

WINTER 2018

# Fire Fighter

QUARTERLY

Celebrating the  
**100th Anniversary of the IAFF**

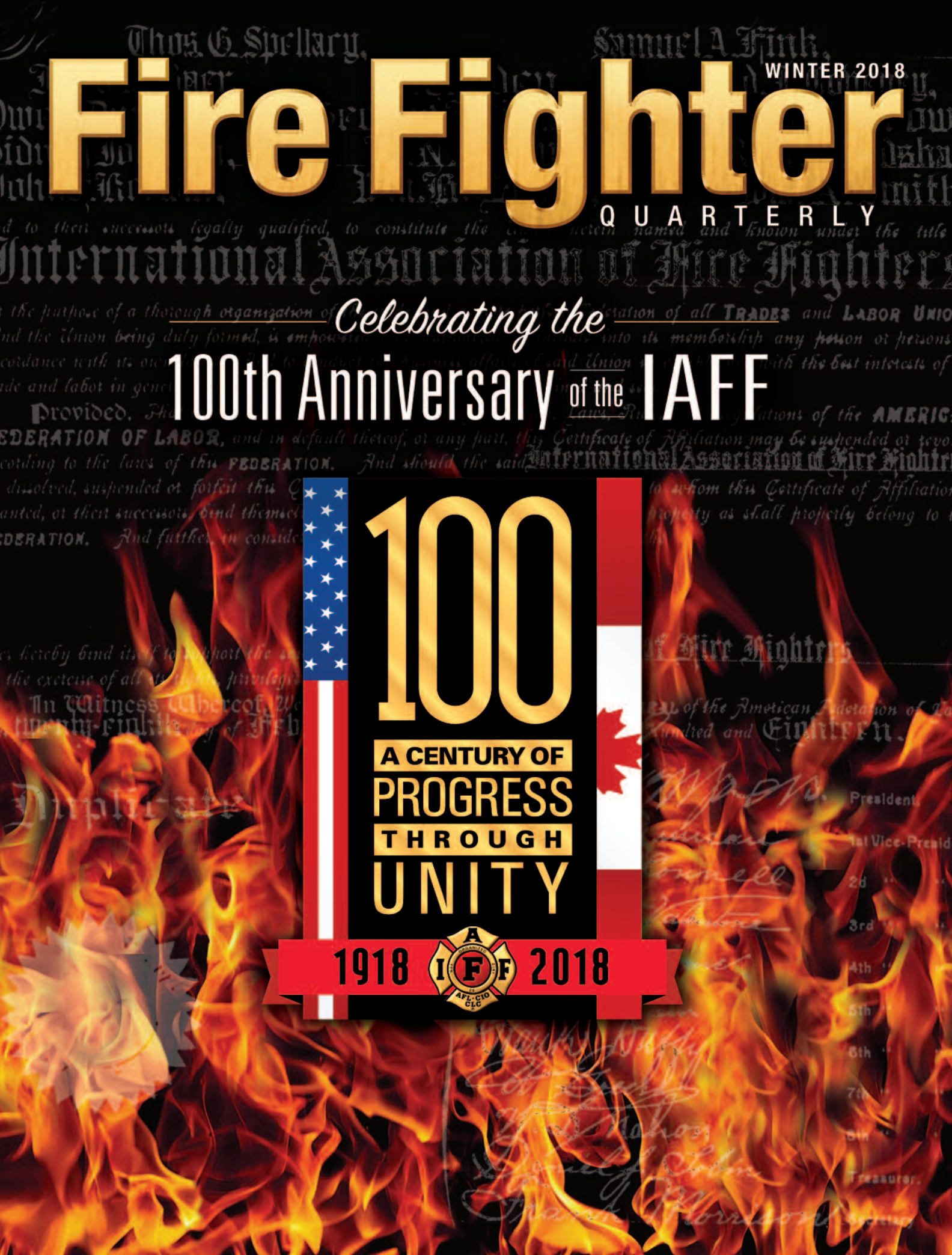


# 100

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**1918**  **2018**



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On February 28, 1918, the IAFF was founded to better the lot of those it represented, make a difference in their lives and livelihoods, and make their job safer. Looking back at the advances and achievements this union has made on behalf of our members, it's truly been a century of progress.

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# Fire Fighter

Q U A R T E R L Y

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## Looking Back to Look Forward

It was 100 years ago — on February 28, 1918 — that delegates representing 24 of the original 65 fire fighter unions affiliated with the American Federation of Labor (AFL) met at the AFL headquarters in Washington, DC, for the first IAFF Convention.

When our forefathers started this journey, they had a vision for the future: to better the lot of those the union represented and make a difference in their lives and livelihoods.

From that historic Convention, our Constitution was created, with a mission to advance an agenda on a national level across two great countries for the betterment of the working conditions, careers and safety of those in our profession.

In those early days, it was clear that this union was not formed to be a club or social gathering, but to be a force for change for those engaged in an honorable but dangerous profession.

I believe those early IAFF pioneers would be amazed and very proud of what our union has achieved over the last century.

One hundred years ago, this union set a goal to end the continuous duty system, a schedule that required fire fighters to live at their fire stations day and night with only breaks for meals. With a little luck, they received a day off once or twice a month depending on the mood of the fire chief. Today, we've built shifts and work schedules based on responding to the community while also providing the appropriate rest for those who do this physically and psychologically draining job.

In 1918, the thought of a secure pension at the end of a career was only a fanciful wish. In 2018, we've secured retirement plans for virtually every career fire fighter in the United States and Canada, and we're constantly working to improve, preserve and protect them and fight against attacks that have been ever increasing over the last decade. We've also continued to find ways to enhance those retirements through deferred compensation 457 plans and DROP programs — all created by the IAFF to give our members more security and retirement options.

While our founders committed to keeping our members safe, they had virtually no way to develop safer equipment, little to no building codes, no apparatus, and no staffing or PPE standards to force safer working conditions.

We've moved from the back-step to jump seats with seatbelts. We're rid of the wet towels fire fighters draped around their necks. And we're working hard to change the culture so that dirty gear is no longer a show of boldness. We replaced all of that and more with the Wellness-Fitness Initiative (WFI) and cutting-edge SCBA. And we've committed to reducing the toxic atmospheres our members work in by taking on the chemical industry to remove carcinogenic flame retardants, which helps in our efforts to reduce the toll that cancer is taking on their lives.

Over the past 10 decades, we've also helped create better turnout gear, better equipment and safer rigs — and we've been the driving force behind the development of critical safety standards that protect our members and make them more effective at their jobs. This includes securing funding for federal investigations through the National Institute for Occupational Safety and Health (NIOSH) into every fire ground line-of-duty death and implementing the two-in/two-out standard through the Occupational

Safety and Health Administration (OSHA) to improve staffing levels and safeguards to protect the public and fire fighters.

When our founders gathered in Washington, DC, 100 years ago, they had only just begun to think about working with Congress to assist in bettering their members' lives and making their jobs safer. Today, we've built one of the premier political and legislative brands in all of labor — the gold and black of the IAFF. Now, our union and our affiliates operate in legislative bodies at all levels of government in the United States and Canada.

Communicating with members 100 years ago was through a print bulletin called the International Fire Fighter, first published in July of 1918.

Today, we have a sophisticated, full-service communications operation, including our own broadcast-quality production studio and media company — E-18 — that allows us to more effectively communicate with our members and the public using every news, social media, internet, print and electronic medium available to get our message out.

A century ago, IAFF members could only hope for and ask their employers for higher wages and safer SOPs. We now have an entire division dedicated to providing quality expertise — including GIS, municipal financial analyses, wage and benefit comparisons, economic information and forecasts, actuarial studies, EMS modeling and much more.

We have developed the IAFF Financial Corporation, a concept that began with zero assets and zero participants, but today has \$8 billion in assets and 146,000 participants — and \$2.7 million a year in revenue returned to the IAFF to

build more resources, tools and services.

For decades in this profession, you were expected to suck it up no matter how traumatic, tragic or grisly the incident. A stigma was created to be super human, never sharing your pain with your colleagues. Today, this union has made it a priority to ensure that the behavioral health of our members is paramount. We've created peer counseling units and we're working to bring mental and psychological health injuries out of the shadows. Just last year, we built and opened the first treatment and recovery center exclusively for IAFF members to get the care they need and deserve among their own.

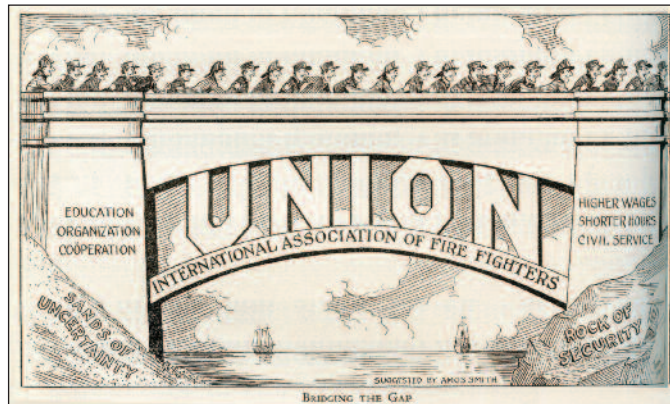
We've built one hell of a union — a union of the best fire fighters and paramedics our nations have to offer. When our successors look back at what we've done 100 years from now, what will they say? How will they measure our work?

We want them to say, "They made a hell of a difference. They improved our members' lives, left us a proud legacy of achievement and success to build on." So, as we prepare for the future, remember the true secret to our success — what makes us so strong — is that we are all brothers and sisters united in our calling, always having each other's back.

Let's make the next 100 years matter for our members.



Harold A. Schaitberger



"The objects of this Association shall be the fostering and encouragement of a higher degree of skill and efficiency, the cultivation of friendship and fellowship amongst its members, also the maintenance of proper remuneration for duty performed, and the elevation and improvement of the moral, intellectual, social and economic conditions of its members."

— IAFF Constitution and Bylaws, 1918

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## Making a Difference for Our Union

When it comes to educating leaders, we are truly a progressive, forward thinking organization.

This year, for the first time, we combined our Affiliate Leadership Training Summit (ALTS) and Human Relations Conference, attracting more than 1,600 local leaders and offering more than 140 workshops, information sessions and pre-conference events. By all accounts, we exceeded expectations, providing union leaders with top-notch education and training.

The conference was also our opportunity to showcase IAFF SMART (System Management Active Response Technology), comprehensive software that increases our ability to connect, collect and communicate throughout all levels of our union.

At the IAFF SMART Cyber Café, local, state and provincial officers engaged in demonstrations and learned about the software's capabilities and functions. We are very pleased that 343 officers representing 275 locals and 85,691 members signed up to use IAFF SMART for their locals. In addition, 14 state/provincial associations are registered. I am excited about the tremendous amount of energy and enthusiasm for IAFF SMART — and for our union — as the IAFF moves forward into the next 100 years.

Also during the conference, we convened a panel of your peers as part of the "Best Practices for Secretary-Treasurers" session to field questions and share their experiences. Their participation was an invaluable resource for an already information-packed session.

I would like to thank panel participants Jerardo Avila (Modesto, CA Local 1289), Kevin Dickinson (Oshawa, ON Local 465), Trey Wells (Mansfield,

TX Local 3599), Kevin Weeks (Roanoke, VA Local 1132), Ralph Dowling (Boston, MA Local 718) and our moderator, Bill McQuillen, president of the Professional Fire Fighters of New Hampshire.

As we prepare for our upcoming 54th Convention in Seattle, Washington, please note the important dates below.

Of particular importance is the deadline for resolutions, which are due to my office by 5:00 p.m. on Sunday, June 17, 2018. This date is quite symbolic, as it is the 46th anniversary of the collapse — almost to the minute — of the Hotel Vendome fire, which claimed the lives of nine Boston Local 718 members.

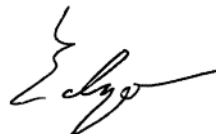
It is important to point out that the purpose of convening a convention is to chart the course of this union and mission for the next two years. First and foremost is the safety of our members.

When you plan for your role as a delegate, ask yourself how your actions can move that mission forward. What resolution should be offered for consideration that would help protect the members of your local who sent you to represent them at this convention?

Just 35 days after the close of business of the 54th Convention, we will travel to Colorado Springs, Colorado, to embrace the families and memories of over 260 of our brothers and sisters whose lives were cut short in the last year because of this calling.

What difference will you make at convention to help reduce that number?

Be you, be strong, be fire fighters!



**Edward A. Kelly**

RESPONSE TO  
MARJORY STONEMAN  
DOUGLAS HIGH SHOOTING

*“You can train.  
You can equip.  
But you can’t  
teach courage.  
Our Florida  
brothers and sisters  
did us proud.  
IAFF strong.”*

— Edward A. Kelly  
General Secretary-Treasurer



### 54TH CONVENTION: IMPORTANT DATES

#### APRIL 2018

- Delegate voting strength is determined by averaging past 12-month per capita payment (April 1, 2017 — March 31, 2018)
- Locals in existence for less than 12 months voting strength is determined by the monthly average of per capita tax paid
- All per capita tax and EDF loans must be current through March 2018 in order to access the online credential/registration process

#### THURSDAY, APRIL 5

- Affiliate Presidents and Secretary-Treasurers will receive an email notice that access to the online Convention information including credentials, registration, proxies, hotel reservation information, etc. is available. The ability to credential delegates, alternates, and proxies is available only to the President or Secretary-Treasurer of the affiliate and only to locals with up-to-date per capita tax payments

#### THURSDAY, JUNE 7

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

#### SUNDAY, JUNE 17

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

#### JUNE 2018

- All per capita and EDF loans must be paid through June 2018 to be seated at Convention

#### SUNDAY, JULY 15

- The online process for proxies and alternate proxies must be completed by 5:00 PM, EDT

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## Memorial Honors Our Fallen

Dear President Schaitberger:

This past year has been a very difficult and emotional journey for our family. My husband, Tony, proudly served on the Newburyport Fire Department for 32 years until suffering a heart attack at home, after having battled a horrific fire two streets away.

My son, Matt, [who was] 17 at the time, watched in disbelief as I desperately performed CPR while waiting for Tony's brother to transport him to the hospital. Our lives forever changed that early morning as we said our final goodbyes in the ER.

Tony was the single finest man I have ever known. He was all one could hope for in a father and husband. He was my best friend and soulmate for 46 years. Tony was an incredibly unselfish man who always seemed to find the good in everyone.

After my mom endured a tragic accident, we cared for her at home 24/7 for four years so she could be surrounded by those she loved. Although challenging at times, especially in a small home, Tony never complained and was always there to assist with her care. She was so devastated by Tony's death that the Saturday following Tony's funeral, mom passed away while in the arms of my son, Matt.

After our losses, my sons and I were full of emotion and uncertainty as we headed to Colorado Springs [for the IAFF Fallen Fire Fighter Memorial].

We were met at the airport by the friendly faces of Tony's fellow fire fighters. Arriving at the hotel, we were greeted by family members of the local brotherhood. They graciously afforded us their time, comfort and informative literature to help us navigate the busy weekend.

Friday night's gathering was uplifting and the food a welcomed comfort. It was soothing to be surrounded by those who truly understand and care for our loss. Of

the 32 full-time Newburyport fire fighters, 19 attended the memorial — three of whom were retirees. Those remaining home covered the extra shifts. Tony was so well-respected. Saturday's ceremony evoked an inner strength with our family that I pray resonates in the years to come.

Your Memorial address was sensitive, informative, enlightening and compassionate; your delivery impeccable. It is evident that as president of the IAFF,

you take your position seriously and with pride. Your constant support evokes a deep sense of admiration and loyalty among the women, men and families you represent.

Thank you for giving us the opportunity to be part of such a beautiful experience. Best to you and your family,

Sincerely  
**Mary Tobin Raven**

## Support Leads to Success

Dear President Schaitberger:

On behalf of the Pikes Peak Professional Firefighters Local 4502 and the Wescott Fire Protection District, I wanted to take a moment and thank you for your immense support and help this year throughout our 2017 mill levy initiative.

Like many, our fire district had faced financial hardship for many years. Due to recent area annexations, we were faced with the loss of 66 percent of our operating budget. Last fall (2016), we were forced to close one of our stations and were faced with laying off 12 fire fighters in 2018.

We reached out to the Colorado Professional Fire Fighters (CPFF) and the IAFF for help, and the support we

were given was overwhelming. With the cooperation of our chiefs and board of directors, we were able to place a mill levy initiative on the ballot this year.

Not only did CPFF support our campaign financially, but also loaned us the expertise of Kent Grosse, IAFF Strategic Campaigns Manager. With his sound advice and talent, we coordinated a successful campaign in the one of the most ultra-conservative and anti-tax regions of Colorado. On November 7, the initiative passed 2:1.

This success guarantees our fire fighters will be able to continue to provide for their families and serve their community as fire fighters. We are now able to plan for the future and provide stability for many years to come. We intend to hire three new fire fighters in

the spring and re-open Station 2.

Words cannot express how grateful we are to the IAFF and CPFF for standing behind us during our darkest hour and helping see us through. The relief that we feel today is a direct result of the support given to us by our great union. The process has renewed my love for the job and the brotherhood.

We are eternally grateful!

