com/IAFFCanada](http://www.facebook.com/IAFFCanada)  
**IAFF President:** [www.facebook.com/IAFFPresident](http://www.facebook.com/IAFFPresident)  
**IAFF GST Lima:** [www.facebook.com/IAFFGSTLima](http://www.facebook.com/IAFFGSTLima)  
**IAFF Financial Corporation:**  
[www.facebook.com/IAFF-Financial-Corporation-1437781689781511](http://www.facebook.com/IAFF-Financial-Corporation-1437781689781511)  
**IAFF Fire Fighters for Biden**  
[www.facebook.com/FireFightersForBiden](http://www.facebook.com/FireFightersForBiden)  
**FIRE OPS 101:** [www.facebook.com/Fire-Ops-101-942168282495001](http://www.facebook.com/Fire-Ops-101-942168282495001)  
**IAFF Alumni:** [www.facebook.com/IAFFAlumni/](http://www.facebook.com/IAFFAlumni/)  
**IAFF Foundation:** [www.facebook.com/IAFFfoundation](http://www.facebook.com/IAFFfoundation)  
**IAFF Motorcycle Group:**  
[www.facebook.com/IAFF-Motorcycle-Group-138129319573847](http://www.facebook.com/IAFF-Motorcycle-Group-138129319573847)

### Facebook Groups

**IAFF Nutrition Group:** [www.facebook.com/groups/IAFFNutrition/](http://www.facebook.com/groups/IAFFNutrition/)  
**IAFF Communications Directors:**  
[www.facebook.com/groups/663394637066495](http://www.facebook.com/groups/663394637066495)



### Twitter



**@IAFFNewsDesk**      **@IAFFWFI**  
**@IAFFCanada**      **@IAFFLeg**  
**@IAFFPresident**      **@IAFFMemorial**  
**@IAFFGSTLima**

### Instagram



**IAFF Main:** @iaff1918  
**IAFF Alumni:** @iaff\_alumni

### Flicker (photo albums)

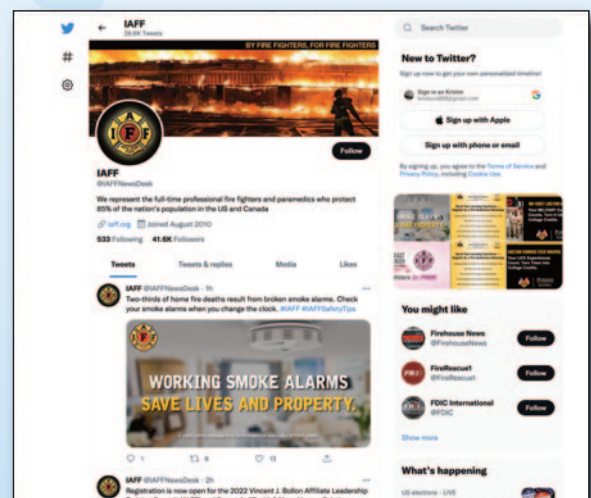


<https://www.flickr.com/photos/54031837@N07>

### YouTube



[www.youtube.com/IAFFTV](http://www.youtube.com/IAFFTV)





## New PSOB Legislation Expands Death and Disability Benefits

Culminating nearly three years of work by the IAFF and congressional advocates, legislation significantly expanding and improving Public Safety Officer Benefits (PSOB) for fire fighters who die or are disabled in the line of duty (PAFRA; S 1511) is now law. President Biden signed the bill at a ceremony attended by IAFF representatives on November 18.

“Supporting the families of our fallen brothers and sisters is the most important thing we can do and we will never shy away from this fight,” says General President Edward Kelly. “The IAFF is proud to have worked with Congress to expand the benefits provided to the families of fallen fire fighters and EMS personnel.”

Among its most notable provisions, PAFRA ensures fire fighters and EMS personnel who are permanently disabled in the line of duty receive PSOB benefits even if they are able to work in a job that provides therapeutic benefits to them or involves simple tasks. Previous rules on PSOB benefits for disabled fire fighters and EMS personnel were far too limited and only provided benefits if a disabled individual was unable to perform any job.

The IAFF was especially proud to secure an extension of PSOB benefits to cadets or trainees and also ensure benefits are provided to children of a fallen fire fighter or EMS provider who had not yet been born at the time of their parent’s injury or death.

PAFRA provides a number of other benefits and improvements to the PSOB program, including:

- Extending the line-of-duty presumption for COVID-19 deaths and disabilities for two years
- Doubling the interim death payment from \$3,000 to \$6,000
- Indexing the benefit to the date of determination to ensure families will not receive a lower benefit due to bureaucratic delays
- Retroactively extending the new disability provision to fire fighters and EMS personnel injured while responding to the September 11 terror attacks

The IAFF worked closely with members of Congress, and Representative Bill Pascrell (D-NJ) and Senator Chuck Grassley (R-IA) in particular, to secure passage of these amendments to make sure the families of fallen fire fighters and EMS personnel receive the benefits and support they deserve. ■

“Supporting the families of our fallen brothers and sisters is the most important thing we can do and we will never shy away from this fight. The IAFF is proud to have worked with Congress to expand the benefits provided to the families of fallen fire fighters and EMS personnel.”

— General President Edward A. Kelly



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\*A portion of all IAFF sales are donated to the Burn Foundation.



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PROUDLY MADE IN THE USA

## Yukon First in Canada to Add Thyroid, Pancreatic Cancer Coverage

Fire fighters in Canada's Yukon Territory are welcoming news that their government is adding a number of cancers to those deemed occupational in fire fighters, including two cancers that will be the first included in presumptive legislation anywhere in Canada.

On September 17, Yukon Territory announced it will introduce legislation adding thyroid and pancreatic cancer to its list of presumptive coverage, which would make it the first jurisdiction in Canada to cover those illnesses. They are in addition to a slate of seven other cancers the territory has also said it will approve — multiple myeloma, prostate, skin, breast, cervical, ovarian and penile cancer.

The announcement came after a lobby effort led by Whitehorse Local 2217 member Nicholas O'Carroll with integral assistance from President of Winnipeg, MB Local 867 and Manitoba Professional Fire Fighters Association and IAFF Canadian Trustee Alex Forrest.

The legislation will cover 31 members of Whitehorse Local 2217 and builds on existing presumptive coverage that already includes 10 cancers, heart disease and post-traumatic stress.

Local 2217 President Barry Blisner says he expects legislation on the new coverage to start

moving forward this fall, and thanks everyone who was involved in securing the advances. The addition of thyroid and pancreatic cancers will hopefully set a precedent that other provinces and territories will follow and addresses female and other reproductive cancers.

Blisner explains that while local representatives were at a Yukon fire chiefs' conference, they were "back and forth" with the government on several cancers, while research studies made the difference on thyroid and pancreatic cancer.

"The science was all there for pancreatic and thyroid, and it was a good time for us to move those forward," he says. "The science that's come forward in the past number of years shows that fire fighters are much more susceptible."

Legislation deeming certain cancers and other diseases occupational for fire fighters was first adopted in Manitoba in 2002 and has since expanded to nine provinces and all three territories. Presumptive legislation introduced in Quebec last year is still moving through the legislative process, but the province already accepts that certain cancers are linked to firefighting.



Whitehorse Local 2217 President Barry Blisner and Winnipeg Local 867 President Alex Forrest speak to the media about presumptive cancer legislation in the Yukon. The territory recently became the first jurisdiction in Canada to recognize pancreatic and thyroid cancer as occupational in fire fighters.

Presumptive legislation not only facilitates workers' compensation benefits for fire fighters who contract specified illnesses, it also qualifies their families for the national Memorial Grant Program benefit of \$300,000 should the illness result in a line-of-duty death. ■

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## North Carolina Fire Fighters Protected in Case of Cancer

Thanks to steady lobbying efforts by the Professional Fire Fighters and Paramedics of North Carolina (PFFPNC), the state budget includes the Fire Fighters Fighting Cancer Act of 2021, which creates a cancer fund to assist fire fighters diagnosed with cancer with the costs of treatment and provide a disability benefit to those who can no longer work as fire fighters.

"We have been fighting for this day for the past 10 years," says PFFPNC President Scott Mullins. "Now our members who are diagnosed with cancer no longer have to depend on health insurance alone to help them through their treatment. We are thankful to everyone who supported our cause." "An IAFF General President had never before walked the halls of the North Carolina General Assembly. General President Kelly's direct efforts with our legislative leaders were instrumental in getting this across the goal line. We are more than grateful."

The PFFPNC initially advocated for the passage of legislation that would have created a presumption through the workers' compensation system. But in the last year, the concept of creating

a fund within the state budget earmarked for fire fighters with cancer gained bipartisan support.

The Fire Fighters Fighting Cancer Act of 2021 was incorporated into the state budget. General President Edward Kelly and 12th District Vice President Walt Dix traveled to North Carolina to meet with state legislators for one final push to ensure its passage.

"Cancer continues to be the leading cause of line-of-duty deaths among our members. We must do everything we can to keep our members healthy and I was proud to do my part," says General President Kelly. "Now our North Carolina members will have the protections they need if they get sick on the job."

"Under the toughest of conditions, our PFFPNC officers never gave up and moved this critically important legislation over the finish line" says District Vice President Dix. "They did exceptional work on behalf of their members."



General President Kelly, 12th District Vice President Walt Dix and members of the PFFPNC Executive Board met with North Carolina House Majority Leader John Bell to thank him for his unwavering support for fire fighters and to discuss strategies for getting presumptive cancer legislation for North Carolina fire fighters across the finish line.

The provisions of the Fire Fighters Cancer Act provide fire fighters diagnosed with cancer and who have been on the job for at least five years with a lump sum of \$25,000. A second \$25,000 is paid if the same fire fighter is diagnosed with a second type of cancer. Additionally, the fund will pay for medical costs up to \$12,000 annually. And should the effect of the cancer prevent a fire fighter from returning to the job, a disability benefit (75 percent of the fire fighter salary) is available.

