

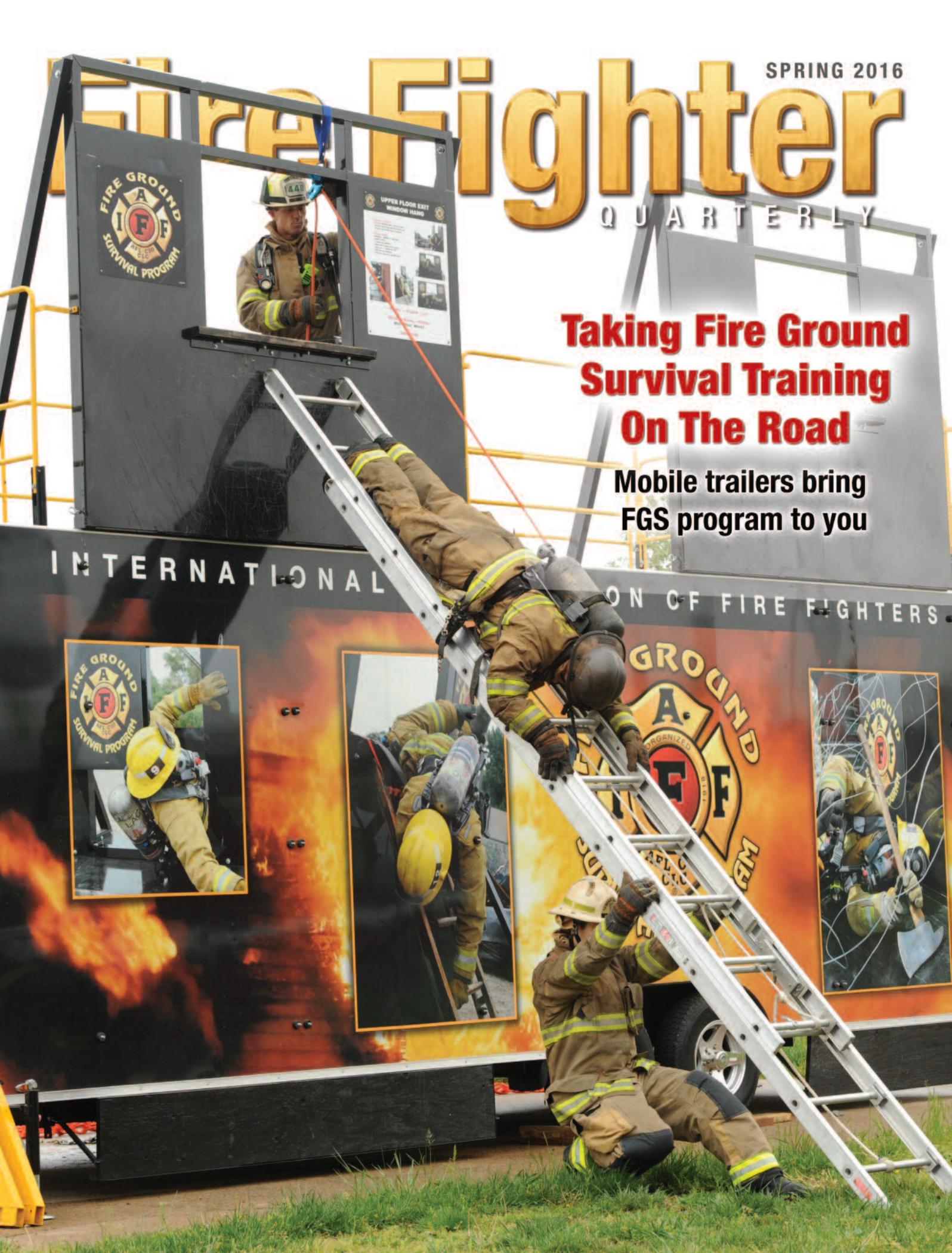
SPRING 2016

# Fire Fighter

QUARTERLY

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# Fire Fighter

Q U A R T E R L Y

**Harold A. Schaitberger** General President  
**Thomas H. Miller** General Secretary-Treasurer

## IAFF EXECUTIVE BOARD

### 1st District

**William Romako**  
427 Spruce Avenue  
West Islip, NY 11795  
(631) 893-9116 (Office)  
(917) 834-1414 (Cell)

### 2nd District

**Mark Woolbright**  
115 McMennamy Road  
St. Peters, MO 63376  
(314) 393-9755 (Cell)  
(636) 397-1572 (Office)  
(636) 397-3809 (Fax)

### 3rd District

**Jay Colbert**  
20 Henry Ave.  
Somerville, MA 02144-2604  
(617) 307-8076 (Cell)

### 4th District

**William V. Taylor**  
206 Inlet Drive  
Pasadena, MD 21122  
(410) 317-5546 (Office)  
(443) 324-2529 (Cell)  
(410) 317-5548 (Fax)

### 5th District

**Thomas Thornberg**  
23594 Ulysses St. NE  
East Bethel, MN 55005  
(612) 290-8015 (Cell)

### 6th District

**Lorne West**  
Box 581 Str. Ft. Langley  
Langley, BC Canada V1M2R9  
(604) 574-5785 (Office)  
(604) 868-8730 (Cell)  
(604) 513-9884 (Fax)

### 7th District

**Kelly Fox**  
2216 57th Way NW  
Olympia, WA 98502-3451  
(360) 791-6201 (Cell)

### 8th District

**Paul Hufnagel**  
2545 Oxford Road  
Lansing, MI 48911-1036  
(517) 281-2832 (Cell)  
(517) 484-7744 (Home)

### 9th District

**Ray R. Rahne**  
3444 S. Newland Ct.  
Lakewood, CO 80277  
(303) 619-2462 (Cell)  
(303) 988-0177 (Home)

### 10th District

**James T. Ferguson**  
3029 Buchanan Street  
San Francisco, CA 94123-4201  
(415) 760-8063 (Cell)  
(415) 474-4121 (Fax)

### 11th District

**Sandy McGhee**  
1283 S. Detroit Avenue  
Tulsa, OK 74120  
(918) 855-8228 (Cell)

### 12th District

**Larry Osborne**  
8743 Ricardo Lane  
Jacksonville, FL 32216-3536  
(904) 641-5407 (Home)  
(904) 219-8656 (Cell)

### 13th District

**Fred LeBlanc**  
317 Avenue Road  
Kingston, Ontario K7M 1C8  
(613) 328-2195 (Cell)

### 14th District

**Danny Todd**  
3740 Northcliffe Drive  
Memphis, TN 38128  
(901) 377-6549 (Home)

### 15th District

**David Burry**  
16 Indian Pond Place  
CBS, NL A1X6P8  
(709) 744-2709 (Home)  
(709) 689-7574 (Cell)

### 16th District

**James B. Johnson**  
3195 Dayton-Xenia Road  
Suite 900-303  
Beavercreek, OH 45434-6390  
(202) 360-1318 (Cell)

## TRUSTEES

**Mark S. Ouellette**  
2681 Sicily Drive  
New Smyrna Beach, FL 32168  
(386) 314-5837 (Cell)

### Alex Forrest

303-83 Garry Street  
Winnipeg, MB R3C-419 Canada  
(204) 783-1733 (Office)  
(204) 791-4980 (Cell)  
(204) 255-0383 (Home)  
(204) 253-0496 (Station)  
(204) 772-2531 (Fax)

### Anthony Mejia

2859 Albury Avenue  
Long Beach, CA 90815  
(562) 989-3667 (Office)  
(562) 212-2055 (Cell)

## GENERAL COUNSEL

**Thomas Woodley**  
Woodley & McGillivray

**Harold A. Schaitberger**, Editor

**Jeff Zack**, Supervising Editor

**Jane Blume**, Director of Communications, Managing Editor

**Mark Treglio**, Staff Writer **Kristin Craine**, Staff Writer **Tim Burn**, Staff Writer

**Kristin Hazlett**, Graphic Artist **Mesha Williams**, Staff Writer

**Meghan BouHabib**, Editorial Assistant **Cindy Pinkney**, Administrative Assistant

**Craig Renfro**, Advertising Director • (972) 416-9782 • crenfro@iaff.org

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## INTERNATIONAL EXECUTIVE STAFF

**Jim Lee** Chief of Staff

**Doug Steele** Legal Counsel

**Patrick J. Morrison** Assistant to the General President for Occupational Health, Safety and Medicine

**Jeff Zack** Assistant to the General President for Media, Communications and Information Systems

**Scott Marks** Assistant to the General President for Canadian Operations

**Lori Moore-Merrell** Assistant to the General President for Member Services, Technical Assistance and Information Resources

**James Ridley** Assistant to the General President for Education, Training and Human Relations

**Kevin O'Connor** Assistant to the General President for Governmental and Public Policy

**Warren May** Assistant to the General Secretary-Treasurer for Finance and Membership

**Elizabeth Harman** Assistant to the General President for Grants Administration and HazMat/WMD Training

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James L. Hill  
Elliott Hastings  
Dominick C. DiPaulo  
Robert E. Palmer

## AUXILIARY TO THE IAFF

**Terra McKenzie**

President  
(217) 424-5687  
Terra.Mckenzie@adm.com  
www.aiaff.com

## IAFF CHAPLAIN

**Father Thomas Mulcrone**

**IAFF Headquarters Office**  
1750 New York Ave. NW  
Washington DC 20006  
(202) 737-8484 (Office)  
(202) 737-8418 (Fax)

**IAFF Canadian Office**

350 Sparks St. Suite 403  
Ottawa Ontario, Canada K1R7S8  
(613) 567-8988 (Office)  
(613) 567-8986 (Fax)

## IAFF FINANCIAL CORPORATION

**Carrie Tucker**  
Chief Operating Officer

## E-18 MEDIA

**Marty Sonnenberg**  
Executive Producer

Charles L. Buss  
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## Campaign 2016: Staying Focused

The campaign for president of the United States — on both sides of the aisle — has been bizarre.

I'm not going to rehash the weirdness of debates over hand size or the name calling, because all of you have heard it already.

But the entertainment value of the 2016 presidential campaign aside, your union has remained focused on the fact that our next president of the United States will truly matter to the country and our members.

All elections have consequences. That's why we play hard in politics — and it's why we support those who support us, regardless of political party.

The success of that simple philosophy has been shown to be very successful through the years, and most recently resulting in legislation at the federal level to renew the Zadroga 9/11 Act, winning a process that potentially will make federal public safety officer benefits available for 9/11 responders, securing a two-year delay in the Cadillac Tax — giving us until 2020 to kill it — defeating a plan to replace defined benefit pensions with an insurance annuity and winning increases in both the FIRE Act and SAFER grant programs.

The importance of those legislative victories over the past year for our members is clear. And it occurred because we have friends on both sides of the aisle in Congress and the Executive branch who know they can count on us.

That's why we have undertaken a very deliberative and methodical approach to evaluate the candidates and where they stand on our issues.

Checking partisanship at the door, 18 months ago, we began our process. Simply put, we are looking to see where the candidates stand on our "basket of issues" and whether or not they have our backs when it comes to protecting pensions, your safety on the job, supporting collective bargaining and other labor rights, funding our SAFER and Fire Act grant programs and standing up for hardworking, union families.

In our process to give every candidate in both parties an opportunity to win the coveted IAFF gold and black endorsement, we first conducted a Presidential Forum at our 2015 Legislative Conference, hosting 11 candidates for the highest office in the land from both parties.

We also sent questionnaires to many of the candidates to better determine where they stood on our basket of issues, while also researching their records on where they have supported us in the past.

To find out where our members stand in their opinions on the election, late last summer, we hired a very respected polling firm and completed a comprehensive membership survey of 1,000 of our members nationwide — with an additional sampling of 300 in 10 battleground states and another 300 nationally balanced affiliate leaders. A scientifically balanced poll with a small margin of error.

All along the way, our Executive Board met to discuss what we were hearing from the field and what direction we thought we should steer our union.

Considering all of those factors, what became very clear was that we should stay out of this election at least until the candidates for the general election are decided.

As you are receiving this magazine, we will have the results of a new membership survey focusing on the three remaining candidates (Republican Donald Trump, Senator Bernie Sanders and former Secretary of State Hillary Clinton) and shortly after that, your Executive Board will be meeting once again to consider the issue further.

What you need to know is that your Board recognizes that we have a politically diverse membership of Democrats, Republicans and Independents. We will never have unanimity in the support of a single candidate.

That's why we focus solely on the issues important to this union — it's what you pay us to do — representing you on the issues that deal with your work, safety, your family's security and your retirement security. And it's why our decisions will not always align with all of our members' political views.

Noting that our decisions will not always be popular, even if they are focused on getting things done legislatively on your behalf, one thing I want to make certain that everyone understands is that we will not make an endorsement decision that could potentially tear our union apart at the member level. The strength and solidarity this union has built are too important.

Ultimately, if your Executive Board does make a decision to endorse, it will be based solely on the records and statements of the candidates remaining after the respective party nominees are clear.

The fact remains that the presidency matters greatly to your rights at work and your job on many fronts. First and foremost, the president sets the tone for the next four or eight years. Will the new administration be friendly to unions and working families, or hostile? Can the next president support and promote bargaining rights, protect public pensions, strengthen workplace safety standards and fully fund vital grant programs? Or will our next president imitate the actions of the Scott Walkers, Rick Scotts, John Kasichs and Chris Christies of the world and engage in well-coordinated attacks on unions and working families, your rights and freedom to be part of a strong union?

Our next president will also likely appoint at least two justices to the Supreme Court. Those justices may determine whether public employees remain covered under the Fair Labor Standards Act and have the right to earn overtime; whether pension benefits must be paid in municipal bankruptcies or whether retirees can be left holding the proverbial bag; whether union security clauses and fair share fees are permissible; and whether government employees have full workplace rights.

In addition, there are 15 presidentially appointed cabinet secretaries. These agencies greatly influence policies affecting our members. With the support of friendly cabinet secretaries — and through regulatory action over the years — the IAFF successfully established NIOSH line-of-duty death investigation program; protected the overtime rights of working supervisors; streamlined public safety officer benefit regulations; won federal grants to enhance funding for wildland fire fighting, transportation of chemicals and other safety issues; improved definitions and secured favorable interpretations from the Treasury Department on pension and 457 issues; and achieved numerous other advancements.

This election cycle is also about more than just the White House. There are 34 U.S. Senate seats and all 435 House seats up for re-election, along with 18 governors' races, many state legislative body elections and, of course, scores of municipal and local offices on the ballot.

All of these races affect the lives and livelihoods of our members. So, we will be partnering with our local and state affiliates to support candidates who have our back and support our issues at all levels in this election.

From the White House to Town Halls and everywhere in between, elections have consequences. This is why we will be working to support our friends and oppose our foes at all levels of government with money, marbles and chalk — everything it takes to play the game — in the 2016 election cycle and beyond. ■



Harold A. Schaitberger

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

# COMING SOON

## IFSTA COMMUNITY RISK REDUCTION TEXTS



# IAFF 53rd Convention

Our incredible IAFF staff is working hard to prepare for the 53rd Convention in Las Vegas in August. We are expecting an estimated 1,800 delegates to gather, and it is a sizeable task to ensure that we meet the demands of such a large Convention.

Again this year, credentials and registration for Convention is entirely online.

As always, there are a number of important items to remind our Convention delegates about, but it is crucial for affiliate presidents, secretary-treasurers and all delegates and alternates to be aware of certain things.

Remember that, pursuant to the IAFF's Constitution and By-Laws, all affiliates must be current in their per capita and EDF payments in order to be seated at Convention. If you have questions about whether or not your local is in compliance with this requirement, email [gst@iaff.org](mailto:gst@iaff.org) or call (202) 824-1521.

In order to pick up your Convention badge, delegates and alternates MUST have either their IAFF membership card, a driver's license, passport or a printed copy of their credentials.

While we also strongly recommend that delegates and alternates are registered (paid) prior to arriving, at the very least, have the credentialing part completed. Here's why: This process requires approval by both the affiliate president and secretary-treasurer. If one is unavailable to complete the credentialing process, delegates/alternates will be unable to be given their credentials to get on the Convention floor.

It is also a requirement that all delegates and alternates pick up their Convention badges before 5:00 p.m. on Monday, August 15 in order to be seated at Convention. If for any reason your delegation is unable to meet this deadline, you must contact your district vice president.

Complete information about the 2016 Convention is online at [www.iaffconvention2016.org](http://www.iaffconvention2016.org). If you plan to attend the Convention, check this web site to stay up to date.

The web site has a number of Convention reports, including the officers' reports, financial reports and resolutions to make it more convenient for you to take the information back home and share it with your members.

It is important for all the delegates to be familiar with the resolutions, and to understand the rationale behind the resolutions. Resolutions will be available on the Convention web site by mid-July.

Brothers and sisters, our 53rd Convention will be my last as your General Secretary-Treasurer and I am

looking forward to it with mixed emotions. I have been incredibly blessed to have been a part of this IAFF for 45 years and have been very proud of what this union accomplishes for our membership. But as we all know, there comes a time in every career to mark out of service. While I will miss the day-to-day involvement in the work of our union, I am looking forward to having more time with my wife, Barb, and our children in my retirement.

But before I officially say goodbye, there is work to be done. Let's make this Convention our most productive ever — and maybe have a little fun, too.

I'll see you in Las Vegas!



**Thomas H Miller**

*Thomas H. Miller*

## IMPORTANT DATES:

<b>June 16, 2016</b>	Censure resolutions must be received by the General President
<b>June 24, 2016</b>	All resolutions must be received by the General Secretary-Treasurer via mail, email or fax. Any resolution received after this deadline will be returned to sender.
<b>July 6, 2016</b>	Originals of resolutions received by email or fax must be received by the General Secretary-Treasurer
<b>August 1, 2016</b>	Online process for proxies and alternate proxies must be completed online by 5:00 PM, EDT
<b>August 14, 2016</b>	Onsite credential check-in and Convention registration begins

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## Strategic Success

Dear President Schaitberger,

On the heels of a very successful April election, we wanted to take a minute to say, thank you! We are happy to report that the Professional Fire Fighters of Eastern Missouri Local 2665 won an unprecedented 58 out of 64 races.

Like other locals, we know that a lot of work goes into elections, and it takes an entire team to achieve success. In no way is it our intent to value one component over another, but we want to quietly acknowledge one component that is going to be overlooked by many

## First-Class Instruction

Dear President Schaitberger:

I would like to thank the IAFF Hazardous Materials and Weapons of Mass Destruction Training Department for providing my local, Nassau County, FL Local 3101, with the HAZMAT 160 training back in February of 2013.

In 2014, we established our department's first Special Hazards Operations Team, or "SHOT." We have technician-level certifications in HAZMAT, CSR, Collapse, Rope Rescue, VMR and Trench Rescue.

On March 3, 2016, that training became integral as we were confronted with a potentially catastrophic situation. An MC-331 carrying about 6,000 gallons of anhydrous ammonia attempted to turn into a shopping center parking lot and misjudged the turn radius, dropping his right trailer wheels into a 4-foot drainage ditch. In the shopping center were several restaurants, a Dollar General store and a grocery store.



The MC-331 was listing about 40 degrees to the passenger side and the tractors left drive wheels were about a foot in the air. There was no damage to the tanker and no product leaking. Upon the SHOT arrival, no evacuation of the local businesses had been started.

Through the training we received from the IAFF, we were able to smartly and confidently start evacuation of the civilians in the businesses, isolate the geographical area and establish upwind/uphill incident command.

Something that our instructors taught us and were very adamant about was,

people: communications. We believe that the knowledge our local gained at the IAFF Communications Training Academy (see page 28) has had an immeasurable impact to our success on Election Day!