**Roger Lance**  
Campaign and Political Affairs  
Committee Chair  
Pikes Peak Local 4502

**Shannon Balvanz**  
Vice President  
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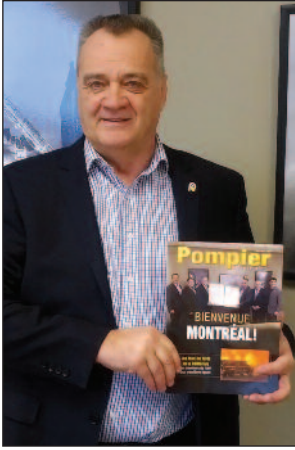
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**Hot Off the Press**

Montreal, QB Local 125 President Ronald Martin poses with a copy of *Pompier Trimestriel*, a French-language edition of *Fire Fighter Quarterly* magazine produced and mailed to all 2,300 members of the Montreal Firefighters Association, which re-affiliated with the IAFF in October 2017. The local is entering negotiations and has already started to access IAFF services to assist in the effort. ■



True to tradition, Fairfax County, VA Local 2068 members filled the boot for MDA, but also collected for the IAFF Disaster Relief Fund following hurricanes in Texas and Florida. Pictured, Local 2068 presents a check for \$126,000 to General President Harold Schaitberger to help their IAFF brothers and sisters in need.

**Chair of IAFF Medical Advisory Board James Melius Dies**

The IAFF is sad to report that James M. Melius, MD, DrPH, an occupational physician and a national and international leader in occupational medicine and epidemiology who served as chairman of the Medical Advisory Board for the IAFF from 1983-2018, died of cardiac arrest January 1. He was 69.



James Melius, MD

He conducted research on occupationally induced hearing loss, chronic obstructive pulmonary disease, asbestosis and cardiovascular disease in fire

fighters and was instrumental in securing passage in many states and Canadian provinces of laws that presume cardiac deaths or cancer deaths in fire fighters to be occupationally related and, therefore, deserving of compensation.

Melius championed the development and implementation of medical monitoring programs for first responders across North America and was the principal architect of the James Zadroga 9/11 Health and Compensation Act of 2011, and the September 11th Victim Compensation Fund. ■

**Hutto Local 4707 Members Named Texas EMS First Responder of the Year**

The Texas Department of State Health Services EMS and Trauma Systems bestowed the members of Hutto Local 4707 (Hutto Fire Rescue/Williamson County Emergency Medical Services) with the 2017 Texas EMS First Responder of the Year Award.



The award honors a first responder organization that demonstrates "leadership in several categories, including EMS in patient care, public access, medical control, disaster preparedness, public education or training."

"Our system works because we work together," says Local 4707 President Michael Glanville. "Our citizens know they can depend on us for fast response and life-saving care." ■

**Burn Care Made Simple**

A comprehensive new online resource on treating burn injuries has been developed by the IAFF Foundation and a coalition of national burn organizations.

Understanding Burn Care is an all-inclusive source for the facts on diagnosing and treating burns and is uniquely designed for a variety of audiences, including the fire and emergency medical services (EMS), healthcare providers, burn foundations, prevention groups, other first responders, the public and the media.

With a special focus on fire fighter burn injuries, Understanding Burn Care offers useful information for burn injury aftercare, determining burn severity, locations of burn centers and telemedicine treatment options, as well as resources for anyone who cares for a burn survivor, wants to prevent burn injuries, or wants to improve laws, policies and standards related to burns.

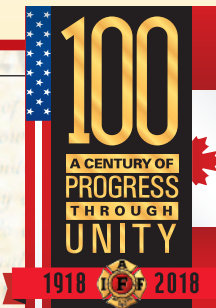
For more information, visit [understandingburncare.org](http://understandingburncare.org). ■

**SAFER and AFG Grants Reauthorized**

In its very last act of legislative business for 2017, the U.S. Senate voted unanimously to pass legislation to reauthorize the Assistance to Firefighters (AFG) and Staffing for Adequate Fire and Emergency Response (SAFER) grant programs. The bill authorizes the two programs at \$750 million each — making \$1.5 billion available each year for staffing,

training and equipment for the departments where IAFF members work over the next six years.

The IAFF has been working with its friends in Congress for nearly two years to reauthorize AFG and SAFER, which were due to expire on January 2, 2018. AFG and SAFER are critical resources for fire departments in every state. We are proud to have been able to win reauthorization for both programs and will work in the coming years to pull out the sunset provision. ■



1918

**The IAFF Is Founded**

The IAFF is organized. Delegates from 24 local fire fighter unions convened in Washington, DC. They debated a name for the new organization, deciding between the International Brotherhood of Fire Fighters and the International Association of Fire Fighters.

**Local 1**

Pittsburgh and Chicago flipped a coin to decide who would become Local 1, with Pittsburgh winning.

**Elections**

Delegates elected Thomas G. Spellacy of Schenectady, New York, as the first president and William Smith as the first secretary-treasurer.

**First Orders of Business**

Delegates proposed publishing a magazine for their members, decided the salary of officers and approved a motion to create a Fire Fighters Fund to benefit orphaned children of fire fighters.



# Introducing the AIR-PAK™ X3 PRO

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# CHANGE THE FUTURE.



## A Century of Progress

# IAFF Celebrates 100-Year Anniversary

**O**n February 28, 1918, delegates representing 24 of the 65 original fire fighter unions affiliated with the American Federation of Labor (AFL) organized the International Association of Fire Fighters (IAFF).

One hundred years later, on February 28, 2018, this great union celebrated the anniversary of our founding. Representatives from many of the original fire fighter unions joined General President Harold Schaitberger, General Secretary-Treasurer Edward Kelly and the Executive Board for a special 100-year event in Washington, DC, held at what was then the AFL headquarters and is now the Marriott Marquis Hotel.

The program, which was broadcast live on Facebook, began with a short centennial video paying tribute to the forefathers of the IAFF before going live with a roll call of delegates in attendance by General Secretary-Treasurer Kelly.

Standing with the more than 100 local leaders from the original locals assembled for the moving ceremony,

President Schaitberger said, “Brothers and sisters, as we gather here at the hour and place of our first IAFF Convention — and as we assemble on the very spot our founders stood 100 years ago — we stand on the shoulders of those first delegates. They might not recognize our world, or all aspects of this profession we call ‘the job,’ but they would certainly be proud of the strength and solidarity of their union — a union we have built together, this great IAFF.” **Watch the full video at [www.youtube.com/IAFFTV](http://www.youtube.com/IAFFTV).**

The program culminated in the recreation of the photo taken of delegates during that first IAFF Convention in 1918.

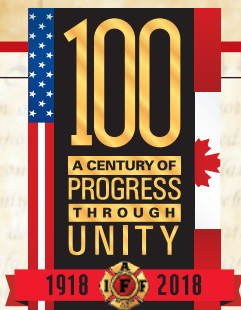
Simultaneously, affiliates helped celebrate at the local level by participating in “Tones Across the IAFF” striking emergency tones and announcing through their jurisdiction’s dispatch system a centennial message (see box below) that was echoed at the live event.



Original photo of delegates taken at the first IAFF Convention on February 28, 1918, in Washington, DC.

*Tones Across the IAFF* Affiliates across the United States and Canada were asked to strike emergency tones and announce through their jurisdiction’s dispatch system the centennial message below.

*“At 2:00 p.m. Eastern Time 100 years ago today, on February 28, 1918, delegates representing 24 local fire fighter unions, founded the IAFF. It is with great pride that we celebrate our 100th anniversary, honoring the men and women who helped shape the IAFF into the great union it is today, making a positive impact on fire fighter jobs, livelihoods, health and retirement security — and ensuring that this noble profession continues to be as safe as it can be for the greatest membership in the world. Congratulations to the IAFF on a century of progress.”*



1918

### International Fire Fighter Magazine

**July 1, 1918** | The inaugural issue of the International Fire Fighter magazine is published — 10,000 copies are distributed. The cost of a yearly subscription is \$1.

### Resolutions

The IAFF adopted 20 resolutions to benefit fire fighters and the fire service, including a two-platoon system, pension laws, automatic sprinkler systems, building inspections and removal of hazards for fire prevention.

### Article 11

Article 11 of the Constitution specified that the organization shall be “non-partisan and shall not promote the candidacy of any person seeking public office.”

### Strikes During Wartime

War-time standards decreed there should be no strikes or lockouts during the war.

Re-enacted photo of representatives from many of the original IAFF locals taken on February 28, 2018.



**Our history is our legacy. Collecting and sharing it, especially with newer members, is important if we are going to build another century of progress over the next 100 years.**

### *100 Years of Union Strength*

Looking back over the last century, we can all be proud of the great union we've built together — a union that represents more than 310,000 professional fire fighters and paramedics — and the advances and achievements we have made on behalf of our members in two great countries.

To commemorate our anniversary, we have developed an online history of the IAFF, rolling out a timeline chronicling our union's past and the pioneers who blazed the trail that has led to the many improvements and benefits that today make the IAFF a leader in the fire service and labor movement. The timeline was initially launched highlighting the first 10 years of this union's history (1918-1928), with additional decades added over a 10-week period so that members have time to walk through the history of this IAFF. Visit [100years.iaff.org](http://100years.iaff.org) to see new information with each visit and share it with others.

The online history includes anniversary logos, web and social media graphics, as well as other resources for affiliates to use in their own celebrations and communications with members and in their communities. In addition, visit the IAFF Online Store to purchase special 100th anniversary merchandise and commemorative items.

Throughout the year, we will continue to celebrate our century of progress, including at the 54th IAFF Convention in Seattle, Washington, when we will hold a 100th Anniversary Gold and Black Gala and fundraiser for the IAFF Foundation to honor the past and celebrate our future. ■



**Coin Toss** — Chicago Local 2 President James Tracy and Pittsburgh Local 1 President Ralph Sicuro watch as General President Schaitberger flips a coin to re-enact the coin toss that decided which union would become Local 1. The first two locals to join the IAFF, Pittsburgh and Chicago were organized on the same day, so a coin was tossed, with Pittsburgh winning to become Local 1. One hundred years later, Pittsburgh again won the re-enacted coin toss to retain its Local 1 status.

*Take a walk through our union's history — visit [100years.iaff.org](http://100years.iaff.org).*

#### **Flu Epidemic**

A nationwide influenza epidemic incapacitated and killed fire fighters across the United States

#### **Wartime Innovations**

November 11, 1918 — World War I ended. Mechanical engines and pneumatic tires were invented from wartime efforts, creating faster response times.

#### **1919**

#### **Right to Organize**

President Woodrow Wilson gave the right to all men to organize and bargain collectively.

#### **Canadian Affiliation**

The IAFF Executive Committee votes in favor of affiliating with the Trades and Labor Congress of Canada.

# DATA REPORTING MADE EASY: Create Your Personal Exposure Diary With NFORS

Imagine having a professional diary of every response, listing each incident focused on operations, your role and, most importantly, exposures to toxins you have encountered. And, by the way, it's almost completely automated.

Welcome to the new world of NFORS, the National Fire Operations Reporting System.

At the policy-making level, NFORS is a fire service analytical system, the most comprehensive means of getting accurate and real-time information to help fire service leaders assure adequate fire resources, optimize fire operations, reduce fire fighter injury and death, minimize civilian injury and death and reduce property loss.

For the fire fighter/paramedic running calls, NFORS is a personal data profile providing a detailed history of your work in a private, encrypted, secure online environment, all available on a mobile device.

Unlike the current National Fire Incident Reporting System (NFIRS), which requires you to enter all the details about the incident individually, NFORS uses a fire department's Computer

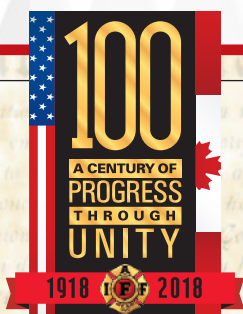
Aided Dispatch System (CAD), Records Management System (RMS) or data warehouses to automate the process, making the collection of information more efficient and the data more accurate.

But NFORS also does more than just report the details of an incident, it digs deeper to provide a richer and fuller analysis.

"We need more information than the response time and how many people arrived on the scene," says IAFF Assistant to the General President Lori Moore-Merrell. "Instead, we are asking new questions. What was the environment like when fire fighters arrived? What did fire fighters do, and what was the engagement with the fire? What toxic issues were encountered? That's what really matters when making decisions about resources and safety."

For the most part, fire fighters shy away from data and reporting. It's cumbersome, it's time consuming and the methods of collection are outdated. NFORS changes all of that.

For example, as more states enact presumptive legislation providing workers' compensation coverage for fire fighters who contract occupational cancer, the NFORS Personal Exposure Record provides the needed evidence to support claims. Today, many fire fighters struggle to gather proof that on-the-job toxic



1919

**Boston Strike** | Boston police go on strike, causing public outrage with disastrous effects on public employee unions. Many city governments required IAFF locals to relinquish their charters in exchange for a pay raise. Meanwhile, in Canada, public support for fire fighters' right to unionize remains strong.

1920

**No Walkout**  
IAFF President Fred W. Baer urges no walkout if a threatened nationwide strike is ordered in the event of anti-strike legislation by Congress.

**Fire Prevention Day**  
President Woodrow Wilson designates October 9 as Fire Prevention Day to be observed throughout the United States.

**Two Years Old**  
IAFF celebrates two-year anniversary with membership of more than 25,000 fire fighters in 200 cities.

*“We need more information than the response time and how many people arrived on the scene. Instead, we are asking new questions. What was the environment like when fire fighters arrived? What did fire fighters do, and what was the engagement with the fire? What toxic issues were encountered? That’s what really matters when making decisions about resources and safety.”*

exposures are linked to their cancer. With NFORS, all the information is housed in one place.

In addition, NFORS does not require users to record incident data or information about the call — just easy questions related to personal exposures. This personal information is designed to keep diaries accurate in case a health issue arises.

NFORS, funded by the Department of Homeland Security(DHS)/Federal Emergency Management Agency (FEMA) Assistance to Firefighters (FIRE Act) grant program, was created in parallel with FireCARES, a system designed to help community leaders better understand how safe their community is based

on a risk score, a performance score and a safe grade that compares the fire department to industry operational standards. In other words, FireCARES helps affiliates work with their fire departments to have more science-based discussions on how to address resource needs compared to risks.

To get started, call your local president or fire chief to schedule a department demo of NFORS. The analytics are available at no cost to the department. If your fire department is already on board, you can create your own personal exposure account that will follow your career for life, no matter where you work, as long as the department is on the NFORS system.

For more information, visit [www.nfors.org](http://www.nfors.org).



**FIRECARES**  
DO YOU KNOW YOUR SAFE GRADE?



1921

#### **New Secretary-Treasurer**

George J. Richardson of Vancouver, British Columbia, assumes the duties of Secretary-Treasurer, filling the unexpired term of W.A. Smith, who was compelled to resign due to a drastic anti-organization law enacted by Congress.

#### **Congress Rejects Affiliation**

U.S. Congress destroys Washington, DC fire fighters’ solidarity and effectiveness by enacting a law denying the members of the DC Fire Department the right of affiliation with the IAFF.

#### **Life Insurance**

IAFF secures group life insurance policy for members. The \$500 policies cost members 60 cents per month.

#### **Early Struggles**

Early on, the IAFF faced many obstacles. Anti-union business and political interests prayed on public fears of socialism and anarchy — banning and breaking up some IAFF locals. After still struggling to maintain a work schedule of less than 80 hours a week, the IAFF joined with other unions to form a permanent AFL Legislative Council, recognizing that political decisions affected their jobs.



## IAFF Center of Excellence: Path to Recovery

More than one year after opening its doors, the IAFF Center of Excellence for Behavioral Health Treatment and Recovery has helped more than 260 members on their road to recovery from post-traumatic stress disorder (PTSD), substance abuse, addiction, depression, anxiety and other behavioral health issues.

“We are tremendously proud of what we have built for our members and the quality care we can provide to our members who need help so they can go back to the job they love and continue to keep our communities safe,” says General President Harold Schaitberger. “The Center of Excellence represents this union’s long history and commitment to putting our members’ health and safety — including behavioral health and overall wellness — at the forefront.”



*“I was met with a handshake or a hug and a “you’re in the right place, brother.” It was amazing how relatable everyone’s story was. I wasn’t the only one struggling.”* — Steve Hernden, Cape Coral, FL Local 2424

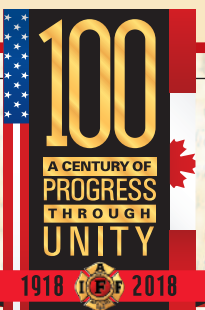
Developed in partnership with Advanced Recovery Systems (ARS), a leader in behavioral healthcare management, the IAFF Center of Excellence is the first treatment and recovery facility exclusively for IAFF members.

Unlike other treatment centers for substance abuse and other mental health disorders, the Center of Excellence includes features not found anywhere else. The 64-bed facility, located on a 15-acre campus in Upper Marlboro, Maryland, is the first specialized treatment center dedicated to PTSD and co-occurring addictions offered in an environment that is both functional and therapeutic for IAFF members to aid in their recovery.

Designed by fire fighters for fire fighters, the Center features many amenities, including a well-equipped gym and firehouse-style kitchen. IAFF members at the Center are treated like family, just as they are at the firehouse, and undergo treatment with other IAFF members who share similar experiences.

Department of Labor Secretary Alexander Acosta visited the Center of Excellence to see first-hand how the IAFF is providing specialized treatment to members. From left: Assistant to the General President Pat Morrison, President Schaitberger, Secretary Acosta, Assistant to the General President Dave Lang and Director of Health and Safety Jim Brinkley.

*“The fact that the Center of Excellence is exclusively for [IAFF members] was the only reason I went for treatment. I wouldn’t have wanted to spend hours explaining my job to civilians who just wouldn’t get it anyway. I knew wholeheartedly that I was coming from the same place as the other fire fighters, although we came from different departments. We are all doing the same job. [My] brothers and sisters at the Center with me not only changed my life, they saved it.”* — Eric R. Fessenden, Montgomery County, MD Local 1664



1922

**Prohibition** | IAFF breaks silence on prohibition. President Baer says that with asylums and hospitals crowded with victims of the “millions of gallons of poisoned concoctions sold under the guise of whiskey,” members can draw their own conclusions regarding the success of the enforcement of the National Prohibition Act.