Benefits will begin January 1, 2022. Delaware is now the only state with no presumptive laws in place for fire fighters. ■

## IAFF-FC Offers Supplemental Insurance for Cancer and Critical Illness

The IAFF Financial Corporation (IAFF-FC) is excited to offer supplemental insurance to members and their immediate family members for cancer and critical illness.

The IAFF's number-one priority is our members' health and safety. Cancer in the fire service remains one of the most pressing concerns, along with other occupational illnesses. Fire fighters are more likely to be diagnosed with certain types of cancer than the general public and at a younger age. Furthermore, these illnesses can also have a big financial toll on members and their families.

The IAFF-FC recognizes that insurance is not a blanket one size fits all, and that's why we have forged partnerships with two companies: NTA Life and MetLife. Both offer superior products,

and each has distinct benefits to fit the needs of our members.

NTA Life offers cancer, heart and hospital plans



with year-round enrollment, with options to sign up for one or all three plans. These plans are structured to provide the flexibility to tailor products to fit your unique needs by choosing the appropriate benefit level and premium amount, along with the applicable family coverage status. NTA benefits are paid directly to you to cover the medical or non-medical costs of an accident, illness or health emergency, and are payable in addition to any other insurance coverage.

MetLife offers a guaranteed-issue



group cancer, heart/stroke and critical illness plan. Regional open enrollment periods last 30 days and can be completed online or by phone. The MetLife plan pays a lump sum amount of \$20,000 upon diagnosis directly to you for most cancers, heart attack and stroke and severe burns. Included is the ability to file a recurrence claim for each of these conditions. In addition, this plan offers reduced benefits for 20 covered illnesses for you and your family.

For more information, visit <https://iaff-fc.com/insurance>. ■

## Fire Fighters to Benefit From Amendments to Public Service Loan Forgiveness Program

In response to a petition by the IAFF and other stakeholders, the U.S. Department of Education is overhauling its Public Service Loan Forgiveness (PSLF) program in an effort to provide relief for those who fell through the cracks. The changes will greatly benefit fire fighters and EMTs who have student loans. The IAFF has been working with the Department of Education, the Biden administration and other stakeholders to make changes to the PSLF program in order to provide its members with student debt relief.

The PSLF program cancels student loans for individuals, including fire fighters and emergency medical personnel, who have worked in public service for 10 years and have made 120 payments on their loans. Unfortunately, the program as administered had significant shortcomings that resulted in a denial rate of over 90% among applicants. The Department of Education has

estimated that this overhaul will help more than 550,000 borrowers and will allow roughly 22,000 borrowers to be eligible to have their loans forgiven automatically.

Under the new rules, which will be implemented in the coming weeks, the Department of Education will establish a temporary period during which borrowers may receive retroactive credit towards the 120 payments needed for loan forgiveness during a waiver period. The waiver will last until October 31, 2022, and authorize all prior payments from borrowers to count towards loan forgiveness, including payments that did not previously qualify.

Borrowers who took advantage of the federal pause on student loan payments during the COVID-19 pandemic will receive credit towards the required payments as if they had continued to make them, as long as they are still employed full

time as public servants.

Additionally, the Department of Education is also reviewing all denied applications to the PSLF program in order to address errors with those who applied and incorporate them into the program. Fire fighters and EMTs currently in the program, previously denied from the program or not ever entered into this program qualify for retroactive credits during the waiver period under this new rule.

These changes are only the first to the PSLF program. The Department of Education intends to make further improvements to the program through the rulemaking process, in which the IAFF is actively participating.

As these changes are implemented, the IAFF will provide information to members on how to take advantage of the program. ■

## The Boot Is Back

Like so many programs and services moving to virtual platforms during the COVID-19 pandemic, many affiliates suspended their Fill the Boot programs or turned to online fundraising in order to continue to support MDA and its important mission. In 2021, the top fundraising locals raised nearly \$1 million.

For more than six decades, IAFF members have collected donations at street intersections to support MDA and fund research for new treatments and summer camp. MDA will be announcing plans for Fill the Boot in 2022 in January. Stay tuned! ■

### Top 10 Fill the Boot Fundraising Locals

• Phoenix, AZ Local 493	\$148,958
• Chicago, IL Local 2	\$148,187
• Oklahoma City, OK Local 157	\$133,311
• South Metro, CO Local 2086	\$106,690
• Philadelphia, PA Local 22	\$94,076
• Las Vegas, NV Local 1285	\$92,391
• Bryan, TX Local 1204	\$71,075
• Irving, TX Local 2073	\$67,343
• Reno, NV Local 731	\$64,994
• Cleveland, OH Local 93	\$56,447



## MDA and Magic Wheelchair

The Muscular Dystrophy Association (MDA) and Magic Wheelchair — a nonprofit that creates epic costumes for kids in wheelchairs — have collaborated for years to raise awareness for families living with neuromuscular disease and to amplify creativity and advocacy in the process. This year, Missoula City, MT Local 271 hosted the event for an MDA family in its community — the winner of the 2020 @MDAorg Instagram giveaway of a dream wheelchair costume.

Mason, 3, lives with muscular dystrophy; his costume was revealed at Missoula's Station 5 on Halloween — also his birthday — where family and friends gathered safely to see his incredible surprise. ■



From left: Mason's family with Andy Drobeck, a member of Missoula Local 271 for 14 years. Drobeck is a summer camp counselor for MDA and always looks forward to Fill the Boot. In 2021, Missoula fire fighters raised more than \$13,000.

## MDA LET'S PLAY

### Let's Play for MDA

The Muscular Dystrophy Association (MDA) has joined the realm of gaming with the launch of the MDA Let's Play program, opening up new opportunities for IAFF members to engage in fundraising for MDA.

Created in 2019, the MDA Let's Play community comes together every week for fun and exciting Game Nights that feature a wide variety of video games and livestream events. By the simple act of playing video games and being an active member of the MDA Let's Play community, gamers are helping MDA reach its goals and transform the lives of people with neuromuscular diseases.

For additional information on MDA Let's Play, visit [www.mda.org/lets-play/howto](http://www.mda.org/lets-play/howto). ■

## IAFF Priorities Included in Annual Defense Bill

Federal fire fighters stand to gain important new benefits and improved working conditions with the passage of the National Defense Authorization Act (NDAA) for Fiscal Year 2022.

As passed by the U.S. House of Representatives, the bill includes IAFF priority legislation allowing federal fire fighters to swap shifts. Other provisions will serve to better protect fire fighters from toxic PFAS and establish improved leave benefits for our 16th District members.

"The 72-hour workweek required of our federal fire fighters can be brutal. I know just how hard it can be to tend to personal or family matters without the flexibility of shift trades," says General President Edward Kelly. "Correcting this 35-year oversight will go a long way in resetting the work-life balance of those impacted, as will the ability to take bereavement leave."

An amendment to the Fair Labor Standards Act (FLSA) in 1985 granted municipal and

state fire fighters greater freedom to exchange duty days, but no similar benefit was granted to federal fire fighters. If enacted, the bill would provide federal fire fighters parity with their non-federal brothers and sisters.

Representatives Donald Norcross (D-NJ) and Rob Wittman (R-VA) worked closely with the IAFF to ensure the language based on original IAFF legislation sponsored by Representative John Sarbanes (D-MD) was included in the NDAA.

Additionally, the bill provides a new bereavement leave benefit for our federal members experiencing a death in their immediate family. Currently, federal fire fighters must use their vacation leave to cover workplace absences due to death within their family.

The bill also makes important steps forward in protecting fire fighters from PFAS by requiring the Department of Defense (DOD) to train its medical providers on the health impacts of PFAS, evaluate current and former

members of the military, including veterans currently serving as fire fighters and their families, for PFAS exposure and by reaffirming the restricted use of PFAS-laden firefighting foam as the DOD continues its transition to a new, safer foam formulation.

Finally, the bill authorizes building new federal fire stations at the Letterkenny Army Depot in Pennsylvania and Andrews Air Force Base in Maryland.

The U.S. House of Representatives passed the legislation by a vote of 316 to 113 and it now moves to the United States Senate. The IAFF will continue its advocacy to ensure these important provisions are retained. Final passage is expected before the end of the calendar year.

"The NDAA includes critical components that will improve both existing working conditions and the health and safety of our federal brothers and sisters," says Kelly. "We will continue to put our weight behind its passage." ■



## Meal Planning Tips and Recipe Guide

Quality nutrition can help your body reach its full potential. By using food in conjunction with a comprehensive approach to wellness, you can find balance and sustainability, decrease your job-related health risks and improve your quality of life. It all starts with food. You are in control. By putting yourself in the driver's seat and learning how to eat, you'll decide what, when and how much, according to what's right for you.

Juggling busy families, different crew members and competing priorities can be overwhelming. Many think nutrition and meal planning is complicated, requiring a laundry list of recipes and ingredients that seem unfamiliar. But planning, particularly as you prepare for shift, sets you up for success and helps you feel more confident and in control of your choices.

Plan meals so you have the food on hand and ready to go. Ask yourself what you need so you are prepared. Relying on willpower when you're hungry is a sure-fire way to fail. Use your day off to prep meals that are easy and can be eaten on the go.

## The Best Exercise Is the One That Keeps Fire Fighters Active

Although firefighting is one of the most physically demanding occupations, most fire fighters are not getting enough exercise. In fact, researchers have found that fewer than 20% of fire fighters are participating in at least 150 minutes of moderate-to-vigorous activity each week, which is the amount of physical activity recommended by the World Health Organization (WHO) to see substantial health benefits. This also implies that a large percentage of fire fighters are currently living with chronic conditions, such as heart disease, cancer and depression that may stem from sedentary behaviors. Fit To Thrive (F2T) is a new approach to help more fire fighters be more active more often!

Our physical activity habits are the product of what we know (understanding), what we can do (physical abilities), what we have access to (opportunity), what type of support we have (social network), what we like (interests) and what we are driven by (motivation). But we are not all influenced by these factors in the same way. For example, to what extent do the following factors influence **your** physical activity habits? Would your peers respond differently?