While not as evident as designing the artwork or coordinating poll workers, the branding/marketing strategy that we applied consistently over a sustained period of time undoubtedly positioned our members a little better going into these elections than if we had continued with our status quo. With the guidance of Mark Treglio and Scott Treibitz (and the assistance of the entire IAFF staff), our local was able to pump out quality

"Don't make a bad situation worse by rushing in — think it through and look for multiple options when given time to do so." That is what we did.

This was our teams' first significant HAZMAT call. We were able to make safe, sound decisions with confidence due to the outstanding training we received from the IAFF HAZMAT/WMD Training Department.

On behalf of Local 3101 President Matt Waggoner and the Nassau County Fire Rescue Special Hazards Operation Team, I would like to thank the IAFF and especially the instructors. Without these instructors' vast knowledge and their willingness to share it, our team would not exist today: Todd Smith, Paul "Cid" Ceresa, Tony Mussorfiti, Jim Thompson, Neal Mullane and John Teefy.

These men were the catalyst in the birth of our team and are still there to help us whenever we call.

Fraternally,

**George L. Faucher Jr.**  
NCFRD HAZMAT Coordinator  
Nassau County, FL Local 3101

Dear President Schaitberger:

On behalf of Fry, AZ Local 4913, I'd like to thank you and the IAFF for the recent HAZMAT Confined Space Rescue class that was provided for us. The feedback that I received from all of the students was exceptional. We had 20 students from six different agencies participate.

Our collective response area is somewhat rural with significant HAZMAT and confined space rescue potential. This training will allow more of our fire fighters to safely respond to an incident. The course material and information was cutting edge and pertinent to real-life scenarios.

Alex Rangel, Daniel O'Meara and Bob Saurez were — hands down — some of the best instructors that we have ever had the pleasure and honor to train under. They displayed an enormous amount of knowledge and shared much of their vast experience with the class. They were personable and made the

content to a very large audience well before some of our shops even considered putting something on the ballot. This would not have been possible without the knowledge gained at the Communications Training Academy and the resources provided by the IAFF.

I know that we will never be able to measure the impact it had, but I can tell you that the IAFF logo has been viewed by more people in our region over this past year than any period of time in our local's history. From newspapers and various social media platforms, to magazines and barbershop flyers — our brand was everywhere!

class extremely fun and enjoyable for the students. I was also very impressed with their total regard for safety at all times.

When confronted with several obstacles due to my poor choice of training locations, they went out of their way to adapt and help find new, safe training locations. After the last day of class, every student told me that they would like to see all three instructors come back to train our personnel in the future.

In our eyes, it was no coincidence that after nearly an entire year of applying what we learned at the IAFF Communications Training Academy, we recorded the best win percentage in our local's history!

So again, on behalf of all our members, thank you to the entire IAFF staff for giving our local the knowledge and resources necessary to continue our great success!

**Jeff Proctor**

Professional Fire Fighters of Eastern Missouri  
Local 2665

I cannot emphasize enough how well these instructors represented the IAFF. Thank you again.

Fraternally,

**Dennis Ferrel**  
President  
Fry, AZ Local 4913

## Fraternally United

Dear President Schaitberger,

My name is Judy Bazzle. I had the honor of meeting you at the Rhode Island State Association of Fire Fighters meeting in Warwick.

I am writing to thank you for giving my husband, David Dlorio, your personal Challenge Coin. He was so touched by this.

David was a proud fire fighter for 30 years in North Providence. After his retirement, he started feeling "different." He was diagnosed with Bulbar ALS in 2012. He weighed 320 pounds and is 6'4". He now weighs 180 pounds. This disease has drastically changed our lives forever.

I gave David your coin the same way you gave it to me, hand on top of hand and turning it over together. Again, I must tell you how proud he was to receive this.

I am also sending along some pictures from the Fill-the-Boot campaign from this past year. North Providence had these special shirts made to support our Muscle Walk team. The guys are very supportive of our family, they truly are a brotherhood! They worked very hard on this campaign because they know how much MDA means to us. North Providence was the highest collecting local for the state of Rhode Island at \$24,000!



I have been doing the Muscle Walk for the last three years. Every year, I try to raise more and more money for MDA. They are a great support and help out tremendously. I do this because I cannot help my husband — he has a terminal illness — but in my heart, I can help someone else. Our team name is Ditz's Devils. My husband's nickname at the fire station was "Ditz."

Again, I thank you, and my husband thanks you, for the Challenge Coin. Keep doing what you do, and keep these fire fighters safe and protected.

Sincerely,  
**Judy Bazzle**

# Mobile Life-Saving Training

**“DISPATCH! MAYDAY ... MAYDAY ... MAYDAY ...  
BATTALION 6, I NEED A FULL RESPONSE.  
I HAVE FIRE FIGHTERS MISSING.”**

Tamalyn Nigretto's voice was loud and clear as she called in a Mayday after an explosion caused by a natural gas leak rocked the streets of downtown Seattle and sent nine fire fighters to the hospital.

Nigretto, a member of Seattle Fire Chiefs Local 2898, had just participated in the IAFF Fire Ground Survival (FGS) training program designed to provide consistent Mayday operations throughout the fire service and to increase fire fighter survivability when the unpredictable happens.

“Having had that training, I knew I needed to call that Mayday as soon as the blast occurred,” she says. “The level of devastation was immediately apparent, and I was concerned about the survival of my fellow fire fighters. So for the first time in my 29-year career, I called a Mayday.”

Fire fighter fatality data compiled by the United States Fire Administration (USFA) have shown that fire fighters “becoming trapped or disoriented represent the largest portion of structural fire ground fatalities.” The incidents in which fire fighters have lost their lives have a consistent theme — inadequate situational awareness put them at risk.

The IAFF Fire Ground Survival program is funded by the IAFF and assisted by the U.S. Department of Homeland Security (DHS) through the Assistance to Firefighters (FIRE Act) grant program.

Subject matter for the program was developed through fire fighter fatality investigations and research by the National Institute for Occupational Safety and Health (NIOSH), the National Institute of Standards and Technology (NIST), Underwriters Laboratories, the USFA, the military, IAFF members and the International Association of Fire Chiefs (IAFC). The program includes an online awareness course and a 32-hour Train-the-Trainer that allows members to become FGS instructors.

Incorporating federal regulations, proven incident management best practices and survival techniques

from leaders in the field, the FGS program teaches fire fighters and incident command to be prepared for the worst-case scenarios. Topics covered include situational awareness, air management, communication, avoiding panic, disentanglement and upper-floor escape techniques.

Successful completion of the FGS awareness course (a pre-requisite for participation in the FGS Train-the-Trainer program) requires the study of actual near misses and fatalities. Students watch videos of simulated Mayday incidents and learn how to prepare for and handle a Mayday.

Developed as a way to ensure the highest degree of survivability when things on the fire ground go wrong, the FGS training program has spread its influence across the nation with mobile training apparatus (large trailers) stationed strategically across the United States and Canada to maximize the number of participants who can benefit from the training.

“The training is only as good as our ability to provide it to all of our members, even those in remote areas that may lack the resources of some of our larger affiliates,” says General President Harold Schaitberger.

Two mobile FGS units, equipped with heavy-duty props that can effectively recreate a number of entrapment and entanglement scenarios, were deployed in 2014 to begin to push the program out and get as many fire fighters trained as possible.

FGS instructors across North America conduct the training using the mobile trailers, traveling to smaller departments



that may not have the resources or training facilities available to otherwise receive this level of instruction.

The first two affiliates to receive FGS trailers were Los Angeles County, CA Local 1014 and Fairfax County, VA Local 2068.

“It's been extremely effective for both our veterans of 30-plus years and our recruits coming through the academy,” says Fairfax, VA Local 2068 President John Niemiec.

“Training for how to deal with a Mayday has been invaluable, but even more important has been learning how to avoid



getting into a Mayday situation. The props included in the mobile trailer — wall breaches, entanglements, emergency bailouts — are great at assisting us in simulating situations we run into out there.”

Fairfax County has worked with other locals in Maryland and southern Virginia to extend the training to departments that lack the facilities or resources to reenact the training scenarios that the FGS program provides.

“What I do know is that the FGS training increases our confidence and our ability to self-rescue if and when the need arises. It puts the skills in our hands,” says Niemiec. Currently, Fairfax is setting up to work the FGS program — using its ready-made trailer — with the City of Alexandria and Loudon County.

On the West Coast Assistant Fire Chief Derek Alkonis — a member of Los Angeles County Local 1014 — is trained as a FGS master instructor. Los Angeles County also operates an IAFF-owned FGS trailer that has been used to train 22 different battalions and more than 3,000 fire fighters, covering 2,300 square miles.

“Having a mobile FGS unit has made a huge difference,” says Alkonis. “We have used this program to develop a standard operating procedure for responding to a Mayday. Logistically, it would be hard to get that many fire fighters together to train at the same facility, but we can tow this trailer all over and reach not only our fire fighters, but all the fire fighters that work for the 30 other departments within Los Angeles County. The result is that we are on the same page when the worst possible response is called in — when one of our own goes down, we are ready.”



Alkonis notes that Los Angeles County responded to an incident last May where fire fighters became trapped when a roof caved in. In the post-incident report, several attributed their safe escape to the FGS training and being able to stay calm and control their breathing.

Los Angeles County is currently working with Los Angeles City Local 112, which also operates an FGS trailer, to command Mayday scenarios using the FGS training program. The Los Angeles County trailer is also made available to those outside of the county in order to reach as many fire fighters as possible.

“These trailers, which we are fortunate enough to operate, ensure that this critical FGS training makes it to all fire fighters, no matter where they are,” says Local 1014 President David Gillotte. “It’s where the rubber hits the road, and it’s saving lives.”

Saginaw, MI Local 102 maintains an FGS trailer that was made available to the local through the Assistance to Firefighters (AFG) grant. With help from fellow

members, Local 102 Vice President and Fire Ground Survival instructor Brandon Hausbeck submitted the grant. Members as far away as Calgary have benefited from the FGS training. “This program is very important. All of our new members go through it right away, as well as continually on a quarterly basis,” says Hausbeck. “To have the capability and the confidence to get yourself out of bad situations is huge. We had bigger guys that looked at some of these small spaces and thought, ‘no way’ — and then they were able to do it and build that confidence.”

He adds, “Our members are very receptive to the training. You get sick of classrooms and PowerPoints, and this program allows them to practice these scenarios in the real world.”

More than 33,000 IAFF members are now certified at the Fire Ground Awareness level. The IAFF has certified more than 1,300 instructors, and the operational course has reached more than 250 departments and potentially exposed over 79,000 fire fighters to the life-saving training.

By deploying mobile units across the United States and Canada, the IAFF can continue to deliver critical life-saving information to as many fire fighters as possible.

Currently, nine departments over five states (California, Washington, Texas, Michigan and Virginia) are operating FGS training mobile trailers, with plans to equip Indianapolis and Toronto with mobile units in the near future.

“Using our affiliates on the frontlines, we can offer this critical life-saving program in areas where the lack of a training facility would have previously prevented the delivery of what has become the gold standard in survival training,” says Schaitberger. ■



# IAFF Gold and Black Produces Results



Our leadership across North America, working together at all levels of this union, have not only grown our numbers, but also our influence for the sole purpose of protecting and improving the lives and livelihoods of our members.

The strength of this union and the influence of the IAFF gold and black political brand was unmistakable this spring as affiliate leaders in the United States and Canada convened for their respective annual IAFF legislative conferences.

At the 2016 Alfred K. Whitehead Legislative Conference in Washington, DC, General President Harold Schaitberger noted the significant legislative victories achieved by the IAFF over the past year, including extending the Zadroga 9/11 health benefits, delaying the so-called Cadillac Tax on high-cost health plans and eliminating the early withdrawal penalty from federal fire fighter retirement plans.

Meanwhile, the Canadian Legislative Conference in Ottawa — the IAFF's largest-ever — was set against the backdrop of a new Liberal Government — that included an unprecedented messaging and get-out-the-vote campaign by IAFF affiliates in Canada.

## Lawmakers Pledge Support for IAFF Legislative Agenda

Lobbying is a key component in the IAFF's legislative strategy. At the 2016 Legislative Conference, affiliate leaders met with lawmakers to promote support for several IAFF legislative priorities, including retirement fairness for federal fire fighters,



Rich Alles (Uniformed Fire Officers Association Local 854), Jim Slevin (Uniformed Firefighters Association Local 94) and 1st District Vice President Bill Romaka thank President Schaitberger and the IAFF for supporting efforts to pass the Zadroga reauthorization. Schaitberger remarked, "Bill Romaka, Local 94 Vice President Jim Slevin and Deputy Chief Richie Alles of Local 854 were a constant presence during those difficult months when we thought we could come up short in this fight. It's with great pride that, today, I can say to all of you who worked so hard, congratulations on a job well done."

protection against efforts to weaken public sector pensions and creation of a national cancer registry for fire fighters.

The results were immediate. Just one week after the Conference concluded, the U.S. House of Representatives introduced legislation to address the debt crisis in Puerto Rico — a bill which had long been a target for anti-pension amendments — without any anti-pension language, a

victory due in no small part to IAFF leaders' targeted advocacy.

Opening the Conference, President Schaitberger noted that, despite the difficulties of legislating in an election year, "We have to continue to find ways to make this Congress and federal government work for those who proudly hold an IAFF union card."

In other big advances, affiliate leaders won new cosponsors for the Federal Firefighter Pay Equity Act to include the full pay received for all regularly scheduled work in a fire fighter's pension calculation, as well as the Firefighter Cancer Registry Act.

The Registry Act (see page 17) was further buoyed by an unexpected endorsement when — speaking to delegates on the first day of the Conference — Los Angeles Mayor Eric Garcetti (D) expressed his support for the legislation, pledging to lead a movement of mayors across the nation. "You see, that act is the only way that scientists can better understand the link between your work and cancer," he said. "I'm sick of stories and anecdotes. It's time for the science to prove what we know."

Other speakers followed suit in pledging support for the IAFF legislative agenda. Representative Gerry Connolly (D-VA), sponsor of the Federal Firefighter Pay Equity Act, spoke of his strong support for federal fire fighters, as did Representative Barbara Comstock (R-VA). Numerous senators and governors also spoke to the audience, including Senator John McCain (R-AZ) — who praised fire fighters for their service — and Governor Maggie Hassan (D-NH) — who pledged to continue standing in strong support of hard-working Americans and helping to guarantee all fire fighters collective bargaining rights.

In addition, Senators Susan Collins (R-ME), Tim Kaine (D-VA), Ed Markey (D-MA), Al Franken (D-MN) and Steve Daines (R-MT) and Governor Larry Hogan (R-MD) addressed the more than 500 affiliate leaders during the two-day general session.

Delegates also heard from Dr. David Weil, administrator of the Wage and Hour Division at the Department of Labor, who spoke of his



Canadian Prime Minister Justin Trudeau (centre) and Public Safety Minister Ralph Goodale (fourth from right) appeared onstage with IAFF's leadership at the 23rd Canadian Legislative Conference in Ottawa April 19.

agency's efforts to protect labor standards across the country, including efforts to update overtime regulations and ensure workers — including fire fighters — are properly compensated for meal and rest periods.

A highlight of the Conference came in the form of a panel discussion between political pundits Bill Press and Alex Castellanos, representing liberal and conservative views, respectively. The two commented with their particular blend of experience and humor on the presidential election and the political environment, as well as the state of the two major political parties. Delegates had an opportunity to ask questions of the commentators on topics from the downfall of moderate Republicans to the role of unions in strengthening the American economy.

The political panel reinforced Schaitberger's message to delegates to remember why their hard work at the political and legislative levels matters. "The stakes are really high," he said. "Control of Congress is likely in play. The successful candidate for president could impact elections down-ballot at all levels of government. The leanings of the Supreme Court rest in the balance and — as the decision to deny the Friedrichs appeal (see page 20) showed us once again — their views determine so much when it comes to the laws behind our ability to represent our members, how they earn overtime, whether unions will be able to continue to thrive, or whether our enemies will be successful at choking us out. This isn't the time for the faint of heart."

For complete video coverage of the 2016 Legislative Conference, visit [www.iaff.org/webcast](http://www.iaff.org/webcast).

### Prime Minister Trudeau Addresses Canadian Legislative Conference

The 23rd IAFF Canadian Legislative Conference focused on a number of important public and fire fighter safety issues that now have the support of newly elected Prime Minister Justin Trudeau and a new Liberal Government.

Almost six months to the day after he was elected, Prime Minister Trudeau appeared before a record 150 IAFF delegates, receiving a thunderous standing ovation.

Trudeau, who met with General President



Panel discussion between political pundits Bill Press and Alex Castellanos



Los Angeles Mayor Eric Garcetti (D)



Governor Larry Hogan (R-MD)



Top: Senator Dick Durban (D-IL) meets with IAFF leaders from Illinois. Bottom: Senator Al Franken (D-MN) welcomes IAFF leaders during a lobby visit.

Harold Schaitberger before Schaitberger warmly introduced him to delegates, thanked Canadian IAFF members for the work they do in their communities while reiterating his commitments on two key IAFF issues, the establishment of a national benefit for the families of fallen fire fighters and other first responders and the development of a national action plan on post-traumatic stress.

Trudeau is also restoring funding for Canada's regional Heavy Urban Search and Rescue teams, which was cut by the previous government in 2012.

"These are things that our government takes seriously, because there is no more serious work than what your members do, day in and day out," said Trudeau, who was on stage with Public Safety and Emergency Preparedness Minister Ralph Goodale at his side. "Every day, you work hard to make Canada's communities safer, you remain resilient, compassionate and always focused on serving others. On behalf of the government and indeed, on behalf of all Canadians, thank you for all that you do."

Trudeau's leadership ushers in a new era of respect for working Canadians and long overdue commitments on fire fighter legislative issues.

The Liberal Government is also repealing two controversial anti-union bills passed by the previous government, bills C-377 and C-525. "My friends, that kind of approach has no place in this century. And it has no place in our government. The government I

lead respects unions, it doesn't attack them," Trudeau said.

Following his remarks, Trudeau walked through the audience and greeted delegates with handshakes and obliged many with "selfie" photos. The Prime Minister later tweeted to his 1.6 million followers a photo of the IAFF conference and a thank-you to fire fighters for the work IAFF members do on behalf of Canadians.

In his remarks to delegates, Schaitberger praised Canadian IAFF affiliates for their political action initiatives in advance of the last federal election while recognizing the need to stay political and ensure that the IAFF's Canadian legislative agenda keeps moving forward.

IAFF members conducted more than 100 meetings with MPs and senators on Lobby Day, with a focus on urging MPs to ensure the Liberal Government promptly honours its commitments on the PSOC benefit and post-traumatic stress national action plan, while making sure the IAFF is a key stakeholder on each item.

Delegates also lobbied for improved fire fighter safety in the National Building Code of Canada, and the IAFF Canadian Office conducted lobby meetings with Goodale, interim Conservative Party Leader Rona Ambrose and Liberal MP Rodger Cuzner, Parliamentary Secretary to the Minister of Labour.

Delegates gave MPs IAFF-branded first aid kits as a token of appreciation, and flooded social media with pictures of their

lobby meetings and their time on Parliament Hill, using the searchable hashtag #iaffcdnleg.

For the eighth year, leaders from the Montreal Firefighters Association came to Ottawa and joined in the IAFF lobby, a vital link that ensures MPs and senators from Quebec are included in the discussion about issues that affect professional fire fighters and the public across Canada.

