



# CALIFORNIA PROFESSIONAL FIREFIGHTERS



## UNSETTLING TIMES

*An ominous anti-labor shadow  
hangs over pro-worker California*

**T**he first day of February this year was, like so many others this year, an eventful one.

The new president – Donald J. Trump – had just introduced his first U.S. Supreme Court nominee. His secretary of state was confirmed by the U.S. Senate. Iran had just conducted a ballistic missile launch. And, as if that weren't enough, the U.S. Department of Agriculture reported that the country was on the precipice of a bacon shortage.

Amidst the day's national tumult was a barely-noticed footnote: The United States Congress introduced what it called the "National Right to Work Act". The deceptively-named law is engineered to drain away the operating resources of a labor organization by forcing them to negotiate for workers who "opt out" of paying any dues or fair-share fees. Dozens of state legislatures have adopted cookie-cutter versions of the policy, which have coincided with lower wages, less health care and retirement security, higher poverty rates and a dramatically higher risk of workplace death in those states.

With a legislature and a public that is sympathetic to the labor movement, California is a defiant dissenter from these and other assaults on the rights of working people. But the signs from the nation's capital suggest that, if anything, the war on labor will escalate.

"The winds blowing West from Washington are not good for labor," said CPF President Lou Paulson, who serves on the executive board of the California Labor Federation. "The powers that be in Washington have their sights on your rights, benefits, safety and even the resources you need to do your job."

Continued on page 12

**PRESIDENT'S  
PERSPECTIVE**  
Page 3



**PHOTO  
CONTEST**  
Pages 6-7



**LEGISLATIVE  
UPDATE**  
Page 8



**DISTRICT  
REPORTS**  
Pages 14-21



Lou,

As my tenure with the Pipes and Drums of the California Professional Firefighters is now complete, I just wanted to take a moment and personally thank you for your leadership and support of the band over the years.

The chance to be part of such a cherished and honorable organization is something that each member relishes, and takes great pride in. The band is known throughout the fire service both in California and around the nation as one of high competence and great integrity. Your continued leadership and support allows the band to continue in that tradition.

In addition, I would like to thank you for your personal support of me, both as a band member in general, and throughout my tenure as pipe major. I always felt at ease discussing band issues and band accomplishments with you. I enjoyed your easy-going tone with me and appreciated your directness when necessary. I will always be grateful for your support.

And thank you so very much for the sculpture and the resolution. They both mean more to me than you can know. You caught me off guard with the presentation of the sculpture in front of the entire massed bands and honor guards, I never saw it coming. Thank you.

Finally, and very important, a huge thank you to CPF and the Fire Foundation staff for all they do for the band, and their support and help to me over the years. They are wonderful people.

I was so touched by all of the love, support and friendship that I received on the weekend of the Memorial, not only by the CPF and Fire Foundation, but by all the band members and honor guard members from all the departments participating, that I knew that what I had been a part of was special.

Best of luck to you and the organization going forward,

Patrick Teffs

Dear President Paulson,

On behalf of the Kern County Fire Department, I would like to thank the members of California Professional Firefighters for honoring Mike Heffner and his family by participating in his memorial service and providing a display of your department's apparatus. The presence of CPF bagpiper, Ralph Bates was also very much appreciated.

Your presence was deeply appreciated by the Heffner family and helped to ease the sorrow during this difficult time.

Please let us know if we can be of assistance in the future.

Sincerely,

**Brian S. Marshall**

Fire Chief & Director of Emergency Services

Mr. Paulson,

Thank you for joining us at the Fill-the-Boot boot camp in Orange County last week

Your introductory remarks to all of us, CPF members, MDA staff and MD families, spoke to the unwavering support of all of the CPF brothers and sisters – all 30,000!

Visiting the boot camp as a family that is directly supported by the work of CPF, thank you and your membership for your continued support.

Steven, Jennifer and Ben Page



# THE CONSEQUENCES OF ELECTION DAY

**E**lections, no matter their outcome, will always have consequences.

Perhaps there is no more timely an example of this truth than the current political climate in our nation's capital following the decision last November in one of the most contentious presidential races in recent memory, a new administration has been sworn in, and already, stakeholders are scrambling to figure out what the next four years will bring.

In the pages of this newspaper, you'll read about some of the concerns that the men and women of the fire service, as well as our brothers and sisters in the labor movement, may face as a result of last year's vote.

Consequences such as these, ones that could have potential impacts on the issues that matter to us most, are not limited to the marquee contests in Washington.

In fact, one could argue that the closer the race is to home, the greater its potential consequences – either good or bad.