### Tips for meal planning:

1. Use a meal planner, such as the IAFF Nutrition Guide. Start by choosing your protein and then add vegetables. Determine where the portions of fat will come from and, lastly, add nutrient dense carbohydrates, such as fruits, vegetables, whole grains and beans. This helps you build a healthy meal, ensuring you have what you need.
2. Think about breakfasts, lunches, dinners and snacks in the same manner. What can you buy that will be easy to use, is a quality food choice and that you actually like?
3. It's important to plan for the occasional treat. This is real life. By planning ahead, you are more likely to make a reasonable choice than when dictated by hunger. Think through this and ask yourself what small indulgence will keep you on track for the long run.
4. Check your fridge or pantry. Things like cooking oil, spices, condiments or other



add-ins often get overlooked. Put everything you need on the list. KEY: If it's NOT on the list, don't buy it.

Our recipe guide offers whole, real food ideas for meals at the firehouse or at home. This guide does not promote any specific dietary theory. Most of the recipes can easily be modified based on your dietary preferences. For example, if the recipe calls for ground turkey, you can also use ground beef, chicken, diced tofu or a vegan meat replacement product. If you are gluten free, substitute a gluten-free option if one is not listed. Veggies can also be swapped out.

Experiment and make the recipes your own!

▶ Visit [www.iaff.org/nutrition](http://www.iaff.org/nutrition) for all nutrition resources mentioned in this article.



- Your physical ability to perform a range of exercise-related activities in different environments
- Your knowledge of the health and wellness benefits of regular exercise
- The access you have to facilities and equipment to exercise on most days of the week
- The physical activity habits of your colleagues, family or friends.
- Your self-confidence to engage in exercise and make it a part of your routine
- Your sense of guilt or concern with the consequences of not being active

To recommend that every fire fighter engage with any specific activity (e.g., every fire fighter should run) does not account for the diversity among the population and the many possible options available to achieve the same outcomes. Similarly, the implementation of a wellness-fitness program designed to improve

fire fighter health and safety must accommodate the diverse reasons why fire fighters are not currently active enough.

F2T involves resources to improve knowledge, create opportunity and change motivation.

Knowledge can be a powerful catalyst to facilitate positive changes in behavior and, thus, education is an integral part of fire fighter wellness-fitness programs, but it must be supported by opportunity and sufficient motivation. Alone, educating fire fighters on the benefits of exercise and regular physical activity does not change physical activity habits.

Likewise, providing new opportunities for fire fighters to be active by restructuring the environment and building systems to support the desired culture are critical for growth, but members also need the knowledge, skills and motivation to act. Many departments provide dedicated time on shift for fire fighters to exercise, but do not employ strategies to motivate and engage.

Whether you're trying to become more active, lose weight, change your eating habits or achieve a new personal best, it is the collective influence of your capabilities, opportunities and motivation that will influence your behaviors and the degree to which you are successful.

Fit To Thrive is committed to helping every fire fighter improve their wellness and fitness by emphasizing practical implementation tactics, tools and strategies to change behaviors. Contact [F2T@iaff.org](mailto:F2T@iaff.org) for more information about the F2T program and to receive program updates as new resources are available. ■

# IAFF Retirees

*A Salute to Dedication, Service and Courage*

**ALABAMA** L0117 Birmingham—William Archer, Russell Brechin, Roman Crossway, Alex Fortenberry, Larry Holsonback, Jeffery Russell, Samuel Russell, L0270 Florence Professional Fire Fighters Association—Ricky Archer, Dennis Brown, L1437 Decatur—Stacy Rose, L1833 Huntsville—Bobby Drake, L3948 Jacksonville Professional Fire Fighters—Chris Roberts, L4035 Hoover—John Dennis, Michael Elliott, Michael Prisoc, Michael Stanford, L4142 Alabaster—Edmund Benson

**ALASKA** L1264 Anchorage—Tom Alexander, Steve Barenburg, Michael England, Bryan Fierro, Bryan Majeske, Marc Nokolby, Anthony Schwamm, Jon Sheffrey, Daniel Stevens, Charles Vannatter, David Wallace, Michael Wayt

**ALBERTA** L0209 Edmonton Fire Fighters Union—Dan Dardis, Greg Holubowich, Troy Kluczny, Neils Madsen, Scott Mead, Nicole Moore, Richard Serniak, Robert Shellnutt, L0237 Lethbridge—Mark Hoveling, L0263 Medicine Hat—Lane Lindsay, L2130 St. Albert—Tim Stewart, L2461 Strathcona County Fire Fighters—Kevin Kruk, L2494 Ft. McMurray—Jonathan Gibbs, Mike Woykin

**ARIZONA** I0060 United Emergency Medical Professionals Of Arizona—Leslie Garver, Keith Judd, Chris Ritschel, Robin Rottler, L0493 Phoenix—Scott Bild, Dean Bradford, Dennis Dorrance, Alfredo Garcia, Jeffrey Haraldsen, William Hawk, Tom Lilly, Darin Moran, JOE PRICE, L1234 Yuma—Daniel Padilla, L1505 Flagstaff—Kevin Dobbe, L2260 Mesa—Mark Blackstone, Jesse Flocken, Jim Frye, L3449 United Valley Fire Fighters—Robert Rillamas, L3572 Northwest Fire Fighters—Adam Goldberg, James Grimes, L4005 United Goodyear Fire Fighters—Michael Bort, L4135 Northern Gila County—Stacy Figueroa, George Karrys, L5050 United Scottsdale Fire Fighters Association—Kenneth Farrell

**ARKANSAS** L0034 Little Rock—Anthony Barker, Brian Brown, William Jones, Christopher Smith, L1373 Camden Professional Fire Fighters Association—Lester Kendrick, L2276 Malvern—Joey Norwood, L2765 Benton—Phillip Christenberry, L2855 Siloam Springs—Chad Fugate, Bradley Hollenback, L3718 Jonesboro—Phillip Weese, L4756 Sherwood Fire Fighters Association—Philip Flynn

**BRITISH COLUMBIA** L0018 Vancouver—Timothy Brown, Steven Ingram, Andrew Meyer, Bernard Sew, L0323 Burnaby—Jacquie Bathgate, Cathy Van-Martin, Greg Young, L0559 Prince Rupert—Jon Bonneschranz, L0967 Saanich—Darwin Schellenberg, L1286 Richmond—Sandra Jansen, Ian Massender, L1372 Prince George—John Law, Ian Provan, L1782 Coquitlam—Tim Gillespie, L2864 Abbotsford Fire Fighters Association—Ted Main, L4550 Township of Langley Professional Fire Fighters Association—Kevin Snowdon

**CALIFORNIA** F0032 China Lake—Patrick Hannon, F0033 San Diego—William Lucken, F0085 Federal Fire Fighters Association—Michael Baker, F0289

Miramar—Danny Rivas, L0055 Oakland/Alameda County Fire Fighters—Edward Llamas, Cameron Miller, Servando Morales, James Slone, L0112 Los Angeles City—Anthony Avila, Christopher Contreras, Glenn Cormalis, Roger Fowble, Cathleen Gilbert, Johnny Green, Thomas Haus, Craig Jackson, Gerald Jeffery, Robert Johnson, Richard Kirkwood, Reed Lotero, Kahlil Muthleb, Miguel Perez, Lourenco Rodrigues, Raymond Schiller, Richard Senneff, Joe Szabados, Thomas Teora, Paul Terris, Brian Wasko, William Zlendick, L0145 San Diego—Todd Bechtel, Steve Choi, Randal Delotch, Lyle Ledoux, Scott Lowe, Sean Murphy, Anthony Pernicano, L0188 Richmond—Daniel Linstad, L0230 San Jose—Greg Alameda, Doug Amaro, Robert Bacon, Herb Campbell, Peter Caponio, Brian Endicott, Steven Nelson, Thomas Reid, L0456 Stockton—Sean Morrison, L0522 Sacramento—Simon Amos, Brent Barsdale, David Carlson, Peter Danielski, Doug Dolezal, Shawn Fitzpatrick, Charles Godtfredsen, Michael Hambrick, Perry Jensen, Todd Lanigan, Edward Love, Robert Matheson, Mark Nelson, Richard Payan, Gary Pimentel, Jeffery Shiin, Kevin Summers, Craig Sweeney, Matthew Tribur, Robert Wenzler, L0778 Burbank—Anthony Crenshaw, George Hawkes, L0798 San Francisco—Thomas Abbott, Keith Almirol, David Anderson, Ramon Barreto, Vitani Benjamin, Thomas Bollinger, Daniel Bright, Andre Brown, Gregory Cacharelis, James Carlin, Jeffrey Chin, John K F Choy, John Chung, Michael Craig, Larry Deen, Joshua Dicker, Robert Dotson, Benjamin Franks, Rex Hale, Thomas Haney, Mark Johnson, Robert Jones, Kp Kashima, John Kosta, Kevin Kramer, Charles Kwong, Matt Lane, Michael Marks, Jennifer Martinez, Stephen McPartlan, Patrick Mullaney, Steve Muller, Marc Pearson, Thomas Rey, Cynthia Rickert, Duane Rivera, Elliott Rose, Andrew Saitz, Sally Saxton, Andrew Sobozinsky, Henry Tam, Matt Tarlach, Allen Wong, Sueon Wong, Jiro Yamamoto, Sean Zamb, L0935 San Bernardino County—David Burkart, L1014 Los Angeles County Fire Fighters—Randy Brown, Richard Cobbs, Jay Colvin, Bob Cormack, John Dinger, Thomas Frieberg, David Godoy, Catherina Hartman, Carla Holtmeier, Ronald Kusumi, Dave McConnell, Mark Mihaljevich, Ruben Montanez, Marshall Oldham, Mark Perez, Randall Smith, Glenn Tyus, Jimmy Waki, Patrick Walsh, Librado Zurita, L1067 Riverside City—Richard Cabrera, Bryan Russell, L1165 Santa Clara County—Arthur Marshall, L1171 Santa Clara—Steven Silva, L1289 Modesto—Wyatt Dias, L1301 Kern County—Mario Agosta, Paul Gibbins, Dionisio Mitchell, Derek Robinson, Zachary Wells, L1319 Palo Alto—John Parks, L1354 Redlands—Ken Longman, L1364 Ventura County—Daran Vanden Bossche, Kenneth Vanwig, L1401 Santa Rosa—Sage Howell, L1578 Alhambra—Scott Burnside, Michael Manley, L1592 Roseville Fire Fighters—Alan Pennell, L1699 Milpitas—Erik Witt, L1775 Marin Professional Fire Fighters—Jonathan Alper, Jeff Chance, Tony Johnston, David Lloyd, Andrew Rogerson, L1974 Livermore-Pleasanton—Jim Artman, Dan Dague, Eric Roach, L2295 Avalon—Mark Bray, Michael Krug,