Also speaking at the Conference were Green Party Leader Elizabeth May, Conservative MP and Public Safety Critic Erin O'Toole, NDP House Leader Peter Julian, Senate Liberal Leader James Cowan and Canadian Association of Fire Chiefs President Paul Boissoneault.

In a special moment, Ottawa City Councillor Jody Mitic — a retired Canadian Forces sniper who lost both legs after stepping on a landmine while on a tour of duty in Afghanistan in 2007, gave a compelling address to delegates about avoiding post-traumatic stress. Mitic, who also appeared on "The Amazing Race Canada" in 2013, recently authored a book titled *Unflinching: The Making of a Canadian Sniper*.

Close to 70 MPs and senators mingled with fire fighters at the IAFF's annual Parliamentary Reception, along with

## IAFF Canada Benefits Under New Liberal Government's Budget 2016

Canada's professional fire fighters are pleased to see the Liberal Government confirm a number of important public and fire fighter safety commitments in its March 22 budget, including a benefit for the families of first responders who die in the line of duty and resources to assist first responders with post-traumatic stress.

The budget also restores funding for Canada's regional Heavy Urban Search and Rescue teams, which was cancelled by the previous government in 2012, and confirms continued hazardous materials training for fire fighters and other first responders.

The IAFF and the 23,000 full-time professional fire fighters across Canada are grateful to Prime Minister Justin Trudeau and Public Safety Minister Ralph

Goodale for addressing public and fire fighter safety, and look forward to working with the federal government to ensure the timely implementation of the public safety measures announced in the 2016 budget, while providing consultation on their design.

"The Liberal Government's first budget was very good for public and fire fighter safety," says General President Harold Schaitberger. "The measures it confirms will assist the families of fire fighters who make the ultimate sacrifice on behalf of their fellow citizens, and will ensure fire fighters have the training and the support they need to safely and effectively protect the public from fires, hazardous materials incidents, structural collapses and other kinds of emergencies." ■

hundreds of others, including Parliament Hill staff, labour leaders and other influential people.

With the conference over, the IAFF Canadian Office is in the process of

analyzing delegate feedback on lobbying issues and determining the best ways to ensure legislative issues keep moving forward. ■



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# Winning and Improving Presumption Laws

**The number of states without presumptive legislation for fire fighters who contract cancer continues to shrink. In April, Idaho became the 34th state to win presumptive protections.**

“I am very proud of our affiliate’s efforts to ensure our members have the protections they need if diagnosed with cancer as the result of on-the-job exposures,” says General President Harold Schaitberger. “In some cases, it took our state leaders more than a decade of lobbying to find success, but they never gave up because they know how important these are to the health and welfare of our members and their families.”

With the passage of HB 554, effective July 1, Idaho’s workers compensation law presumes that 11 cancers are job-related for fire fighters. The bill passed the state Senate 33-0 and in the House 65-3, and was signed by Governor Butch Otter at a public ceremony at Fire Station 1 in Coeur D’Alene.

Professional Fire Fighters of Idaho (PFFI) President Thomas Lovell, PFFI Secretary-Treasurer Curtis Smith, PFFI Executive Vice President Rob Shoplock, IAFF 7th District Vice President Kelly Fox and Washington State Council of Fire Fighters President Dennis Lawson, along with members of Coeur D’Alene Local 710 and other Idaho locals, were gathered with the governor and other state and local politicians for the event.

“After 16 years of steady lobbying efforts, we are so pleased to pass this important and necessary law for our members,” says Lovell. “Our members who contract cancer will no longer be faced with the impossible task of pinpointing which incident

caused the disease. They will now be able to receive life-saving treatment thanks to workers compensation benefits.”

In Connecticut, HB 5262 — which creates a relief fund for fire fighters diagnosed with certain types of cancer after being exposed to carcinogens on the job was signed into law by Connecticut Governor Dan Malloy on May 6, 2016. This, after the state Senate voted 35-1 and the House voted unanimously in favor of the legislation.

“I am proud of the dedication of all our members in getting the support of our state legislators for this important bill,” says Uniformed Professional Fire Fighters Association (UPFFA) of Connecticut President Pete Carozza.

HB 5262 creates a relief fund to pay for claims, financed by a one cent fee for 9-1-1 calls — which is expected to generate \$400,000 annually.

The fund will be administered by representatives from each of the state’s fire service organizations, who will also be responsible for processing claims.

Elsewhere, legislation that says fire fighters with certain cancers are presumed to have contracted the disease as a result of on-the-job exposure would provide benefits to Ohio fire fighters through the Ohio Bureau of Workers Compensation. The state Senate voted 32-1 in favor of SB27, which has moved onto the House for consideration.

“We have been working for a long time — and will continue to work until the bill

becomes law,” says Ohio Association of Professional Fire Fighters President Mark Sanders. “Our members deserve the peace of mind of knowing they have immediate access to the workers compensation benefits they need.”

The Kentucky Professional Fire Fighters (KPF) was successful in lobbying for the passage of Senate Bill 195, which gives families of fire fighters who die from certain cancers a line-of-duty death benefit.

“This bill did not include everything we wanted, but it’s a start and we are confident that we will be able to expand on this to get presumptive cancers covered,” says KPF President Joe Baer. He says the KPF hopes to revisit the cancer presumption bill next session. The new law provides \$80,000 to the families of fire fighters who die from cancer.

And, the Michigan Professional Fire Fighters Union (MPFFU) is working to get funding for SB 211, presumptive legislation that passed last year. The bill presumes fire fighters diagnosed with certain cancers got the disease on the job, making the state’s fire fighters eligible for medical coverage through the First Responders Presumed Coverage Reimbursement Fund.

But the state legislature failed to provide funding for the coverage as required as part of the overall state budget. To call attention to this shortfall, more than 150 MPFFU members marched to the Capitol on March 8 to rally in support of funding for the bill.



Idaho Governor Butch Otter signs the new cancer presumption bill flanked by IAFF leaders and members at Fire Station 1 in Coeur D’Alene.

## New Resource on Cancer in the Fire Service

The IAFF has released a new online cancer awareness course designed to educate members about the increased risk of developing occupational cancer. The course teaches about the most prominent types of cancer affecting fire fighters, the top carcinogens in the firefighting environment and the major routes of exposure.

Most importantly, the course explains how to adopt work practices to minimize and prevent exposure to occupational cancer hazards and embrace healthy lifestyles to reduce the risk of developing cancer.

The course also provides information on resources available to IAFF members and their families who are diagnosed with cancer.

General President Harold Schaitberger states, “Now more than ever, we need to raise awareness in order to safeguard our members from exposures to carcinogens, and we need to implement changes to our standard operating procedures that will keep our members healthy and extend their lives.” ■

The Senate has since passed SB 802, which provides \$3 million in funding for fiscal year 2016-2017. The legislation has moved onto the House for approval.

“We are hopeful that the funding will be allocated as part of this year’s budget,” says MPFFU President Mark Docherty. The full budget is expected to be approved by the

end of May.

Presumptive legislation has also been introduced in Delaware, Florida, Hawaii, Montana, New Jersey, North Carolina and West Virginia. Affiliates in those states face tough battles, but will continue efforts to ensure presumptive protections for their members. ■

## Georgia Fire Fighters Lose Battle, Continue to Fight

HB 216, a bill that would have provided basic workers compensation benefits for Georgia fire fighters who could medically prove they contracted cancer on the job, was all but signed into law — it passed both the House and Senate with overwhelming support — when Georgia Governor Nathan Deal bowed to pressure from the Georgia Municipal Association and the Association of County Commissioners of Georgia and vetoed the bill.

Professional Fire Fighters of Georgia (PFFG) President Jim Daws says members are disappointed that the governor and the organizations that stopped the bill from becoming law turned their backs on the state’s fire fighters, but he believes there is a

solid chance that the state legislature will override the governor’s veto when the next session begins in January 2017.

“HB 216 is a modest bill that will allow our members who develop cancer to use medical evidence to prove their case,” says Daws. “Our members put their lives on the line every day. They deserve to have safeguards in place when they get sick due to on-the-job exposures. We will not back down until they have those protections.”

Currently, when a Georgia fire fighter contracts an occupational cancer, he or she will be deemed unfit for duty and terminated, leaving the fire fighter without income or health insurance. ■



1. Professional Fire Fighters of Georgia leave boots on the state capitol steps to illustrate high risk of cancer in fire fighters.
2. Professional Fire Fighters of Georgia lobby for passage of cancer presumption bill.
3. Uniformed Professional Fire Fighters Association of Connecticut celebrates passage of presumptive legislation.
4. Ohio Association of Professional Fire Fighters continues to push for support for cancer presumption law.

## IAFF Lobbying Pushes Congress to Consider Establishing a Fire Fighter Cancer Registry

In a rare display of bipartisanship, members from both sides of the aisle in Congress have joined ranks to press for the establishment of a national cancer registry specifically for fire fighters. Representatives Richard Hanna (R-NY) and Bill Pascrell (D-NJ) have introduced H.R. 4625, the Firefighter Cancer Registry Act, to establish such a registry. Identical legislation, S. 2799, has been introduced in the Senate by Senators Robert Menendez (D-NJ) and Lisa Murkowski (R-AK). The new legislation would allow novel research on cancer in fire fighters by providing scientists with new data.

“Cancer is the leading line-of-duty death among fire fighters today,” says General President Harold Schaitberger. “By strengthening our understanding of the link between fire fighting and cancer, this important legislation will help us develop new tools and techniques to protect fire fighters, and hopefully prevent future disease.”

Multiple studies have demonstrated statistically higher rates of multiple types of cancers in fire fighters as compared to the general population, including multiple myeloma, brain cancer, leukemia, prostate cancer, kidney and lung cancers and many others. One such study, by the National Institute of Occupational Safety and Health (NIOSH) in 2013 found that fire fighters have a 14 percent increased risk of dying from cancer as compared to the general population.

Despite the knowledge gained from previous studies, many have been limited because of relatively small sample sizes and an under-representation of certain demographic groups, including women and minorities. Studies have also been limited by a lack of key data, such as the number of years on the job and the number and type of exposures. The Firefighter Cancer Registry Act remedies these shortcomings by collecting detailed data about fire fighters with cancer on a national scale.

This legislation is a key priority of the IAFF, and was featured at the 2016 IAFF Legislative Conference. Speaking at the Conference, Los Angeles Mayor Eric Garcetti (D) expressed his support for the legislation. “You see, that act is the only way that scientists can better understand the link between your work and cancer,” Garcetti said. “I’m sick of stories and anecdotes. It’s time for the science to prove what we know.”

The IAFF continues to lobby Congress in favor of the Registry Act. Dozens of bipartisan cosponsors have signed onto the bill, and support for the legislation grows every day. ■

# IAFF Tackles Emerging Safety Risks of Lithium-Ion Batteries

A pilot of a passenger airline notifies the closest appropriate airport of an issue on board his aircraft — a small consumer product has caught fire on a crowded airliner.

A business loses power long term when weather and widespread flooding compromise back-up energy and generator systems below grade.

A fire department responds to a motor vehicle accident — there are no injuries, but the electric vehicle is towed. A short while later, the same engine company responds to a reported vehicle fire at the local impound lot. Upon arrival, the engine company officer finds several vehicles fully involved, including the electric vehicle from the earlier accident.

How are these incidents related?

Each involves electrochemical energy storage systems, better known as lithium-ion batteries.

The aircraft incident was caused by consumer batteries. Preventing future loss of power involves the installation of large energy storage systems, and renewable energy used in electric cars involves the use of high-performance battery systems.

This technology is gaining steam as society moves toward more sustainable energy resources that are becoming more economically acceptable. The global lithium-ion battery market is expected to grow 10 percent each year and top \$46 billion by 2022, according to Allied Market Research.

As with many new technologies, numerous factors influence the acceptance and applicability to the marketplace, including safety. Yet the fire service has not been involved in product testing or evaluation.

Lithium-ion batteries are used in a wide range of applications — cell phones, laptop computers, motor vehicles, airplanes, toys — and now building systems. And with the widespread application, a number of incidents are causing concern about the safety of these products.



“Recent fire events involving electric cars, hover boards, e-cigarettes and cell phones show the potential dangers these products pose to our members who respond to the incidents,” says General President Harold Schaitberger. “This is why we will be involved in gathering as much information as we can to address safety concerns associated with this emerging technology.”

Lithium-ion batteries are comprised of a number of different chemistries that vary based on the manufacturer. Constants include the use of anodes, cathodes, a fine membrane and an electrolyte solution. Manufacturers can increase energy storage rates by altering the chemistry of the battery. The major

concern is the balance between performance and stability.

These batteries should not be considered a stand-alone product, but rather part of a system that interoperates. This ability to function as a system determines the performance — or safety — of the battery.

Many of these batteries function flawlessly over time. The risk of failure occurs if they are exposed to increased levels of external heat, are damaged or if there is an impurity within the battery cell. Any of these influences can have catastrophic results on the battery and the surrounding environment.

The concern of a thermal short, or thermal runaway, has increased to the level where passenger airlines will not permit the storage of lithium-ion batteries in checked luggage and will not ship lithium-ion batteries in the cargo space. These shipments are now relegated to the cargo industry or other methods of shipment. Consensus is emerging within the international aviation community that tougher rules are needed regarding the





## Lithium-Ion Battery Fire Incidents

**2007**

### UPS McDonnell Douglas DC-8-71F Crash

The captain, first officer and flight engineer landed and then evacuated a UPS cargo plane carrying lithium batteries at Philadelphia International Airport after reporting smoke in the cockpit. Though all crew escaped with minor injuries, a fire destroyed the plane on the ground.

**2010**

### UPS Boeing 747 Crash

A fire that destroyed a UPS Boeing 747 cargo plane in the United Arab Emirates was traced to 81,000 lithium batteries the plane was carrying. The two-person flight crew reported the fire 20 minutes into the flight. Both pilots were killed when the plane then crashed to the ground.

**2011**

### Asiana Airlines 747 Crash

Another Boeing 747 cargo plane was destroyed when it crashed into the sea off the coast of South Korea, killing both pilots. This plane was also carrying lithium batteries.

**2014**

### Tesla Model S Fire

A Tesla Model S electric car that uses lithium-ion batteries caught fire while powering up at a charging station in Norway. There were no injuries.

**January 2016  
Hover Board Fire**

A fire that ripped through a house in Santa Rosa, California, was determined to have started from the lithium batteries contained in a hover board that was being charged. The fire killed two dogs and caused up to \$250,000 in damage.

**March 2016  
Alaska Airlines iPhone Fire**

A small fire erupted from a passenger's iPhone aboard an Alaska Airlines flight from Washington state to Hawaii. The flight crew successfully contained the flame and there were no injuries.

shipment of lithium batteries on passenger planes. In April, the International Civil Aviation Organization (ICAO) updated its lithium battery safety standards to include a temporary ban on airline shipments until adequate safety regulations are in place. Both the Airline Pilots Association (ALPA) and the Association of Flight Attendants (AFA) are calling for stronger regulations across the globe, including classifying these batteries as hazardous cargo. ALPA in April praised the U.S. Senate for including stronger rules in its Federal Aviation Administration (FAA) reauthorization. The U.S. House is currently considering its own FAA reauthorization.

Vehicle batteries damaged in an accident have also been known to ignite or re-ignite up to three weeks after the accident. Responding fire companies must use copious amounts of water to cool the surrounding cells, as well as leave the battery compartment intact to assist in containing the off-gassing of the effected cell.

The reliability and safety of these systems cause concerns as New York — the first to delve into it — moves towards onsite Energy Storage Systems (ESS) in occupied buildings. The FDNY Fire Prevention Bureau is partnering with Underwriters Laboratories (UL) and the National Fire Protection Association (NFPA) to better understand the effects of onsite lithium-ion batteries. With the toxic and corrosive off-gassing and resistance to water extinguishment, these proposed systems potentially present a real challenge to the responding fire fighters in the event of an emergency.

Currently testing is underway by UL, which conducted research in partnership with the National Transportation Safety Bureau (NTSB) after the Boeing Dreamliner incident, to understand the causes of thermal runaway in battery systems and the proper

response to an incident.

Together, they have hosted a number of workshops, bringing in leaders of the industry to address the safety concerns of the fire service and other users.

Representatives from the IAFF, including Assistant to the General President for Health, Safety and Medicine Pat Morrison, participated in one of these workshops in April and provided testimony addressing the union's concerns about the increased prevalence of lithium-ion batteries.

The International believes that more study of lithium-ion batteries is essential to protecting not just the public, but also fire fighters responding to emergencies involving this technology. More must be learned about the best ways to douse flames ignited by these batteries. The IAFF also remains concerned about the potential toxic exposure of lithium-ion fires for fire fighters and possible corrosive effects on turnout gear and other equipment.

NFPA is also conducting testing on the storage of lithium-ion batteries as a commodity, and how to store and protect them to ensure the safety of the storage facility, the workers and responding fire fighters.

This is a difficult and complicated issue. Society is demanding higher-performing energy storage technology, but it's critical to understand the technologies and the potential hazards of these products. Lithium-ion is not alone, and research needs to continue to develop safe application of lithium-ion technology and other energy storage technologies now in development.

Because IAFF members are usually the first to provide emergency response to incidents involving these technologies, the IAFF will be on the frontlines and involved in research projects and discussions to make sure members' concerns are addressed. ■

## IAFF Wins Establishment of New Protocol for 9/11-Related PSOB Claims

Nearly 15 years after the 9/11 attacks, the IAFF's efforts are reaping the benefits members deserve for their sacrifice in the aftermath of the destruction.

The Department of Justice will begin processing benefits to survivors of fire fighters who died from a 9/11-related illness.

The IAFF has been working to expedite consideration of the claims submitted for fire fighter deaths and disabilities that have been linked to exposures from work related to the September 11, 2001 terrorist attacks, including partnering with friends in Congress to put pressure on the Bureau of Justice Assistance (BJA) to accept the World Trade Center Health Program (WTCHP) and the 9/11 Victims Compensation Fund (VCF) determinations.

Effective April 6, 2016, the BJA has implemented a new protocol for determining Public Safety Officers Benefit (PSOB) claims submitted for fire fighters who participated in the 9/11 rescue, recovery and clean-up

operations at the World Trade Center, Pentagon and Shanksville crash sites. Significantly, the new protocol also marks the first time the BJA has accepted occupational illnesses as an injury for purposes of awarding PSOB benefits.

"The families of those who gave their lives after laboring at Ground Zero have waited too long for this ruling," says General President Harold Schaitberger. "With the new protocol in place, I urge the Department of Justice to process these claims without delay."

Dr. David Prezant, chief medical officer for the FDNY and co-director of the World Trade Center medical monitoring and treatment programs, says, "This is a major advance for our fire fighters and first responders who have been ravaged by cancer. We now finally have the ability to protect the families of our fire fighters and other first responders who die from 9/11-related exposures."

The IAFF was also instrumental in getting Congress to pass the initial PSOB program,



and has been the principal author of every amendment affecting IAFF members' coverage and benefit amount since. The benefit now stands at \$339,881.

For those fire fighters or fire fighter families already receiving financial compensation from the VCF, the PSOB benefit amount will be reduced based on compensation received from the VCF.

For additional information or questions, email [safety@iaff.org](mailto:safety@iaff.org). ■

## Arbitration System, Frontline Resources Under Attack in Canada

The IAFF continues to assist a number of affiliates facing attacks at the local and provincial levels in Canada, including attacks on staffing and the arbitration system that fire fighters rely on to achieve fair wages and working conditions.