1923

**IAFF Charters**  
At the Trades Congress of Canada, held in Winnipeg, Manitoba, members voted to not issue any charters to fire fighters’ organizations not affiliated with the IAFF.

1923

**First Aid** | Canadian Director General Colonel Charles A. Hodgetts recommended that all fire fighters become competent in first aid to provide emergency relief to injured persons, offering to pay for course instruction and textbooks.

1924

**Child Labor**  
The IAFF supported passage of the Child Labor Amendment to the U.S. Constitution to limit, regulate and prohibit labor of persons under the age of 18.



*"The Center of Excellence took care of me from day one. It saved my life."* — Luis Jimenez, Bethlehem, PA Local 735

Licensed to treat numerous addiction or dependence disorders involving medication, alcohol or illicit drugs, treatment at the Center is available for other addictions, as well. The IAFF Center of Excellence is a dually licensed facility, which means members can be treated for these conditions separately or simultaneously. So, if you're struggling with PTSD or any other mental health disorder, but you're not addicted to any substances, the Center can help you. If you have an addiction, but don't have any major mental health concerns, the Center can treat you. If you're dealing with a substance use disorder and a mental health disorder, the Center is there for you.

With a multifaceted team of primary care doctors, psychiatrists, nurse practitioners, masters-level therapists, behavioral health technicians and nurses, every treatment provider understands the unique pressures of the job and is equipped to meet the needs of members. In addition to understanding the unique culture of the fire service, each staff member is required to go through FIRE OPS 101, as well as at least one ride along.

What also makes the Center special is the graduation ceremony for each member before leaving to return home and to work. Together with all IAFF members at the Center, a celebratory ceremony is held at the Renewal Plaza — an outdoor circular courtyard — to mark the end of treatment and the start of a new life in recovery.

But support for members doesn't end with discharge from the Center. Aftercare is also an important phase. The goal is to follow up with every IAFF member after treatment on a regular basis for more than one year

*"I'm not proud that I had to get help, but I'm not embarrassed, either, because I took care of me. If you're like me, the Center is where you need to go."*

— Ray Glover, Memphis, TN Local 1784

beyond graduation for additional support in recovery.

Initially, one of biggest obstacles for members seeking treatment at the Center was that many insurance companies did not offer in-network benefits without accreditation from the Joint Commission, which is not granted until a facility is open and treating patients for at least six months. An independent, not-for-profit organization, The Joint Commission is recognized nationwide as a symbol of quality that reflects an organization's commitment to meeting certain performance standards.

However, since receiving accreditation from the Joint Commission in August 2017, ARS has negotiated in-network contracts with Humana and Cigna, is in the process of negotiating with Aetna, and is continuing targeted outreach to Blue Cross/Blue Shield, United Healthcare and Kaiser.

"Nothing matters more than our members' health, and the Center of Excellence is a safe haven for members to talk with their brothers and sisters who have faced or overcome similar challenges and get the help they need," says Schaitberger.

For more information about the Center, visit [IAFFRecoveryCenter.com](http://IAFFRecoveryCenter.com). ■

*"Calling the Center of Excellence was the toughest — and best — call I ever made. The care is second to none. It saved my life, my job and my marriage. The Center is going to save a lot of lives."* — Joe Kovalsky, Danbury, CT Local 801

## Survey Sheds Light on Post-Traumatic Stress in the Fire Service

**95%** have experienced critical stress on the job

**77%** said stressful experiences as a fire fighter caused lingering or unresolved emotional issues

**71%** have trouble sleeping

**65%** have recurring/unwanted memories

**27%** said the stress has led to substance abuse

**19%** have had thoughts of suicide

**78%** said their department did not educate them about behavioral health

**63%** said their existing EAP services were not helpful

**77%** found peer support helpful

▶ More than 7,000 IAFF members responded to an IAFF/WNBC survey about the stresses of the job and the impact on their mental health. To watch, visit [www.iaff.org/WNBC](http://www.iaff.org/WNBC).



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

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

### IAFF on Immigration

The IAFF supports a new immigration bill to allow 2 percent of the population of any foreign nationality that was in the United States in 1890 to come in, and permission is also given for wives or husbands of citizens to enter their children under 18 and their parents.

### Foes in Congress

The IAFF published a list of 50 congressmen classified as bitterly hostile or "hard boiled" where labor is concerned.

### Supreme Court Disappoints

Two Supreme Court decisions boded poorly for labor. The Court decided that compulsory arbitration of industrial disputes is unconstitutional and gave material dealers the right to refuse to sell materials to contractors who employ union workers.

### Pension Improvement

The IAFF lauded progress made towards adoption of state-wide "old age" pensions to replace the poor house system.

1925

# IAFF MOBILIZES PEER SUPPORT

## Following Response to Mass Shooting at Florida High School

The IAFF provided support and assistance to dozens of IAFF members from several south Florida locals involved in the response to another deadly mass shooting incident, this time at a Broward County high school.

More than 50 fire fighters, including SWAT medics, responded to Marjory Stoneman Douglas High School in Parkland, Florida, just after 2:00 p.m. on Valentine's Day in response to an active shooter situation. A lone gunman, a 19-year-old former student, entered the school, pulled a fire alarm and began shooting at fleeing students and staff, killing 17 and injuring 14 others. It is the deadliest school shooting since the horrific Sandy Hook Elementary School massacre in 2012.

The IAFF immediately began working with 12th District Vice President Walt Dix and local and state affiliate leaders, quickly dispatching peer support teams to provide counseling and other assistance as needed to members of Metro Broward Local 3080, Broward County Local 4321, Pompano Beach Local 1549 and Fort Lauderdale Local 765 — all of whom worked to rescue, triage, treat and transport the wounded.

"Our members were just amazing throughout this emergency," says Metro Broward Local 3080 President Brian Powell. "This was a truly tough scene to work through, but they were awesome and saved lives. Unfortunately, what these members saw at the scene cannot be unseen."

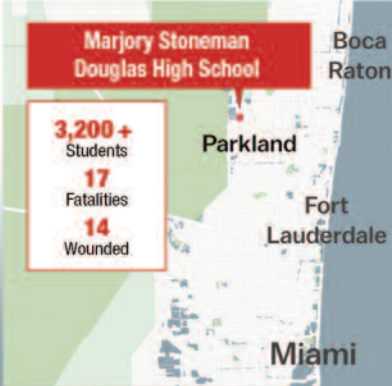
General President Harold Schaitberger was on the ground the next day to assess needs, meeting with District Vice President Dix, Local 3080 President Powell, other affiliate leaders and the Coral Springs fire chief. President Schaitberger, along with General Secretary-Treasurer Ed Kelly and District Vice

### IAFF RESPONSE AND ASSISTANCE:

#### MARJORY STONEMAN DOUGLAS HIGH SCHOOL SHOOTING

**Locals/Departments That Responded**


- **Metro Broward Local 3080**
  - Coral Springs/Parkland Fire Rescue Department
  - Margate/Coconut Creek Fire Rescue Department
  - North Lauderdale Fire Rescue Department
  - Tamarac Fire Rescue Department
  - Lighthouse Point Fire Rescue Department
- **Broward County Local 4321**
- **Pompano Beach Local 1549**
- **Fort Lauderdale Local 765**



**3,200+**  
Students

**17**  
Fatalities

**14**  
Wounded



**20** peer support teams   **3** clinicians   **45** peer support members

**88** visits to **29** fire stations and **593** individuals

• Fire fighters/paramedics   • Dispatchers   • Recruit class   • Fire Explorers   • Administrative staff

President Dix, also visited members as they returned to work their first shift after responding to the active shooter incident.

Peer support teams from Orlando, Palm Beach County, Miami-Dade, Fort Lauderdale, Lauderdale, Margate, Coral Springs, the Broward Sheriff's Office and the FDNY visited members at 29 stations over three days, met with administrative personnel and conducted group and one-to-one counseling.

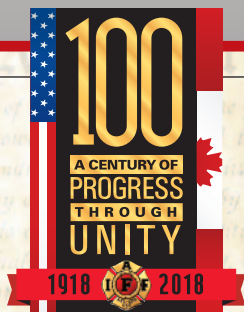
"We want to make sure that our members and the staff who worked this tragic scene — as well as their families — are aware of the behavioral health counseling resources available to them. We want them to know that the IAFF will be with them to address any behavioral issues now and in the long term," says Schaitberger. ■



IAFF Center of Excellence for Behavioral Health Treatment and Recovery

**24/7 Centralized Call Center | (855) 900-8437**

You don't have to wait until there's a crisis to reach out for support — Contact the IAFF Center of Excellence for Behavioral Health Treatment and Recovery at (800) 900-8437 or visit [www.iaffrecoverycenter.com](http://www.iaffrecoverycenter.com).



1925

**IAFF Hails Progress** | In seven years of IAFF affiliation, fire fighters in the United States and Canada increased wages 100 percent, cut hours of service 50 percent and increased the efficiency of city fire departments at least 100 percent. Fire fighters called unions better than "political pull."

1926

**Two-Platoon System in Canada** | Canadian fire fighters reaped benefits of union affiliation as a mandatory two-platoon system existed in many provinces, with legislation in some provinces providing fire fighters one day in seven off duty.

1926

**Disability Rights** | The IAFF published a letter shared by Albert E. Guinness of the Uniformed Firemen's Association advocating for the right of fire fighters to recover from injuries caused while fighting fires.

**Support for Labor Day Parade** | President Fred Baer urges AFL members to march in the Labor Day parade rather than go out on outings so that the thinned ranks left to do the parading doesn't give the impression of weakness and waning interest in the labor movement.

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IMPROVE COMMUNICATION.  
OUTSMART THE FIRE.**



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**MSA**  
The Safety Company

## Collective Bargaining Bill for Fire Fighters Reintroduced in Congress

The Public Safety Employer Employee Cooperation Act of 2018 (HR 4846) was introduced in Congress January 18 by U.S. Representatives John Duncan (R-TN) and Dan Kildee (D-MI). The bill ensures that all fire fighters and other public safety officers have access to basic collective bargaining rights in the workplace.

The re-introduction of the Cooperation Act marks the IAFF's continued commitment to the rights of our members in a fight that has spanned many years.

"While the partisan political environment in Washington, DC, has precluded us from advancing the Cooperation Act in recent years, establishing collective bargaining rights for every fire fighter in America remains one of the IAFF's top legislative priorities," says General President Harold Schaitberger.

"Based on the many strong relationships our union has built over the years with lawmakers on both sides of the political aisle, the time is right to move forward and renew the case for collective bargaining in the United States Congress."

Seven years ago, the Cooperation Act was close to becoming law. At the time, the bills were introduced and co-sponsored in the House and Senate. The House of Representatives passed the bill with broad bipartisan support. But despite multiple promises from Senate leadership, they let us down, and the bill did not pass that chamber.

In subsequent years, due to political circumstances and congressional priorities, the fight for the Cooperation Act was put on hold. The reintroduction of this bill marks a new chapter in our decades-long work to provide basic collective bargaining rights for professional fire fighters, EMS personnel and other public safety workers.

Under the bill, states that do not comply with these basic rights will have three years to do so. At that point, the Federal Labor Relations Authority, an agency with a proven track record of handling labor disputes, will have jurisdiction to ensure workers are provided these necessary benefits. The timing of the bill's introduction was

**"Based on the many strong relationships our union has built over the years with lawmakers on both sides of the political aisle, the time is right to move forward and renew the case for collective bargaining in the United States Congress."** — General President Harold Schaitberger

While many of our members live in jurisdictions in which these rights currently exist, many others go to work every day without these necessary protections.

For states and local jurisdictions that have taken on the responsibility of granting the right to collectively bargain for employees based on unique challenges and specific needs, the Cooperation Act is written to respect this reality with a very basic set of rights, without infringing on state laws already on the books.

HR 4846 outlines five essential rights for all employees, including the right to form and join a union; have a contract; ensure the contract is enforced; bargain over wages, hours and terms of employment; and have a dispute mechanism.

especially advantageous as it precedes the IAFF Legislative Conference, when hundreds of IAFF affiliate leaders from across the country talk to their elected officials and help build support for the bill.

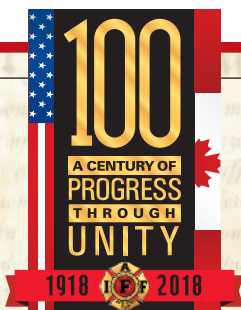
Schaitberger says, "While it's unlikely that the Cooperation Act will pass Congress this year, we will use this time to educate new members of Congress about the bill and build support, setting the stage for a time, not too far into the future, when circumstances will change and we have the opportunity to pass this legislation. In the meantime, we will lay the groundwork to win this long overdue battle." ■



## IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International October through December 2017.

<p><b>Local 1434</b> Association of San Miguel Fire Fighters President Kurt Fryling 65 members San Miguel, CA</p>	<p><b>Local 5134</b> Cascade EMS IAFF Local Union 5134 President Benjamin Bricker 9 members Leavenworth, WA</p>	<p><b>Local 5149</b> Calaveras Professional Fire Fighters Association, CA President Bryan Gamma 5 members Valley Springs, CA</p>	<p><b>Local 5152</b> Professional Fire Fighters of Morrisville President Thomas Salter 19 members Morrisville, NC</p>	<p><b>Local 5154</b> Lincoln County Prof. Fire Fighters President Patrick Ganz 9 members Lincoln County, OR</p>	<p><b>Local 5156</b> Dartmouth Permanent Fire Fighters District 3 President Alan C. King 9 members Dartmouth, MA</p>
<p><b>Local 5129</b> Broadview Professional Fire Fighters Union, IL President Charles Schaefer 19 members Broadview, IL</p>	<p><b>Local 5146</b> Northwest Communicators Union President Valerie Graziano 45 members Waterbury, CT</p>	<p><b>Local 5150</b> Professional Fire Fighters of Dickinson President Dustin Hofer 7 members Dickinson, ND</p>	<p><b>Local 5153</b> Celina Professional Fire Fighters Association, TX President Chris Kincaid 15 members Celina, TX</p>	<p><b>Local 5155</b> Professional Fire Fighters of Princeton President Matthew Cantrell 9 members Princeton, TX</p>	<p><b>Local 5157</b> Hutchins Fire Rescue President Ryan Woolever 18 members Hutchins, TX</p>



1927

### Fire Fighter Statistics

The first-ever tabulation of fire department statistics was published in the International Fire Fighter. Metrics included population, area square miles, number of fire fighters, number of alarms and fire loss.



### Success in Building Codes

The IAFF praised the notable development in the industrial standardization movement, including the National Electric Code, considered to be the industry's bible for wiring devices.



**Wages Double** | Union wages were declared to have doubled since before World War I.

1928

### Per Capita Increase

The IAFF Executive Committee recommended — and delegates approved — an increase of five cents in per capita tax per month for members.

# IAFF Members Raise \$24 Million for MDA

IAFF members finished the 2017 Fill the Boot season on a high note, raising \$24 million to benefit the Muscular Dystrophy Association (MDA).

The money IAFF affiliates raise helps MDA fund research (which has already led to three new drugs in recent years to treat neuromuscular diseases), summer camps for children with neuromuscular diseases and support for families affected by these diseases.

“For almost 65 years, IAFF members have participated in Fill the Boot drives and organized golf tournaments and other fundraisers on behalf of MDA in support of its mission to assist adults and children diagnosed with neuromuscular diseases,” says General President Harold Schaitberger. “I am proud of our members’ dedication to this cause. Our support will continue until there is a cure.”

There are many reasons IAFF members are involved in their local’s Fill the Boot campaign or other fundraiser, and sometimes it’s because it hits close to home.

Tom Corrigan, the MDA Fill the Boot coordinator for Cleveland, OH Local 93 for the past six years, is not only from a family of fire fighters who have always filled the boot, but four members of his own family are battling muscular dystrophy.

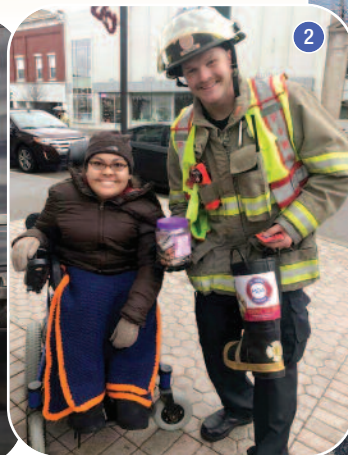
“I’m really proud of our members’ efforts to raise money for MDA every year,” says Corrigan. “But this year, they really pushed it, and the numbers show it.”

Local 93 members raised more than \$119,000, which was \$20,000 more than they raised in 2016.

Fill the Boot collections are traditionally conducted on street corners, shopping centers or even in front of or near a city’s firehouse. Cleveland Local 93 set up collection spots outside Cleveland Indians’ baseball games and other events.

In some jurisdictions, collecting to Fill the Boot is prohibited due to ordinances. In Michigan, State Attorney General Bill Shuette issued an official opinion in 2016 declaring it illegal to collect at intersections or side streets.

“The news from the attorney general’s office came the day before most of our locals were



**1. Fairfax County Local 2068 members raised more than \$500,000 for MDA.**

**2. Despite some challenges from state government to prohibit collections, MPFFU members still brought in impressive numbers for MDA.**

**3. Cleveland Local 93 members worked hard to raise \$119,000.**

heading out to participate in our official Fill the Boot weekend,” says Michigan Professional Fire Fighters Union (MPFFU) Vice President and MDA Coordinator Monty Nye. “We have been filling the boot for more than 60 years, so we were ready to do whatever needed to be done to continue raising money for this great cause.”