Locals up and down the state know the importance of engaging and endorsing in political races, as every year we hear stories of them moving councils in a new direction or winning key, swing seats because they've run effective political campaigns. Supporting candidates who will stand with firefighters can change a local's relationship with City Hall in the matter of an election cycle.

It's happened time and time again. If anyone questions why our union

*“Locals up and down the state know the importance of engaging and endorsing in political races, as every year we hear stories of them moving councils in a new direction or winning key, swing seats because they've run effective political campaigns.”*

places such a heavy importance on politics, they needn't look any further than the stations that re-opened after the election of a sympathetic council, or the cuts avoided due to a funding measure that bore the firefighter brand.

Involvement in the political process also helps for a seamless transition to the legislative work we do here in Sacramento.

This month, leadership from locals across the state will be descending on the state Capitol for CPF's Daniel A. Terry Legislative Conference, where they'll have an opportunity to meet with their legislators about issues directly impacting front-line firefighters and their families. They'll weigh in on issues impacting workplace safety, behavioral health and retirement security. This event provides an excellent way to engage in the political

process, and one that makes a world of difference when it comes time to count the votes on the issues that matter to our members.

For many locals, the officials they'll meet with are ones that they've spent years forging relationships with as members of local city councils or county boards of supervisors before making the jump to Sacramento.

When you really get down to it, the vast majority of what affects the day-to-day lives of our members – from staffing, to benefits, to contract negotiations – is the result of a decision made by politicians, whether it be at the local, state or national level.

If it's here that the key decisions are made, then it's here that we should be engaging most aggressively.

Thank you, and stay safe.

## CPF FIREVISION Your Online Video News Update



Want to stay connected with your profession? Connect with CPF Firevision.

CPF Firevision brings the California fire service directly to your computer, smartphone and tablet.

**Timely:** Up-to-the-minute stories that affect you.

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*Firefighter news online and on-the-go*



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Alameda County firefighter Alex Mengell faced down walls of flame on the job. But it was the danger from exposures he didn't see that nearly took his life.

## PROTECTING YOU ... PROTECTING YOUR FAMILY

**CPF unveils easy-to-use, mobile-friendly update to Personal Exposure Reporting**

Whether it's a structure fire, wildland fire, HazMat response or EMS call, the biggest risks to your health may well be the ones you can't see.

Every day, firefighters are exposed to a soup of toxins and biohazards. These exposures can happen on a call, or even while at the station. Sometimes, the effect of these exposures is immediate. More often, it builds up over time, leading to job-related cancer, heart disease or PTSD.

For your protection, and that of your loved ones, you need to have a record of these exposures ... one that's secure, independent and bulletproof.

For more than three decades, CPF's Personal Exposure Reporting (PER) has given members and their families this peace of mind -- a secure online "lock-box" to record your incidents and the toxic exposures they create. If you're diagnosed with a job-related illness, PER is ironclad proof of your actual exposures.

"It's like your PPE on your breathing apparatus," said CPF Health and Safety Director Kevin White. "This is your PPE for your Workers' Comp benefits and your medical care."

Now, PER's secure online exposure reporting is as handy as your tablet or smartphone. The new Personal Exposure Reporting system ([www.peronline.org](http://www.peronline.org)) provides a simple, streamlined online system that can be completed in a matter of minutes and provide protec-

tion that lasts a lifetime.

The updated PER offers a streamlined sequence of screens, each requiring a few taps or clicks. Symptoms, medical information and incident data can be entered easily without having to remember chemical names. Recurring incidents, such as diesel exhaust, can be added with a simple calendar update. New information documents behavioral health effects of calls. And members can download their records any time.

Best of all, it's now mobile-friendly, meaning exposures can be entered on the go.

Firefighters who have contracted cancer have used PER data as documentation for Workers' Comp claims made through the firefighter cancer presumption laws. Although the laws are designed to protect your rights in a job-related illness, employers can, and often do, rebut the presumptions.

Few know the story better than Alex Mengell. The 34-year-old Alameda County firefighter was, by his own admission, "invincible."

"I never thought it could happen to me until it did," he said.

What "happened" was a May 2016 diagnosis of brain cancer. The cancer was job-related, and is covered under California's firefighter cancer presumption laws. Still, his employer's Workers' Compensation provider denied the presumption claim, forcing Alex to fight for

his coverage as he fought for his life.

"I had reported most of my major incidents already," he said. "So I went back and reconstructed everything I could find. When I went in with a binder full of my exposure reports, it was over."

Over the years, more than 100,000 exposures have already been locked away for PER members. These records belong exclusively to the firefighter -- unavailable to the employer or the department.

"We answer only to our firefighters ... not the department and certainly not any outside commercial interests," said CPF President Lou Paulson.