In New Brunswick, the Atlantic Provinces Professional Fire Fighters Association (APPFFA) conducted a successful political action and media relations campaign in March and successfully fought off legislation that would have tilted the

arbitration system in favour of the municipalities that employ the province's 500 IAFF members.

The legislation would have imposed a style of arbitration called "final offer selection," a winner-take-all approach in which an arbitrator must accept one party's proposal in its entirety — including its good and bad provisions. Final offer selection also takes compromise out of the equation.

After the legislation was introduced in February, the province refused to meet with fire fighters, despite previous assurances they would be consulted before any changes were made to the arbitration system.

But the province withdrew the legislation at the 11th hour, following a skillful behind-the-scenes political action effort by the APPFFA, bolstered by a media relations campaign that drew unwanted attention to the government's plan while using facts to show there's nothing wrong with the current arbitration system.

"We're extremely grateful that New Brunswick's Liberal Government finally listened to our concerns and axed this legislation, while committing once again to consulting with us and other stakeholders before making any changes to our arbitration system," says APPFFA President Glenn Sullivan. "It was a tough fight, but in

## SCOTUS Ruling on Friedrichs

The U.S. Supreme Court on March 29 issued its one-sentence ruling in the *Friedrichs v. California Teachers Association* case, affirming the decision of the Court of Appeals by an equally divided 4-4 vote.

This case is incredibly significant for the IAFF and other public sector unions. If the Supreme Court had instead ruled in favor of the petitioner — Friedrichs — it would have essentially put public sector employees into a right-to-work-type model that allows nonmembers to get the benefits of union representation for free.

In the case of *Friedrichs v. California Teachers Association*, Friedrichs and others sought to overturn a 40-year precedent that permits the collection of fair-share agency fees in the public sector in non-right-to-work states. If Friedrichs had won her appeal, extremist anti-union groups like the Right to Work Committee and the Koch Brothers were set to put into motion their plans to solicit members of

public unions to stop paying dues.

Instead, a deadlocked Supreme Court affirmed the 9th Circuit Court of Appeals (which had ruled in favor of the California Teachers Association), giving the IAFF (which filed a brief in the case supporting the California Teachers Association) and all public employee unions at least a temporary victory — temporary because the same anti-union forces that initiated the Friedrichs case are likely to try to get another case on the same, or very similar, issue before the U.S. Supreme Court in the near future.

This important ruling is the result of the death of Justice Antonin Scalia on February 13, which led to the tie vote upholding the lower court decision to allow public sector fair-share agency fees to continue. This underscores the importance of the selection of Justice Antonin Scalia's replacement, as the new justice will tip the balance on this important issue either in favor of or against public sector unions. ■

the end they made the right decision.”

Interestingly, during the middle of the dispute with fire fighters over the legislation, the New Brunswick government introduced legislation that will add post-traumatic stress to the list of diseases considered occupational for the purpose of workers compensation.

The Canadian Office also continues to assist a number of locals facing cuts or the threat of cuts, including Sault Ste. Marie, ON Local 529, which had 20 fire fighters — almost 25 per cent of its members — slashed in October. Local 529 is hoping the city will agree to a free risk assessment from the office of the Ontario Fire Marshal, as a first step in getting the city to restore its staffing levels.

In Halifax, where a station closure plan was fought off a year ago only to be brought back by the fire chief, the IAFF assisted with a strong rebuttal to a chief’s report and assisted with public and media relations materials. In the end, the city voted against the chief’s plan again, and is in fact hiring more full-time fire fighters. ■

## Fort Worth Local President Joins IAFF Headquarters Staff

The IAFF has welcomed Jim Tate, who served the last 20 years as Fort Worth, TX Local 440 president, as its new Director of Labor Issues and Collective Bargaining.

“When I was considering candidates from the IAFF leadership to fill this critical position, it was clear that we needed someone with a strong background as a labor leader, as well as someone who is familiar with work done in the Labor Issues Department, including municipal financial analysis and contract negotiation assistance,” says General President Harold Schaitberger. “Tate has all of those qualifications.”

Tate says, “In my new position, I am looking forward to working more on behalf of my IAFF brothers and sisters.”

Tate joined the Fort Worth Fire Department in 1985 and became a member of Fort Worth Local 440. He has spent the last 25 years on the Local 440 Executive Board, 20 of those as local president.



Jim Tate

Thanks to his dedication and tenacity, Local 440 members won the right to collectively bargain in a successful referendum campaign.

He has also long served his brothers and sisters from

other locals as an 11th District Field Service Representative and a Partnership Education Program (PEP) instructor.

Over the course of his career, Tate also attended the IAFF Political Training Academy, completed National Labor College courses on negotiations and contract language, served on NFPA Technical Committees and was selected by the IAFF for a scholarship to the Harvard Trade Union Program in 2015. ■

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## DC Local 36 Helps Pass Ban on Toxic Flame Retardants

In a major victory for Washington, DC Local 36, Mayor Muriel Bowser publicly signed legislation March 17 banning the use of toxic flame retardants.

The Carcinogenic Flame Retardant Prohibition Act prohibits the manufacture, sale, or distribution of any children's product or residential upholstered furniture containing carcinogenic flame-retardants or chemicals known to be carcinogenic to humans, and authorizes the DC Department of Consumer and Regulatory Affairs to request and obtain a certificate of compliance from manufacturers who must respond within 30 days.

"Studies have confirmed that flame retardant chemicals found in these products are a deadly cancer risk to families and fire fighters. Signing this bill into law is an important and proactive step to continue to fight back against this scourge of cancer,"

says Local 36 President Ed Smith.

"This is the largest health-related issue facing the fire-fighting profession," said Pat Morrison, Assistant General President for Health, Safety and Medicine, during testimony before the DC City Council last September. "It is the IAFF's position that this exposure contributes to a significantly higher incidence of cancer among fire fighters than the general public."

During the bill signing ceremony at the Engine 9 Fire Station, Smith praised Mayor Bowser and DC Councilmember Mary Cheh, chair of the Committee on Transportation and the Environment, for supporting the flame retardant ban.

"I am pleased to be able to sign this bill for our brave fire fighters who run into burning buildings. This new law will help protect them from these unseen toxic dangers on the other side of the door," Bowser said.



"We know that more than half of fire fighter deaths in the line of duty are the result of occupational cancers," said Councilmember Cheh. "This bill will help reduce that number and is one way we can help protect those who routinely risk their lives to protect us."

The DC law is a big win for the International state and local affiliates that have fought tirelessly to enact bans on the use of toxic fire retardant chemicals. ■

## Suspension of Local Leaders for Political Activities Overturned

A favorable settlement has been reached in a court case pursued under the IAFF Guardian Policy, which provided full back pay with additional compensatory damages to five local union activists who were suspended for 90 days for political activity and for campaigning on behalf of candidates endorsed by Professional Fire Fighters of Eastern Missouri (PFFM) Local 2665. In addition, in the future, union members are free to engage in legitimate political action.

In August 2013, a new state law in Missouri prohibited local governments from preventing first responders from engaging in political activity while off duty and out of uniform. Before the law passed, University City followed an internal regulation stating that employees could not engage in any political activities related to local elections, and that discipline for a first offense was termination.

But with the passage of the new law, the City failed to change its regulation to allow first responders to engage in political activities.

Local 2665 supported four City Council candidates in the April 2014 elections. Each was running against either an incumbent or a candidate supported by the incumbent majority. During the campaigns, three local leaders and two local members scheduled a photo shoot with candidates in front of a fire truck with fire fighters dressed in attire making them recognizable as first responders but that did not identify them as University City fire fighters.

Furthermore, the fire truck was not a University City truck and, in fact, clearly belonged to another community. The photo appeared in advertisements identifying the local's political action committee.

All four Local 2665-supported candidates were defeated in the elections. Soon thereafter, City Manager Lehman Walker suspended the five fire fighters for 30 shifts — a total of three months — for violating City regulations by engaging in political activities. All five were escorted from City property and locked out of their City email accounts.

On appeal, the City's Civil Service Board found that the suspension violated these members' free speech rights and should be reversed. However, the Board's ruling was only advisory, and the anti-union city manager refused to follow the Board's ruling.

Subsequently, IAFF General Counsel Tom Woodley filed a lawsuit in federal court in St. Louis alleging that the City, the city manager and the fire chief violated the fire fighters' free speech and free association rights under the U.S. and Missouri Constitutions.

After hard-fought litigation, the parties reached a settlement on very favorable terms for Local 2665. The City and its officials agreed to pay the plaintiff union members their full backpay for the 90 days they were suspended. Each member also received about \$19,000 in additional compensatory damages.

Because of the tactics used by the City and its lawyers during the pendency of this case, the matter was heavily litigated. Under the settlement, the City paid \$200,000 in recovered attorneys' fees and expenses — approximately 95 percent of the fees and expenses incurred by the IAFF in this Guardian case.

In addition, the City removed references to the suspensions from all of the fire fighters' personnel files.

General President Schaitberger notes, "Our members must be able to engage in political

activities to achieve their goals without being subjected to retaliation."

IAFF 2nd District Vice President Mark Woolbright expressed gratitude "for the International's assistance in righting a wrong and safeguarding the free speech rights of Local 2665 members." ■



### IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International in January – March 2016

<p><b>Local 5074</b> Dixon Rural Professional Fire Fighters President Derrick Storey 8 members Dixon, IL</p>	<p><b>Local 5088</b> Woodland Park Professional Fire Fighters President Eric Hendren 12 members Woodland Park, CO</p>
<p><b>Local 5082</b> Rutgers Emergency Services President Steven Webb 18 members New Brunswick, NJ</p>	<p><b>Local 5090</b> Bennett Fire Fighters President Charles Koyle 6 members Bennett, CO</p>
<p><b>Local 5085</b> Okanogan County Fire Fighters President Russell Stamps 3 members Winthrop, WA</p>	<p><b>Local 5091</b> Bracken Professional Fire Fighters Association President Tyler Bowker 6 members Bracken, TX</p>
<p><b>Local 5086</b> Glen Lake Fire Fighters President Bill Parker 11 members Glen Arbor, MI</p>	<p><b>Local 5092</b> Slaton Professional Fire Fighters Association President David Bullock 3 members Slaton, TX</p>
<p><b>Local 5087</b> Miramichi Professional Fire Fighters Association President Frank Roche 20 members Miramichi, NB</p>	<p><b>Local 5093</b> United North Eastern Arizona Fire Fighters President James Baker 9 members Puerco Valley, AZ</p>



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ACROSS THE LINE

## Alberta Locals Dispatched to Fort McMurray to Battle Wildfire

IAFF members from across Alberta were on the frontlines of history in early May as they battled the devastating wildfire that ravaged the city of Fort McMurray for nearly an entire week.

The fire, which continued to burn as it finally moved away from the northern Alberta community on May 9, forced the evacuation of 88,000 residents and claimed close to 2,000 structures.

But IAFF members, working to the point of exhaustion in dangerous and extreme conditions, saved thousands more structures from the monstrous and unpredictable inferno, which was captured in dramatic photos and videos that were seen around the world.

As residents fled the disaster, more than 100 IAFF members from unaffected regions of Alberta were officially deployed to the area to help the members of Fort McMurray Local 2494.

Twenty-eight members of Calgary Local 255 were deployed to form five extra fire crews, while Edmonton Local 209 sent 22 personnel staffing two fire engines and two tankers. Strathcona County Local 2461 sent 10 fire fighter/paramedics, an incident management team and multiple fire trucks on site, while Red Deer Local 1190 sent 10 members and a pumper.

Airdrie Local 4778 responded to a request for assistance with an engine and four personnel, plus two of its members were deployed in Fort McMurray as part of a special task force. St. Albert Local 2130 sent a rotating crew of eight members to staff an aerial truck. Also, eight Leduc Local 4739 members were dispatched to Fort McMurray with two fire trucks to help battle the blaze.

"The response from our larger IAFF family was immediate," says 6th District Vice President Lorne West. "All of our members' families have been displaced and relocated across the country, where other locals have been quick to step in and support them. And,

the Alberta Fire Fighters Association (AFFA) has provided the necessary leadership to support our Fort McMurray Local 2494 members. Local 2494 President Nick Waddington and his team have been on the frontlines managing our members' needs, from the beginning."

Meanwhile, between 20 and 25 Fort McMurray members are among those who lost their homes to the fire.

IAFF members and the public can help Fort McMurray Local 2494 fire fighters who have been affected by the fire with a donation to the IAFF Disaster Relief Fund, an arm of the IAFF Charitable Foundation that provides short-term, immediate financial assistance to IAFF members who are affected by major disasters. Donations can be made online at [www.iaff.org/donate](http://www.iaff.org/donate).

Many members battling the inferno continued to do so even though they were at risk of losing their own homes, as the fire — whose path changed every time the wind changed direction — continued to threaten more sections of the city. With shifting winds and dry weather in the forecast, the fire could potentially threaten other communities in the region as it moves away.

General President Harold Schaitberger, who traveled to Alberta on May 9 and spoke to members of the Alberta Fire Fighters Association (AFFA), says all IAFF members share the sense of loss in Fort McMurray, and that the safety of all fire fighters working to save the city was a major concern. But he says the commitment and perseverance they showed in responding to what was one of the largest disasters in Canadian history is a shining example of the profession at its best.

"Our members were there on duty in Fort McMurray when that city needed them the most," he said. "Our members from across Alberta worked hour after hour in an area of extreme danger, risking their own safety while doing everything they possibly could to save that city from total destruction."

The fire sparked a tremendous outpouring of respect and appreciation for fire fighters from around the world, as people witnessed them making a maximum effort to save what remains of the city in the most difficult circumstances imaginable.

Several poignant editorial cartoons portrayed fire fighters as heroes, and among those recognizing and thanking the fire fighters was Queen Elizabeth II, via a letter posted on the Royal Family's social media pages. ■



PHOTOS BY TROY PALMER, CAPTAIN — FORT MCMURRAY, AB LOCAL 2494

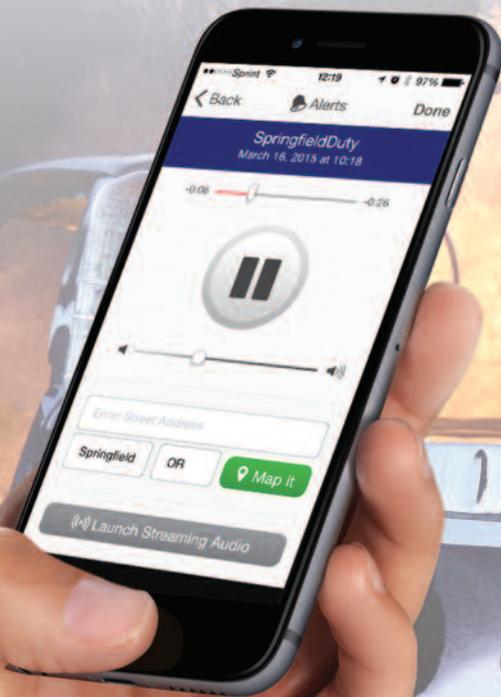


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## Stronger Together

IAFF state and provincial affiliates can be a powerful resource, from organizing and bargaining the first contract to transitioning from one union to another.

In the right-to-work state of Wyoming, fire fighters in Jackson Hole had been on their own to address issues and challenges. But when the governing body made a move to increase the number of hours worked without increasing wages, they knew they needed help.

“We needed to organize,” says John Tobey, president of the newly formed Jackson Hole Local 5067. “Right away, President Joe Fender and the leaders of the Federated Fire Fighters of Wyoming (FFFW) helped explain the process and the state statute for bargaining a contract. There was no guesswork.”

Local 5067 was organized last fall, but the FFFW remains closely involved in the bargaining process. When management produced a Wyoming Attorney General’s

opinion — written in response to a similar situation in another county — claiming that volunteers, as paid employees, should be included in the process, contract negotiations came to a halt.

FFFW President Fender discussed the issue with 9th District Vice President Ray Rahne and, working with the International, determined that the case qualified as an IAFF Guardian Policy case.

The Professional Fire Fighters of Nevada (PFFN) stepped in to help Mount Charleston Local 4621 members, who wanted to negotiate their first contract.

Before beginning negotiations, the PFFN

provided the members of Mount Charleston Local 4621, located near Las Vegas, with a number of resources.

Steven Clement, president of Local 4621, says, “We were in great need of additional staffing and new apparatus. The PFFN helped guide us through what language to ask for in our labor-management agreement.”

Six and a half hours north of Mount Charleston, the PFFN is working with Elko County Local 5046 to receive a new local number and negotiate its first contract.

“As a small local of eight members, we see the benefit in being unified,” says Matthew

House, president of Local 5046. “We can draw on

the PFFN and its other affiliates to help navigate through all of our initial challenges. Our goal is to negotiate a contract that will serve as a building block for future discussions.”

The PFFN, as well as the Atlantic Provinces



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\*Classes count toward a degree if satisfactorily completed. No credits are earned if the student withdraws during the introductory period (3 weeks for undergraduate students), which begins day one of the first term. Students who choose to continue their studies at the University will need to meet specific requirements. Graduate programs not included. Additional terms may apply to international and non-U.S. citizen students. For further information, see [catalog.kaplanuniversity.edu](http://catalog.kaplanuniversity.edu) and [www.kaplanuniversity.edu/Kaplan\\_Commitment.pdf](http://www.kaplanuniversity.edu/Kaplan_Commitment.pdf).

Professional Fire Fighters Association (APFFFA) have welcomed new locals originally represented by other unions.

Members of the newly organized Boulder City, NV Local 5073 requested a release from the Teamsters last fall. "Our former union negotiated a contract for all city employees, so a lot of the time, issues specific to fire fighters were not addressed," says Justin Clift, president of Local 5073. "Now, we are getting great assistance negotiating a new contract."

In New Brunswick, newly formed Miramichi Local 5087 left the Canadian Union for Public Employees (CUPE) to join the IAFF. APPFFA President Glenn Sullivan and 15th District Vice President Dave Burry are helping with the transition.

"When we organized, we had a basket full of issues," says Local 5087 President Frank Roche. "Not only are we woefully understaffed, we're below already thin staffing levels. The APPFFA is helping us with a plan to add more fire fighters to bring us up to standard safe staffing levels."

Regardless of the issue or need, these local leaders all say belonging to their state or provincial affiliate has been invaluable. "They understand the issues and provide expert assistance," says Roche. ■

## IAFF Sponsors Medical Testing for Flint Members

As the water crisis in Flint, Michigan unfolded, the IAFF worked with Flint Local 352 on a program to test members for lead poisoning and other health concerns stemming from the contamination of the city's drinking water.

Flint's water became tainted with lead in April 2014 while the city was under the control of a state-appointed emergency manager after it temporarily switched its water source for drinking water from Lake Huron water treated by the Detroit Water and Sewerage Department to Flint water treated at the Flint water treatment plant. For months, however, the state dismissed reports of rising lead levels in the drinking water before acknowledging a problem.

"This union's job is to protect the health and safety of all IAFF members," says General President Harold Schaitberger. "This important medical screening could possibly save their lives."

The medical exams help create a baseline

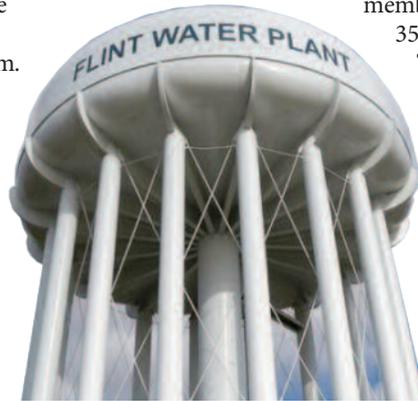
for possible future illnesses. High levels of lead can cause hypertension and other issues for adults and can lead to far more serious problems in children.