L2400 San Mateo County—Christopher Auby, Kenneth Babcock, Terrence Condon, Bradley Hartzell, Jason Martin, Brian McCoy, Simon Meyer, Thomas White, L2734 Chico—Lani Bangay, Karen Brose, Marie Fickert, Todd Wiley, L2881 Cal Fire Local 2881—Michele Camper, Mike Deacon, John Lentz, Nathan Terrell, L3124 Napa City—Dan D'Angelo, L3354 Huntington Beach—Robert Brown, Jane Cameron, Donald Cone, Christopher Gerardi, Tom Gilbertsen, Richard Grunbaum, Edward Hadfield, Kent Holder, Wayne Maresh, Mike McClanahan, James McKay, Scott Pokorny, Bryan Russell, Bruce Spencer, Ron Stocking, L3399 Stanislaus Consolidated Fire Fighters—Michael Tobin, L3523 San Luis Obispo City Fire Fighters—Erik Baskin, L3546 San Ramon Valley—Scott Carrillo, Debbie Vanek, L3604 El Dorado Hills—Robert Karnow, L3624 La Verne—John Connolly, L3631 Orange County Professional Fire Fighters Association—Mike Brown, Collin Cate, Albert Dasher, Jeffrey Enriquez, Paul George, James Long, Michael Partee, Steve Teal, L3684 Laguna Beach Fire Fighters Association, Inc.—Frank Buckner, Gary Ganger, Chris Kent, L3903 California City Fire Fighters Association—Jack Walters, L4107 Vista—Brett Davidson, L4148 Paso Robles—Clarence Knickman, Michael Oberndorfer, L4349 Rancho Santa Fe Professional Fire Fighters Association—Troy Elliott, Joseph Moscato, Greg Rainville, Bruce Sherwood, Cole Thompson, L5139 Salida Professional Fire Fighters—John Alberti, Patrick Burns, Jesse McDaniel, L5208 Imperial County Fire Fighters Association—Luis Andrade, Mark Wiggins

**COLORADO** L0003 Pueblo—Tina Angster, L0005 Colorado Springs—Jeffery Kuenn, C.J. Nauert, David Noblitt, Mark Romero, Frederick Varnell, L0858 Denver—Wayland Brooks, Dale Casias, Kelly Cito, Twannia Clark, Charles Davis, David Feilmeier, Luke McCaffrey, Wilson Ortiz, Joseph Powell, Steve Schulze, Michael Somma, Douglas Thoman, Jeffrey Windecker, L0888 Greeley—Rick Cudworth, Vince O'Farrell, Dellys Starr, L1290 Aurora—Matthew Hansen, L1806 Longmont—Kevin Cornish, Cyndi Fronapfel, Anthony Heronema, Harry Mccarthy, Anne McKendry, L1945 Poudre Fire Authority—Wayne Wiggins, L2086 IAFF Local 2086 South Metro Fire Rescue—Jeffery Bolstad, Tom DelGesso, Matthew Dulaney, Robert Lovelace, Todd Parson, Hollis Roberts, Mark Speicher, Adam Sullivan, Kenneth Wagner, Christopher Walsh, Sheryl West, L2376 Thornton—Ernie Anderson, Jason Hollands, Stephen Kelley, Rusty Richardson, Christopher Spahn, Bret Wentworth, L2889 Westminster Professional Fire Fighters—Bruce Black, Daniel Ponce, L3214 Mountain View PFF—Stephanie Sovndal, L4116 Castle Rock Professional Fire Fighters—Michael Horn, L4138 Vail Fire & Emergency Services—S. Craig Davis, James Jones, L4477 Brighton Professional Fire Fighters—Justin Lauridson, L4528 Summit Professional Fire Fighter Association—Tim Schlough

**CONNECTICUT** F0219 Submarine Base—Timothy Friess, Robert Ladd, L0760 Hartford—Felix Cruz, Joseph DeLeo, Courtney Dunstan, Daniel Flynn, Richard Gauvreau, Corey Johns, Ramon Morgan, L0773 Bristol—Peter Bekstrom, John Zioigas, L0786 Stamford Professional Fire Fighters Association—Keith Gower, Brendan Keatley, David Lenotti, Gary McEwen, Thomas Tisano, L0834 Bridgeport—John Ehnott, Timothy Landock, John McMahon, Charles McNeiece, Benjamin Rios, L0944



**Milford**—Brett Corris, Karl Hofmeister, Robert Turner, Ronald Wetmore, **L1042 Greenwich**—Larry Roberts, Michael Stanco, **L1148 Meriden**—Bruce Appell, **L1219 Naugatuck**—Franklin Andrew, Todd Gallino, Gregory McKirryher, Stephen Sousa, **L1339 Waterbury**—Michael Achlioptas, John Couch, Shawn McDonald, David Ober, Jorge Torres, **L1426 Fairfield**—Andrew Darrow, Francis Ference, Brian McHugh, **L1548 East Hartford**—Todd Marshall, Christopher Moquin, John Spaulding, **L1964 Groton**—Richard McGuigan, **L2687 Hamden Professional Fire Fighters**—Gary Couture, Kurt Vogt, **L2987 North Haven**—Christopher Murray, **L4629 Waterford Professional Fire Fighters**—Jeffrey Lathrop, **S0015 Connecticut Police and Fire Union**—Eric Munsell, Stephen Sechow

**DISTRICT OF COLUMBIA L0036**

**Washington**—Ronald Cabico, William Croson, Jonathan Davis, Sydney DeSilva, Dennis Gobantes, William Harris, James Hyde, David Jackson, Marc Johnson, Steven Matthews, Randell Stroman, Anthony Williams

**FLORIDA F0244 Patrick Air Force Base**—Roy Colbrunn, James Mial, William Post, **L0122**

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**Lauderdale**—Stanley Bury, Michael Hicks, Warren Parker, **L1102 Hialeah Association Of Fire Fighters**—Joseph Coyne, Gary Gates, Carlos Henriquez, Edward Hernandez, Stephen Moore, Randy Smith, **L1365 Orlando Professional Fire Fighters**—Peter Cordero, Joshua Granada, Shawn Harvey, Robert Hereford, Eric Moose, **L1375 Hollywood Professional Fire Fighters, Inc.**—Analdy Garcia, Sean McGillivray, James Wadlow, Alan Wasserman, **L1377 Professional Fire Fighters & Paramedics Of Saint Lucie County**—Cory Crusoe, Gary Hollett, **L1403 Metropolitan Dade County Association Of Fire Fighters**—Osvaldo Alvarez, Luis Beato, Steven Buser, Mary Calo, Joseph Carman, Jane Cavallo, Cindy Chaisson, Jerald Chapelin, Ishman Davis, Ian Guthrie, Gene Jones, Rachele Le Fur, Bobby Mills, Jose Nochea, Edwin Peterson, Maria Schotte, Andres Suarez, Carlos Tamayo, Todd Witherspoon, Lisa Wright, **L1826 Southwest Florida Professional Fire Fighters**—Kyra Adams, Jay Debow, Richard McGee, Daniel Miller, Joseph Reed, **L1891 Boynton Beach Fire Fighters and Paramedics**—Matthew Keeler, Christopher Perron, Michael Senseman, **L1951 Melbourne Fire Fighters Association**—Shane Downs, Dennis Greehy, Thomas Michaud, James Padgett, Ronald Stake, Caitlin Walker, **L2057 Orange County Fire Fighters Association**—Alexander Berg, Stacey Bower, Paul Duenas, Daniel Price, Cheryl Romano, **L2117 Reedy Creek Professional Fire Fighters Association Local 2117 Inc.**—Christine Santiago, **L2135 Professional Fire Fighters of Ocala**—John Collins, **L2157 Gainesville Professional Fire Fighters**—Keith Saunders, **L2174 Professional Fire Fighters Of Naples**—Steven