The MPFFU worked with state legislators to craft HB 4160, which prevents municipalities from prohibiting Fill the Boot campaigns and other charity drives and stipulates several safety guidelines — such as wearing reflective vests — and maintain liability insurance.

The bill had champions from both parties, including Representative Terry Sabo (D), a retired fire fighter and member of Muskegon Heights, MI Local 693. HB 4160 passed easily in the state legislature and Governor Rick Snyder signed the bill into law in July 2017. Despite these challenges, members in Michigan raised nearly \$270,000 in 2017.

“Now that we have a law protecting our right to the Fill the Boot, our members are motivated and ready to get even bigger numbers in 2018,” says MPFFU President Mark Docherty.

## Top Five Fill the Boot Fundraising Locals

- Fairfax County, VA Local 2068 (\$500,025)
- Houston, TX Local 341 (\$436,639)
- Dallas, TX Local 58 (\$433,074)
- CAL FIRE Local 2881 (\$286,985)
- Professional Fire Fighters of Eastern Missouri Local 2665 (\$246,908)

As Fairfax County Local 2068 prepared to Fill the Boot at intersections throughout the Labor Day weekend, IAFF members in Texas impacted by Hurricane Harvey needed disaster relief assistance. Local 2068 members did not hesitate to help their brothers and sisters in the hurricane-affected areas, raising an additional \$126,000 to benefit the IAFF Disaster Relief Fund.

Then-Local 2068 President John Niemiec says, “Our members really outdid themselves. I cannot commend them enough for the hard work and dedication they showed over the course of Labor Day weekend to ensure we could donate big numbers for MDA and for our fellow IAFF members.”

Local 2068 Fill the Boot Coordinator Joel Kobersteen adds, “The kindness and generosity the public showed to our members throughout the campaign was incredible. I could never have predicted the tremendous outcome.”

Since 1954, IAFF affiliates have raised \$630 million for MDA. ■

### Convention Success

The 9th IAFF Convention in Milwaukee, Wisconsin is deemed the most successful in the IAFF’s history.

### 10th Anniversary

Ten years after its founding, the IAFF reported that 26 cities in the United States and Canada had installed the two-platoon system as a workday for fire fighters. Many cities also offered vacation and sickness or injury leave, pension plans and clothing allowances.

### Innovations

The IAFF praised revolutionary new foam extinguisher systems for battling oil fires, lacquers and other flammable liquids.

### 1929

### Welcoming the President

The IAFF wished newly elected President Herbert Hoover good luck as he assumed leadership responsibilities and urged reforms for several union-related causes.

# Highlights From the Combined ALTS-HRC 2018

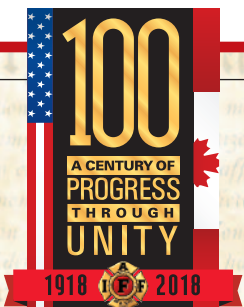
The Vincent J. Bollon Affiliate Leadership Training Summit (ALTS) and Ernest A. “Buddy” Mass Human Relations Conference (HRC), held in Lake Buena Vista, Florida, provided education and networking for local leaders from across the United States and Canada.

- ALTS-HRC featured 141 workshops, 27 Information Sessions and eight pre-conference events — many specifically directed at human relations issues — for a total of 359 instructional hours delivered.
- Two sessions — “IAFF Center of Excellence for Behavioral Health Treatment and Recovery: Access, Expectations and Treatment” and “Cancer Research, Prevention and Treatment: What Every Affiliate Leader Needs to Know” — were webcast live so that members across the United States and Canada could watch from their firehouses, union halls and home.
- Pre-conference workshops included “Activating Your Members to Power Your Local.”
- The conference featured more than 35 exhibitors, including IAFF SMART, a new software available to affiliates to help better manage their locals. A total 274 affiliates signed up for IAFF SMART, along with 14 state/provincial associations.
- The IAFF Frontline App was the primary source of information and materials for the conference. Attendees who completed their workshop evaluations were entered in drawings to win an iPad mini. The winners are: Paul Gerdis, Atlanta, GA Local 134; Marc William Worton, Montgomery County, MD Local 1664; Michael Hiatt, South Metro, MO Local 3112; and Joshua W.R. Hoston, Coeur D Alene, ID Local 710.
- More than 1,600 members attended the combined conference, which featured workshops on Branding Your Local, Video Editing Hands-On, Adaptive Leadership in a Changing World, Preparing for a Crisis, Drones and Fire Fighting, Building on a Culture of Teamwork and Getting Real About Inclusion, as well as 27 Information Sessions on a variety of relevant topics.
- A “Train the Trainer” FIRE OPS 101 was offered as one of the eight pre-conference events to teach affiliate leaders how to prepare for and run a successful and effective FIRE OPS 101 event in their own community.
- The conference kicked off with 175 registrants participating in the Union Strong 5k Fun Run. The top three men and women finishers received medals. Proceeds from the registration fee benefit the IAFF Foundation.

Visit the ALTS-HRC post-conference website for workshop presentations, handouts, photos and videos of the 2018 event — [www.iaff.org/alts-hrc](http://www.iaff.org/alts-hrc).



<p>The IAFF is grateful for the generosity of all event sponsors and for making ALTS-HRC 2018 a success.</p>	<p><b>Platinum Sponsor</b></p>	<p><b>Gold Sponsors</b></p>
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## 1929

**A Precedent for Charitable Giving**  
The charitable activities of the IAFF during the Great Depression set a precedent of involvement in charitable and community initiatives.

## Great Depression Stalls Efforts

The IAFF's efforts to fight for better wages and working conditions was hampered by the Great Depression, which began with the stock market crash of October 1929, which led to the worst economic downturn in the history of the industrialized world.

## 1930

### Success in Canada

Minister of Labor Peter Heenan granted 18,000 employees of the Canadian government a 44-hour work week.

## ICYMI: IAFF Post-Cancer Summit Resources

The IAFF Cancer Summit — held February 1 immediately following the Affiliate Leadership Training Summit and Human Relations Conference (ALTS-HRC) in Lake Buena Vista, Florida — focused on the current science linking cancer and firefighting.

The full day of presenters featured subject matter experts — including doctors, researchers, architects, local leaders and IAFF staff — and covered a vast array of topics, such as the latest research on cancer, the impact of repeated exposure to carcinogens on fire fighters, prevention strategies, cancer treatment protocols, legislative programs to

protect those already diagnosed and their families, reducing exposures to carcinogens and the latest advancement in precision medicine and exposure tracking.

A full post-Summit website — [www.iaff.org/cancersummit](http://www.iaff.org/cancersummit) — provides videos of speaker's presentation, along with presentation slides.



The IAFF thanks the following sponsors of the Cancer Summit:



## MPFFU Wins Battle Over Pensions and Retiree Benefits

After a year-long fight against anti-labor legislation, the Michigan Professional Fire Fighters Union (MPFFU) and a coalition of other labor groups successfully lobbied for the passage of positive reform of retiree pensions and healthcare plans. These reforms will help the municipal-based pension and retiree healthcare systems work toward fiscal solvency.

“The MPFFU, with assistance from the IAFF, has come away from this fight with a huge victory,” says 8th District Vice President Mark Sanders. “Not only were we able to beat back the attacks on labor, MPFFU President Mark Docherty, Secretary-Treasurer Terry Chesney and the entire MPFFU Executive Board were able to replace bad bills with legislation benefiting all Michigan retirees.”

“I am very proud of all of the hard work our Executive Board and our members did to win this battle,” says MPFFU President Docherty. “With the help of the IAFF, we were able to devise a winning strategy and a bill that calls for the reform we wanted.”

At issue is the combined \$7.4 billion in unfunded pension liabilities (from 800 plans) and \$10.3 billion in unfunded retiree health care benefits (from 300 plans).

In September 2016, lobbyist Dick DeVos, husband of U.S. Secretary of Education Betsy DeVos, announced plans to push reform that would eliminate traditional retiree health care coverage in favor of tax-deferred health savings accounts and require current workers and retirees to pay 20 percent more in health insurance premiums. While he is not a legislator, DeVos holds sway with state Republicans because his family is the largest contributor to their campaigns.

Legislation reflecting DeVos's goals was proposed, and the MPFFU launched a campaign to explain the pitfalls of the legislation and the harm it would do to all Michigan workers. The campaign reached its peak when the MPFFU held a rally on the steps of the state capitol.

Not only did the state legislature pull the proposed reform, Governor Rick Snyder formed the Responsible Retirement Reform for Local Government Task Force with a mission to identify better ways to help pensions and retiree health care plans become more fiscally solvent.

The task force, which included representation from the MPFFU, released a report in July 2017 listing recommended solutions, including: requiring local governments to report funding of pension and retiree health care plans to the state, the state treasury department to evaluate the plans to determine which are underfunded and give waivers to communities with under-funded pensions if communities can provide a plan to refill the fund, and the state to create a Municipal

Stability Board to assist communities in creating a plan to improve struggling pensions and retiree health care plans.

But rather than creating legislation to reflect the task force recommendations, state leaders wanted to pass reform to allow the state to make changes to communities' struggling pensions and retiree health benefits regardless of whether the changes violated existing union contracts.

“We agreed that reform was needed to improve the fiscal health of our pensions and retiree health plans, but we believed the task force recommendations were the best way to go,” says Docherty. “This was overreach.”

Determined to protect collective bargaining rights and retiree benefits, the MPFFU created a strategy to put pressure on state legislators, which included a rally at the state capitol.

Buckling under pressure, legislators pulled the bills and replaced them with legislation that reflected the task force recommendations. ■



Efforts to protect retiree pension and healthcare plans included a rally at the state capitol.

23

### The Smoke Eater

A new invention called the smoke eater, a hydraulic pump and fan with a large tube attachment to remove smoke and gas, was credited with saving New York City's fire fighters' lives.

1931

### Raising Income Tax

The IAFF urged Congress to not increase government taxes on workers, despite a \$1 billion deficit faced by the U.S. Treasury at the end of the fiscal year. Instead, the IAFF supported raising income tax rates for upper-income brackets, as well as increasing corporation and inheritance taxes.

1932

### State Affiliations

Delegates at the 11th IAFF Convention resolved that whenever there existed two or more locals, every effort should be made to form a state of provincial organization and secure a charter from the IAFF.

1933

### The New Deal

FDR's New Deal brought real job protections. Civil service laws shortened work hours and raised pay. Labor laws protected workers and their right to organize. But fire fighters had no collective bargaining power to enforce and negotiate contracts.

## Alberta Improves Reproductive Cancer Coverage for Fire Fighters

The Alberta government has added occupational disease coverage for ovarian and cervical cancer for fire fighters in the province while also reducing the number of years required on the job to qualify for testicular cancer coverage from 20 to 10.

The changes, announced by Alberta Premier Rachel Notley January 19 in a Calgary firehall, were the result of lobbying by the Alberta Fire Fighters Association (AFFA) and include cancelling an expiry date for the province's presumptive coverage.

"To the brave men and women who serve Alberta every day as fire fighters, thank you," Notley said in announcing the expanded coverage. "We have a deep respect for your work as you protect our lives, environment and homes. We stand with you and we will make

sure you have the financial and medical support you need if you are battling cancer."

AFFA President Craig Macdonald applauds the Alberta government for the move. "Fire fighters are six times more likely to be diagnosed with cancer, and adding female reproductive cancers not only strengthens the diversity of our profession, it makes Alberta a leader in the fire service."

Alberta is the first province to cover ovarian and cervical cancers, and the new coverage marks the sixth time Alberta's presumptive legislation for fire fighters has been expanded since the first laws were enacted in 2003.

The coverage, which now includes a total of 16 cancers, heart disease and post-traumatic stress injury, benefits 4,089 active members in the AFFA's 17 locals. ■



Alberta Premier Rachel Notley announced presumptive coverage for fire fighters' cervical and ovarian cancers on January 19 in Calgary. The province is also reducing the required number of years of employment for testicular cancer coverage from 20 to 10 years.

## Confined Space Rescue Course Meets New Standards

The IAFF HazMat course, Confined Space Rescue, has been revised to meet OSHA regulation requirements and NFPA standards. There is also now an online prerequisite — Confined Space Introduction — in addition to the instructor-led segment. The prerequisite, which takes one to two hours to complete, prepares students for the class and increases the time available for hands-on evolutions.

The IAFF has conducted pilot deliveries of this revised course for Manchester, CT Local 1579 and Tucson, AZ Local 479 with positive results. "Top notch. I have never had such experienced instructors and subject matter experts," said one participant.

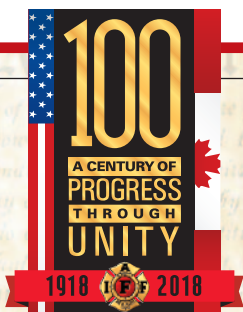
The Confined Space Rescue course remains a five-day, participant-centered, instructor-led training program that teaches participants a safe and effective response to confined space incidents, plus hands-on practice using their department's rescue equipment. Topics include confined space regulations and standards, the confined space permit process, responder health and safety, PPE, monitoring and detection devices, ventilation techniques, control of hazardous energy sources and retrieval systems, as well as patient packaging and care.

Participants learn how pre-incident planning can help responders prepare for confined space



rescue incidents. Case histories are included to illustrate hazards and hazard control, and hands-on demonstrations help teach specific rescue skills using ventilation equipment, rescue equipment, and isolation and decontamination techniques. Participants receive a 40-hour Confined Space Rescue Pro Board Certificate upon passing the final written test and skills.

For more information about bringing this training to your department, at no cost, send requests or questions to [hazmat@iaff.org](mailto:hazmat@iaff.org) or call (202) 824-9311. ■



1933

### Progress at AFL Convention

At the AFL Convention, delegates unanimously approved adoption of the resolutions introduced by IAFF President Fred Baer and IAFF Vice President John P. Redmond addressing fire prevention, AFL and IAFF cooperation opposing cuts in salaries and working conditions, and an eight-hour day for all fire fighters.

1934

### Station Repairs and Improvements

The National Industrial Recovery Act of 1933 made fire station repairs and improvements possible through the Civil Works Administration.

### 16 Years of Progress

At the 1934 IAFF Convention, the 16-year-old union was praised by the National Fire Protection Association, the United States Agricultural Department and others for playing a crucial part in fire reduction, education and research.



## Canadian Haz-Mat Program Holds First Train-the-Trainer Course

The IAFF's Canadian Haz-Mat & CBRNE Training Initiative has taken another leap forward, with the first train-the-trainer course in Kitchener, Ontario.

Following a successful First Responder Operations (FRO) class for 25 students from three fire departments, the Kitchener Fire Department hosted a train-the-trainer course in early October for 11 Kitchener fire fighters and two Brantford fire fighters who are now qualified to deliver the IAFF course. In late October and early November, the Kitchener Fire Department Shift Training Instructors successfully trained and certified 30 members to the First Responder Operations level.

Training Director for the Kitchener Fire Department Stephan MacInnis says the department has a significant need for haz-mat training in the future due to a recent change in its response model, which includes the development of a technical rescue team of 11 personnel per platoon to respond to all technical emergencies, including hazardous materials calls. The plan is to train all 185 members of the department to the operations level in haz-mat response.

"It made the most sense to go with the IAFF model," he says. "It's a good quality course, and there's flexibility built into the program. We couldn't have everyone attend the Ops course because of shift issues, so we went with train-the-trainer."

An in-house training session for tech team members is already planned for April, and MacInnis also notes that because Kitchener has the largest fire department in Waterloo Region, it plans to eventually offer an Ops-level course to first responders from other agencies in the area.

Kitchener Local 457 President Stephen Jones says the benefits to fire fighters and public safety in the region will be immeasurable, and the feedback from students is excellent.

"Everything went very smooth. They learned not just the theoretical material, they learned from someone who's been there, done that and could relay their own personal experience."

The Canadian Haz-Mat & CBRNE Training Initiative was announced in 2007 by the Canadian government as a direct result of IAFF lobbying at the federal level. Since 2009, the program has trained more than 5,400 first responders in more than 500 communities to a recognized level of response, thanks to funding contributions from the government.

Originally established as a five-year initiative, the program, which is Pro Board certified, has received several extensions and is currently funded through March 2019. The courses are delivered free to municipalities by IAFF master instructors, and the course is available in both English and French. ■



An IAFF Haz-Mat training course was held in Kitchener in May, followed in October by the program's first Train-the-Trainer course in Canada.



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## Ontario EMS Legislation Advances

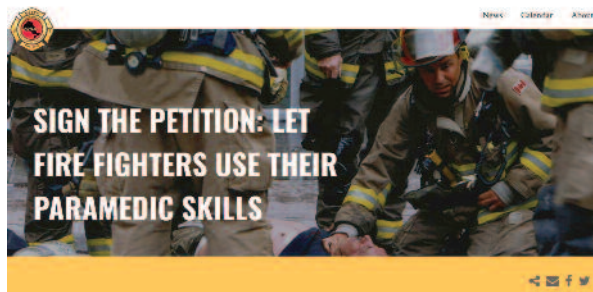
The Ontario Professional Fire Fighters Association (OPFFA) is pleased with the passage of legislation that will allow fire fighters who have paramedic certification to use those skills in the field.

Bill 160 passed the Ontario legislature in December in response to OPFFA advocacy on patient care, paving the way for two fire fighter-paramedic pilot sites in the province.

13th District Vice President Fred LeBlanc commends the OPFFA for striving to improve patient care through its work with the Ontario government. "I look forward to seeing some objective data from the pilot sites regarding the efficiency of this model."