BioCare, a mobile medical testing company, provided the medical exams — which are 100 percent funded by the IAFF — to Local 352 members. The results remain confidential between the member and the health care professional. IAFF members from surrounding locals who reside in Flint were also eligible to receive the exam at no charge.

"We are extremely grateful to the IAFF for making these medicals available to our members in Flint," says Local 352 President Jeremy Gilbert.

"Thanks to our IAFF, we are taking a great step forward in protecting all of our members both on and off the job."

In addition, the IAFF worked with United Association (UA) to evaluate the water filtration system in the City's four active fire stations. ■



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## IAFF Financial Corporation Reaches \$4 Billion in Assets

Fourteen years ago, the IAFF developed a for-profit corporation that has one shareholder...the IAFF.

Over the years, the IAFF-FC has built a variety of financial and insurance programs, including the FrontLine Deferred Compensation Program — administered by Nationwide — which has grown from zero assets in 2003 to more than \$4 billion in 2016.

The IAFF-FC was started with only a \$900,000 line of credit. By the



second year of operation, the IAFF-FC had already netted a profit, and began to pay down debt. Four years later, that debt

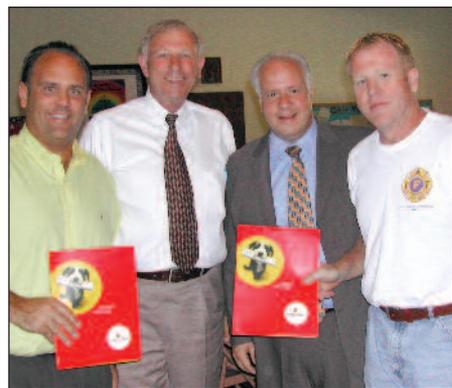
was retired in full. Every year since, the IAFF-FC has returned revenue back to the IAFF.

Today, the IAFF-FC has provided more than \$6.5 million in contracted services — the majority of which is after-tax profits, with the remainder going towards a

12-month operating reserve fund, as is prudent business practice.

In addition, in 2013, the IAFF-FC funded the purchase of E-18 Media, a world-class broadcast and production studio at IAFF headquarters. E-18 Media is owned by the IAFF-FC and provides services for affiliates across both countries.

IAFF members are no doubt inundated with companies that want to provide financial services. The IAFF-FC builds and develops programs with financially strong companies that value having professional union fire fighters as customers and are willing to stand by their products. The collective business of IAFF membership



Representatives from Nationwide Retirement Solutions with Dirk Youngberg (far right) then-president of Ogden, UT Local 1654, the first IAFF member to sign up for the IAFF-FC's FrontLine Plan in 2013.



E-18 studios

provides powerful incentive to corporations to provide excellent service to members.

IAFF-FC programs include the FrontLine Deferred Compensation program, auto and home insurance program, home mortgage and refinance program and a variety of group and individual insurance options.

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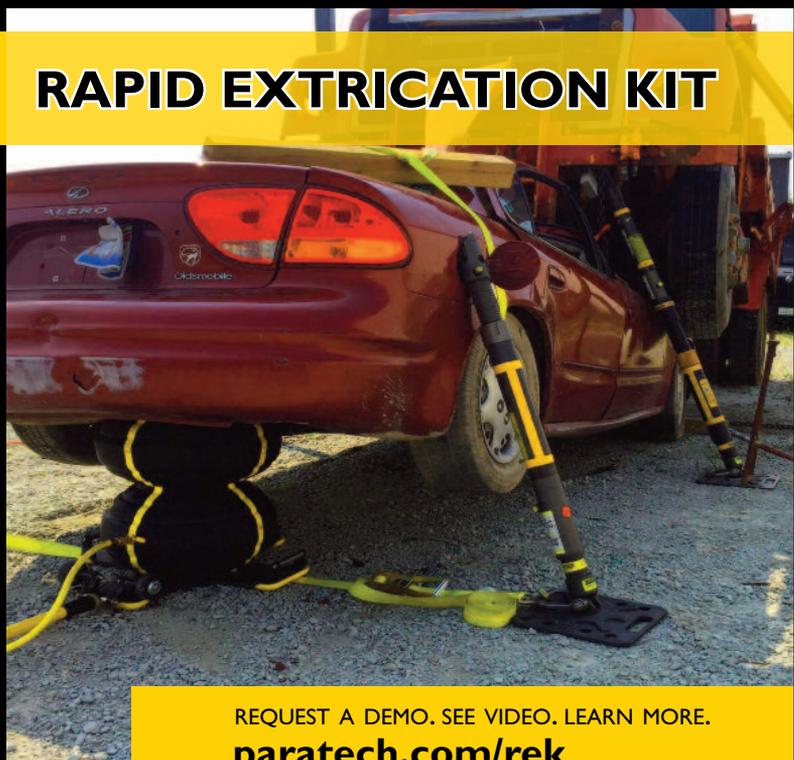
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## Canadian Locals Raise \$1.4 Million for Muscular Dystrophy Canada

Canadian IAFF locals filled Muscular Dystrophy Canada's boot with more than \$1.4 million last year, money that will help fund services and assisted living devices for those living with neuromuscular diseases, as well as research and public education initiatives.

In all, 107 Canadian IAFF locals raised \$1,413,545 in the fiscal year ending March 31, an increase of more than \$40,000 over the previous year.

While Canadian IAFF members are proud of their fundraising efforts, their success would not be possible without the generosity of the public who reach into their pockets to support the rooftop campouts, ladder sits, boot drives, golf tournaments and other events.

Edmonton, AB Local 209 was again the top fundraising local with \$143,033, while Winnipeg Local 867 raised more than \$87,000 and Barrie, ON Local 1753 raised more than \$60,000. Other Canadian IAFF locals with big fundraising years include Toronto, ON Local 3888 (\$56,537), St. Albert, AB Local 2130 (\$43,710), Red Deer, AB Local 1190 (\$33,642) and Fredericton, NB Local 1053 (\$33,388).

Several locals, including Sudbury, ON Local 527, Guelph, ON Local 467, Burnaby, BC Local 323, Township of Langley, BC Local 4550 and Winnipeg, MB Local 867, had their best fundraising years to date, each raising between \$46,000 and \$60,000.

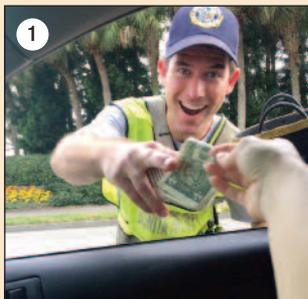
Canada's professional fire fighters have been raising funds for Muscular

Dystrophy Canada since 1954 and are among its largest supporters. In November, funding from MDC helped lead to a major discovery about Duchenne Muscular Dystrophy by researchers at the Ottawa Hospital, a discovery that may lead to more effective treatments.

For more information about Muscular Dystrophy Canada, visit [www.muscle.ca](http://www.muscle.ca).



- 1 St. Albert, AB Local 2130
- 2 Lethbridge, AB Local 237
- 3 Guelph, ON Local 467
- 4 Winnipeg, MB Local 867



- 1 Bonita Springs, FL Local 1344
- 2 West Covina, CA Local 3226
- 3 Houston, TX Local 341
- 4 Corpus Christi, TX Local 936

### M.D.A. in the U.S.A.

Locals across the United States are fundraising for the Muscular Dystrophy Association (MDA) through Fill-the-Boot campaigns and other events. IAFF members have raised more than \$558 million since 1954 to help save and improve the lives of families fighting muscle disease.

## New Licensing Program Provides More HazMat Training

The IAFF HazMat Training Licensing Program will soon be launched to allow fire departments and training sites to use IAFF hazardous materials training programs to train their own personnel — this includes HazMat First Responder Operations and Technician programs.

For more than 20 years, the IAFF has relied on federal grant funding to fulfill hazmat training needs for locals and their fire departments. But requests for IAFF training have increased while federal funding has remained static. The HazMat Training Licensing Program allows high-quality training for sites that have continuous or immediate training needs. Allowing affiliates to train their own personnel will also free up funds to help the IAFF serve more departments in areas that have scarce and outdated training.

To use IAFF HazMat training programs, fire departments and training sites apply for a license and agree to abide by the terms or the license, which is similar to CPAT and the Fire Ground Survival training program. There is no charge to IAFF affiliates for the license; however, a nominal annual licensing fee is required for training sites not affiliated with the IAFF, such as community colleges, technical schools and state fire training academies.



Training is coordinated as a partnership between the IAFF and the organization.

The First Responder Operations and Technician curriculum have recently undergone major revisions. Both programs have been updated with the most recent National Fire Protection Association (NFPA) and Occupational Health and Safety Association (OSHA) regulations, making them highly desirable. Most importantly, they have been developed by our own IAFF affiliate subject matter experts and HazMat instructors.

In addition, as a recognized major fire fighter training certification agency, the IAFF is accredited by the Pro Board Fire Service

Professional Qualifications System (Pro Board) and provides certification at both the First Responder Operations and Technician level. Each training certificate issued has both the IAFF and Pro Board seals as well as unique identifiers that encourage reciprocity should a student need to take their knowledge and skills to another jurisdiction.

For more information about the licensing agreement, email [jlgrimes@iaff.org](mailto:jlgrimes@iaff.org). To learn about how the IAFF can help you apply for federal grant funding for backfill, overtime and other training costs, email [rbenedict@iaff.org](mailto:rbenedict@iaff.org). ■



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<sup>1</sup> Figure reflects average national savings for customers who switched to Liberty Mutual's group auto and home program. Based on data collected between 9/1/12 and 8/31/13. Individual premiums and savings will vary.  
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## Planning for Ups, Downs and the Future

The ups and downs of the investment market make some investors nervous, but consider this: retirement plan investors are in it for the long term. And investors who stay the course often capitalize on market movements that create the buy-at-low-price opportunities necessary for long-term portfolio growth.

History shows that investment markets have grown over time, despite short-term fluctuations. But these fluctuations are important. They create buying opportunities that can lead to profit over time. While past performance is never a guarantee, according to Wilshire Funds Management, “we should expect and welcome this type of volatility because it’s healthy and it is often followed by periods of strong returns.”<sup>1</sup>

Yet, when the markets get volatile, many investors flee to what they perceive to be safer investments, often sacrificing long-term gains. Options that appear to be less risky also tend to offer lower returns — returns that may not keep pace with other risks, such as inflation. The Department of Labor calculates that what cost \$10,000 in 1995 likely costs more than \$15,637.53 today.<sup>2</sup> Think about what that could mean for your money 20 years from now.

Rather than avoiding market swings altogether, recognize that they happen and prepare for them. The IAFF Financial Corporation (IAFF-FC) FrontLine program helps IAFF members be more confident about their preparations. Participants have automatic access to **My Interactive Retirement Planner<sup>SM</sup>**, a tool that allows you to input all of your potential



retirement assets to formulate a potential retirement income plan. The Planner can also incorporate projected health care costs to help provide a more realistic picture of your retirement budget — allowing you to understand your needs better and build an investment strategy through the Plan to address those needs.

Investing for retirement is all about striking a balance between market risk and return. The IAFF-FC FrontLine Deferred Compensation Plan offers a broad mix of

investment options that may help you find the balance that fits your risk tolerance.

Nationwide has developed a series of workshops and videos to help IAFF members understand general principles of retirement planning and long-term investing. Visit [FrontLinePlan.com](http://FrontLinePlan.com) to learn how these tools can help you invest in the IAFF-FC FrontLine Deferred Compensation Plan.

For more information about weathering market volatility or how My Interactive Retirement Planner can help you prepare for and live in retirement, contact your local Nationwide representative. For more information about the IAFF-FC FrontLine Program, contact Rebecca Gill at (614) 435-8329 or [gillr4@nationwide.com](mailto:gillr4@nationwide.com). ■

<sup>1</sup> Stay in Your Seat and Get to Your Destination, Wilshire Funds Management Market Insights (August 2015)

<sup>2</sup> Inflation Calculator, U.S. Department of Labor, <http://data.bls.gov/cgi-bin/cpicalc.pl> (accessed 09/17/2015)

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

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

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## Burn Centre Is Labour of Love for British Columbia Members

Burn survivors and their families from across Canada have a beautiful new place to stay when receiving care at Vancouver hospitals, thanks to the British Columbia Professional Fire Fighters Association (BCPFFA) and its members.

The BCPFFA's new \$13.8-million Burn Fund Centre officially opened March 19, and welcomed its first families in April.

The state-of-the-art building provides eight short-term furnished suites for burn patients and their families. The Centre also features family-friendly common areas, a children's play area, kitchen, laundry facilities, computer stations, a healing garden and other amenities.

"This project was a labour of love for the BCPFFA and its

members clear across this province," says President of the BCPFFA and the BC Professional Fire Fighters Burn Fund Michael Hurley.

All 52 of the province's IAFF affiliates — as well as Whitehorse, YK Local 2217, which belongs to the BCPFFA — contributed to the project. Land for the Burn Fund Centre was donated by the City of Vancouver and other funding came from the government and private donors.



BCPFFA affiliates directly contributed \$1.5 million through a payroll deduction and fundraisers, including the Bright Nights event, a beloved annual tradition for fire fighters who decorate trees in Vancouver's Stanley Park with more than 3 million twinkling Christmas lights from November through January, transforming the park into a dazzling winter wonderland and drawing hundreds of thousands of visitors.

The Centre fills a vital need for burn patients and their families. A burn survivor's hospital stay is at least a month, creating a need for short-term accommodation for their families. Accommodations are also needed during outpatient care, which can be on and off for up to two years.

"We're extremely proud of this Centre and look forward to seeing the difference it will make in the lives of burn survivors and their families," Hurley says.

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

BCPFFA President Mike Hurley (center) joined Vancouver Mayor Gregor Robertson (second from left) and other officials at the opening of the British Columbia Professional Fire Fighters Burn Fund Centre on March 19.



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# On the Road

WITH THE GENERAL PRESIDENT

*Throughout his travels on behalf of the IAFF and its affiliates, General President Harold Schaitberger visits firehouses and union halls and attends other state and provincial events*



General President Schaitberger, along with 9th District Vice President Ray Rayne and Oregon State Fire Fighters Council President Kelly Bach, stopped at Fire Station 53 in Tualatin Valley to visit Local 1660 President Rocky Hanes and his members.



President Schaitberger was greeted by San Jose Local 230 President Sean Kaldor and Local 230 members at Fire Station 30, where he rode along on a call.



President Schaitberger and IAFF 5th District Vice President Tom Thornberg were welcomed to Fire Station 1 by Cloquet, MN Local 880 President James Bjorklund and several Minnesota members.



Fort Smith, AR Local 33 President Darrell Clark, his executive board and members met with President Schaitberger at Fire Station 1.



Bessemer Local 980 Ronald Moorehead and his members broke bread with President Schaitberger when he joined the crew at Fire Station 1 for lunch.



# IAFF Retirees

*A Salute to Dedication, Service and Courage*

**ALABAMA** L0454 Gadsden—Thomas Latronico, L1288 Homewood—Jason Hallman, Paul Jordan, L1833 Huntsville—Steve Holman, David Palmer, Herbert Stewart, L2152 Attalla—Lee McClain, Buddy Patterson

**ALBERTA** L0209 Edmonton Fire Fighters Union—John Amerongen, Kenneth Antoniuk, Patricia Beare, Dave Berg, Mike Biloshyski, Norm Borle, David Broomfield, Harry Bruner, Daniel Carmichael, Mike Cashaback, Dougald Clark, Bill Coles, W.R. (Dick) Douglas, Dennis Fenske, Metro Gereluk, G. J. (Gary) Goebel, Jerry Goebel, Dale Henry, Dwight Heslep, Graeme Hubbick, Robert Hunka, John Jardine, Ian Langridge, James Loosemore, Dwight Maurer, Dale McLean, Ernest Mock, Art Ratray, Bill Reid, Dennis Robertson, Ken Rosychuk, Paul Rymes, Dan Sutherland, Alf Tomlinson, Horst Weinert, Tom White, L0237 Lethbridge—Rene May, L0255 Calgary—Robert Clark, John Eloschuk, Robert Engel, Steven Ferguson, L0263 Medicine Hat—Mike Hallas, L4819 Cochrane Fire Fighters Association—Doug French

**ARIZONA** L0479 Tucson—Darrell Alexander, Todd Bidegain, Will Brooks, Dale Brown, Ronald Catlin, Wayne Cummings, Mark Daily, Richard Felix, Joseph Figueroa, Paul Ford, Richard Gebben, Anthony Gonzales, Richard Greene, James Hale, Kenneth Hansen, Wade Harper, Steve Huber, Richard Johnson, John Kati, Daren Lakosky, Michael Macias, Carl Mare, Tom Matthew, Phillip Morgan, Bradley Olson, Douglas Poage, Kenneth Ramsden, Rodolfo Rivera, Michael Rodriguez, Robert Rodriguez, James Ross, Ernesto Sanchez, Carl Schultz, Douglas Seeger, Michael Smith, Randall Summers, Roger Tamietti, Randall Tinnin, Roberto Torres, W. Dennis Vaughan, Mark Wallace, Mark Wilsey, Roger Wright, Dianne Wygal, James Zimmer, L0493 Phoenix—Fred Andes, Troy Arthur, Brian Beck, Patrick Carlisle, Edwin Chamberlain, David DeLisa, Joseph Ducote, Kevin Dumais, Paul Flick, James Gang, Ricky Garner, Tom Gulliver, Dwayne Hawkins, Theodore Hernandez, Bruce Holzgrafe, Robert Ince, Ron Jamison, Thomas Kiefer, Raphael King, Doug Kulpins, Walter Loerzel, Joseph Lutch, Robert Matthews, Kirby Mayberry, Marika McCue, Dean Murphy, Patrick Nance, William Nelson, Sandy Novelli, Kent Ofstie, Dean Pedrotti, Lamonte Perea, Richard Perrott, Brent Phillips, Kirk Redfern, Jamie Reiman, Valero Sandoval, Alfonso Silva, Justin Smith, John Teefy, Gary Tigges, Geoffrey Whitaker, Steve Williams, L1234 Yuma—Manuel Felix, Mark Kuettel, Bret Van Fleet, L1505 Flagstaff—Michael Apodaca, Terry Barnes, Paul Beitler, Grant Bradley, Mike Gillespie, Mark Johnson, Terri Perry, Bill Stoddard, Steve Winecki, L2260 Mesa—Patrick Couden, Jeff Flocken, Dave McRae, Barry Smart, Stephen Wood, Eugene Zufriani, L2273 Globe—Dennis Frazee, Alfred Garameros, L3504 United Pima Fire Fighters—Joseph Bojarski, Mark Fiems, L3878 United Maricopa County Fire Fighters Association—Steven Boyer, Brian Murray, L4125 Green Valley—E. Gregory Hernandez, Melissa Smith, Mark Stonestreet, L4191 United Professional Fire Fighters Of Kingman—Jeff Campbell, Chris Kimrey, David Patriquin, L4217 White Mountain—Dane Stephens, Corey Valichnac

**ARKANSAS** L0014 Pine Bluff Fire Fighters Association—Ricky Beatty, Ernest Demmings, Scott Moore, Steve Robinson, Tellis Rushing, L0879 Hot Springs—Cole Moore, L2765 Benton—Michael Johnson, L2855 Siloam Springs—Byron Warren, L3007 Springdale—Wendell Smith, L3718 Jonesboro—Craig Davenport, Steven Wright, L4016 Conway—Ronnie Daves, James Duvall, Fritz Wunstel