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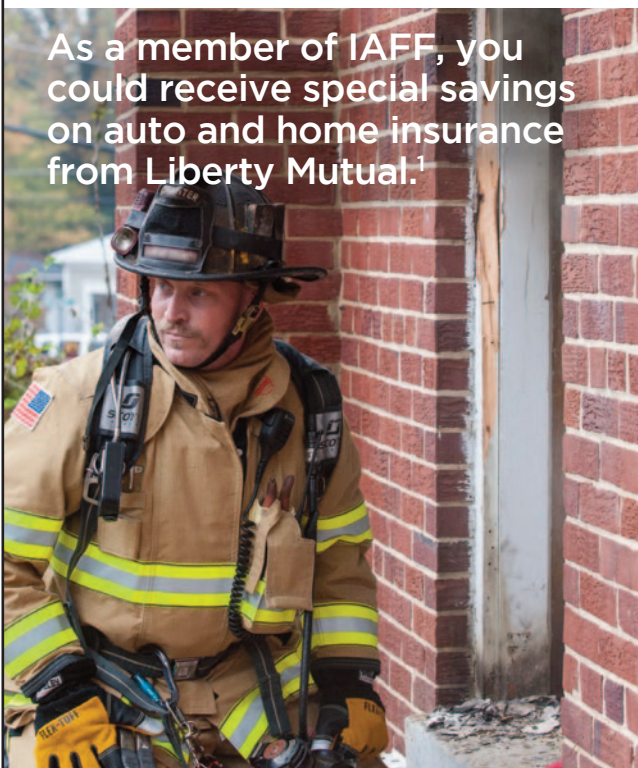
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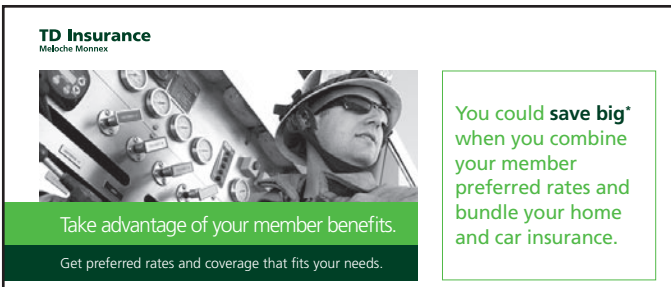
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**NEW HAMPSHIRE L0789 Nashua**—John Frazier, Brian House, Phillip MacCallum, Nicholas Proulx, David Sassak, **L0856 Manchester**—Brian O'Neil, **L1313 Portsmouth**—John Sylvester, **L3264 Hooksett Permanent Fire Fighters Association**—John Hill, **L3420 Professional Fire Fighters Of Goffstown**—Patrick LaForge, **L3820 Manchester Association Of Fire Supervisors**—Max Chiasson, David Patten, **L4392 United Professional Fire Fighters of Derry**—Matthew Evans, Bruno Soucy, Eastman Wedge

**NEW JERSEY F0147 Coltsneck**—Elizabeth Sweeney, **F0169 Picatinny Arsenal**—Terrance Kennedy, **F0313 Joint Base New Jersey Federal**

**Fire Fighters**—Martin Galler, **L0198 Atlantic City**—Donald Keck, **L1064 Jersey City Fire Officers**—Hermino Aviles, Michael Conforti, Anthony Gonzalez, Michael Monaghan, Victor Petrucci, John Ripnick, John Yanick, **L1197 Edison Township**—Robert McDonnell, **L2040 Elizabeth Fire Officers Association**—John Jones, **L3091 Burlington County**—Douglas Ramsey, **L3527 Middlesex County Fire & Rescue Academy**—Gregory Bennett, **L3950 North Hudson**—William Krieger, Keith Mezzina, John Pachon, Alfredo Vargas, **L4032 Ocean City Fire Fighters Association**—Jon Furey, Jonathan Scanny, **L4154 Salem County Uniformed Fire Fighters Association**—Bethanne Patrick, **L4370 Linwood Uniformed Fire Fighters**—Thomas McFadden, **L4687 Evesham Township Professional Fire Fighters Association**—Marissa Shingleton

**NEW MEXICO L0244 Albuquerque**—George Asi, Justin Fix, Henry Gabaldon, Joseph Miller, Mike Palmer, Anthony Romero, Eli Springer, Matthew Weinstein, **L1249 Roswell Professional Fire Fighters Union**—Jared Jennings, **L1687 Carlsbad**—Gary Aldaz, **L4366 Santa Fe County Fire Fighters**—Patrick Trujillo

**NEW YORK L0028 Schenectady**—Michael O'Clair, Vincent Puerto, **L0086 Troy**—Matthew Dudek, Dennis Laranjo, Steven LeFave, Gerald Vogt, **L0094 Uniformed Fire Fighters Assoc. Of New York**—Michael Alvarez, Carmine Ancona, George Baade, Stuart Bailey, Kevin Barrett, Scott Bentley, James Bodkin, Andrew Braun, Steve Carlino, Timothy Carney, Italo Colasante, Jeremiah Crowley, Michael Curmy, Steven Donadio, Paul Eide, Richard Ferrentino, Jason Genao, Collin Hanlon, James Hodges, Michael House, Arsene Kasparian, Richard Kliesch, Christopher Koch, David Lamar, Christopher Lenney, Matthew Lewis, James Lodispolo, Thomas Maloney, Timothy McCormack, Robert McCormick, Taras Mytkalyk, John O'Sullivan, Raymond Pellechia, Michael Pfister, Jason Prete, John Rocchio, Michael Roche, Steve Ross, Michael Sandor, James Stevens, Eric Sutton, John Szeligowski, Abundi Thomas, Charles Velez, James Wilson, **L0107 Mount Vernon**—David Gibson, **L0273 New Rochelle**—John Sanfilippo, **L0274 White Plains**—Robert Frank, Frank Lammers, Brian McGarvey, **L0280 Syracuse**—Robert Cussen, Ronald Golembieski, **L0282 Buffalo**—Kevin Scott, **L0287 Long Beach Professional Fire Fighters Association**—Louis Afasi, **L0628 Yonkers Mutual Aid Association**—Douglas Coleman, Kendrick Geiger, Richard LaPeruta, Christopher Leal, Vincent Taccetta, Louis Vellucci, **L0694 Rome**—Leonard Cianfrocco, **L0709 Elmira**—Bryan Bernal, **L0835 Hornell**—John McAneney, Todd Smith, Brian Tingley, **L0895 Larchmont**—Steven Forrest, **L0916 Eastchester**—William Cirrincione, Frank Nannariello, **L0963 Lockport**—Joseph Morello, **L1071 Rochester**—Clay Andreas, Thomas Centron, Douglas Edgett, Scott George, Steven Paliotti, Mark Pascuzzi, Milton Walker, **L1185 Iliion**—Thomas Pedersen, **L1333 North Tonawanda**—Arthur Vater, **L1636 Monroe County Airport**—Mitchell Flagg, Timothy Hyland, **L2223 Brighton**—Dale Copey, **L2421 Plattsburgh**—Joel Bogensberger, Christopher DeAngelo, **L2767 Monticello**—James Gerrard, **L3063 Fulton**—Chris Caza, Victor Runeare, Michael Tetro, **L4176 Ridge-Culver**—Robert Anderson, Brian Lamendola, **L4959 Uniformed Fire Alarm Dispatchers Benevolent Association**—Carlos Sanchez

**NORTH CAROLINA L0129 Wilmington Professional Fire Fighters**—Ben Murphy, **L0548 Raleigh**—Ronald Hicks, James Hill, London Spair, Jonathan Tyner, **L0673 High Point Fire Fighters Association**—John Benware, **L0682 Winston-Salem Professional Fire Fighters**—Doyle Boyles, **L0947 Professional Fire Fighters Of Greensboro**—Tommy Brown, **L2370 Salisbury Professional Fire Fighters**—Barry Frazier, **L2580 Chapel Hill**—David Park, **L2645 Hendersville Professional Fire Fighter Association**—Terry Martin, **L4103 Cary Professional Fire Fighters**—Michael Wilson

**NOVA SCOTIA L0268 Halifax**—Daniel Brackett, Steven Crooks, Samuel London, Robert Lutley, Eric MacKenzie, Jim Pittman, Wallace Scallion, David Searle, **L2779 Cape Breton Regional Municipality Fire Fighters Association**—Bill Petrie

**OHIO L0020 Hamilton**—Miles Cook, David Morrison, **L0048 Cincinnati**—Larry Choate, Richard Marshall, Robert McWilliams, Daniel Merz, Gregory Potter, Roy Winston, Monty Wolf, **L0067 Columbus**—Paul Bower, Jerry Brooks, Daniel Carson, Dennis Coffey, John Collins, Wayne Dearth, Frank DeFrancisco, Vicki Fox, Gregory Gary, Gary Gool, Jim Hingst, Paul Hunley, David Johnson, Bruce Johnson, Daum Kevin, Westly Spradlin, Richard Starkey, John Vingle, David Walton, Lawrence Wolfe, **L0092 Toledo**—Christopher Hoffman, Edwin Huber, Randy Paredes, Andre Tiggs, **L0093 Cleveland**—Brian Bernauer, Michael Dalton, Jeffrey Helmink, **L0136 Dayton**—David Andes, Michael Hickey, Gilbert Kyle, Stephen Stapleton, Peter Whitby, **L0266 Mansfield**—Daniel Krizan, **L0312 Youngstown**—Perry Harrison, **L0325 Fostoria**—Jerry Goodman, **L0330 Akron**—Raymond Martin, **L0334 Lima**—Christian Inskip, Morris Martin, **L0336 Middletown Fire Fighters Association**—Timothy Payne, **L0337 Euclid**—Ronald Bare, Randall Potts, **L0402 Cleveland Heights**—Robert Nieser, **L0445 Norwood**—Robert McArthur, Kevin Schleben, **L0480 Alliance**—Earl Trimmer, **L0494 Cuyahoga Falls**—Russ Hannan, Eddie McCullough, Mark Melice, Michael Stanec, **L0516 Shaker Heights**—Dave Hejl, **L0532 Ironton**—Ralph Lewis, **L0639 Parma**—John Conroy, **L0721 Kent**—Robert Dietrich, John Tosko, **L0974 University Heights**—James Faciana, **L1176 Boardman Township**—Donald Kloes, **L1184 Maple Heights**—Albert Szczepanik, **L1199 Norwalk**—Daniel Hunt, Eric Perry, **L1235 Fairborn**—Peg Beall, Jill Couch, Jerry Holland, Larry Long, Dennis McCoy, **L1267 North Olmsted**—Richard France, **L1521 Upper Arlington**—Scott Bryant, **L1690 Parma Heights**—Richard Lennox, **L1729 Whitehall**—George Gatewood, Gregory McQuesten, **L1836 Berea**—Mickey Herreid, Dan Hughes, **L1910 Struthers**—William Simcox, **L2079 Solon**—John Clark, Scott Stevener, **L2150 Kettering**—Steve Green, **L2286 Coventry Township**—Michael Bartel, Joseph Dewitt, Robert Stokes, **L2291 Willoughby**—Lawrence Armstrong, **L2373 Olmsted Falls**—Jeff Melton, **L2490 Pepper Pike**—Thomas Martin, **L2492 Shelby**—Steven Hammer, **L2507 Madison Township (Groveport)**—Joseph Rider, **L2550 Shawnee Township**—Steve Kennedy, **L2634 Valley View**—Roger Janasnak, **L2672 Jackson Township (Grove City)**—Richard Flanagan, Sean Garvey, Mark Lewis, Daniel Reese, Tim Shonkwiler, **L2926 Huber Heights Fire Fighters**—James Kuntz, **L2998 Campbell**—Eugene Skelley, **L3036 Washington Township (Dublin)**—Alex Caskey, Steve Greenwalt,