The cost of participating is minimal -- \$10 per year for CPF members, \$15 a year for non-CPF members. Dozens of departments and individual local unions underwrite the cost of PER. Check [www.peronline.org](http://www.peronline.org) to see if your reporting is pre-paid.

"The reality is that you're far more likely to die of job-related cancer than in a fire," said Paulson. "You need to report because you never know what can happen ten years, 15 years, 30 years down the line."

"If you don't write it down, it didn't happen," said Mengell. "You owe it to yourself, and you also owe it to your family."

Sign up today for CPF's Personal Exposure Reporting. Go to [www.peronline.org](http://www.peronline.org) to register.

## PERSONAL EXPOSURE REPORTING 2.0

**Mobile-friendly:** Report exposures anywhere on tablet or smartphone

**Streamlined:** Simple, intuitive data entry -- no chemical names required

**One-touch recurring exposures:** Easily track diesel and other ongoing exposures

**Immediate access:** Download exposure records anytime

**Privacy:** Secure online database ensures your records only belong to you

**Inexpensive:** Permanent records for the cost of a few cups of coffee

**Peace of mind:** Three decades and over 100,000 secure records

Protect yourself and your family. Report your exposures [www.peronline.org](http://www.peronline.org)



## REPORTS OF OUR DEMISE HAVE BEEN GREATLY EXAGGERATED

In this country, the last line of defense in protecting workers' rights is public sector labor unions. Private sector unions have effectively been neutered by the insanely rich. In addition to our rights also rests the "golden egg" -- our pensions. Trillions of dollars are currently beyond the reach of Wall Street money managers salivating to tap our investments and reap huge profits.

Only organized labor stands in their way.

As part of their quest, there has been a series of systematic attacks aimed to render us ineffective. If we cannot collect dues to engage in politics and lobby for better wages, hours and working conditions, we cease to exist.

Two recent legal assaults on unions have unmasked this strategy of national "right to work" groups.

Last year, *Friedrichs v. California Teachers Association* attempted

to end agency shop fees, sometimes referred to as "fair-share fees." The U.S. Supreme Court heard the case, but ended in a 4-4 tie when Justice Scalia died before the decision was rendered. Now, a case in Illinois is moving towards the Supreme Court. In *Janus v. American Federation of State, County and Municipal Employees* (AFSME), the arguments are essentially the same as *Friedrichs*; a governmental employee should not have to pay any "fair share fee." The fee, they argue, is a violation of the plaintiff's First Amendment rights.

I will not plead the case here, but I want you to clearly understand the motivation behind the attack. Our public sector unions act as a balance in the collective bargaining process. Without our ability to level the playing field, bargaining for a contract would become begging; an employee's

due process rights would vanish, and concern for a worker's safety would be a chapter in a history book.

Those who hold us in contempt are banking on our extinction. Their game plan is simple -- if they make it harder to collect dues, our membership will erode. The rich will take over the electoral process with no fight from thousands of working people who must pool their meager Political Action Committee dues to come close to what one billionaire can contribute with the stroke of a pen. And, we might not even know who that billionaire is until well after the election is over. It's a very comforting thought.

As firefighters, we hold a distinct advantage in holding the line. We live and work together. We depend on each other every shift. Teamwork is imperative. We have a keen sense of fairness and contributing to

the common good. Most of us find it unconscionable that another would not pay his or her fair share.

The *California Government Code* provides provisions to institute agency shop in a bargaining unit. In my local union, we never contemplated it, as we were 100 percent union membership. There are a few locals within the CPF who collect an agency shop fee from those who elect to not join the union. I pray that regardless of what happens in the Supreme Court, our ranks stay strong. Those who don't belong to the union still feel an obligation to contribute to the organization who negotiates their salary and benefits, along with a state organization that has protected their lives through countless legislative victories.

I firmly believe that reports of our demise have been greatly exaggerated. Stay Strong and Stay Safe!

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# CPF PHOTO CONTEST 2016 WINNERS

 WINNER:  
FIRE ACTION  
**Joshua Nettles**



 WINNER:  
FIRE ACTION  
**Roy Pena**



 WINNER:  
FIREFIGHTERS IN  
THE COMMUNITY  
**Stephanie Stuehler**

## HONORABLE MENTIONS



Hector Vasquez



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Brandon Barsugli

## CPF LEGISLATIVE UPDATE

Both new and familiar faces descended upon the Capitol late last year, as members of the California state Legislature officially kicked off the first year of the 2017-2018 Legislative session. Together, this class of lawmakers, which are the first full class to serve under California's new term limits, will have the challenge of beginning the state's budget cycle, navigating the potential fallout from a likely contentious relationship with Washington D.C. and working through the more than 2,500 bills introduced before the February 17<sup>th</sup> bill introduction deadline.