**BRITISH COLUMBIA** L0018 Vancouver—David Boufford, John Donaldson, Robert Dubbert, Bart Gould, Kevin Haftner, Ted Kadagies, David LaBerge, Cary MacDonald, David Miller, Randy Minton, L0296 North Vancouver—Paul Johnson, David Merrill, L0559 Prince Rupert—Richard Roemer, L0730 Victoria—Paul Kowalyk, L0967 Saanich—Derrick Ash, L1271 Surrey—Reginald Bonn, Bruce Morrison, Thomas Rupert, L1286 Richmond—Wilhelmus (Bill) Mulder, L1525 West Vancouver—Geoffrey Graham, William Letham, Dan Pavich, David Ruckle, L1763 Delta Firefighters—Alan Heberton, Peter Popovich, L2864 Abbotsford Fire Fighters Association—Richard Horch, Stanley Jansen, L4264

**Esquimalt**—Eli Mavrikos

**CALIFORNIA** F0033 San Diego—John Bates, Michael Chavarria, William Cline, Lawrence Flinton, Anda Janik, F0053 Edwards Air Force Base—Daniel Scheller, F0166 Monterey—William Kaelin, Steven Nabor, L0055 Oakland, Alameda County and Emeryville—Daniel Benfield, Robert Bodnar, Michael Caracappa, Michael Donner, Robert Durante, Charles Glass, Brian Graham, Darin Guardanapo, Robert Hopken, Aaron Montes, Ernie Morua, Robin Payne, Steve Perry, Tim Petersen, Ronald Schmidt, William Smith, Charles Walker,

Raymond White, L0112 Los Angeles City—Daniel DelGadillo, Mark Flot, Amador Fraire, Christopher Hare, James Harkins, Brian Holtfreter, Keith Johnson, Stephen Leaf, Bradford Lenhoff, David Liske, Tony Marino, Mark Martinez, Anthony Morales, Myron Moss, Lisa Nerkowski, Ricardo Reyes, Steve Schrobdsdorf, Scott Steffes, Linda Ullum, Steven Wieser, Donald Witty, L0188 Richmond—Angel Bobo, Richard Thoming, L0230 San Jose—Richard Bailey, George Guerrero, Robert Leonard, Patrick Noon, Anthony Rangel, Joseph Reich, Richard Seal, L0246 Bakersfield—James Adams, Mark Angello, Richard Borjon, Scott Casavant, Bill Childress, Craig Crawford, Stuart Darling, Ron Darrow, Steve Dietz, Mike Finley, Jim Gay, John Hardisty, Shawn Jallo, Albert Johnson, Michael Johnson, Tim Luken, Tim Lynch, Terry Lyons, William Macauley, Mark Maxwell, Robert Melton, Garth Milam, Terry Moffatt, Jerry Moffatt, Aaron Moore, Michael Murphy, Alan Neumann, Apolinar Nunez, Pat Papasergia, Cameron Paulden, Bryan Perry, Patrick Ponec, Jim Powell, Robert Rapp, Bob Roberts, Dennis Roe, Jim Scritchfield, Ben Shafer, George Snider, Kirk

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Lawson, Brian Wroblewski, **L2400 San Mateo County**—Adrian Anderson, Steven Balestrieri, Jeffrey Barile, Mike Grady, Matthew Gruwell, Chuck Papangellin, Steve Slaughter, Thomas Smith, **L2787 Redondo Beach**—Steven Nothorn, **L2881 Cal Fire Local 2881**—Gary Abel, Edwin Augenfeld, Joe Barraza, Brian Barrett, Mark Blohm, Randy Borges, David Boyce, Seth Burt, Evan Carlos, Kurt Chamberlin, Ray Chaney, Julie Cooley, Andrew Cope, Samuel Davis, Cameron Day, Mike Deme, Jeff Downing, Jose Esparza, Thomas Farber, Henry Flores, John Francois, Alfred Gomez, George Gradias, Alex Gregg, Elizabeth Groom, Dennis Gutgesell, Sumery Hartley, Anna Hernandez, Eric Hoffmann, Rick Howard, Matthew Jauregui, James Jay, Keith Larkin, Matthew Lee, Philip Linzalone, Jeff Lowe, William Mac Adam, Allison McAdams, Ken McCarty, Edward Medina, Thomas Oldag, RedHawk Pallesen, David Parker, Christopher Paulus, F. E. Podesta, Roxanne Provaznik, Darin Quigley, John Richardson, Jerry Rodman, Benjamin Rosales, Barry Rudolph, William Sannar, Bradley Smith, Don Tashima, Michael Teslar, Charles Thomas, Stephen Thomas, Phillip Veneris, Mike Villa, Tim Wilcox, James Wilson, Brian Youngblood, **L2899 Anaheim Fire Fighters Association**—Don Ball, Paul LaGace, Thomas Wills, **L3051 Bodega Bay and Russian River Professional Fire Fighters**—Todd Rollings, **L3226 West Covina**—Marco Arredondo, Paul Guy, **L3354 Huntington Beach**—Brian Gerardi, Gary Riley, Ronald Thompson, Rene Voss, **L3399 Stanislaus Consolidated Fire Fighters**—Frank Andrews, Richard Ardis, Rick Bussell, Ronald Cripe, Thomas DeBartoli, David Gisler, Shane Hawkins, James Hodge, Rick Knee, James McMenimen, Matthew Severson, John Smith, **L3473 Downey Firemen's Association**—Thomas Danieri, **L3593 Sonoma Valley Professional Fire Fighters**—Mike Bruno, Roger Wheeler, **L3605 P.F.F.A. Of Santa Cruz County**—Robert Baker, Steve Walsh, **L3624 La Verne**—David Castanon, **L3631 Orange County Professional Fire Fighters Association**—Dale Hayes, Matthew Holke, Mark Sturdivant, **L3725 Morro Bay Fire Fighters Association**—Jeff Olson, **L3730 Carlsbad**—Vince Maniscalco, **L3809 South Placer**—Patrick Ellingford, Richard Kleefeld, **L3925 Manhattan Beach Fire Fighters Association**—Larry Randall, **L4115 Lake County**—Anthony Velasquez, **L4665 Dixon Professional Fire Fighters Association**—Vance Mason, **L4742 Apple Valley Professional Fire Fighters Association**—Kenny Sanders, **L4920 UC Davis Firefighters**—Shawn Cullen  
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**HAWAII** F0263 Federal Fire Fighters Of Hawaii—John Harvell, Randall Mamalias, **L1463 Hawaiian Islands**—Ryan Ayakawa, John Blalock, Harold Caravahlo, Ronald Hashimoto, John Kino, Kim Rogge, Burgess Ross  
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**INDIANA** L0357 Evansville—Robert Alexander, Richard Dorsey, Gregory Russell, Brian Stark, Henry Wilingham, **L0359 Gary**—Louis Adkins, Gregory Alberts, Timothy Barron, Maurice Kelly, Sandra McGuire, Tarik Pompey, Kevin Powell, Darren Smith, John Springer, David Thomas, **L3062 South Bend**—J. Ben Noell, **L0416 Indianapolis**—Andrew Borton, Steven Callis, James Conger, Mark DeLong, Denny Dresch, Kevin Fahey, Sean Ferbrache, Michael Hawley, John Piper, **L0475 Michigan City**—Matt Schooley, **L0556 Hammond**—Scott Rakos, David Zuffa, **L0728 Bedford**—Mike Beedie, **L1124 Valparaiso**—Dan Burge, Teresa Rose, **L1262 Anderson**—Joseph Jackson, Jon Smith, Keith Steiner, **L1408 Richmond**—Timothy Parrott, **L1722 New Castle**—Bobby Wallen, **L2008 Shelbyville**—Dyan Current, **L2190 Columbus**—Dana Parks, **L2897 Evansville-Vanderburgh Airport Fire Fighters**—Billy Carroll, **L3087 Linton**—Kent Wall, **L3151 Portage**—Richard Gilliland, **L4406 Hendricks County Professional Fire Fighters**—Emily Marchand, **L4416 Hamilton County Professional Fire Fighters Union**—Nicholas Kirck  
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Howard, **L2607 Cedar Rapids Airport**—Rick Gilliland, **L3586 West Des Moines**—William Post  
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**KENTUCKY** L0345 Louisville—William Bishop, Richard Haines, Brian Hume, Karen Lane, Michael Riggs, Patrick Riordan, **L0526 Lexington**—Daniel Bellot, Mark Brown, Jeff Carpenter, James Connelly, Leon Higgins, Mark Layton, Joe Lusby, Hobert Parsons, William Saunooke, James Wells, Richard Williams, **L0870 Owensboro**—Jackie Bartlett, **L1017 Frankfort Professional Fire Fighters**—James Urquhart, Gene Wilburn, **L3241 Mayfield**—Randy Henson, **L3945 Independence Professional Fire Fighters**—Jeff Armstrong, **L3972 Jefferson County**—Darryl Rhodes, **L4215 Scott County Professional Fire Fighters**—Daniel Sedgwick  
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**MAINE** F0123 Portsmouth Shipyard—David Funk, Richard Marr, **L0740 Portland**—Edward Dickhaut, Kevin Henry, Stephen Marean, Heather Nickerson, William Nowicki, James Randall, James Richards, **L0772 Bangor**—Alan England, Allen Fournier, Jeffrey Hodge, **L0785 Lewiston**—Stephen Beaudin, **L1476 South Portland**—John Dyer, **L1650 Augusta**—Craig Marshall, **L1307 Biddeford**—Alan Plourde, Timothy Robinson, **L4095 Gorham/Windham**—Stephen Rines  
**MANITOBA** L0867 Winnipeg—S. D. Heckford, Brian McPhee, Michael Mikulik, Ken Walker, Dennis Wivcharyk  
**MARYLAND** F0121 National Capital Professional Federal Fire Fighters—Gregory Russell, **F0267 Aberdeen Proving Ground**—Russell Towson, Harold Travers, **F0281 Professional Fire Fighters Of Fort Meade**—Michael Matthews, **L0734 Baltimore**—Troy Barnes, Robert Candler, Ronald Coleman, Michael Dodson, George Geyer, Frank March, Norman Rogers, Clarence Waitford, **L1311 Baltimore County**—Franklin Penn, **L1563 Anne Arundel County**—Albert Bartlinski, Gregory Borders, Kenneth Burton, Ronald Fleischmann, Mark Hannon, Phillip Klima, Alexander Makris, John Millacher, Jerome Ross, Hugh Strennen, Reinhold Strobel, David Wroten, **L1619 Prince George's County**—Phyllis Thompsons, **L1664 Montgomery County**—Kevin Bennis, John Bentley, Joseph Dingle, Stephen Edney, James Gross, Lisle Hainline, Malcolm Hayes, Gerald Hrenko, Michael Liptak, Andre Lynch, Adam Pegler, Donald Simmons, Evers Trice, **L1715 Cumberland**—Michael Kerns, Richard Twigg, Al Ward, **L2000 Howard County**—Kimberly Haynes, John Poole, **L3666 Frederick County**—Michael Crawford, Dennis Fortney, Charles Morris  
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David Elliott, David Rynearson, **L1011 Haverhill**—James LeMieux, Thomas Montibello, **L1297 Arlington**—Stephen Pickett, **L1347 Watertown**—Russell Wiltshire, **L1370 Wilmington**—John Brown, Kenneth Gray, Daniel Hurley, Gary Robichaud, **L1464 Scituate**—David Egan, **L1491 Lexington**—Robert Cunha, Joseph Foley, **L1564 Winchester**—Barry McNutt, **L1617 Melrose**—Mark Hall, James Winslow, **L1706 Needham**—Joseph Tierney, **L1710 Chicopee**—David Brown, Daniel Garrity, Richard Loughman, **L1713 Hudson**—David Duplisea, Judy Rice, **L1735 Dedham**—James Finneran, **L1802 Westport**—Steven Lopes, Glenn Mackillop, **L1839 Chelmsford**—Cynthia Leczynski, **L1841 Leominster**—Donald Previle, **L1876 Easthampton**—Kyle Plantier, **L1904 Acton Professional Fire Fighters**—Michael Lyons, Robert Sabourin, **L1942 Concord**—Francis Loynd, Owen Neville, **L2043 Marblehead**—Frank Monahan, Michael Porter, **L2080 Abington**—Michael Driscoll, **L2122 Yarmouth**—Michael Caruso, Steven Falletti, Paul Holmquist, Robert Kittila, Jerry Mossey, Charles Talbott, George Watson, **L2124 Harwich**—Michael Mason, **L2167 Duxbury**—David Beers, **L2196 Sandwich**—Lee Burrill, Richard Lizotte, **L2215 Gardner**—Charles Boris, Steven Couture, **L2252 Foxborough**—Alan Cummings, **L2579 Wrentham Permanent**—Michael Heinz, **L2583 Dennis**—Richard Farrenkopf, Robert Murphy, Timothy Tobin, Robert Tucker, **L2647 Pittsfield**—Joseph Carchedi, Steven Huska, **L4694 Salisbury Fire Fighters**—Kenneth Trofatter, **S0002 Massachusetts Port Authority Fire Fighters**—Andrea Coursey

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**MINNESOTA L0021 Saint Paul**—Fred Babekuhl, Harley Currier, Michael Domagall, Sara Petersen, Kenneth Schramm, Michael Selander, Randy Villavreal, **L0082 Minneapolis**—Perry Ebner, Loren Hillesheim, Maximo San Roman, **L0724 South Metro Fire Fighters Association**—Kyle Kucin, **L1712 Saint Cloud**—Jon Asplund

**MISSISSIPPI L0207 Laurel**—William Caldwell, **L2858 Southaven**—Bryan Brown, Charles Lafayette, **L4615 McComb Fire Fighters Association**—Jimmy Brown, Robert Whittington

**MONTANA L0008 Great Falls**—Andrew Bailey, George Cook, Shane Klippenes, Charles Rovreit, **L0271 Missoula**—Brad Roe, **L613 Bozeman Fire Fighters Association**—Jeb Fischer

**MISSOURI L0042 Kansas City**—Dennis Barrett, Kurt Breininger, Therese Brown, Timothy Buffington, Patrick Dujakovich, Curtis Edwards, Robert Hicks, Larry Joiner, Bruce Jonas, Teresa Kanabel, Patrick McMahon, Mark Mesh, Jonathon Messick, Steven Miller, Bryan Townsend, Michael Trader, Alan Williams, **L0059 Joplin**—John Cory, **L0073 Fire and EMS Professionals of Saint Louis, Missouri**—Bernard Bruno, **L0781 Professional Fire Fighters of Independence**—Aaron McNabb, Gary Swaim, **L1055 Columbia**—Larry Curtis, Keith Dohage, Billy Hurt, Loren Mueller, Gary Thoma, **L2543 Poplar Bluff**—Larry Stonecipher, **L2665 Professional Fire Fighters of Eastern Missouri**—Robert Bohmie, Doug Christ, Dottie Colombo, Mike Cox, Kim Ezell, Blaise Felder, Mark Fenton, Robert Galdin, Dale Hart, Frank Henrich, Daniel Laws, Russel Mason, Craig Mathews, Chuck McCoy, John Monson, Chris Niebruegge, John Rogers, Wayne Sanders, Kevin Seelbach, Gary

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**NEBRASKA L0644 Lincoln**—Roger Chapp, William Hersberger, Tim Sherwood, **L1015 Fremont**—Doug Lynch, **L3767 Papillion**—Jason Schendt

**NEVADA L0731 Reno**—David Cochran, Walter Cordova, Jeremy Graves, Brian Jewell, Brian Pedro, Michael York, **L1908 Clark County**—Steven Burnard, Lyle Connell, Lawrie Kincheloe, Ron Lupton, Raymond Nelson, Richard Prsbrey, Jon Sabol, Lonny Walch, Robert Wilson, **L2251 Carson City**—James Quilici, Rodney Temple, **L3726 East Fork Professional Fire Fighters**—Ronald Haskins, Robert Lekemberry, **L3895 Truckee Meadows Fire Fighters Association**—Tim Lucich

**NEW BRUNSWICK L0771 Saint John**—John Leonard, Alan Powell, Christopher Tobias

**NEW HAMPSHIRE L0789 Nashua**—Cynthia Bautista, Richard Crowell, Judith Deslauriers, Thomas Lingley, Brian Morrissey, Michael O'Brien, **L1045 Concord**—John DeJoice, **L2915 Windham**—James Brown, **L3154 Professional Fire Fighters Of Hudson**—David Morin, **L3264 Hooksett Permanent Fire Fighters Association**—Frederick Deveau, **L4104 Newington**—Peter Henry

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**NEW MEXICO L0244 Albuquerque**—Johnny Baros, David Boyd, Michael Brophy, Jimmy Byrd, Paul Chavez, Richard Chavez, Cedric Dalton, Armando Evaro, Joel Fiala, Randy Gallegos, Anthony Gonzales, Donald Gurule, Raymond Gutierrez, Ken Holcomb, Stephen Kehrer, Philip Luna, Terry Marshall, Jason Martinez, Michael Mora, Kerry Murphy, John Murtagh, Michael Romo, Matthew Sanchez, Brian Sanchez, Diana Speakman, Edward Torres, Charles Zamora, Joseph Zamora

**NEW YORK F0214 914th Tag**—William Orndorff, **F0256 Watervliet Arsenal**—Michael Boulterice, **L0032 Utica**—John Roman, Scott Wojnas, **L0086 Troy**—Jeffrey Gordon, William Miller, Conrad Moss, **L0094 Uniformed Fire Fighters Assoc. Of New York**—Thomas Boyd, John Callegari, Richard Catalano, John Channell, Richard Cheek, Thomas Conforti, Edward Conroy, Luis Cruz, John Cunniff, John Darcy, Carmine DeDonato, Richard DeGroff, William Duffy, Pierre Feijoo, Sean Flynn, Paul Gather, Michael Horan, Kerry Horan, John Lazina, Randy Lotz, Thomas Love, David Lynott, Christopher Mannino, Jimmy Martinez, Joseph Mason, Andrew McCord, Edward Mehnert, Robert Meyer, Stephen Mitchell, Kevin Moran, Jerome Morrissey, Christopher Orosz, Raymond Ott, Christopher Paglia, Raymond Pollard, Robert Rametta, John Rudge, Michael Ryan, Albert Schmidt, Michael Shields, Robert Speziale, Keith Thomasevich, Kevin Tracy, Michael Trezza, Jimmy Velazquez, Anthony Ventrella, Thomas Verderosa, Frank Ward, Kendall Washington, Michael Watt, **L0107 Mount Vernon**—John Autieri, Leonard LaSelva, John Miceli, **L2024 White Plains**—Douglas Withus, **L0616 Dunkirk**—Edgar Kujawa, Dean Wright, **L0628 Yonkers Mutual Aid Association**—Patrick McManus, **L0729 Binghamton**—Robert Perry, **L0859 Tonawanda**—Richard Schroeder, **L0895 Larchmont**—Jack Yannuzzi, **L0916 Eastchester**—Thomas Ferrara, **L1071 Rochester**—Paul Hanson, James McTiernan, Brett Smith, **L1394 Scarsdale**—William Ciraco, **L2007 Albany**—Frank Coluccio, Zoraída Piniero, Peter Rinaldi, **L2161 Medina**—Mike Maak, **L2230 Glens Falls**—Mark Villa, **L2478 Hamburg**—John