Scott Thomas, **L3382 Toledo Fire Chiefs**—Sally Glombowski, **L3412 Union Township (Clermont County)**—Scott Childs, Shad Ruby, Michael Smith, **L3518 West Chester**—Charles Wagoner, **L3630 Twinsburg**—Donald Simon, **L3816 Orange Township**—F. Dave Noel, Scott Rice, Donald Tuller, **L3850 Plain Township Fire Fighters**—Michael Tocci, **L3947 Macedonia Fire Department**—Chip Davis

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Ramagnano

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**SASKATOON L0080 Saskatoon**—Michael Lander, **L0181 Regina Professional Fire Fighters Association**—Calvin Sikorski

**SOUTH DAKOTA L0814 Sioux Falls**—Todd Lowe

**TENNESSEE I0002 X-10 Industrial Fire Fighters**—Ryan Hargis, Randall Howard, **I0014 Tullahoma**—Debi Holder, **L0140 Nashville**—Rubert Adair, Kristie Bailey, Quinetta Bartley, Robert Bogle, Joseph Bowman, Hubert Byers, Joseph Cooper, Darell Dixon, Dennis Downey, Luis Morales, Scott Nichols, Terry Secrest, S. Randall Thompson, Lori Thurman, **L1784 Memphis**—William Cavallo, Barron Erby, Felix Giboney, Michael Lavoie, Richard Palmer, Wardell Seals, **L1791 Johnson City**—Donald Hall, **L1850**

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**TEXAS F0089 San Antonio**—Jay Burdick, Gregory Sabo, **L0051 El Paso**—Eduardo Bejarano, Oscar Diaz, Aurelio Gonzalez, Gerardo Heras, Anastacio Moreno, Paul Mott, Louie Zubia, **L0058 Dallas**—David Alsop, Marshall Cook, Ernest Coston, Guadalupe Del Toro, James Jordan, Jerry Miller, Ismael Sierra, Charles Smith, William Termin, **L0341 Houston**—Joshua Allen, Kenneth Baranowski, Jarvis Butler, Byron Harrison, Charles Kimble, George McAteer, Bryon Miller, Jack Mobley, Roy Moore, Michael O'Donovan, Kenneth Rammrath, Shannon Rucker, Oscar Sanchez, Shawn Schoppe, Tony Sewell, Alison Stein, Andrew Talley, John Taylor, Irene Tobias, Nancy Tollett, **L0367 Texarkana**—Wayne Moore, **L0399 Beaumont**—Michael Drury, Landon Dunlap, James Richard, **L0440 Fort Worth**—Marshall Donaho, Wayne Moore, Randy Pride, Jerry Stafford, Jeremy Strider, Christopher Willars, **L0624 San Antonio**—Bryan Ackley, David Aunkst, Timothy Bays, Mark Black, David Cantu, Charles Dubose, Arthur Estrada, Pete Garcia, Rogelio Garcia, David Gesick, Connie Hall, Patricia Henschel, Joe Hernandez, Karen Mazziotta, David McKay, Joey Neuman, Alfred Noriega, Mark Olson, Michael Puzon, James Reidy, Mario Rodriguez, Brian Schweers, Maria Del Rosario Selva-Lovelace, Christopher Steele, Trey Votion, Walter Yates, Patrick Zepeda, **L0886 San Angelo**—Micky Collins, George Cooper, Matthew Ellison, Anthony Huston, Robert Turney, **L0906 Marshall Fire Fighters Association**—Michael Jeans, Aaron Younger, **L0970 Brownsville**—John Burlette, David Guevara, Jaime Ibarra, Edward Marks, Agustín Paredes, **L0972 Lubbock**—Gavin Daniel, Shawn Potter, **L0975 Austin**—Abe Caruthers, Scott Caswell, William Cook, Gregory Harris, Hilary Higdon, Richard Meyers, Thomas Mobley, Chris Swenson, Charles Weise, Timothy Wood, **L1204 Bryan**—Larry Jordy, **L1291 Denton**—Cort Higgins, **L1293 Garland**—Kyle Morris, Nyal Stromberg, **L1329 Arlington**—Dustin Huggins, David Kannenberg, Kevin Lopez, John Robertson, Randy Schmelz, Kevin Seeton, **L1665 Odessa**—Larry Norrid, Jeff Thomas, **L1905 Groves Professional Fire Fighters Association**—Darron Marsh, **L1954 Richardson**—Mike Matus, Harvey Upchurch, Billy Whitson, **L2073 Irving**—Joe Carey, Mark DelCamp, Robert Downey, Noah Raney, Douglas Speed, **L2182 Carrollton**—Troy Smith, Steven Townsend, **L2505 Killeen**—Randy Pearson, Brian Vickers, **L2602 McAllen**—Ramon Rodriguez, **L2943 Sweetwater**—Todd Donham, **L3207 Weslaco**—Armando Martinez, **L3293 Pampa Professional Fire Fighters**—Jerry Tomaschik, **L3474 Forest Hill**—Terry Cason, **L3599 Mansfield**—Phillip Baker, **L3649 Flower Mound**—Owen Brown, Curt Odneal, Steve Sunthimer, **L3679 Victoria**—Joel Gomez, Richard King, Raul Liendo, **L3885 North Richland Hills**—Michael Barker, David Smith, **L4083 Schertz**—Carl Berghofer, **L4117 Lake Travis Fire Fighters Association**—Adam Griggs, **L4220 Little Elm**—Patrick Twohig, **L4234 Rosenberg**—Adam Carlin, **L4243 Southlake**—Jeffrey Vogel, **L4255 Sugar Land Professional Fire Fighters**—Richard Carter, Brian Holcombe, **L4331 Longview Professional Fire Fighters**—Brad Beal, **L4511 College Station Professional Fire Fighters**



**Association**—Jacob Pickard

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**VIRGINIA F0287 Fort Lee**—Michael Smith, **L0068 Norfolk**—Scott Condon, Donald Jones, **L0995 Richmond**—W. S. Brooks, J. G. Currie, D. R. Foreman, Darl Jewell, William Martin, Charles Mezera, Ronald Short, C. F. Smith, Garland Weymouth, David Wright, **L1568 Henrico County**—Taylor Goodman, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Michael Deli, Matthew Groff, David Gruendel, James Low, Andrew Neuhaus, Harry O'Toole, Barry Rathbone, Harold Schaitberger, Dana Unger, **L2141 Alexandria**—Michael Ambrose, Anthony Caselena, James Jackson, Donald Scott, **L2449 Chesapeake**—Shannon Ansell, Thomas Farless, **L2598 Prince William Professional Fire Fighters, Inc.**—Wesley Grieve, Garnett Hinson, **L2800 Arlington County**—Craig Brightbill, Jason Lyon, **L2801 Suffolk Professional Fire And Rescue**—Richard Griffin, Christopher Shea, **L2924 Virginia Beach Professional Fire Fighters**—Glenn Burnett, Daryl Funaiock, Stephen Lesinski, Robert Munro, **L3401 Winchester**—David Kushnir, **L4994 Prince George Fire and EMS**—Michael Lilly, **L5304 Clarke County Professional Fire Fighters and Paramedics**—David Peach

**WASHINGTON F0282 Puget Sound Federal Fire Fighters**—Michael Bradshaw, David Giusti, Bryan Jabs, **F0283 Fort Lewis**—Joseph Groeser, **I0024 Hanford**—Donald Robert, Kelvin Schuman, **I0066 Boeing Fire Fighters**—Alan Abrahamson, John Branstrom, Laura Cain, Jennifer Davis, Gordon Elliot, Gregory Grogan, Damon Jaeger, Timothy Nold, Jay Northrup, Keith Simon, Chad Trost, Carl Zettley, **L0027**

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**WISCONSIN L0141 Green Bay**—Steven Zich, **L0215 Milwaukee**—Michael Bongiorno, Jace Erdmann, Joseph Kirsch, Brian Webb, Michael Wise, **L0257 Appleton**—Timothy Blob, **L0316 Oshkosh**—Roger Nelson, **L0321 Racine**—Daniel Fallon, **L0368 Manitowoc**—Jeffery Keehan, **L0407 Waukesha**—Daniel Holehouse, **L0415 Wausau**—Christopher Barber, **L1021 Marshfield**—Jeff Barth, Rodney Bauer, **L1963 Greenfield**—Garret Cieczka, **L2025 West Bend**—Lawrence Schwechel

**WYOMING L0279 Cheyenne**—Nicholas Siemens, **L1499 Rock Springs**—Anthony Colbert, **L0276 Sheridan**—Greg Luhman

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PAPER 2021

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*In Memoriam of Those Who Have Served*