OPFFA President Rob Hyndman says while it was hoped the legislation would go further, it's a good starting point that will demonstrate how the use of existing personnel and vehicles can improve patient care in a cost-effective manner.

The OPFFA is expecting to meet with the provincial government and other stakeholders to discuss the proper design of the pilot sites. Other stakeholders may include the province's Ministry of Health, base hospital doctors who have medical oversight over pre-hospital care, and possibly



The Ontario Professional Fire Fighters Association is welcoming legislation that will allow fire fighters with paramedic certifications to use those skills in the field. The OPFFA has raised awareness about the issue with an online campaign and petition.

ambulance paramedics who have been extremely vocal in their opposition to any expansion of fire fighters' roles in pre-hospital care in Ontario.

"The government has decided this is the way they want to do it, and we want to put down the swords and shields and move forward on this," Hyndman says. "We're happy to work with the government and other stakeholders to help design the most efficient and effective system of emergency medical care possible for the people of Ontario."

The OPFFA also fostered debate about the issue with an online campaign that included a petition asking whether a certified paramedic arriving on a fire truck should be able to use his/her paramedic skills. (In Ontario, ambulance services operate separately from fire departments and paramedics are not represented by the IAFF.)

Land ambulance response is a chronic problem

in Ontario. A 2013 report of the province's Auditor General painted a woeful picture of ambulance response, with a majority of municipalities failing to meet their own target response times for the most serious medical calls. A full 40 per cent failed to meet the benchmark of responding to all calls within 15 minutes 90 per cent of the time.

The OPFFA also points to the many examples across North America where the efficiencies of the fire department are used to form part of or all extremely effective EMS delivery models. In Canada for example, several Alberta cities provide full EMS, including patient transport in dual-mode services, while in Winnipeg, adding a primary-care paramedic to each fire apparatus has increased response times to emergency medical calls significantly while saving the city millions. ■

## Managing Your Money One Month at a Time

Budgeting is an important step in managing your money. It brings discipline and helps you map long-term goals, such as a healthy retirement savings. Once developed, you may quickly see your debts begin to drop and your assets grow.

But a budget is more than just an outline of your income and expenses — it's a plan, and the best plans start with goals. Where do you want to be in three, five, 10 or 20 years? What are you working towards? Start by specifying what you want.

Next, get organized. Identify all your income sources, such as your take-home pay, other working family members' income and investment income. Then, do the same with expenses. Many people start by separating essentials from extras. This can make it easier to see where you spend more money than you intend to each month.

Now that you've identified where your money comes from and where it goes, it's time to build your budget. It may take several drafts to develop the right one for you.

You may find when you add it all up that what's going out exceeds what's coming in. If that's the case, you need to decide what extras you can do without or how you can bring in more income. It's possible

that a few weeks or months later, your current budget doesn't work because you haven't captured all your expenses. Or, maybe you decide there's a better way to track what you're doing or you get a raise.

Adapting your budget to new realities is an important part of the process. Make the adjustments you want or need and move forward with your budget as your financial guide.

### Tips to Make the Process Easier

- Pay yourself. If you don't have an emergency fund (a savings account covering three to six months of expenses), you might want to start there. Then, commit to increasing contributions annually, even if it's only by a little per pay. The difference over the long term could be significant.
- Automate payments. Have a portion of your take-home pay deposited into a separate account that's designated for budgeted expenses. Then, set up your ongoing monthly expenses — such as rent/mortgage, utilities, car payments — to be automatically debited from the account.
- When you find what works, stick with it. That'll get you much closer to success.



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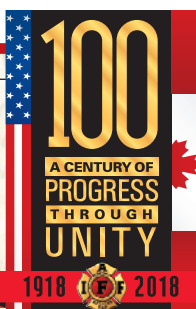


Remember, however, there's nothing hard-and-fast about your budget other than committing to keeping to one. Our lives are always changing. That's why it's important to plan on revisiting and adjusting your budget at least annually. And keep your eye on your goals! That'll give you an extra incentive that may help you be successful.

And, as you look to how all this fits into your retirement planning, work with your retirement planning specialist or advisor. To learn more about the products and services offered by the IAFF Financial Corporation's FrontLine Program, administered by Nationwide, contact Rebecca Gill at 614-435-8329 or [gillr4@nationwide.com](mailto:gillr4@nationwide.com). ■

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1935

### Labor Disputes Bill

The Wagner Connery Labor Disputes Bill, signed into law by FDR on July 5, affirmed the right of working men and women to form labor organizations and bargain collectively through representatives of their own choosing.

### First Heart and Lung Act

The IAFF pioneered medical research into heart and lung disease. Pennsylvania locals won the first Officer Disability Benefit Heart and Lung Act.

### First State Wins Eight-Hour Workday

Montana became the first state in the country to establish an eight-hour workday for fire fighters.



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## Florida Hearing Officer Grants Full Relief in Guardian Policy Case

In a Guardian Policy case involving the termination of Ponce Inlet, FL Local 4140 President Derek George in retaliation for his union leadership activities (as well as other unfair labor practices committed by the Town of Ponce Inlet, Florida, in violation of state law), a hearing officer for the Florida Public Employees Relations Commission (PERC) issued a favorable decision upholding unfair labor practice charges and granting full relief.

George, who worked for the Ponce Inlet Fire Department for 22 years with an exemplary employment record, sent a letter in December 2016 stating that union members voted to file a grievance against the chief for creating an abusive and hostile working environment.

The very next day, the chief asked George to remove his personal belongings from his office — which he was using in his position as fire marshal — and said that he would require all lieutenants to use that office so that he could “keep an eye on [them].”

The town manager responded to the letter, asserting that six of the union members should no longer be considered members of the bargaining unit because the labor contract covers employees with the titles of fire fighter/EMT and fire fighter/paramedic.

But when Local 4140 was chartered in 2002, the department did not have employees in other positions. Now, six of the members are fire fighter lieutenants or driver engineers.

The town manager maintained that because the union did not update its PERC paperwork, the town would consider them general employees, even while the new titles have existed for 10 years, during which the town has treated them as bargaining unit members.

**“This positive decision should send a strong message to public employers in Florida that the International has the backs of local officers and members in safeguarding their rights.”**

— **Walt Dix**, 12th District Vice President

The chief then implemented several new policies and changes to working conditions for the employees that the town considered to be outside the bargaining unit, including opening and closing all town parks and performing property checks on homes. He also noted that unapproved time changes would be subject to disciplinary action. The town argued that because lieutenants and engineers are no longer bargaining unit members, it is not necessary to bargain over changes to their working conditions.

On December 8, 2016, President George emailed the chief and informed him that the local did not agree that lieutenants and driver engineers were no longer bargaining unit and local members, and requested that the chief bargain over the newly mandated policies. He also expressed concerns that the new policy requiring members to perform residential property checks was dangerous without the proper protective safety equipment and training.

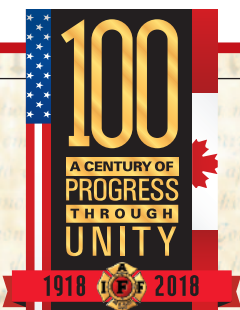
At a subsequent meeting with President George about the residential property checks, the chief called George confrontational and insubordinate. Shortly thereafter, George was discharged on January 3, 2017, ending his 22-year career.

IAFF General Counsel Tom Woodley handled the case under the Guardian Policy, filing Unfair Labor Practice (ULP) charges with the Florida PERC, challenging the termination of President George as a violation of state law. The ULPs also contested the town’s decision to exclude positions from the established bargaining unit, its unilateral change in working conditions and other adverse actions and harassment by the chief and town manager.

After an evidentiary hearing, the PERC hearing officer issued a well-reasoned decision finding that the town engaged in all unfair labor practices claimed by Local 4140

## Canadian Political Training Academy

These IAFF members from across Canada are the latest graduates of the Canadian Political Training Academy, held December 4-7 in Ottawa. The week-long program features experts from across the political spectrum who deliver advanced political action training to IAFF members who aspire to run for office or serve in other political roles.



1935

### Success in Pensions and Unemployment

The IAFF reported that 35 states have pension laws and six have unemployment insurance.

1936

### Fire Instruction Needed

The IAFF published a list of fire protection courses and lamented that there was comparatively little fire protection engineering instruction available to students in universities and technical schools in the United States and Canada.

1937

### Fire Fighters Lauded for Flood Efforts

Disastrous floods in Kentucky, Ohio, West Virginia and Indiana required fire fighters’ monumental efforts to keep the public safe.

1938

### Membership Numbers

Membership in the IAFF had increased by more than 6,000 since 1936.

and President Derek George.

Specifically, the hearing officer concluded that the town acted unlawfully by: 1) terminating President George in retaliation for his union leadership activities; 2) refusing to recognize fire personnel in the positions lieutenant and driver engineer as bargaining unit members; and 3) refusing to bargain over new policies affecting their terms and conditions of employment.

In granting all the remedies sought by IAFF Local 4140, the hearing officer ordered the town to cease and desist from discouraging membership in the union by discrimination about hiring, tenure or other conditions of employment, and to cease interfering with or coercing its employees in the exercise of their

rights protected under state law.

In addition, the hearing officer directed the town to reinstate President George to his prior position with full back pay and benefits, recognize the classifications of lieutenants and drivers/engineers as being included in the unit, return to bargaining over the policies unilaterally adopted by the town, post a notice for 60 days at fire department locations informing all employees that the town will cease and desist from the unlawful actions and take the affirmative steps set forth in the decision.

The PERC hearing officer also made the unusual award of granting the union its attorneys' fees and costs, stating that the town knew or should have known that its conduct

violated Florida state law.

"This case shows the purpose of the IAFF Guardian Policy: to protect our affiliate leaders and secure justice," says General President Harold Schaitberger.

12th District Vice President Walt Dix notes, "This positive decision should send a strong message to public employers in Florida that the International has the backs of local officers and members in safeguarding their rights."

Based on the positive decision, this case settled on favorable terms. President George was reinstated to his job on January 29, with full backpay and restored benefits. The excluded members were returned to the bargaining unit and contract negotiations have resumed. ■

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PAPER 2018

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### Chairman's Council Members

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1939

### Achievements Celebrated

The IAFF celebrated the spread of civil service laws, significant shortening of hours of work and growth in salaries for fire fighters.

### WWII Declared

World War II was declared in Europe with the German invasion of Poland. Britain and France declared war on Germany two days later.

1940

### Success Despite of War

The 1940s saw major advances in membership and effectiveness, even as the IAFF coped with wartime and post-war problems. Although a World War II wage freeze largely stymied efforts to counter wartime inflation, the 48-hour work week became widespread.

### IAFF Members Deploy

Hundreds of IAFF members joined the Canadian Fire Corps and deployed to England to fight the fires from Hitler's bombers, training at the Ottawa Fire Department to assist in protecting life and property in England, both on land and on ships at sea.

## Tall Wood Construction in Canada Raises Concern

The IAFF has raised objections to proposed amendments to the National Building Code of Canada that would allow woodframe construction of up to 12 storeys.

In a series of comments filed January 2 with the Canadian Commission on Building and Fire Codes, the IAFF expressed the concern that few Canadian fire departments have the resources and training to respond safely and effectively to combustible high-rise structures, and that the building code does not reference or require any measurable level of fire protection for any given structure, such as National Fire Protection Association (NFPA) 1710.

“Even if current fire protection levels are measured in advance of construction of a structure defined by this proposal, without any stated requirements, there is no guarantee those fire protection levels are secure. In many Canadian cities, there is currently a propensity to reduce frontline fire protection resources for budgetary and political reasons,” the IAFF said in its comments. “Vancouver, for example, has seen a steady decrease in the number of frontline fire fighters despite explosive development and growth, mostly

high-density, high-rise structures. Vancouver actually has fewer frontline fire fighters today than it did in 1980, despite all the growth that has occurred since then.”

The IAFF submission also highlights the concern that because fire fighter safety is not a stated objective of the National Building Code, it cannot be used as the basis of code change requests, as well as the fact that incorrect assumptions about firefighting and the role of fire fighters were relied on when the objective-based building code format was developed in 2005.

The building code proposals for tall wood buildings in Canada specify the use of encapsulated mass timbers, which proponents claim offer fire performance ratings that meet or exceed those of conventional construction materials. The IAFF has expressed the concern that actual fire ground conditions differ from those encountered in controlled tests conducted for the wood industry.

In addition, there is no guarantee that expected fire performances in a woodframe building won't subsequently diminish if modifications are made — for example, the

removal of gypsum boards to expose bare wood for aesthetic purposes.

The IAFF Canadian Office was assisted on the issue by Sean DeCrane, a retired Cleveland, OH Local 93 member who is now with UL.

The comments on the building code proposals followed a December 4 appearance by 13th District Vice President Fred LeBlanc before the federal Standing Committee on Natural Resources in Ottawa. The IAFF expressed the same concerns about tall wood structures before the committee, which is studying forestry sector issues in Canada.

The National Building Code is a model code that some provinces adopt and use, and which other provinces, including British Columbia, Alberta, Ontario and Quebec, use as a blueprint for their own building codes. It specifies minimum requirements that designers and builders are required to follow.

IAFF members will once again lobby MPs and senators on building code safety and other issues during the landmark 25th Canadian Legislative Conference. ■

## How Much Life Insurance Is Enough?

If you have loved ones who count on you to care for them, you should have life insurance.

But, how do you know how much you need? Several online tools are designed to calculate your needs, such as simple Life Insurance Calculators.

Although these calculators can't determine the exact amount of life insurance you need to the penny, they can give a sound estimate based on your current financial situation and what your loved ones will need in the coming years.

In general, you can find your ideal life insurance policy amount by calculating your long-term financial obligations and then subtracting your assets. The remainder is the gap that life insurance will have to fill.



INSURANCE DIVISION

The best way to determine the amount of insurance you need and can afford is to work with your benefits advisor at the IAFF Financial Corporation (IAFF-FC) Insurance Division Marketplace.

When you call for a quote but are unsure how much you need, your IAFF benefits advisor will work with you to determine that amount with you. This process only takes a

few minutes, and can even take your application over the phone.

It doesn't cost anything to make the call. Protect your family today with life insurance. Call today for a free, no obligation needs analysis and quote at 866-423-3757 or visit [www.iaffc-insurance.com](http://www.iaffc-insurance.com).

### How much Life Insurance Do you need???

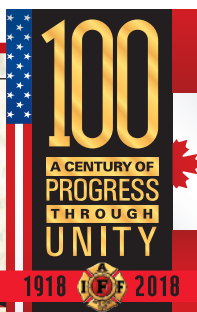
Life Insurance Needs Analysis for:

As a provider for your family, your loved ones have a life that would not be the quality it is without you. It's especially important to protect your family's quality of life to guard against the time you are no longer there to provide for them. Take a few moments to determine what your life insurance needs could be for completing this simple worksheet.

Expenses	Determining Formula	Estimated Dollar Amount
1. Income Replacement	7-10 Times your annual income	\$ _____
2. Mortgage/Rent	Your remaining outstanding mortgage or estimate of rental costs	\$ _____
3. Outstanding Debt	Outstanding auto, credit card debt, and other debt	\$ _____
4. College Education	Estimated cost of college per year, multiplied by four, then by the number of children	\$ _____
5. Emergency Fund	20% to 30% of your annual income	\$ _____
6. Funeral Cost	Approximately \$10,000	\$ <b>10,000</b>
7. Total Cash Needed	Add parts 1 through 6	\$ _____
8. Total available Liquid Assets	Cash, savings, checking, retirement funds, existing life insurance, investment	\$ _____
9. INSURANCE NEEDED	Part 7 minus part 8	\$ _____

Your goal is to have enough insurance so at a 20% annual return on the death benefit, your family would be able to sustain themselves.

**↑ YOUR POTENTIAL LIFE INSURANCE NEED**



1941

### United States Joins Allies

The United States was attacked at Pearl Harbor. Congress declares war. IAFF members fought and joined with their allied brothers.

### Membership Grows

Twenty-two state and provincial associations are now affiliated with the IAFF.

### Relief Fund

The IAFF announces the launch of the British Fire Fighters' Relief Fund Drive to raise money to help fire fighters and their families injured from enemy action.

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## GPS Cancer: Breakthrough Testing for Cancer Treatment Strategies

Since working with the IAFF to offer members and their families coverage for GPS Cancer — advanced cancer testing technology — NantHealth has been reaching out to affiliates and their municipalities to provide benefits across the country.

“Cancer is now the leading cause of death for fire fighters nationwide,” says General President Harold Schaitberger. “We know our members are at increased risk of contracting cancer because of the toxins they’re exposed to as part of the job. But the one area where we need to do more is in treatment for our members.”

The GPS Cancer profile helps physicians identify the unique drivers of an individual’s cancer to determine whether the cancer is likely to respond to chemotherapy, targeted therapy, or immunotherapy before a patient is treated. GPS Cancer may also play an important role in helping physicians gain access for patients to clinical trials.

“This advanced technology helps support personalized cancer treatment strategies, and could one day help lead to a cure,” says Schaitberger. “We have a chance to save members’ lives with this innovative approach

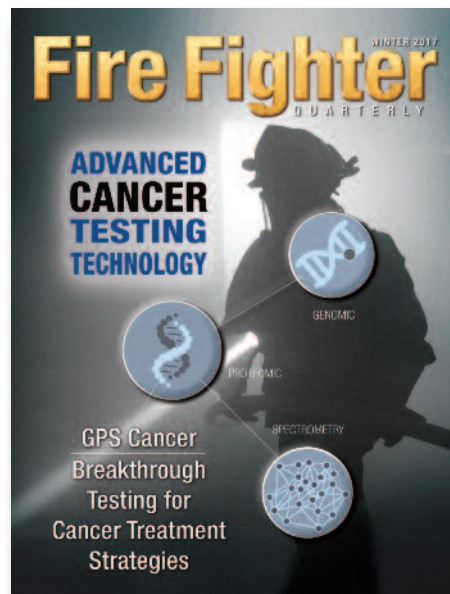
*“Cancer is now the leading cause of death for fire fighters nationwide. We know our members are at increased of contracting cancer because of the toxins they’re exposed to as part of the job. But the one area where we need to do more is in treatment for our members.”*

— General President Harold Schaitberger

that supports physicians with decisions about the best options for cancer treatment.”