Hilliard, **L2484 Herkimer**—Alan Richard, **L2562 Cohoes**—Michael Grogan, Wayne Hamilton, Richard Maney, Shawn Morse, Timothy Rioux, **L3359 Niagara Falls Fire Officers**—Frank Eugeni, Mark Trane, **L3738 Henrietta**—Joseph Gibaud, **L4858 St. Paul Blvd Professional Fire Fighters Association**—Julian Rayburn, **L4959 Uniformed Fire Alarm Dispatchers Benevolent Association**—Michael Boucher, Richard Chiarello, Robert Engel

**NORTH CAROLINA L0332 Asheville**—Michael Hartsell, Richard Hendrix, Michael Marshall, **L0660 Charlotte**—John Keffer, Ben McLaughlin, Anthony Tinsley, Danny West, **L0668 Professional Fire Fighters Of Durham**—George Barringer, Frederick Hall, James Seamans, **L2370 Salisbury Professional Fire Fighters**—Kenneth Keller, Marshall Lancaster, **L2653 Hickory**—Mark Bostain, Farrell Duplain, Bradley Sronce, Ronald Thick, **L3015 Kinston**—Kevin Scully, **L3393 Cabarrus Professional Fire Fighters**—Richard Armstrong

**NORTH DAKOTA L0242 Grand Forks**—Kelli Fiermoen

**NOVA SCOTIA L2779 Cape Breton Regional Municipality Fire Fighters Association**—Francis Aucoin, Travis Desmond

**OHIO F0088 Wright-Patterson Air Force Base**—Christopher Palmer, **L0020 Hamilton**—Dennis Bond, Todd Bruno, **L0024 East Liverpool**—Craig Connor, Jeffrey Southall, **L0048 Cincinnati**—Ronald Bracey, Thomas Chappell, William Chenault, Errol Cleveland, Joseph Eves, Stephen Linz, Tyrone Norman, Joseph Wolf, **L0092 Toledo**—Keith Lyons, **L0093 Cleveland**—Mark Condrich, John Gardner, Douglas Kishmarton, Kenneth Lang, Russell Linz, Mark Storch, **L0136 Dayton**—Timothy Goecke, Robert Hogeland, Robert Parsons, Scott Rowlett, **L0251 Massillon**—Reginald Winters, **L0312 Youngstown**—Daniel Holcomb, **L0330 Akron**—Kerry Briggs, Howard Watson, **L0333 Springfield**—Kevin Sprinkle, **L0340 Garfield Heights**—Ralph Bloom, Robert Herron, **L0402 Cleveland Heights**—Jon Nych, **L0435 Galion**—Greg Peoples, **L0659 Rocky River**—Jonnathan Piazza, Nick Smick, **L0702 Cuyahoga Heights**—Howard Selig, **L0764 Wooster**—Stanley Brown, Keith Rickett, **L0912 Sidney**—Bill Frey, **L0918 Defiance**—Michael Imber, **L0973 Wapakoneta**—Jeffrey Orphal, **L1057 Fairview Park**—Lawrence Molls, **L1145 Brooklyn**—John Nigro, **L1199 Norwalk**—Mike Alexander, **L1386 Ashland**—Christopher King, Kent McGovern, **L1814 Westlake**—Jeffrey Janney, **L1823 Urbana**—Phillip Kellenberger, **L2009 Richmond Heights**—B. James Byrne, Don Loiselle, **L1219 North Ridgeville**—Ronald Schuler, **L2243 Sylvania**—Doug Born, Scott Smith, **L2375 Independence**—Daniel Fritz, **L2507 Madison Township (Groveport)**—Steve Roth, **L2603 Celina Fire Fighters**—Robert Schott, **L2672 Jackson Township (Grove City)**—Erik Hipple, Merion Jacob, Kevin Matz, John Shoup, **L3036 Washington Township (Dublin)**—Bernard Cattrell, Jeffrey Hughes, Matthew Modlich, Bradley Rose, Stephen Skeldon, Daryl Sollars, **L3111 Anderson Township**—Robert Hathorn, Gary Justice, Dave Kennedy, Steve Ober, **L3204 Harrison**—Arthur Windsor, **L3498 Worthington**—Michael Tippet, **L3555 Jerome Township**—Jay Olson, **L3558 Violet Township**—William Sears, **L3667 Cumberland Trail Career Firefighters**—Steve Cupryk, Greg Grabst, Robert Slevin, **L4136 Wadsworth Fire/EMS**—Patricia Graf, **L4170 Perrysburg Township**—David Bitz, **L4265 Uhrichsville**—Richard Kinsey, **L4273 Central Joint**—Glen Gregory, **L4307 Genoa Township**—Lynn Hancock

**OKLAHOMA L0157 Oklahoma City**—Rocky Burt, Robert Harper, Paul Keeton, **L0176 Tulsa**—Jerry Benefield, Glenn Brigán, Mickey Collins, Jonny Henderson, Gregory Hewin, Timothy Holt, Steve Kendrick, Joe LeFlore, Earl McKenzie, **L2066 Midwest City**—Lewis Beard, Jeff Seclii, **L2067 Norman**—Mack Brooks, Mike Jones, David Perry, Gregory Roberts, Darryl Troupe, **L2479 Ponca City**—Mike Herrin, **L2567 Jenks**—Lance Steward, **L2749 Altus**—Jim Bevers, Randy Gipson, Howard Hicks, Rick Mealar, James Thacker, Ralph Walker, **L3199 Hugo**—Mike Burchfield, **L3722 Professional Fire Fighters Of Enid**—Ralph Krehbiel, **L3958 The Village Fire Fighters Association**—Keith Blagg, Joe Thompson

**ONTARIO I0444 Chalk River Professional Fire Fighters Association**—Barry Gimson, **L0142 London**—Paul Burns, Robin Taylor, **L0162 Ottawa**—Stephen Ardley, Ian Buckland, Scott Dewar, Paul Fortin, Ward Lancaster, Jean Pelletier, Rick Shaw, Donald Vance, **L0193 Thunder Bay**—Phillip Buckler, **L0288 Hamilton**—Steven Cox, James Friend, Sean Laverty, Lorna Rowell, **L0455 Windsor Professional Fire Fighters**—Andrew Broderick, Timothy Dennis, Roch Gascon, David Harding, Robert Mitchell, **L0460 Brantford**—Mark Latty, **L0465 Oshawa**—John Finley, Tony McCraw, Glen Wood, **L0485 St. Catharines**—Craig Boyd, Craig Harding, Steven Selvig, **L0492 Sarnia**—Kyle McKelvie, **L0498**

**Kingston**—Theresa Yntema, **L0529 Sault Ste. Marie**—Tim Gregorini, **L0534 Stratford**—Ed Schuett, **L0536 Brockville**—Wayne Bennett, **L0791 Waterloo**—Cliff Kraemer, **L1068 Brampton**—Perry Buisman, Doug Laidlaw, Darryl MacDonald, Pasquale Mucci, Dan Quinnell, **L1092 Ajax**—John Chalmers, Dave Hutchinson, **L1182 Thorold**—Gary Honsberger, **L1212 Mississauga**—Evelyn Adshead, Glenn Aplin, W. Stephen Congdon, Tom DeJak, Cliff Farion, Randy Fleming, Bruce Hicks, Kevin Hunter, Jim MacEachern, Stephen Norwood, Stephen Stevens, Yvonne Stewart, Stan Waters, **L1582 Oakville**—Steve Billinghamurst, Darryl Billy, Rob Carroll, **L1632 Pickering**—Mike Stenzel, Al Urbas, **L1732 Cobourg**—Brian Williams, **L1753 Barrie**—Rob Taylor, **L1957 Richmond Hill**—Beverley Hunter, Jennifer Lang, Gary Rotman, William Wilson, **L2036 Whitby**—Robert White, **L2511 Central York**—James Davis, Mike Jacques, Daniel Palmer, **L2727 Markham**—Bruce Burley, Jim Houston, Peter Johnson, Randy Kitchener, Neil Magee, **L3168 Milton**—Fraser Lockhurst, **L3888 Toronto Professional Fire Fighters**—Randy Bedford, James Belanger, Allan Bentley, Andrew Blair, David Borsa, Ronald Britton, William Brown, Alan Campbell, Michael Cassidy, Dean Chapman, David Conner, Henry Corazza, David Dorman, Lorne Duck, Stephen Dunn, Paul Dzuba, Mark Fisher, Joseph Gaudet, Keith Hamilton, Phillip Harknett, Peter Hayes, Susan Heasty-Pearson, James Hoey, Gerri Humphries, Rick Lee, Jim Lee, Michael Lewandowski, Victor Linka, Donald McCormack, Patrick McManus, Robert Middleton, Sean O’Hearn, John Orrett, Rick Raymer, Brian Scriver, John Sedgley, Perry Shean, Douglas Snowdon, Frank Sonogo, Steve Stewart, Blair Stewart, Craig Thompson, Bruce Vanstone, Sandy Walker, Gregory Warlow, Alan Watson, John Wright

**OREGON L0227 Bend**—Robert Cravens, **L0696 Astoria**—Robert Johnson, **L0851 Lane Professional Fire Fighters Association**—Michael Lundeen, **L0890 Klamath Falls**—Carl Gurske, Shane Malone, **L1062 Gresham**—Earl Leichner, Mark Robison, **L1159 Clackamas County**—Richard Carey, Jeff Deetz, Albert Laurie, John Oliver, **L1269 Ashland**—Scott Hollingsworth, Trent Stoy, **L1308 Mid-Columbia**—Cliff Smith, **L1431 Medford**—Kelly Jensen, **L1660 Tualatin Valley**—Clay Baggerly, **L2091 Douglas County Professional Fire Fighters**—Michael Ferris, **L2210 Hillsboro**—Mike Dickman, Steven Erb, Jerry Josten, **L2296 Pendleton**—Kevin Coleman, **L2752 Hermiston**—Scott Cahill, **L3099 McMinnville**—Robert Dahlman

**PENNSYLVANIA F0170 Letterkenny Army Depot**—Vincent Morris, **L0022 Philadelphia**—Lawrence Burney, Edward Cody, Kevin Fair, Michael Flanagan, Ernest Foley, Ronald Frei, Reginald Harris, John Holstein, Dennis Leibert, William Maloney, Stanley McMullen, Joseph McNellis, Christopher Miles, Jeffrey Miller, Bordes Ramseur, Joanne Rosansky, Christopher Willing, John Yurick, **L0060 Scranton**—George Langan, Charles Thorne, **L0114 Butler**—Brian Mazzanti, **L0293 Erie**—Gary Schwindt, **L0299 Altoona**—Steven Seidel, **L0428 Harrisburg**—Richard Bistine, Nick Bixler, Michael Harris, John Pritchett, **L0463 Johnstown**—James Bolam, **L0627 York**—David Bowman, **L0713 Easton**—John Price, **L0735 Bethlehem**—Christopher Danyluk, **L1863 Ambridge Fire Fighters Union**—Dave Drenowski, **L1952 Lebanon**—Bruce Small, Robert Smith, **L2227 Lehigh-Northampton Airport**—Julius Wenner, **L2835 Franklin**—Gary Knox

**RHODE ISLAND F0100 N.E.T.C. Naval Base - Newport**—Paul Lanciault, **L0732 Woonsocket**—Raymond Martineau, Daryl Paux, Michael Zuba, **L0799 Providence**—Timothy Baker, Christopher Brown, Kevin Burns, Vincent Clements, Steven Dulong, Keith Edson, Cary Emond, Jeffrey Gallo, Daniel Gentile, Russell Gross, Thomas Kenney, George LaCasse, Donna McDonald, Sean McGarty, Joseph Moreino, Wayne Oliveira, Kenneth Prew, Stephen Ptaszek, James Rock, Garrison Roun, Brian Sutton, Larry Warner, **L0850 East Providence**—Robert Jobin, David Plante, Mario Tomellini, George Wyrostek, **L1363 Cranston**—Keith Newman, **L1485 Central Falls**—John Garvey, **L1774 Barrington**—Robert Cotta, **L1933 Middletown**—Andrew Meehan, **L2722 Cumberland Professional Fire Fighters**—Michael Lafond, Fred Mitchell, **L2748 Warwick**—Edmund Armstrong, Bruce Cooley, Matthew McCauley, Bryan Owens, Carl Pecchia, Michael Shea, Stanley Zuba, **L3365 South Kingstown Emergency Medical Services**—William Howe

**SASKATCHEWAN L0080 Saskatoon**—Kenneth Fisher, Bruce Siemens, **L0181 Regina Professional Fire Fighters Association**—Peter Cousins, Gord Graham, Brian Judge, Blake Kuntz, Jim Masson, Murray Ross, J. D. Spelliscy, Howard Wood, Murray Ziegler, **L0510 Prince Albert**—Kenneth Bird  
**SOUTH CAROLINA L0793 Columbia**—John Hartness, **L4489 Rock Hill Professional Fire Fighters Association/**

**Officers Union**—Kenny Martin  
**SOUTH DAKOTA L0814 Sioux Falls**—Douglas Swartz  
**TENNESSEE L0065 Knoxville**—Robert Conard, Robert Gillespie, Joseph Hackney, Jeffrey Lee, Calvin Splawn, **L0140 Nashville**—Deborah Edgen, Charles Madden, Dale Pickens, **L0820 Chattanooga**—Freddie Brooks, Terry Martin, Mark Shook, **L1784 Memphis**—Larry Blackmon, Martel Dawkins, Vicki Kovalsky, J. Michael Langley, James Logan, Kenneth Reeves, **L2269 Dyersburg Fire Fighters Association**—Kent Baumgardner, Billy Brooks, James Mosley, **L2270 Kingsport**—Michael Roeske, **L2585 Shelby County**—Jeffrey Looney, **L3035 Murfreesboro**—James Mitchell, **L3460 Hendersonville**—Dennis Allen, Alvin McLaughlin, Terry Mowell, Charles Swann, **L3748 Cleveland Professional Fire Fighters**—Buddy Smith, Billy Trentham, **L3758 Franklin Fire Fighters**—William Fitzgerald, Westley Oakley

**TEXAS L0051 El Paso**—Manuel Aguirre, Edward Beltran, Paul Bianchi, Jesse Bustamante, Michael Cade, Ruben Camacho, Mark Campbell, Christopher Celaya, John Concha, Adolfo Duarte, Ruben Flores, Vicente Gonzalez, Antonio Hernandez, Jesse Kerwin, Michael Moss, Michael Ortiz, Rafael Reyes, David Rios, Calvin Shanks, Fermin Sosa, Miguel Valencia, David Valero, Danny Valles, Francisco Villegas, **L0058 Dallas**—Kevin Best, Gregory Bielefeldt, Richard Cheatham, Michael Ellis, Jeffery Francis, August Galli, Omar Gonzalez, John Houser, Signey Hutchings, Larry McClure, Chris Pearson, Karen Walker, **L0341 Houston**—Michael Cannon, Steven DeWeese, Alan Fisher, David Gatlin, Albert Kiecke, Larry Lira, William Roberts, Russell Romo, Curtis Rush, Blake Stilwell, Stanley Wheeler, **L0397 Port Arthur**—Dwayne Morvant, Mark Mulliner, **L0399 Beaumont**—Robert Lytle, Gary McDonald, Daniel Palmer, Scott Rush, **L0440 Fort Worth**—Donald Clark, Kenneth Freeman, Gary Garrett, Robert Jenkins, Laura Jenkins, Monty Mashburn, Michael McKay, Kenneth Moore, D. C. Osborn, Edward Schultz, Michael Skains, Joe Stewart, Bobby Thornton, Charlie Woodard, Robert Wright, **L0478 Waco**—Jesse Niemeyer, **L0624 San Antonio**—Cynthia Alcalá, William Barbola, Darren Cook, Oscar Estrada, Armando Martínez, Roger Riojas, Dennis Rodriguez, Anthony San Miguel, Ben Zepeda, **L0846 Temple Professional Fire Fighters**—Stuart Eixman, Gerald Hicks, Melvin Koenig, Stephen Lane, Edgar Mitchell, Cynthia Philen, Ronald Snider, Billy Vann, **L0883 Tyler**—Wayne Hunt, David Schlottach, **L0936 Corpus Christi**—Edward Amaya, John Aranda, Elizabeth Arredondo, Andres Barboza, Roberto Barrera, Santos Benavides, Eluterio Bitoni, Michael Boyd, Edward Casarez, Robert Clary, Jerry Coleman, Clyde Coles, Noah Drumright, Edward Escobedo, Dave Evans, Edward Flores, Robert Garcia, Antonio Garcia, Robert Gonzalez, Nehemias Guzman, Jesus Herrera, Jarred Hislop, Robert Hyland, Charles LaCroix, Eduardo Lopez, Richard Lopez, Steven Mann, Christopher Mantione, Bernabe Martinez, Douglas Matthijetz, Clark McAllister, Joe Montez, George Murcko, Glen Nicolet, Gerald Olivarez, John Paige, Steve Pena, Merrill Pierce, Kent Rodriguez, Francisco Rodriguez, Daniel Rodriguez, Jason Roe, Michael Sabala, Ricardo Saenz, David Saenz, Peter Salazar, Ben Salinas, Walker Willey, Jeff Willis, Brooks Wilson, **L0970 Brownsville**—Jose Garcia, Sam Luna, Leon Tamez, Rolando Velez, Robert Vera, **L0972 Lubbock**—Delton Cleveland, Tommy Davis, Richard Edwards, Brad Marlar, Steve Myers, Bruce Robinette, Greg Taylor, **L0975 Austin**—Marcus Faske, Mike Klepac, Theron Proctor, Miguel Villareal, **L1293 Garland**—Nancy Carpenter, Bart Ehlen, David Hall, **L1316 Port of Houston**—Michael Oder, **L1518 Mesquite**—Vic Runnebaum, **L1665 Odessa**—Marcus Bailey, David Davis, David Dick, Kevin Jackson, Hugh Koenig, Lorenzo Rivas, **L2002 Sherman**—Jesse Kelly, **L2073 Irving**—R. David Holland, Kyle Pearson, Anthony Pirtle, John Smith, **L2149 Plano**—Kevin Haines, John Kirby, Tricia Swavey, **L2602 McAllen**—Ernesto Lugo, Rolando Vela, **L2731 Conroe**—Darren Hess, **L3034 Lufkin**—Constantino Villasana, **L3113 Grapevine**—John Blissett, Dennis Hill, **L3178 Coppell**—Kerry Kinney, **L3339 Nederland**—Steve Cutaja, James Saunders, **L3404 Harlingen**—Hector Cuellar, Ramiro Ramirez, Patrick Reilly, Guadalupe Trevino, **L3599 Mansfield**—Johnathan Mercer, **L3606 Lewisville**—Brian Purcell, **L4083 Schertz**—Andrew Lambert, **L4133 The Colony**—Jeff Bell, **L4146 Stephenville**—Kenneth Smith, Randy Spikes, **L4213 Pharr**—Carlos Mandujano, **L4234 Rosenberg**—Danny Johnson, **L4331 Longview Professional Fire Fighters**—Cory Crowell

**UTAH L0081 Salt Lake City**—Conrad Fivas, Gary McCarty, **L1696 Salt Lake County**—Loy Berkeley, Jeff Johnson, Kevin McCarty, Douglas Robison  
**VERMONT L2323 Rutland**—William Canfield, **L2905 Hartford Career Fire Fighters Association**—Thomas Rittland  
**VIRGINIA F0025 Tidewater Federal Fire Fighters**—Reynard