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F0313	Paul Cronin	Joint Base New Jersey Federal Fire Fighters	NJ	L0044	Dante Stobbione	Joliet	IL
I0066	Steven Snyder	Boeing Fire Fighters	WA	L0044	Leon Trimmer	Joliet	IL
L0002	Joseph Braje	Chicago	IL	L0058	Marcus Evans	Dallas	TX
L0002	Frederick Branch	Chicago	IL	L0093	David Shantery	Cleveland	OH
L0002	Harry Demopoulos	Chicago	IL	L0094	Norman Zuniga	Uniformed Fire Fighters Assoc. Of New York	NY
L0002	James Dosenbach	Chicago	IL	L0112	Henry Munoz	Los Angeles City	CA
L0002	Gregory Frain	Chicago	IL	L0122	John Bishop	Jacksonville Association of Fire Fighters	FL
L0002	Patrick Freeman	Chicago	IL	L0122	Thomas Hohorst	Jacksonville Association of Fire Fighters	FL
L0002	Kenneth Fuerst	Chicago	IL	L0122	James Tuten	Jacksonville Association of Fire Fighters	FL
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L0002	Robert Koujourian	Chicago	IL	L0157	Gayle Clark	Oklahoma City	OK
L0002	Frank Kramarski	Chicago	IL	L0157	Joseph Roberts	Oklahoma City	OK
L0002	Lawrence Lonergan	Chicago	IL	L0157	David Sublett	Oklahoma City	OK
L0002	Edward Long	Chicago	IL	L0157	Tommy Thompson	Oklahoma City	OK
L0002	August Malatia	Chicago	IL	L0200	Jimmy Lawrence	Bartlesville	OK
L0002	Thomas Markham	Chicago	IL	L0209	Mike Cashaback	Edmonton Fire Fighters Union	AB
L0002	Patrick McDonough	Chicago	IL	L0209	Andy Cymbala	Edmonton Fire Fighters Union	AB
L0002	John Mullaghy	Chicago	IL	L0209	Jim Foster	Edmonton Fire Fighters Union	AB
L0002	Dennis Mulligan	Chicago	IL	L0209	Don Watson	Edmonton Fire Fighters Union	AB
L0002	Terrence O'Brien	Chicago	IL	L0302	James Allender	Allentown	PA
L0002	Thomas O'Connell	Chicago	IL	L0302	Walter Ross	Allentown	PA
L0002	Thomas Ogden	Chicago	IL	L0311	Harland Ledding	Madison	WI
L0002	Joseph Rapnikas	Chicago	IL	L0311	Stephen Roisum	Madison	WI
L0002	Michael Schubert	Chicago	IL	L0317	James Byrd	Charleston	WV
L0002	Norman Smith	Chicago	IL	L0317	Hobson Fisher	Charleston	WV
L0002	Walter Steinle	Chicago	IL	L0344	Francis Dombrowski	Detroit	MI
L0002	Harold Thompson	Chicago	IL	L0357	Edgar Hertel	Evansville	IN
L0002	Alvin Wilks	Chicago	IL	L0357	Dwayne Wilcox	Evansville	IN
L0017	Ernest Hill	Davenport	IA	L0399	Regan Crawford	Beaumont	TX
L0022	William Coyle	Philadelphia	PA	L0399	Cecil Johnson	Beaumont	TX
L0022	James Donovan	Philadelphia	PA	L0399	Charles Pierce	Beaumont	TX
L0022	William Gillies	Philadelphia	PA	L0399	Ronald Schroeder	Beaumont	TX
L0022	Francis Karpinski	Philadelphia	PA	L0416	David Brunner	Indianapolis	IN
L0022	Thomas Kniele	Philadelphia	PA	L0416	Mitchell Davis	Indianapolis	IN
L0022	Leonard Knobbs	Philadelphia	PA	L0416	Stephen McPeak	Indianapolis	IN
L0022	Thomas Mee	Philadelphia	PA	L0416	Robert Pierpont	Indianapolis	IN
L0022	John Newman	Philadelphia	PA	L0439	Michael Nelson	Elgin	IL
L0022	Joseph Pauly	Philadelphia	PA	L0522	Richard Callonea	Sacramento	CA
L0022	Frederick Roth	Philadelphia	PA	L0523	F E Elzer	Ottawa	IL
L0022	John Sillman	Philadelphia	PA	L0556	Fred Gasparovic	Hammond	IN
L0022	William Staudt	Philadelphia	PA	L0556	Michael Jakubczyk	Hammond	IN
L0022	George Stolzer	Philadelphia	PA	L0556	John Kutkoski	Hammond	IN
L0022	Thomas Welsch	Philadelphia	PA	L0556	Thomas Wilson	Hammond	IN
L0022	Jerry Williams	Philadelphia	PA	L0561	John Johnson	Lake Charles	LA
L0034	Michael Baker	Little Rock	AR	L0596	Theodore Zager	Poughkeepsie	NY
L0042	John Lake	Kansas City	MO	L0632	Harold Bernier	New Orleans	LA
L0042	Kenneth McFarland	Kansas City	MO	L0632	J. Castle	New Orleans	LA
L0042	Jesse Taylor	Kansas City	MO	L0632	Leon Cryer	New Orleans	LA
L0044	Gordon Carrier	Joliet	IL	L0632	Joshua Guidry	New Orleans	LA
L0044	Paul Kuna	Joliet	IL	L0632	Ronald Helbach	New Orleans	LA
L0044	John Lausch	Joliet	IL	L0632	Darren M. Jones	New Orleans	LA
L0044	Thomas Reidy	Joliet	IL	L0632	Frank Palisi	New Orleans	LA



# NEVER FORGET

## *In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State
L0632	Frank Resendez	New Orleans	LA	L1463	Robert Yanabu	Hawaiian Islands	HI
L0664	Azzie Cox	Vincennes	IN	L1526	Henry Davis	Franklin Park	IL
L0707	John Irwin	Pensacola Professional Fire Fighters	FL	L1544	Edward Daggett	Lockport	IL
L0718	Thomas Callaghan	Boston	MA	L1544	Donald Randich	Lockport	IL
L0718	Richard Hickey	Boston	MA	L1544	Joseph Zanzola	Lockport	IL
L0718	Michael Hogan	Boston	MA	L1563	Kenneth Klasmeier	Anne Arundel County	MD
L0718	Francis Norris	Boston	MA	L1568	Lawrence Jewell	Henrico County	VA
L0718	Patrick O'Toole	Boston	MA	L1602	John Schram	Rockland	MA
L0718	Anthony Serra	Boston	MA	L1619	Frank Bequette	Prince George's County	MD
L0718	Francis Shaughnessey	Boston	MA	L1619	Charles Bollo	Prince George's County	MD
L0718	Melvin Upton	Boston	MA	L1619	Richard Brinkley	Prince George's County	MD
L0731	James Lorentzen	Reno	NV	L1619	Frank Curtis	Prince George's County	MD
L0747	Steve Hay	St. Petersburg Association Of Fire Fighters	FL	L1619	William Goddard	Prince George's County	MD
L0747	Norman LaGue	St. Petersburg Association Of Fire Fighters	FL	L1619	John Griffin	Prince George's County	MD
L0786	Harold Fisher	Stamford	CT	L1619	Leonard Lewis	Prince George's County	MD
L0858	Michael Berlin	Denver	CO	L1619	Richard Locke	Prince George's County	MD
L0858	George Garramone	Denver	CO	L1619	Richard Miller	Prince George's County	MD
L0858	Patrick Mahan	Denver	CO	L1619	Douglas Thompson	Prince George's County	MD
L0858	Eric Trujillo	Denver	CO	L1660	Craig Wenrick	Tualatin Valley	OR
L0858	Robert Wilson	Denver	CO	L1689	Charles Stone	Fremont	CA
L0867	Allan Ducharme	Winnipeg	MB	L1784	Tony Caldwell	Memphis	TN
L0867	Douglas Maher	Winnipeg	MB	L1784	Mario Dagastino	Memphis	TN
L0867	Jim Palmer	Winnipeg	MB	L1784	Jesse Fant	Memphis	TN
L0867	Bo Shesterniak	Winnipeg	MB	L1784	Travis Gullick	Memphis	TN
L0964	Robert Williams	Baltimore Fire Officers Association	MD	L1784	Phillip Hall	Memphis	TN
L0964	Carey Woodlon	Baltimore Fire Officers Association	MD	L1784	Thomas Jackson	Memphis	TN
L0975	Albert Schobey	Austin	TX	L1784	Phillip McIntosh	Memphis	TN
L0980	D. Benton	Bessemer	AL	L1784	Arthur Norwood	Memphis	TN
L0980	William Thomas	Bessemer	AL	L1784	Charles Taylor	Memphis	TN
L1014	Jonathan Tatone	Los Angeles County Fire Fighters	CA	L1784	Charles Tyner	Memphis	TN
L1102	Crisanto Villa	Hialeah Association Of Fire Fighters	FL	L1908	Alan Howe	Clark County	NV
L1102	Richard Young	Hialeah Association Of Fire Fighters	FL	L1908	Raymond Vasquez	Clark County	NV
L1155	David Fulks	Saint Albans	WV	L1908	James Zagorski	Clark County	NV
L1158	John Nicholson	Clearwater Fire Fighters Association	FL	L1931	Dennis LeClerc	Seekonk	MA
L1198	Leo Arria	West Haven	CT	L2057	Nicholas Retino	Orange County Fire Fighters Association	FL
L1198	Ronald DeBrigita	West Haven	CT	L2068	Brendan Harris	Fairfax County Professional Fire Fighters And Paramedics	VA
L1198	John Riccio	West Haven	CT	L2068	Kenneth Laverock	Fairfax County Professional Fire Fighters And Paramedics	VA
L1219	Judith Silkowski	Naugatuck	CT	L2073	Ira Munday	Irving	TX
L1329	Elijah Snow	Arlington	TX	L2073	James Pedigo	Irving	TX
L1347	Frank Gullotti	Watertown	MA	L2073	Lloyd Robnett	Irving	TX
L1347	George Tirimacco	Watertown	MA	L2345	Johnny Simpson	Myrtle Beach Professional Fire Fighters Association	SC
L1363	Dorothy Masoian	Cranston	RI	L2369	Geo Lehman	Joliet Officers	IL
L1364	Condee Blackwood	Ventura County	CA	L2416	Mitchell Weldon	Cocoa Fire Fighters Association	FL
L1364	John Foy	Ventura County	CA	L2928	Joseph Del Tergo	Professional Fire Fighters & Paramedics Of Palm Beach County	FL
L1364	Zachary Gregson	Ventura County	CA	L3036	Tracy Molter	Washington Township(Dublin)	OH
L1364	Lee Hill	Ventura County	CA	L3748	Buddy Smith	Cleveland Professional Fire Fighters	TN
L1364	James Mensendiek	Ventura County	CA	L3766	Robert Morgan	Dolton	IL
L1364	Clifford Pape	Ventura County	CA	L3808	John Hastings	Kansas City Chief Officers	MO
L1364	Ronald Taylor	Ventura County	CA	L3832	Lucas Giampa	North Tucson Fire Fighters	AZ
L1365	Charles Conyers	Orlando Professional Fire Fighters	FL	L4109	Thomas Szweczykowski	South Holland	IL
L1403	Arturo Alonso	Metropolitan Dade County Association Of Fire Fighters	FL	L4349	William Mertz	Rancho Santa Fe Professional Fire Fighters Association	CA
L1403	Osbert Cox	Metropolitan Dade County Association Of Fire Fighters	FL	L5304	Benjamin Barb	Clarke County Professional Fire Fighters and Paramedics	VA
L1403	Robert Crebbin	Metropolitan Dade County Association Of Fire Fighters	FL				
L1403	Arthur Hibbert	Metropolitan Dade County Association Of Fire Fighters	FL				
L1403	Glenn Moton	Metropolitan Dade County Association Of Fire Fighters	FL				
L1408	Phillip Michael	Richmond	IN				
L1463	Earl Paiana	Hawaiian Islands	HI				
L1463	Thomas Tamasaka	Hawaiian Islands	HI				