Read more about GPS Cancer in the Winter 2017 issue of *Fire Fighter Quarterly*.

To learn more about GPS Cancer and how to add it as a covered benefit, visit [www.gpscancer.com/iaff](http://www.gpscancer.com/iaff). This site provides IAFF-specific information on GPS Cancer, benefit options available to IAFF members,



and downloadable materials. For more information about NantHealth, visit [www.nanthhealth.com](http://www.nanthhealth.com). ■

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# Legislative Conference Focuses on Collective Bargaining, Cancer Registry, Federal Pensions, SAFER/Fire Grants

Inspired by the 100-year anniversary of the IAFF, more than 640 affiliate leaders attending the 2018 Alfred K. Whitehead Legislative Conference in Washington, DC, met with lawmakers on Capitol Hill to lobby on IAFF legislative priorities, including collective bargaining rights for all professional fire fighters.

The Conference was also a unique opportunity to hear directly from leading elected officials on issues affecting IAFF members and the fire service in the current political landscape.

Opening the Conference, General President Harold Schaitberger reflected on the union's 100 years of history and the advances made in worker rights and protections and fire fighter safety through legislative and political action.

"Union recognition laws, bargaining rights, arbitration rights, prohibitions against discrimination in hiring on the job, dues checkoff laws, FIRE Act grants have all improved our members' lives over these years," he said. "We have truly enhanced the quality of

life for our members and their families through political action and legislative advocacy at all levels of government."

In addition to collective bargaining, delegates lobbied to establish a national cancer registry, increase funding for the Staffing for Adequate Fire and Emergency Response (SAFER) and Assistance to Firefighters (FIRE Act) grant programs and protect federal fire fighter pensions.

Political leaders on both sides of the aisle — most notably Trump administration Cabinet officials — included Department of Homeland Security Secretary Kirstjen Nielsen and Department of Labor Secretary Alexander Acosta. Both spoke of their respect for fire fighters and pledged to continue working with the IAFF on federal programs and policies that make a difference to our members.

At the state level, Governor Ralph Northam (D-VA) promised to continue working to pass cancer presumptive legislation in Virginia, while Governor Charlie Baker (R-MA) gave a moving tribute to the six IAFF members who lost their

lives in the Worcester Cold Storage Warehouse fire in 1999.

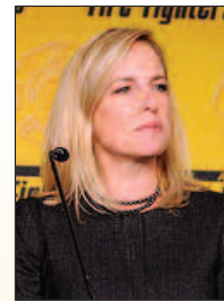
Senators Joe Manchin (D-WV), Amy Klobuchar (D-MN) and Roy Blunt (R-MO) each gave inspirational speeches recalling their backgrounds and long history of supporting IAFF priorities.

Representative Greg Walden (R-OR), who shepherded the Firefighter Cancer Registry Act through the U.S. House of Representatives, vowed to continue his work to pass the bill into law. Representatives Peter King (R-NY) and Tim Ryan (D-OH) rounded out an engaging and informative general session.

In addition, the mayor of Carmel, Indiana, James Brainard, talked about his close relationship with IAFF members and his successful campaign to



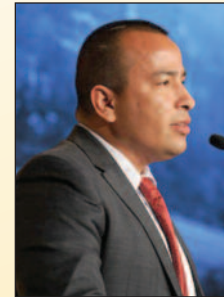
Department of Labor Secretary Alexander Acosta



Department of Homeland Security Secretary Kirstjen Nielsen



Professional Fire Fighters of Wisconsin President Mahlon Mitchell



Phoenix, AZ Local 493 member Danny Valenzuela



The Hawaii delegation meets with Senator Mazie Hirono (D-HI) on IAFF legislative priorities.



Senator Tina Smith (D-MN) takes time to discuss legislative issues with a delegation of members from her state.



Representative Steny Hoyer (D-MD) talks with Maryland members during lobby day.



A delegation of Florida members gather for a group photo after meeting with Senator Marco Rubio (R-FL).

fully staff fire apparatus in his town.

Delegates also heard from two of our own running for higher office: IAFF member and Phoenix City Council Member Danny Valenzuela, who is running for mayor of Phoenix, and Professional Fire Fighters of Wisconsin President Mahlon Mitchell, who is running for governor of Wisconsin. Both gave rousing speeches, which were followed by conservative political pundit Frank Luntz, who lamented his bad luck at having to speak after such inspiring remarks.

In his closing comments, President Schaitberger said, "Our success will continue with our commitment to each other, embracing the bond of solidarity in our ranks that continues to be strong and proud, the culture that we are one family that has seen us through difficulties and challenges in the past, ensuring that our members are able to enjoy another century of progress."

Speaker videos from the 2018 Legislative Conference are available at [www.youtube.com/IAFFTV](http://www.youtube.com/IAFFTV). ■

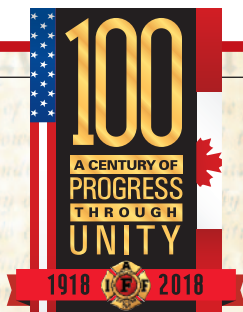
# IAFF Retirees

## A Salute to Dedication, Service and Courage

**ALABAMA** L0117 Birmingham—Summer Davis, William Driver, Scott Knighton, Doug Lawrence, Floyd Wilks, L0270 Florence Professional Fire Fighters Association—Bit Hyde, L1833 Huntsville—David Abercrombie, Forrest Conner, Lance Hamby, Stephen Jones, L3992 Rainbow City—Steven Tate, L4309 Orange Beach—J. R. Andersen, Todd Posey  
**ALBERTA** L0209 Edmonton Fire Fighters Union—William Brown, Janice Garvey, Allan Lubberding, Mike Westfall, L2461 Strathcona County Fire Fighters—Randy Shupak  
**ARIZONA** L0479 Tucson—Molly DeCastro, L0493 Phoenix—John Dent, Brian Mangis, Kurt Mickelson, Nathan Wallace, Belinda Zahniser, L1505 Flagstaff—David Manning, John Welsch, L2260 Mesa—John Kelly, Robert Tribbensee, Steven Bergier, L3066 United Yavapai—Brian Cole, Joe Kelley, L3504 United Pima Fire Fighters—Leland Rau, L3647 Colorado River Professional Fire Fighters—Brad Kelly, Robert Wiseman, L4125 Green Valley—Patrick Herron, Rick Kemp, L4191 United Professional Fire Fighters Of Kingman—Brad Abraham, L4492 Professional Fire Fighters of Sierra Vista—John Trujillo, L5050 United Scottsdale Fire Fighters Association—Tarynn Everett  
**ARKANSAS** L0034 Little Rock—Brandon Butler, L0502 Texarkana—Ray West, L4016 Conway—Michael Rhoades, L4606 Bryant Professional Fire Fighters—Rusty Long  
**BRITISH COLUMBIA** F0003 Esquimalt—Robert Cooper, L0018 Vancouver—Steve Errington, Dan McClelland, Paul Peacock, L0730 Victoria—Robert Jones, Steve Meikle, Lance Mitchell, L0941 Trail—Sherry Dixon, L0967 Saanich—Tod Cave, L1183 District Of North Vancouver—Tim Mills, Adam Smith, L1271 Surrey—Angela Didoshak, Richard Ellis, Ross King, L1343 Nelson—Leo Grypma, L1763 Delta Firefighters—Steven Chappell, L2407 White Rock—Mike Stark, L2864 Abbotsford Fire Fighters Association—Andy Vanderveen, L4810 Pitt Meadows Fire Fighters—Mike Larsson  
**CALIFORNIA** F0033 San Diego—Eric Blankenbecler, Ronald Larsen, James Patrick, Paul Smith, F0309 Concord Federal Professional Fire Fighters—Sal Becerra, Eric Henderson, F0314 USAF Plant 42 Federal Fire Fighters—Dennis Monahan, L0055 Oakland, Alameda County And Emeryville—Richard Chew, Julie Green, Scott Hellige, Olivia Moore, James Stewart, L0112 Los Angeles City—Marcus Allen, Raymond Cuevas, Donna Lee, Kevin Mokracek, L0188 Richmond—Michael Tiscareno, L0230 San Jose—Scott Kouons, Julie LaBlanc, Michael Tapia, L0372 Long Beach—Salvador Curiel, Michael Daoust, Frank Galindo, Jerry Mosley, L0456 Stockton—Tim Enright,

L0778 Burbank—James Baldrige, Ronald Barone, Daryl Isozaki, Thomas Lenahan, L0798 San Francisco—Larry Abella, Paul Barry, Mikael Bayless, Barbara Britz, Benjamin Canedo, Robert Cappa, Mary Carder, Mark Castagnola, Michael Castagnola, Rudy Castellanos, John Danner, John Darmanin, Edmund Dea, Michael Delane, David Dung, Donald Durkee, Richard Espinoza, Michael Estrada, Anesto Estrella, Timothy Farmer, James Ferrante, Michael Ferry, Terrence Fitzsimmons, Theresa Fogarty, David Franklin, Anthony Garibaldi, Stephen Gonzales, Privado Gumabay, Jim Hall, Bryan Hendon, Lisa Holdcroft, Al Hom, Warren House, Micki Jones, Kevin Kelly, Glen Kojimoto, Melissa Lerma, Ken Lombardi, Darryl Loo, Chris Madsen, William Madsen, Stephana McClaran, Eileen McCrystle, William McFarland, Richard McGee, Stephanie McKnight, Matthew McNaughton, John McNulty, James Melberg, Steven Miller, Patrick Moran, James Mulholland, William Mulkeen, Spencer Nakao, Mark Nicholas, Terence O'Sullivan, Glenn Ortiz - Schuld, David Ritter, Ronald Robinson, Marty Ross, Siulagi Sala, Patrick Sullivan, Robert Tai, Anne Tam, Salvatore Taormina, Daniel Tauber, Philip Telesforo, Robert Turnquist, Sig Wallen, Gerald White, Theresa Wolowic, Jimmy Yan, Daisy Yu, Gregory Zanders, L0935 San Bernardino County—Andrew Clawson, Dana DeAntonio, Kervin Harrison, Art King, James Prater, Dale Pribner, L1014 Los Angeles County Fire Fighters—Ronda Apodaca, Jeffrey Burke, Berwyn Coffin, Bruce Davis, Charles Gil, Robert Harris, John Hentsch, Billy Johnson, Marc LeCocq, Ricky Lewis, Walter Maddocks, Gilbert Nelson, Scott Oglevie, Robert Pera, Greg Rigaud, Richard Tiberio, L1171 Santa Clara—Aurelio Perez, L1186 Fire Fighters Local 1186—Ted Collins, Robert Stoffel, L1230 Contra Costa County—Gilbert Castillo, Randall Champion, Stephen Healy, L1301 Kern County—Guy Finocchiaro, Richard Gonzalez, John Holliday, Moses Neal, L1319 Palo Alto—Toby McDonnell, Nichole Single -Tell, William Woodard, Tommy Yandell, L1578 Alhambra—Juan DelaRosa, Kelly Kuehnie, Charles Sukiasian, L1592 Roseville Fire Fighters—Denise Koscielniak Marshall, L1684 Oxnard—Eddie Romero, L1695 Clovis Fire Fighters—John Leigh, L1699 Milpitas—Jerome Ornellas, L1716 Santa Cruz—Gavin Scott, L1874 Manteca—Jeff Barr, David Breitenbacher, Steve Burrows, Marvin Mears, L2216 Compton—Eric Malone, L2638 Alpine—Michael Mead, Douglas Thomas, L2734 Chico—Ruben Duran, Andrew Gooderham, Jim Houtman, L2881 Cal Fire Local 2881—Samuel Cousins, Greg Estrada, Bill Farmer, Michael Fourman, Blair Gillespie, Peter Hein, Jonathan Marcus, William Payne, Eric Rose, Curtiss Tate, Daniel Thompson, L3431 Ventura City—Brian Dwight, Darrell Kays, Daniel Plum, John Van Mannekes, L3577 Scotts Valley—John Crivello, L3593

Sonoma Valley Professional Fire Fighters—Jay Ashe, L3631 Orange County Professional Fire Fighters Association—James Aldrich, Christopher Ciraulo, Paul Walker, L3719 Visalia—Patti Reed, Todd Stalker, L3757 Corona Fire Fighters Association—Neal Gerber, Mike Holleman, Michael Samuels, L3776 Brea—Dan Gibson, L3821 Montebello Fire Fighters Association—Michael Chance, L3903 California City Fire Fighters Association—Marcus Martinov, L4163 Del Mar—James Bingham, L4373 Santee Fire Fighters Association—Larry Roberts, L4603 El Cajon Fire Fighters—Jason Crooks, L4972 Diamond Springs/ El Dorado Fire Fighters—Karena Wollesen  
**COLORADO** L0005 Colorado Springs—Nancy Gosch, Jefferson Martin, Gregory Segura, L1309 West Metro Fire Fighters—James Barnett, Kevin Schmidt, L1806 Longmont—Amy Hennion, Chad Renniecke, L1945 Poudre Fire Authority—Randy Callahan, David Kelln, L2086 Littleton—Luke Jasso, Mark Konecny, Rob Wager, Tim Woodward, L2164 South Metro—Max Lederhos, Darren Richardson, L2203 North Metro—Jay Bybee, L2808 Grand Junction—Bob Licata, Michael Zagrzebski  
**CONNECTICUT** F0219 Submarine Base—Robert Ormond, Stephen Romanelli, L0786 Stamford Professional Fire Fighters Association—Terrence Shay, L0801 Danbury—James Beers, Joseph Cavo, Sean Delohery, L0892 Norwich—Lauren Casady, L0944 Milford—John Geary, Jason Hall, L1073 Middletown—William Wiggins, L1326 Wallingford—Brett Dowe, Gene LeTourneau, L1426 Fairfield—Raymond Bullard, Joseph Buoni, Frank DeAngelo, L1964 Groton—Robert Tompkins, L2033 Southington—Harold Ballard, Lee Dibble, Mark Saucier, L4629 Waterford Professional Fire Fighters—Christopher Clark  
**DISTRICT OF COLUMBIA** L3217 Metropolitan Washington Airport Authority—Eugene Harris, Douglas Snowden  
**FLORIDA** L0122 Jacksonville Association Of Fire Fighters—Gerald Butler, Dwight Cicero, Billy Cockman, Vandaren Gantt, Gregory Porter, L0747 St. Petersburg Association Of Fire Fighters—Milton Bickley, Wesley Coleman, Thomas Conley, George Farrell, Jeffery Francis, Michael Hamilton, George Harris, David Kirby, Kenneth Norman, Robert Sharp, Nicholette Walker, L0754 Tampa—Don Adwell, Cornell Arrington, Johnnie Benniefield, Thomas Buckley, Cornelius Curtis, John Donnelly, Jeffrey Martin, L0765 Fort Lauderdale—James Tuttle, L1158 Clearwater Fire Fighters Association—Anthony Sammartano, L1162 Daytona Beach Fire/Rescue—John Capers, John Pasternak, L1210 Coral Gables Professional Fire Fighters Association—Alejandro Tapanes, L1403 Metropolitan Dade County Association Of Fire Fighters—Dennis Barnett, Gerald Bonilla, Lazaro Picallo, Don Poore, Kelvin Thompson, L1424 Key West Fire Department—Ray Alvarez, John Bringle, Edward Cisneros, Marcus Del Valle, Charles Fraga, Calixto Garcia, Robert Malone, L1549 Pompano Beach Professional Fire Fighters—Mark Callahan, Doug Cason, William Egan, L1560 Fire Fighters Of Boca Raton—Evan Gaub, L1826 Southwest Florida Professional Fire



### 1941

**Fire Fighters Overseas** | The December 1941 issue of International Fire Fighter declared to members: "The fire fighters of the Nation, in particular, have a distinct service to perform. Already well organized, trained, and accustomed to discipline and the orderly performance of their duties under any and all conditions, and with complete disregard of any personal danger, fire fighters may be expected to set an example to their fellow citizens in the trying days that lay ahead."

### Ships at War

The International Fire Fighter includes an article on managing fire aboard a ship of war.

### 1942

### Pension Laws Reach New Highs

1931 was the most fruitful year for the old age security. A total of 17 states had passed pension laws covering 65,000 aged poor.