Black, Bruce Kobel, Brian Loss, Robert Tignor, **F0287 Fort Lee**—Harry Garrett, **L0068 Norfolk**—Timothy Bippus, Joseph Wallower, **L0539 Portsmouth**—David Matson, **L1132 Roanoke**—Mark Bailey, Charles Swecker, William West, **L1568 Henrico County**—David Brown, John Burns, Terry Cassell, Edward Dunnivant, Robert Farkas, Miles Garrett, David Harding, Dale Harris, Dennis Kielsgard, Scott Lafoon, Glenn Layne, Don Long, H. Scott McMillen, John Montgomery, William Pearson, William Ramsey, Robert Smith, Deborah Weymouth, Robert Woods, **L2068 Fairfax County Professional Fire Fighters And Paramedics**—Jorge Arias, John Burke, Marlin Hood, Mark Lucas, Jerold Manuel, Gary Pemberton, Karl Sallberg, Manuel Stribling, Ronald Sydnor, Elton Wright, **L2141 Alexandria**—Margaret King, **L2450 Hampton**—Mike Birdsong, Robin Davis, **L2598 Prince William Professional Fire Fighters, Inc.**—Jennie Collins, Wayne Moran, **L2924 Virginia Beach Professional Fire Fighters**—Scott Abshire, April Elmore, Albert Fam, Ray Irizarry, James Kenney, Elvin Lilley, Timothy Riley, Timothy Scott, **L3194 Roanoke County P.F.F. And Paramedics**—Harold Chrimmes, **L3406 Norfolk Airport**—Alexander Moorman, **L3468 Staunton**—Wayne Robinson, **L3698 Accomack County**—Woody Gaskins, James Wilson, **L3756 Loudoun Career**—Rodney Frye, Bentz Rhoads, **L4007 Albemarle County**—Christopher Reed

**WASHINGTON F0295 Yakima Training Center Fire Department**—Terry Christopher, **I0066 Boeing Fire Fighters**—Jacob Green, Jerett Kays, Douglas King, Harold McKee, John Orzel, Marshal Winter, John Young, William Zylstra, **L0027 Seattle**—Raul Angulo, Carlsson Gordon, Kristina Keller, David Powell, James Reed, John Stone, **L0029 Spokane**—Roger Libby, Jake Renouard, William Schaich, James Teague, Rick Thornton, **L0031 Tacoma**—Wayne Hancock, Andrew Leitner, Thomas Pickford, **L0046 Everett**—Jonathan Crooks, David DeHaan, David Wilson, **L0726 Pierce County Professional Fire Fighters**—Mark Connelly, Wayne Garden, Brian Hopper, **L0876 Spokane Valley**—Jeff Miner, Dennis Young, **L1052 Richland**—William Chervien, **L1257 Port of Seattle Fire Fighters**—Jeff Gangnes, Edward Horstman, **L1352 Valley Fire Fighters**—Michael Lee, **L1461 Burien**—Ross Britt, Ronald Harvey, **L1604 Bellevue**—Richard Burke, William McManis, Faun Patzer, **L1747 Kent**—John Robbins, Eric Tomlinson, **L1758 Ellensburg**—Jim Charlton, Jim Hanson, Kevin Mohan, David Ratcliff, Arlen Schroettlin, **L1828 Snohomish County Fire District 1 Professional Fire Fighters**—Michael Hill, **L1892 Pullman**—Richard Dragoo, **L2024 South King County Professional Fire Fighters**—Ryan Lex, **L2459 Kenmore Professional Fire Fighters**—Eric Magnuson, **L2545 Kirkland**—Mark Anderson, **L2694 Snohomish**—Theresa Dennis, **L2898 Seattle Fire Chiefs**—Angelo Duggins, John Gablehouse, **L3186 King County Fire District 44**—Brian Whitley, **L3520 East Pierce Professional Fire Fighters**—Douglas Hinkle, Jerry Thorson, **L3931 Enumclaw Fire Fighters Union**—Donald Brassard, **L3999 Pacific County**—Brad Weatherby

**WEST VIRGINIA L0012 Wheeling**—Mike Loborec, **L0289 Huntington**—Wesley Bowden, Larry Diamond, J. Scott Earl, Brett Gaeger, Forrest Marshall, Shane Masters, Gregory Masters, **L0313 Morgantown**—Rick Sovastion, **L0317 Charleston**—David Blaylock, Christopher Cooper, Timmy Roe, **L0347 Bluefield**—Jeffrey Warden, **L0805 Martinsburg**—John Holben  
**WISCONSIN L0074 Superior**—Charles Haworth, Dennis Swanson, **L0141 Green Bay**—Sam Al-Saadi, **L0215 Milwaukee**—Robert Bresette, Dean Gonzalez, Robert Hehn, James Heller, Stanley Kaminski, Raul Medina, Kyle Ostmann, Paul Polaske, Vince Salerno, Robert Szentes, **L0226 Marinette**—Walter Swiatnicki, **L0257 Appleton**—Patrick Lewis, Scott Rehrauer, **L0275 Neenah-Menasha Professional Fire Fighters, Inc.**—Denis Matuszak, **L0311 Madison**—Joseph Conway, William Conway, James Delao, Melinda Dessert, Jody Kurilla, Richie Nelson, David Orange, Robert Recob, Thomas Reiter, Charles Schwierske, **L0316 Oshkosh**—Jesse Fisher, Mark Wiechman, **L0321 Racine**—Gary Adamowicz, Thomas Benner, Emerick Garcia, Jeffrey Peterson, **L0400 Fond Du Lac**—Thomas Kania, Karl Kissinger, **L0415 Wausau**—Clark Reetz, **L0483 Sheboygan**—Wallace Endsley, Andrew Heyn, Steven Klokow, Terry Risse, Brian Schnelle, Terry Soerens, **L0487 Eau Claire**—Dennis Duncan, Alan Klocek, **L0583 Beloit**—William Bartz, Mark Froese, **L1004 West Allis**—David Gorlewski, Benjamin Koenig, Robert Kurziak, Brian Potkay, Jeffery Snow, Dion Volk, James Zajdel, **L1072 Milwaukee County**—Alan Calhoun, **L1633 South Milwaukee**—Michael Olson, **L2760 Franklin**—Gordon Jepsen

# NEVER FORGET

## *In Memoriam of Those Who Have Served*

Local	Name	Local Name	State	Local	Name	Local Name	State	Local	Name	Local Name	State
L0002	Richard Barna	Chicago	IL	L0157	James Reed	Oklahoma City	OK	L0801	Eugene Singer	Danbury	CT
L0002	Gerald Burke	Chicago	IL	L0209	John Boyd	Edmonton	AB	L0846	Jack Weinblatt	Temple	TX
L0002	Joseph Cordero	Chicago	IL	L0209	Lorne Reeves	Edmonton	AB	L0858	Edward Wilson	Denver	CO
L0002	Malachy Flisk	Chicago	IL	L0209	Gerald Simpson	Edmonton	AB	L0867	Don Barnett	Winnipeg	MB
L0002	Russell Harper	Chicago	IL	L0209	Don Zavitz	Edmonton	AB	L0867	Ray Daniels	Winnipeg	MB
L0002	Henry Jablonski	Chicago	IL	L0215	Rich Davis	Milwaukee	WI	L0867	David Gibson	Winnipeg	MB
L0002	Ronald Lelo	Chicago	IL	L0215	Albert Dziadosz	Milwaukee	WI	L0870	Johnni Bartlett	Owensboro	KY
L0002	Robert Mueller	Chicago	IL	L0215	David Franecki	Milwaukee	WI	L0936	Charles Gubitosi	Corpus Christi	TX
L0002	John O'Hare	Chicago	IL	L0215	Thomas Krajna	Milwaukee	WI	L0964	Harley Deshler	Baltimore FOA	MD
L0002	George Oshinski	Chicago	IL	L0215	Robert Lee	Milwaukee	WI	L0964	James Holthaus	Baltimore FOA	MD
L0002	Robert Popjoy	Chicago	IL	L0215	Charles Lindsey	Milwaukee	WI	L0964	Ronald Keene	Baltimore FOA	MD
L0002	Patrick Reidy	Chicago	IL	L0215	Richard Ramseyer	Milwaukee	WI	L0964	Harold Mason	Baltimore FOA	MD
L0002	John Russell	Chicago	IL	L0249	Tonya Johnson	Canton	OH	L0964	Kenneth Morris	Baltimore FOA	MD
L0002	Louis Scatena	Chicago	IL	L0287	John Caracciola	Long Beach	NY	L0964	William Ozazewski	Baltimore FOA	MD
L0002	Joseph Sipiora	Chicago	IL	L0291	Thomas Baker	Lancaster	OH	L0964	Frank Reinsfelder	Baltimore FOA	MD
L0002	Lawrence Stewart	Chicago	IL	L0317	William Landers	Charleston	WV	L0964	Clarence Ward	Baltimore FOA	MD
L0002	Michael Stirn	Chicago	IL	L0317	Ray Myers	Charleston	WV	L1071	Brent Bulman	Rochester	NY
L0002	James Tryon	Chicago	IL	L0332	Paul Crouch	Asheville	NC	L1092	Clyde Drover	Ajax	ON
L0002	Richard VanHorn	Chicago	IL	L0344	David Madrigal	Detroit	MI	L1102	William Burke	Hialeah	FL
L0021	Jason Woodbury	Saint Paul	MN	L0362	David Taylor	South Bend	IN	L1111	Kevin Regan	Westfield	MA
L0022	Edward Colfer	Philadelphia	PA	L0372	Ryan Thornton	Long Beach	CA	L1198	Christopher O'Keefe	West Haven	CT
L0022	Leo Comerford	Philadelphia	PA	L0416	Herman Brown	Indianapolis	IN	L1198	Gary Wilson	West Haven	CT
L0022	William Conroy	Philadelphia	PA	L0416	Michael Brown	Indianapolis	IN	L1257	Gilbert Smith	Port of Seattle	WA
L0022	Thomas Crouse	Philadelphia	PA	L0416	Donald Harper	Indianapolis	IN	L1311	Danny Grubb	Baltimore County	MD
L0022	Jack Freestone	Philadelphia	PA	L0421	Stephen Babcock	Lansing	MI	L1311	David Seipp	Baltimore County	MD
L0022	Conwell Henry	Philadelphia	PA	L0457	Hilbert Kummer	Kitchener	ON	L1311	Patrick Stillmock	Baltimore County	MD
L0022	Robert Jones	Philadelphia	PA	L0479	Norman Hall	Tucson	AZ	L1365	Mike Ryan	Orlando	FL
L0022	John Kelly	Philadelphia	PA	L0479	Eugene Velasco	Tucson	AZ	L1408	Leroy Clogg	Richmond	IN
L0022	Joseph Loughran	Philadelphia	PA	L0522	Ron Hermann	Sacramento	CA	L1495	David Silva	Billerica	MA
L0022	Robert Nell	Philadelphia	PA	L0522	Barry Taylor	Sacramento	CA	L1589	Warren Wright	Narragansett	RI
L0022	Michael Potter	Philadelphia	PA	L0556	Ray Strabavy	Hammond	IN	L1619	Paul Judd	Prince George's County	MD
L0022	Michael Prendergast	Philadelphia	PA	L0627	Larry Ampsacher	York	PA	L1627	Cody Glode	Truro	NS
L0022	William Rozich	Philadelphia	PA	L0628	Anthony Mangone	Yonkers	NY	L1660	Erin Spath	Tualatin Valley	OR
L0022	Frank Squadraro	Philadelphia	PA	L0632	Joseph Boyd	New Orleans	LA	L1664	Geoffrey Lewis	Montgomery County	MD
L0022	George White	Philadelphia	PA	L0632	Richard North	New Orleans	LA	L1784	Gordon Bachelor	Memphis	TN
L0034	J. W. McCraw	Little Rock	AR	L0632	Salvadore Noto	New Orleans	LA	L1784	Lloyd Delaney	Memphis	TN
L0034	Allen Wayne	Little Rock	AR	L0660	Lonnie Baucom	Charlotte	NC	L1784	Kenneth Doerr	Memphis	TN
L0036	James Hash	Washington	DC	L0660	Larry McCall	Charlotte	NC	L1784	Daryl Drew	Memphis	TN
L0036	Ricky Johnson	Washington	DC	L0718	John Carey	Boston	MA	L1784	William Hawks	Memphis	TN
L0036	Peter Licopantis	Washington	DC	L0718	Francisco Centeio	Boston	MA	L1784	Jerry Ray	Memphis	TN
L0036	Wayne Preddy	Washington	DC	L0718	Elliot Coleman	Boston	MA	L1791	Kenneth Story	Johnson City	TN
L0036	Stephen Pugh	Washington	DC	L0718	Patrick Flaherty	Boston	MA	L1945	Eugene Chantler	Poudre Fire Authority	CO
L0036	Wilton Watts	Washington	DC	L0718	Arthur Glover	Boston	MA	L1947	Jim MacGillivray	Maynard	MA
L0036	Preston Williams	Washington	DC	L0718	Robert Habeeb	Boston	MA	L2043	David Dodge	Marblehead	MA
L0042	Frankie Macaluso	Kansas City	MO	L0718	Kevin Hardiman	Boston	MA	L2043	John Lord	Marblehead	MA
L0042	Spencer Neeley	Kansas City	MO	L0718	Carl Jones	Boston	MA	L2068	Robert Arrington	Fairfax County	VA
L0042	Dominic Raccuglia	Kansas City	MO	L0718	Joseph Kardoos	Boston	MA	L2073	Billy Pilley	Irving	TX
L0042	Richard Sanstra	Kansas City	MO	L0718	Richard Mackey	Boston	MA	L2116	Eric Bernat	Stoneham	MA
L0065	Jackie Mealer	Knoxville	TN	L0718	William Malone	Boston	MA	L2117	Brian Prince	Reedy Creek	FL
L0073	Joseph Blessing	Saint Louis	MO	L0718	James McCarthy	Boston	MA	L2339	Chris Thurman	Tallahassee	FL
L0073	Joseph Kuehner	Saint Louis	MO	L0718	Joseph Roper	Boston	MA	L2562	Jeff Couch	Cohoes	NY
L0073	William Moore	Saint Louis	MO	L0718	William Schomburg	Boston	MA	L2653	Allen Powell	Hickory	NC
L0073	Douglas Redfearn	Saint Louis	MO	L0718	Walter Wyse	Boston	MA	L2665	Timothy Wlodarek	Eastern Missouri	MO
L0073	Elmer Schurwan	Saint Louis	MO	L0734	Irvin Bauer	Baltimore	MD	L2819	Norma Blais	Kitsap County	WA
L0073	Robert Schwarz	Saint Louis	MO	L0734	Neil Harrington	Baltimore	MD	L2881	Johnny Chun	Cal Fire Local 2881	CA
L0089	Thurman Reich	Clarksburg	WV	L0734	Gregory Lunczynski	Baltimore	MD	L3086	Harold Kummehne	Matteson	IL
L0093	Henry Miklowski	Cleveland	OH	L0734	Julian Middleton	Baltimore	MD	L3105	John Jarosz	Arlington Heights	IL
L0112	Sandra Smith	Los Angeles City	CA	L0734	Sylvester Middleton	Baltimore	MD	L3327	Trevor McNally	Halton Hills	ON
L0122	Graymond Butler	Jacksonville	FL	L0734	Bernard Moran	Baltimore	MD	L3339	Terry Sonier	Nederland	TX
L0122	Christopher Swary	Jacksonville	FL	L0734	Richard Schaener	Baltimore	MD	L3950	Alexander Banoff	North Hudson	NJ
L0140	Ted Chapman	Nashville	TN	L0734	Alfred Wagner	Baltimore	MD	L4246	Joseph Perdue	Salisbury	MD
L0140	Mark Hasty	Nashville	TN	L0734	Morris Whitehead	Baltimore	MD	L4321	Cynthia Kelley	Broward County	FL
L0140	George Lovell	Nashville	TN	L0734	George Wisniewski	Baltimore	MD	L4321	Edward Lamadore	Broward County	FL
L0140	Archie Martin	Nashville	TN	L0734	Leslie Wrenn	Baltimore	MD	L4321	Paul St. Pierre	Broward County	FL
L0140	Willis McCallister	Nashville	TN	L0734	Gilbert Wurzbacher	Baltimore	MD	L4321	Michael Valadez	Broward County	FL
L0140	Franklin McElhiney	Nashville	TN	L0740	Vincent Difillipo	Portland	ME				
L0140	Paul Tant	Nashville	TN	L0753	Daniel Lopez-Galvan	Fresno	CA				

# LAST ALARM



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

L5	Dale L. Boyd	Colorado Springs, CO	8/4/94	L1403	Julius Perez	Metropolitan Dade Co., FL	9/15/15
L1184	H. James Walkos	Maple Heights, OH	7/19/08	L244	James E. Green	Albuquerque, NM	11/21/15
L2036	Michael E. Hutchings	Whitby, ON	2/5/10	L457	Hilbert H. Kummer	Kitchener, ON	12/23/15
L3631	John A. Lawrence	Orange Co., CA	3/14/13	L718	A. Michael Mullane	Boston, MA	1/1/16
L169	Daniel J. Carroll	Peterborough, ON	5/4/13	L2092	Russell B. Massey	University Park, TX	2/11/16
L341	John W. Morris	Houston, TX	5/8/13	L3284	Randall M. Donaldson, Jr.	Osceola Co., FL	2/17/16
L341	Louis M. Snider	Houston, TX	6/12/13	L2051	Marcia L. Rosecky	Brookfield, WI	2/27/16
L341	Gary L. Carson	Houston, TX	7/27/13	LF-282	William C. Hutto	Puget Sound Fed FFs- Keyport, WA	2/29/16
L341	John W. Scott	Houston, TX	8/17/13	L3888	Rickie C. Dale	Toronto, ON	3/13/16
L341	Elmer E. Shuptrine	Houston, TX	9/4/13	L1053	Robert J. Berryman	Fredericton, NB	3/23/16
L341	Billy B. Snow	Houston, TX	12/10/13	L2493	Byron M. Evans	Upper Darby, PA	3/29/16
L341	James C. Chandler	Houston, TX	12/31/13	L341	Steven R. Whitfield II	Houston, TX	3/31/16
L2036	Michael A. Klein	Whitby, ON	2/11/14	L2665	David M. Larkin	PFFs of Eastern Missouri	4/4/16
L341	Douglas P. LaCombe	Houston, TX	3/10/14	L660	Jeffrey Q. McGill	Charlotte, NC	4/12/16
L341	Warren D. Hataway	Houston, TX	6/24/14	L441	Michael D. Pontius	Freeport, IL	4/12/16
L142	Vincent G. Hart	London, ON	8/12/14	L660	Seth A. Tinsley	Charlotte, NC	4/13/16
L341	Thomas D. Pierce, Jr.	Houston, TX	9/22/14	L1619	John E. Ulmschneider	Prince George's Co., MD	4/15/16
L497	Robert F.W. Davenport	Belleville, ON	4/11/15	L2464	Ryan Ferreira	Walpole, MA	4/25/16
L341	Daniel Caballero	Houston, TX	5/17/15	L827	Anthony E. Raven	Newburyport, MA	4/26/16
L2881	Mark A. Domingue	Cal Fire – Sacramento, CA	9/13/15				

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

# Fire Fighter

QUARTERLY

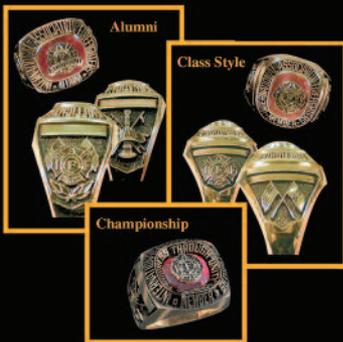


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Item F507

Item F508

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