# LAST ALARM



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

John F. Balcer .....	L1563 .....	Anne Arundel County, MD .....	04/09/1970
Lewis E. Wiesler .....	L0472 .....	Lafayette, IN .....	11/25/1979
Harold G. McCoy .....	L0176 .....	Tulsa, OK .....	09/05/2008
Gregg M. Barnes .....	L0740 .....	Portland, ME .....	07/26/2011
David E. Fowler .....	L1563 .....	Anne Arundel County, MD .....	12/29/2012
Timothy M. Marcotte .....	L0176 .....	Tulsa, OK .....	07/07/2014
David A. Kannady .....	L0176 .....	Tulsa, OK .....	05/28/2015
Jerry C. Shacklett .....	L3631 .....	Orange County, CA .....	02/07/2016
Frederick W. Schwan .....	L1386 .....	Ashland, OH .....	09/22/2016
Donald Ban .....	L0522 .....	Sacramento, CA .....	08/05/2018
Erik J. Mikel .....	L0055 .....	Oakland/Alameda County, CA .....	06/24/2019
Francis X. Hannon, Jr. ....	L1563 .....	Anne Arundel County, MD .....	01/28/2020
David L. Dohler .....	L1563 .....	Anne Arundel County, MD .....	02/09/2020
John Plecas .....	L1286 .....	Richmond, BC .....	02/11/2020
Meridith Samuel Scott .....	L0913 .....	Kamloops, BC .....	12/26/2020
Harold J. Wilkins .....	L0142 .....	London, ON .....	01/31/2021
Peter Reilly .....	L1552 .....	Burlington, ON .....	02/27/2021
Robert Bruce Turbeville, Jr. ....	L2881 .....	Cal Fire - Sacramento, CA .....	04/11/2021
Johnnie C. Walker .....	L3888 .....	Toronto, ON .....	06/07/2021
Kenneth Eddie Farmer .....	L2795 .....	Athens-Clark County, GA .....	07/14/2021
Michael W. Davison .....	L2201 .....	Indian River County, FL .....	07/28/2021
Kenneth J. Klasmeier .....	L1563 .....	Anne Arundel County, MD .....	08/06/2021
Cody S. Traber .....	L2916 .....	Spokane County, WA .....	08/26/2021
George Butler .....	L0999 .....	Moncton, NB .....	08/27/2021
Donald Joseph Trout .....	L3451 .....	Middlesex County, NJ .....	08/27/2021
Rodney Kelley .....	L0975 .....	Austin, TX .....	08/29/2021
Garrett Presnell .....	L5246 .....	Black Mountain, NC .....	08/31/2021
William B. Cababat, Jr. ....	L0027 .....	Seattle, WA .....	09/01/2021
Malcolm W. Arrington .....	L0140 .....	Nashville, TN .....	09/01/2021
David Leos .....	L0058 .....	Dallas, TX .....	09/02/2021
Tanner Graham Reed .....	L0341 .....	Houston, TX .....	09/03/2021
Ian Charles Shepherd .....	L1582 .....	Oakville, ON .....	09/04/2021
Miguel H. Angulo .....	L0493 .....	Phoenix, AZ .....	09/06/2021
Christopher R. Fason .....	L5157 .....	Hutchins, TX .....	09/09/2021
Richard J. Ilg .....	L1660 .....	Tualatin Valley, OR .....	09/12/2021
Travis L. Isabel .....	L1784 .....	Memphis, TN .....	09/14/2021

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



# LAST ALARM



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

Anthony Palato .....	L2086 .....	South Metro, CO .....	09/15/2021
Robert V. Liguez .....	L4102 .....	Alice, TX .....	09/17/2021
Aaron Scott Chassells .....	L0035 .....	North Little Rock, AR .....	09/18/2021
Jeremy M. Klemm.....	L0668 .....	Durham, NC .....	09/18/2021
Frank D. Duff, Jr.....	L0067 .....	Columbus, OH.....	09/19/2021
Stephen J. Bridges .....	L0485 .....	St. Catharines, ON.....	09/20/2021
Jeffrey J. Billingsley .....	L0858 .....	Denver, CO .....	09/20/2021
Michael L. Baker.....	L0064 .....	Kansas City, KS.....	09/21/2021
David H. Hackett.....	L3760 .....	Hernando County, FL.....	09/25/2021
Joseph M. Faunce.....	L0624 .....	San Antonio, TX.....	09/26/2021
Joe Andrews.....	L0323 .....	Burnaby, BC .....	09/27/2021
Kelly W. Frye .....	L1715 .....	Cumberland, MD.....	09/29/2021
Christopher J. Jannitto .....	L0799 .....	Providence, RI.....	10/01/2021
Christopher G. Griffin.....	L0068 .....	Norfolk, VA .....	10/01/2021
Terrence L. Gordon .....	L0022 .....	Philadelphia, PA .....	10/02/2021
Andrew D. Orphanoudakis.....	L5198 .....	Hardeeville, SC .....	10/03/2021
Mark B. Gillam .....	L1671 .....	Elwood, IN .....	10/03/2021
Patrick A. Hayes .....	L1092 .....	Ajax, ON .....	10/05/2021
Ralph A. Geter, Jr. ....	L0830 .....	Norwalk, CT .....	10/05/2021
Michael R. Pickering .....	L0002 .....	Chicago, IL .....	10/08/2021
Warren N. Lesser .....	L0465 .....	Oshawa, ON .....	10/08/2021
Leo R. Schultz.....	L5071 .....	Harahan, LA .....	10/10/2021
Gregory L. Bauer.....	L0067 .....	Columbus, OH.....	10/17/2021
Tyrone Bell .....	L3690 .....	Sedona-Verde, AZ .....	10/18/2021
Giovanni Ciancio .....	L2294 .....	Hillsborough County, FL .....	10/21/2021
Robert A. Ford.....	L1478 .....	Wakefield, MA.....	10/24/2021
Merrill L. Bone .....	L1696 .....	Salt Lake County, UT.....	10/31/2021
Gerald A. Brooks .....	L0416 .....	Indianapolis, IN .....	11/02/2021
Samuel Criner.....	L3504 .....	United Pima Fire Fighters, AZ .....	11/04/2021
Wesley W. Black .....	L2905 .....	Harford, VT .....	11/07/2021
Michael L. Freeland.....	L0122 .....	Jacksonville, FL .....	11/11/2021
Richard Brad Hargrave .....	L1293 .....	Garland, TX.....	11/14/2021
Alfred Brown.....	L0204 .....	Warren, OH .....	11/16/2021
Patrick R. Corbett .....	L1495 .....	Billerica, MA .....	11/16/2021
Jerry Richardson.....	L0043 .....	Portland, OR .....	11/19/2021

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# Fire Fighter

QUARTERLY



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## IAFF Online Store

### KID'S SCUBA BLUE FIRE TRUCK T

The super soft feel of this 100% cotton t-shirt makes it a favorite of any kid. Scuba blue with fun fire truck design printed in dark purple on front. Youth Sizes: 6, 8, and 10  
Item F1323 - \$22.00



### KNIT HAT

Navy knit hat has IAFF maltese logo embroidered on front. One size fits most.  
Item F611 - \$17.00



### ZIPPER PORTFOLIO

Fine quality leatherette portfolio with 8 1/2" x 11" lined writing pad. Includes large interior gusseted file pocket and a variety of smaller pockets to organize your documents and credit cards, and I.D. window and pen holder. Zip-around closure keeps contents secure. IAFF international logo debossed on front.  
Item F254- \$36.00



### MEN'S ATHLETIC TANK TOP

Moisture-wicking, black performance tank has a slight stretch and relaxed fit, helping it to move with you. Steel gray IAFF maltese logo with text printed on left chest. Sizes: M-3X  
Item F1025 - \$22.00

### MEN'S ATHLETIC SHORTS

Moisture wicking black shorts with contrasting, steel gray side panels. Elastic waistband with adjustable draw cord. Steel gray IAFF maltese logo with text printed on left leg. Sizes: M-3X  
Item F1023 - \$22.00

### RED WATER BOTTLE

Slim design, 24 oz sport water bottle with drink-thru lid is great to keep you hydrated when your on the go or working out. Eco-friendly transparent water bottle with red lid and IAFF printed in white on side.  
Item F704 - \$8.00



### RED DUFFLE BAG

Lightweight, but heavy-duty gym duffel is made for portability with its 18"x9" size. Perfect for a trip to the gym or when traveling. Red with contrasting black straps. White IAFF printed on side.  
Item F700 - \$23.00



### PATCHES

Select from a variety of designs including Fallen Fire Fighter Memorial, U.S. or Canadian flag maltese or thin red line patches. Round patches approx. 3" diameter. Thin red line patches approx. 2"x3".  
Choice of Style - \$5.25



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

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