**Fighters**—Craig Angel, Kevin Burrell, Tim Carroll, Thomas Deslaurier, Michael Knoop, **L1951 Melbourne Fire Fighters Association**—Kevin Carroll, Walter Eldon, Steve Hansen, D. R. Platt, Jeffrey Poley, **L2057 Orange County Fire Fighters Association**—Larry Carter, Angela Hurst, Maria Jimenez, Thomas Newberry, Walter Thiebauth, Nicholas Yanas, **L2135 Professional Fire Fighters Of Ocala**—Michael Owens, **L2157 Gainesville Professional Fire Fighters**—Sanford Hughes, Frederick McGriff, **L2193 Pinellas Park Fire Fighters Association**—Joseph Batista, Marc Humiston, Roy Spruill, **L2201 Indian River County Fire Fighter/Paramedic**—Terrance Salm, Norman Wells, **L2282 Professional Fire Fighters Of Saint Augustine**—Dustin Welsh, **L2292 Professional Fire Fighters Of Pembroke Pines**—Lee Bennett, Charles Hernandez, Jason Swensson, **L2294 Hillsborough County Fire Fighters**—Alan Anderson, Henry Meister, **L2297 North Collier Professional Fire Fighters and Paramedics Local 2297**—Jack Bills, Michelle Delaney, Thomas Hoffman, David Jones, Brian Loewel, Kevin Pelitera, John Reilly, Marvin Steffen, Michael Werley, **L2339 Tallahassee Professional Fire Fighters**—Bernard Barrington, William Harris, Peter King, Stevan Mays, Frank Mohr, Thomas Reece, Richard Tryon, **L2396 Collier Professional Fire Fighters and Paramedics**—William Douglass, John Handley, **L2411 Professional Fire Fighters Of Stuart**—Mark Smith, **L2424 Cape Coral Professional Fire Fighters**—James Gunter, Juergen Schmidt, **L2546 Suncoast Professional Fire Fighters & Paramedics**—Christopher Adkins, Ryan Ballance, Dennis Bonneau, Eric Cumberland, Michael Davis, John Elwood, Dennis Esposito, Steven Garriss, John Leonard, Robert Logan, Paul Madden, Matthew Thornton, Wesley Weysham, James Wright, **L2601 Fort Walton Beach Fire Fighters Association**—Gene Large, **L2820**

**Professional Fire Fighters Of Miramar**—Michael Greene, **L2913 Deltona Professional Fire Fighters**—Henry Gilmore, **L2928 Professional Fire Fighters & Paramedics Of Palm Beach County**—Bruce Clark, David Lynch, **L3080 Metro-Broward Professional Fire Fighters**—Stan Babinski, Bill Rokos, Brian Skiff, **L3132 Avon Park Professional Fire Fighters**—Warren West, **L3169 Professional Fire Fighters Of Marion County**—Steven Maculewicz, Joel Matthias, Richard Rodgers, Eric Schultz, **L3529 Putnam County Fire and EMS Professionals**—Paul Bateman, Tom Deputy, Harry Green, **L3760 Hernando County**—Andrew Adams, William Eagle, John Erhard, John Ferrero, Albert Holmes, James Kessner, David Lukens, Joseph Midilli, Robert Rae, Charles Stringer, James Zabetka, **L3852 Fire Rescue Professionals Of Alachua County**—Scott Brandenburg, **L3909 Professional Fire Fighters Of Monroe County**—David Zalanka, **L4069 Levy County**—Paul Shear, **L4074 Manatee County**—Noreen Hollman, Byron Teates, **L4321 Broward County**—Kelli Allen, James Chandler, Michael Coombs, Mitchell Feld, Tammy Hengold, Michael Henriquez, Philip Kalarovich, Chester Klug, Bradford Mayhew, Karen Webb, Frank Zitnick, **L4967 Winter Haven Professional Fire Fighters**—Jeffrey Hancock  
**GEORGIA L3920 Fulton Professional Fire Fighters**—Justin Robinson  
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**IDAHO L0149 Boise**—Steve Dial, Steve Martin, **L0710 Coeur D Alene**—Richard Carns, William Deruyter, **L1773 Lewiston**—Eric Olson, Scott Rinebold, David Stradley,

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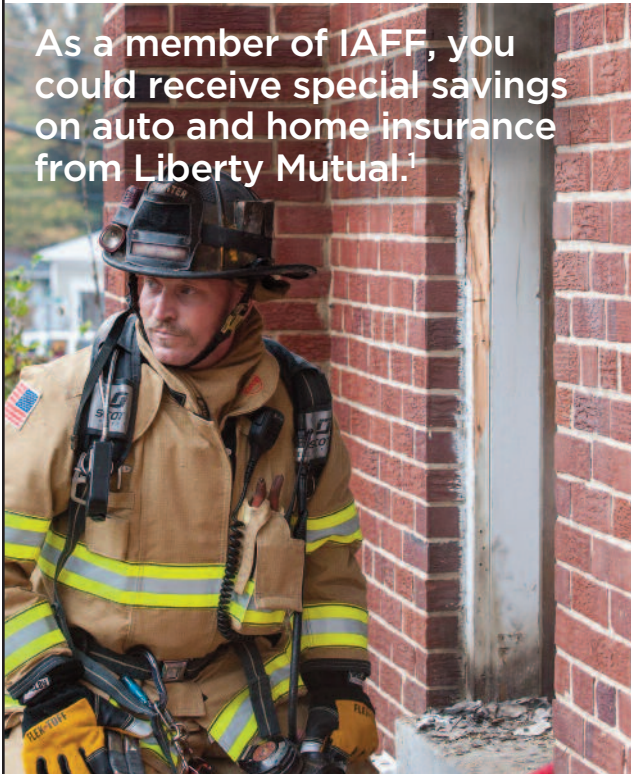
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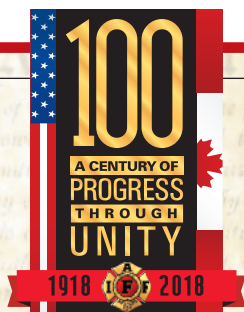
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**SOUTH DAKOTA** **L0814 Sioux Falls**—Jeff Martens

**TENNESSEE** **L0065 Knoxville**—Marvel R. Fine, Rick Loveday, **L0140 Nashville**—Melanie Hutchison, Eva Lawrence-Morris, **L1784 Memphis**—Brian Buchanan, John O'Neill, **L1850 Jackson**—Derek Anderson, Joe Yarbrow, **L3035 Murfreesboro**—Michael Anderson, Kyle Cobb, Mike Mitchell, **L3758 Franklin Fire Fighters**—Jerrold Coats, **L3864 Collierville**—Kenny Stoval, **L4053 Maryville**—Preston Kizer, **L4381 Columbia Fire Fighters**—Keith Jennings, Randy Stanfill

**TEXAS** **F0089 San Antonio**—Daniel Flores, **L0051 El Paso**—Alfredo Aguirre, Mike Duran, Don Janes, Hector Padilla, Thomas Quinn, Albert Ruiz, Edmundo Vega, Arthur Villarreal, **L0058 Dallas**—Kurtis Allen, Russell Batchelor, William Bennett, James Blackburn, Lynn Brantley, Donnie Campbell, Aubrey Crenshaw, Todd Foster, Carlann Frey, Samuel Friar, Stephen Maddox, J. Cole McWha, Tony Speck, Greg Sturch, Joel Summerlin, Jerry Thompson, Danny Watson, Walter Wood, John Zaby, **L0341 Houston**—Jesse Arnold, Michael Buchting, John Eby, Vincent Green, Willard Ivy, Jeffrey Jackson, Jose Ponce, Ralph Powell, Roger Roda, Isidro Tamez, Charles Watson, Kevin Weindorf, **L0367 Texarkana**—Steve Rogers, **L0399 Beaumont**—Ulysses Buckley, Charles Durio, Ben House, **L0440 Fort Worth**—James Ball, Brian Hannah,



1942

**Civil Defense Protection**  
The IAFF decried Congress' decision to refuse to provide protection for civil defense workers and urged fire fighters to arrange for their own coverage.



**Cocoanut Grove Night Club Fire**  
The IAFF praised Boston Local 718 fire fighters for their heroic efforts in battling the Cocoanut Grove night club fire, which claimed 400 lives.

1943

**Average Earnings**  
The average fire fighter earned 50 cents an hour and worked 70 hours a week.

In the next issue, we'll look at the next 25 years:  
**1944-1969**

**L0478 Waco**—Randall Scott, **L0846 Temple Professional Fire Fighters**—Alton Green, Leroy Vargas, **L0883 Tyler**—Randy Davis, Les Schminkey, **L0906 Marshall Fire Fighters Association**—Brock Northcutt, **L0936 Corpus Christi**—Carlos Torres, **L0972 Lubbock**—Robert Loveless, Stephen Yocham, **L0975 Austin**—James Baker, Michael Hollingsworth, Marja Juraschek, William Kirtley, Mark McCoy, Brian Nolan, Mark Pigg, Stephen Tittle, Steven White, Robert White, **L1044 Abilene**—Chris Hale, Mike Miller, **L1173 Baytown**—Bill Baylis, Paul Blake, **L2149 Plano**—Gary Gray, Steve Sanders, **L2661 Professional Fire Fighters of McKinney**—Don McKinney, **L2731 Conroe**—Christopher Brooks, Michael Gosselin, **L2863 Brownwood**—Grady Shuey, **L3113 Grapevine**—Mike Thompson, **L3142 Plainview**—Mike Watson, **L3207 Weslaco**—Charles Bosler, Mark Diaz, **L3282 La Marque**—John Brasher, **L3358 Rowlett**—Joel Wetmore, **L3453 Allen**—James Clough, **L3587 Bedford**—Bobby Sewell, **L3606 Lewisville**—Glen Ewing, **L3649 Flower Mound**—Roger McCurley, **L3815 South Padre Island**—Juan Loya, **L3885 North Richland Hills**—Robert Chilton, **L4102 Alice**—David Cisneros, **L4255 Sugar Land Professional Fire Fighters**—Kip Hilgers  
**UTAH** **L0593 Provo**—Cory Oaks, **L1696 Salt Lake County**—Michael Bohling, **L3851 South Jordan**—Brian Allred, **L4892 Park City Fire**—Shawn Winder  
**VERMONT** **L3671 South Burlington Career Fire Fighters Association**—Troy Porter, Gary Rounds, **L4439 Brattleboro Professional Fire Fighters**—John Lawrence  
**VIRGINIA** **L0068 Norfolk**—William Corbett, Greg Pratt, William Roberts, **L0995 Richmond**—Lawrence Glidewell, **L1132 Roanoke**—J. Kevin Bell, Barry Ferguson, Phillip Johnson, Loren Thompson, **L2068 Fairfax County**

**Professional Fire Fighters And Paramedics**—Lawrence Braswell, Beverly Jackson, Kenneth Laverock, Christopher Morgan, Wayne Richardson, **L2141 Alexandria**—Mark Dalton, **L2598 Prince William Professional Fire Fighters, Inc.**—Curtis Brodie, **L2702 Fairfax City**—Gary Orndoff, Gregory Thuot, **L2924 Virginia Beach Professional Fire Fighters**—William Bailey, John Harvey, Theodore Itschner, William Joyner, Michael Szymanski, Jeffrey Weigold, George Woodruff, **L3612 Colonial Heights**—John Anderson, **L3698 Accomack County**—Susan Leonard, **L3886 Spotsylvania County Career Fire Fighters**—Vernon Crandall, Gary Garrett, Timothy Malanka, William Southworth  
**WASHINGTON** **F0282 Puget Sound Federal Fire Fighters**—Robert Berry, **I0066 Boeing Fire Fighters**—Christopher Callahan, Eric Gandee, **L0027 Seattle**—Kenneth Bus, Dan Erlandson, David Faires, Timothy Frye, Eric Johnson, Eric Lanier, Patricia Mann, Janet Nahpi, **L0029 Spokane**—Craig Cornelius, Bruce Moline, **L0031 Tacoma**—William Miller, **L0453 Wenatchee**—Dan Bass, **L0864 Renton**—Ken Clinton, **L1604 Bellevue**—Bruce Loney, **L1747 Kent**—Robert Backstein, **L1762 Mercer Island**—Kenneth Knott, **L1805 Clark County Fire District 6**—Darren Bush, Richard Chose, Terry Cockrum, R. Todd Iremonger, Brian Johnson, Joseph Killian, Mark Kramer, **L2024 South King County Professional Fire Fighters**—Wendolyn Chinn, Kerry Moore, Daniel Rice, **L2109 Ocean Shores**—Trevor Quandt, **L2444 Camas**—Grant Brock, Ward McMakin, **L2595 King County Paramedics**—Gary Yetter, **L2781 Snohomish County Fire District 7**—Michael Dickinson, **L2819 Kitsap County**—Greg Snyder, **L2878 Eastside Fire & Rescue**—Timothy Castner, **L2898 Seattle Fire Chiefs**—Michael Nakamichi, **L3219 Marysville**—Kenneth Goodale, R. Eric Swobody, **L3999**

**Pacific County**—Agnes Waliser, **L4111 Burlington**—Robert Toth, **L4189 Vashon Island**—Myron Hauge, **L4333 Stevens County**—Randall Allard, **L4378 Vancouver Fire Command Officers**—Christopher Lines  
**WEST VIRGINIA** **L0837 South Charleston**—William Tillis, Mike Wolford  
**WISCONSIN** **L0074 Superior**—Joel Tinker, **L0141 Green Bay**—Keith Bassett, **L0215 Milwaukee**—Michael Ballmann, Jeffrey Glavan, David Guyant, Timothy Halbur, Rick Mueller, John Rechlitz, John St. John, Scott Vilter, James Youngblood, **L0275 Neenah-Menasha Professional Fire Fighters, Inc**—Dan Metz, **L0311 Madison**—Isaiah Goines, **L0583 Beloit**—Michael Agate, Willie Brown, Robert Everson, Scott Fisher, Jon Kemmett, Brian Kiesow, Russel Ludlum, Andrew Mauer, **L1004 West Allis**—Craig Koller, David Snow, **L1440 North Shore**—Peter Brierton, Chris Chiappa, Mike Ekstrom, Steven Salerno, **L2775 Portage**—Michael Hudgens, **L2939 South Shore Fire Fighters**—Joseph Schauer, Perry Smith, **L4724 Professional Fire Fighters and Paramedics Local 4724, New Berlin, Wisconsin**—Steve Karki, Chad Lucchesi, Kris Scalzo, James Thomas, Glen Wollert  
**YUKON TERRITORY** **L2217 Whitehorse**—Dennis Blaker

## THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS



# IAFF-FC Insurance Division

- **Workplace Assault and Hazard Protection**  
Needlestick & Felonious Assault Plan provides lump sum cash benefits payable directly to the affected fire fighter.
- **Individual Life Insurance**
- **Auto & Homeowners from Liberty Mutual**
- **Dental/Vision Insurance**
- **Pension Protection Plan**  
Provides a permanently disabled IAFF member with a one-time lump sum cash payout. You pick the benefit amount.

For more information on any of our programs, please visit  
[www.iaffc-insurance.com](http://www.iaffc-insurance.com) or call 866-423-3757

# NEVER FORGET

## *In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State
F0211	Todd Evers	Tinker Air Force Base	OK	L0209	Dan Wasyliv	Edmonton	AB
F0263	Brice Gomes	Hawaii	HI	L0215	Howard Ashenhurst	Milwaukee	WI
I0002	Sheila Hillard	X-10 Industrial	TN	L0215	Kristin Ciganek	Milwaukee	WI
L0002	John Alaniz	Chicago	IL	L0215	Melvin Richter	Milwaukee	WI
L0002	Walter Carlson	Chicago	IL	L0284	Kerry Elliott	North Bay	ON
L0002	Raymond Huertas	Chicago	IL	L0288	Ronald Bowman	Hamilton	ON
L0002	F. Ray Kennelly	Chicago	IL	L0288	Gary Burgess	Hamilton	ON
L0002	William Mackowiak	Chicago	IL	L0288	Robert Kerr	Hamilton	ON
L0002	John Street	Chicago	IL	L0288	Roy Knowles	Hamilton	ON
L0002	Edward Thompson	Chicago	IL	L0288	Lloyd Michor	Hamilton	ON
L0002	Edwin Vale	Chicago	IL	L0288	William Smith	Hamilton	ON
L0012	Elio DelaTore	Wheeling	WV	L0312	Ronald Russo	Youngstown	OH
L0012	William Mueller	Wheeling	WV	L0341	Leslie Adkins	Houston	TX
L0022	Dominic Pantone	Philadelphia	PA	L0341	John Burton	Houston	TX
L0027	Axel Drugge	Seattle	WA	L0341	Dennis Elkin	Houston	TX
L0036	Bernard Roach	Washington	DC	L0341	Harold Hendricks	Houston	TX
L0036	George Talbert	Washington	DC	L0341	Jake Lawson	Houston	TX
L0042	Elbert Bratcher	Kansas City	MO	L0341	Francs Loos	Houston	TX
L0042	James Klobnak	Kansas City	MO	L0341	Brian Sumrall	Houston	TX
L0042	Bobby Pfortmiller	Kansas City	MO	L0341	John Wedgeworth	Houston	TX
L0058	L. Grant Dalton	Dallas	TX	L0344	Keion Boone	Detroit	MI
L0058	Stephen Washington	Dallas	TX	L0347	Johnny Buzzo	Bluefield	WV
L0058	Taj Wright	Dallas	TX	L0399	Morgan Alleman	Beaumont	TX
L0061	Winston Lesesne	Charleston	SC	L0399	Martin Sims	Beaumont	TX
L0064	Jonathan Clair	Kansas City	KS	L0403	Julie Johnston	Tuscaloosa	AL
L0064	Jason Garrett	Kansas City	KS	L0447	Robert Broadbent	St. Thomas	ON
L0073	James Erickson	Saint Louis	MO	L0455	Charles Doherty	Windsor	ON
L0073	James Korte	Saint Louis	MO	L0455	Jack Lodge	Windsor	ON
L0073	Anthony Kveton	Saint Louis	MO	L0455	Earl Sharron	Windsor	ON
L0073	John Steinhäufel	Saint Louis	MO	L0460	Joseph Simon	Brantford	ON
L0094	Joan Daley	UFA Of New York	NY	L0467	James Round	Guelph	ON
L0094	Michael Duffy	UFA Of New York	NY	L0479	John Martin	Tucson	AZ
L0094	William Gormley	UFA Of New York	NY	L0481	Richard David	Welland	ON
L0094	James Lanza	UFA Of New York	NY	L0481	Rene Malaguti	Welland	ON
L0094	Christopher Muccini	UFA Of New York	NY	L0481	John Rumsby	Welland	ON
L0094	Raymond Pfeifer	UFA Of New York	NY	L0486	Jim Brown	Chatham Kent	ON
L0094	Roy Smith	UFA Of New York	NY	L0492	Graham Emslie	Sarnia	ON
L0094	Robert Tilearcio	UFA Of New York	NY	L0493	Frank Reed	Phoenix	AZ
L0112	Wayne Havron	Los Angeles City	CA	L0499	Bill Donahue	Cambridge	ON
L0122	Donald Butler	Jacksonville	FL	L0525	Michael Moses	Santa Barbara City	CA
L0122	Douglas Richmond	Jacksonville	FL	L0539	Joseph Fuller	Portsmouth	VA
L0122	Linda Treadwell	Jacksonville	FL	L0543	Noel Clarke	Moundsville	WV
L0124	Eric Balliet	Fort Wayne	IN	L0555	Charles McCulloch	Galesburg	IL
L0124	Edward Fritz	Fort Wayne	IN	L0627	Thomas Landis	York	PA
L0124	Ronald Walden	Fort Wayne	IN	L0632	Ralph Boudreaux	New Orleans	LA
L0136	Joseph Newman	Dayton	OH	L0632	Thomas Calamari	New Orleans	LA
L0140	Carl Bates	Nashville	TN	L0632	George Conrad	New Orleans	LA
L0140	Dana Binkley	Nashville	TN	L0632	Wilbur Cook	New Orleans	LA
L0140	Randall Vance	Nashville	TN	L0632	John Eckert	New Orleans	LA
L0142	Peter Reed	London	ON	L0632	Cleaver Frederick	New Orleans	LA
L0157	Ronald Lambert	Oklahoma City	OK	L0632	Johnny Leos	New Orleans	LA
L0157	Michael Roberts	Oklahoma City	OK	L0632	Patrick McGittigan	New Orleans	LA
L0162	Ruurd Douma	Ottawa	ON	L0632	Richard Ponseti	New Orleans	LA
L0162	William Driscoll	Ottawa	ON	L0632	Melvin Victor	New Orleans	LA
L0162	Edward Hartley	Ottawa	ON	L0643	John Koshorek	Marquette	MI
L0162	Daniel Miller	Ottawa	ON	L0644	Jay Adams	Lincoln	NE
L0209	Andy Boyd	Edmonton	AB	L0644	Matthew Vonderfecht	Lincoln	NE



# NEVER FORGET

## *In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State
L0647	Jedd Bohlender	Grand Island	NE	L1463	Milton Napuunoa	Hawaiian Islands	HI
L0718	Edward Arsenault	Boston	MA	L1476	Ronald Henderson	South Portland	ME
L0718	Richard Brown	Boston	MA	L1563	James Edwards	Anne Arundel County	MD
L0718	Charles Cooks	Boston	MA	L1580	Edward McLeod	Canton	MA
L0718	Walter Fields	Boston	MA	L1581	Doug Hudson	Midland	ON
L0718	James Gallagher	Boston	MA	L1619	Charles Daniels	Prince George's County	MD
L0718	Hipolito Gonzalez	Boston	MA	L1619	Michael Schulze	Prince George's County	MD
L0718	George Kelley	Boston	MA	L1784	Walter Applegate	Memphis	TN
L0718	Robert Mackey	Boston	MA	L1784	George Edwards	Memphis	TN
L0718	Anthony Masiello	Boston	MA	L1784	Michael Gibbs	Memphis	TN
L0718	Ronald O'Brien	Boston	MA	L1784	Peter Reagan	Memphis	TN
L0718	Donald Oliver	Boston	MA	L1784	George Stewart	Memphis	TN
L0718	James Palizzolo	Boston	MA	L1826	Michael Coenen	Southwest Florida	FL
L0718	Leo Scanlon	Boston	MA	L1826	Jeremy Savinsky	Southwest	FL
L0718	Roland Sferrazzo	Boston	MA	L1908	John Foster	Clark County	NV
L0730	Graham McCallum	Victoria	BC	L1908	Lorne Lomprey	Clark County	NV
L0730	Brian Stark	Victoria	BC	L1908	Herbert Russell	Clark County	NV
L0734	William Jett	Baltimore	MD	L1908	Joe Sandoval	Clark County	NV
L0771	Robert Kaine	Saint John	NB	L1908	Edward Steffen	Clark County	NV
L0798	Lawrence Conrad	San Francisco	CA	L2005	Lester Webster	Garden Grove	CA
L0798	Lauifi Seumaala	San Francisco	CA	L2024	Vincent Faranda	South King County	WA
L0825	Linda Cohens	New Haven	CT	L2068	Lester Brown	Fairfax County	VA
L0825	Jeff O'Neil	New Haven	CT	L2095	Harold Payne	Stillwater	OK
L0840	Leo McGarry	Luzerne County	PA	L2203	Rudolf Koenig	North Metro	CO
L0841	Robert LaVallee	New Bedford	MA	L2210	Michael Grimaldi	Hillsboro	OR
L0854	William Kelly	New York UFOA	NY	L2294	Nicholas Perez	Hillsborough County	FL
L0854	Edward McDonagh	New York UFOA	NY	L2339	Jeffery Atkinson	Tallahassee	FL
L0854	Joseph McKeon	New York UFOA	NY	L2359	Kelly Lewis	Edmond	OK
L0867	Len Cann	Winnipeg	MB	L2400	Rich Hall	San Mateo County	CA
L0867	Gerald Delisle	Winnipeg	MB	L2400	Jeffery Timms	San Mateo County	CA
L0867	William Kosowan	Winnipeg	MB	L2881	Bryon Beck	Cal Fire Local 2881	CA
L0867	Gerald Laurin	Winnipeg	MB	L2881	Cory Iverson	Cal Fire Local 2881	CA
L0867	Claude Provencal	Winnipeg	MB	L2903	Tom Wright	Lacey	WA
L0883	Marty Lawrence	Tyler	TX	L2928	Michael Richman	Palm Beach County	FL
L0964	Joseph McDonald	BFOA	MD	L3033	Richard Haefel	Skokie	IL
L0972	Steven Settiff	Lubbock	TX	L3074	Ross Staton	Alsip	IL
L0992	Scott Johnson	New Britain	CT	L3264	Daniel Pesula	Hooksett	NH
L1073	William Buys	Middletown	CT	L3617	Joshua Carney	Midway	SC
L1092	Scott Koogje	Ajax	ON	L3757	Randy Brunet	Corona	CA
L1132	Kali Hurd	Roanoke	VA	L3757	Timothy Hull	Corona	CA
L1173	John Carr	Baytown	TX	L3760	Steven Terry	Hernando County	FL
L1230	Nunrio Giordano	Contra Costa County	CA	L3765	James Landry	Sulphur	LA
L1257	Gilbert Smith	Port of Seattle	WA	L3767	Roy Jones	Papillion	NE
L1271	Chris Bonson	Surrey	BC	L3888	Valentinas Asevicius	Toronto	ON
L1271	John James	Surrey	BC	L3888	R Carson	Toronto	ON
L1285	Leroy Leavitt	Las Vegas	NV	L3888	David Craig	Toronto	ON
L1286	Bryan Kongus	Richmond	BC	L3888	Milda Morgan	Toronto	ON
L1297	Stephen Porciello	Arlington	MA	L3888	Steven Serheniuk	Toronto	ON
L1298	Torger Johnson	Powell River	BC	L3888	Scott Stitt	Toronto	ON
L1311	Robert Faison	Baltimore County	MD	L4224	Jim Carney	Lincolnshire-Riverwoods	IL
L1311	John Lewis	Baltimore County	MD	L4325	Jonathan Hannum	Summit County	CO
L1311	George Reed	Baltimore County	MD	L4381	Jonas Whitwell	Columbia	TN
L1348	Roy Huff	Muncie	IN	L4944	Scott Ferguson	Old Pueblo	AZ
L1363	Frank Montanaro	Cranston	RI	L5067	Michael Tepe	Jackson Hole	WY
L1403	Larry Locke	Metropolitan Dade	FL	S0019	Richard Stevens	Devens	MA
L1463	Jeffrey Loo	Hawaiian Islands	HI				

# LAST ALARM



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

L3033 ....Richard Haefel .....Skokie, IL..... 03/03/1963	L0002 ....John E. Alaniz .....Chicago, IL..... 07/01/2016
L1285 ....Leroy Leavitt.....Las Vegas, NV ..... 06/01/1983	L0162 ....Ruurd R. Douma .....Ottawa, ON..... 10/28/2016
L0288 ....Lloyd Michor .....Hamilton, ON ..... 12/08/1986	L0492 ....W. Graham Emslie.....Sarnia, ON ..... 12/05/2016
L0467 ....James R. Round .....Guelph, ON..... 06/09/1987	L0499 ....William L. Donahue.....Cambridge, ON..... 12/05/2016
L0341 ....John W. Wedgeworth.....Houston, TX ..... 09/20/1989	L0525 ....Michael M. Moses.....Santa Barbara City, CA ..... 12/06/2016
L0341 ....Francis C. Loos .....Houston, TX ..... 09/18/1990	L0094 ....Brian Masterson .....New York, NY ..... 01/22/2017
L0341 ....W.J. Gaeke .....Houston, TX ..... 06/04/1999	L0094 ....Robert Digiovanni .....New York, NY ..... 01/27/2017
L0481 ....Rene Malaguti.....Welland, ON ..... 10/18/2004	L3757 ....Randy Albert Brunet ....Corona , CA ..... 01/28/2017
L0288 ....Ronald Bowman .....Hamilton, ON ..... 03/19/2005	L0455 ....Jack Lodge .....Windsor, ON ..... 02/05/2017
L0288 ....William R. Smith .....Hamilton, ON ..... 11/28/2005	L0094 ....Robert E. Newman .....New York, NY ..... 02/09/2017
L1581 ....Doug Hudson .....Midland, ON ..... 01/23/2008	L0255 ....James R. Brosh.....Calgary, AB..... 02/20/2017
L0094 ....Joan Daley .....New York, NY ..... 09/07/2009	L0255 ....Paul M. Baker .....Calgary, AB..... 03/17/2017
L3888 ....Ronald Carson .....Toronto , ON ..... 08/12/2010	L0018 ....Robert W. Chapman.....Vancouver, BC ..... 03/23/2017
L3757 ....Timothy Hull .....Corona , CA ..... 01/14/2012	L0455 ....Earl Sharron .....Windsor, ON ..... 03/28/2017
L0455 ....Charles M. Doherty .....Windsor, ON ..... 07/20/2013	L0094 ....Roy Smith .....New York, NY ..... 04/02/2017
L0288 ....Gary J. Burgess.....Hamilton, ON ..... 10/30/2013	L0094 ....James Lanza .....New York, NY ..... 04/06/2017
L0094 ....Ronald Brenneisen .....New York, NY ..... 09/12/2014	L0094 ....Raymond Pfeifer .....New York, NY ..... 05/28/2017
L0288 ....Roy W. Knowles.....Hamilton, ON ..... 04/23/2015	L0854 ....William J. Kelly .....New York, NY ..... 06/10/2017
L0002 ....Walter M. Carlson .....Chicago, IL..... 05/21/2015	L0094 ....William Gormley .....New York, NY ..... 06/14/2017
L0288 ....Robert Kerr .....Hamilton, ON ..... 09/06/2015	L0481 ....Richard David .....Welland, ON ..... 06/22/2017
L1257 ....Gilbert H. Smith.....Port of Seattle, WA ..... 11/29/2015	L0136 ....James M. Watson .....Dayton, OH..... 06/28/2017
L3264 ....Daniel P. Pesula.....Hooksett , NH..... 06/21/2016	L0058 ....L. Grant Dalton .....Dallas, TX..... 07/16/2017

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

# LAST ALARM



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

L2334 ....David B. Dilorio .....North Providence, RI..... 07/19/2017	L0841 ....Robert LaVallee .....New Bedford, MA ..... 11/28/2017
L0094 ....Michael Duffy .....New York, NY ..... 08/08/2017	L2400 ....Rich Hall .....San Mateo County, CA ..... 11/28/2017
L0094 ....Robert w. Alexander ....New York, NY ..... 08/14/2017	L2400 ....Jeffery L. Timms .....San Mateo County, CA ..... 12/02/2017
L1286 ....Bryan Kongus .....Richmond, BC ..... 08/17/2017	L0215 ....Kristin M. Ciganek.....Milwaukee, WI ..... 12/06/2017
L0854 ....Joseph D. McKeon .....New York, NY ..... 08/19/2017	L0481 ....John w. Rumsby .....Weland, ON ..... 12/07/2017
L0094 ....Michael R. O'Hanlon ....New York, NY ..... 08/28/2017	L0539 ....Joseph B. Fuller .....Portsmouth, VA..... 12/09/2017
L0447 ....Robert E. Broadbent ....St. Thomas, ON ..... 08/28/2017	L2881 ....Cory D. Iverson .....Sacramento, CA ..... 12/14/2017
L0486 ....James A. Brown .....Chatham Kent, ON ..... 09/12/2017	L2339 ....Jeffrey Atkinson .....Tallahassee, FL ..... 12/15/2017
L0460 ....Joseph Simon .....Brantford, ON ..... 09/30/2017	L4224 ....Jim Carney .....Lincolnshire-Riverwoods, IL ..... 12/17/2017
L0162 ....Edward Hartley .....Ottawa, ON..... 10/01/2017	L0647 ....Jedd E. Bohlender .....Grand Island, NE..... 12/19/2017
L2095 ....Harold Payne.....Stillwater, OK ..... 10/08/2017	L4209 ....Donald W. McQuinn Jr. King, NC..... 12/21/2017
L1908 ....John Foster.....Clark County, NV ..... 10/18/2017	L0469 ....Robert Burton .....Yakima, WA ..... 12/25/2017
L0162 ....Daniel Miller .....Ottawa, ON..... 10/31/2017	L0064 ....Jason C. Garrett .....Kansas City, KS ..... 12/26/2017
L0341 ....Jake Lawson.....Houston, TX ..... 10/31/2017	L0284 ....Kerry S. Elliott .....North Bay, ON..... 12/27/2017
L0140 ....Dana W. Binkley .....Nashville, TN ..... 11/01/2017	F0282 ....Jason McNamee .....Puget Sound , WA..... 01/02/2018
L0543 ....Noel E. Clarke .....Moundsville, WV ..... 11/09/2017	L1014 ....Robert Brantley .....Los Angeles County, CA ..... 01/05/2018
L3888 ....David S. Craig .....Toronto , ON ..... 11/11/2017	L0022 ....Matthew LeTourneau ..Philadelphia, PA ..... 01/06/2018
F0263 ....Brice R. Gomes .....Federal Fire Fighters Of Hawaii, HI .. 11/12/2017	L2706 ....Tim Boedeker .....Marshall, MO ..... 01/10/2018
L0854 ....Edward McDonagh .....New York, NY ..... 11/12/2017	L2850 ....Jacob Shadd Rohwer ..Farmington, NM ..... 01/11/2018
L0162 ....William Driscoll .....Ottawa, ON..... 11/13/2017	L1616 ....Eugene P. Campbell.....Weymouth, MA..... 01/13/2018
L0344 ....Keion D. Boone .....Detroit, MI ..... 11/18/2017	L3177 ....J. Kevin Hauber.....Buffalo Grove, IL..... 01/27/2018
L0142 ....Peter A. Reed .....London, ON ..... 11/28/2017	L1055 ....James Marcus Wright ..Columbia, MO ..... 01/29/2018

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# Fire Fighter

QUARTERLY



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



## IAFF Online Store



### ANNIVERSARY WINDSHIRT

Burgundy microfiber windshirt with side pockets and drop crew neck. 100th Anniversary logo embroidered on left chest in gold. Sizes: S-4XL  
Item F1259 - **\$58.00**



### ANNIVERSARY STEIN

White ceramic stein with round 100th Anniversary design on one side. 26 oz.  
Item F757 - **\$32.00**



### ANNIVERSARY MUG

Matte black ceramic mug with gold glaze interior. 100th Anniversary design on one side. 12 oz.  
Item F821 - **\$19.18**



### ANNIVERSARY MAGNET

3D rubber magnet. 2" diameter.  
Item F219 - **\$4.00**



### ANNIVERSARY LAPEL PIN

Goldtone pin with color enamel fill.  
Item F267 - **\$12.60**

### ANNIVERSARY T

Black, 100% cotton T-shirt with 100th Anniversary logo on back and IAFF maltese and dates on front. Sizes: S-4XL  
Item F1270 - **\$26.25**



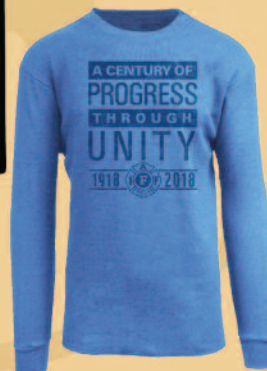
### ANNIVERSARY BRASS KEY TAG

Brass finish with color accents and split ring. 1 1/2" diameter.  
Item F270 - **\$10.00**



### ANNIVERSARY PATCH

Approx. 2"x3".  
Item F269 - **\$5.25**



### ANNIVERSARY HEATHER ROYAL THERMAL

Unisex thermal long sleeve shirt with distressed Anniversary logo on front in dark blue. 50/50 blend. Sizes: S-3XL  
Item F1260 - **\$26.25**

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