Of those bills, CPF is currently sponsoring the following six, with more likely to be added as the session progresses. These sponsored bills include:

**AB 512**  
(Freddy Rodriguez, D-Pomona)

This bill hopes to remove the sunset date of January 1, 2018 for industrial disability retirement that was built into the Public Employees' Pension Reform Act, or PEPRRA, in 2013. While modifying pension benefits for new hires, PEPRRA expended certain industrial disability retirement benefits to safety employees. Removing the sunset clause would allow safety employees to continue receiving this benefit past 2018.

**AB 1120**  
(Jim Cooper, D-Elk Grove)

AB 1120 hopes to curb the growing trend of hash oil manufacturing in California. Specifically, the bill would prevent a person from purchasing more than 600 milliliters of butane in a calendar year. It would also create a reporting system to track butane sales and aid in improving the enforcement of such provisions.

**AB 1338**  
(Evan Low, D-Campbell)

If signed into law, this bill would allow the surviving family members of a fallen firefighter to independently apply for and receive their own firefighter license plate. Current law limits the plate sales to firefighters themselves and only allow surviving family members to keep plates as a memento, rather than place them on their own vehicles.

**SB 226**  
(Robert Hertzberg, D-Van Nuys)

This bill, one that aims to protect the firefighter image, would strengthen existing disclosure law requirements with regard to the use of public safety logos and verbiage in political slate mailings.

**SB 432**  
(Richard Pan, D-Sacramento)

If passed, this bill would require health facilities to immediately notify pre-hospital emergency medical care personnel if it's determined that an infected patient treated by that personnel caused an exposure to a reportable communicable disease or condition.

**SB 548**  
(Toni Atkins, D-San Diego)

Hoping to ease the backlogged channels of state's labor relations body, this bill would change the procedures for unfair labor practice charges filed by firefighter organizations with the public employee relations board. Specifically, it would require the board to issue a right-to-sue notice to the firefighter employee organization if PERB does not issue a final decision within 150 days.

### And the field...

In addition to CPF's sponsored legislation, more than 2,500 other pieces of legislation were submitted in advance of the Legislature's bill introduction deadline. CPF continues to monitor those bills, and will take positions on those that stand to directly impact its members.

For updates on any of these bills, visit the "Issues and Legislation" section of CPF's website, [www.cpf.org](http://www.cpf.org).



## THE UNION...AND MORE

**From the time they're hired** on for their first job, firefighters are committing to something more than just their own careers. Firefighters are making a commitment to their communities. To their families. To each other.

The nature of this commitment can be seen in actions from firefighters that go above and beyond the call of duty.

Big things, like a proby L.A. City firefighter talking a man down from committing suicide on a Hollywood Freeway overpass.

Little things, like a Sacramento firefighter adopting an abused puppy he had helped rescue a few days earlier.

The commitment to something greater at the heart of the profession also guides the heart of the unions that

proudly stand for them.

At the national level, the commitment to service inspires the IAFF's six-plus decades of commitment to the Muscular Dystrophy Association. This legacy of support that has raised more than half a billion dollars in the fight against neuromuscular disease.

At the state level, it has guided California Professional Firefighters to take on causes that benefit the fire service as a profession, and the people and communities its members protect:

- Cal-JAC: CPF's 35-year training and recruitment partnership with the State Fire Marshal has brought labor and management together on issues ranging from

terrorism response training to firefighter behavioral health.

- California Fire Foundation: CPF's non-profit foundation, formed three decades ago, not only built and maintains the California Firefighters Memorial, but also aids the families of the fallen, provides fire safety outreach to underserved communities, and even provides direct assistance to the victims of fire and natural disaster.

- Alliance for a Better California: CPF's leadership on a broad coalition of labor and good government groups makes it clear that California's firefighters stand up for all working people.

As for your local union, you see the bigger commitment every day.

Big things, like Sacramento Area Firefighters Local 522's central role in creating and funding the Sacramento Firefighters Burn Institute. Co-founded by Local 522 in 1973, its efforts helped found the Firefighters Burn Institute Regional Burn Center at Sacramento's U.C. Davis Medical Center.

Little things, like the dozens of local fundraisers held by firefighter unions up and down the state.

This level of engagement – large and small – is part of our DNA as firefighters. So it is with the unions that serve them ... because the union is all of us.

# CALIFORNIA'S COLLEGE TUITION WAIVER UPHELD FOLLOWING ADVOCACY EFFORT

Thanks to the aggressive advocacy work of California firefighters, the children of firefighters who die of a job-related illness can continue to claim the higher education benefits to which they are legally entitled.

AB 2164 (Patrick O'Donnell), which was signed into law at the end of the last legislative session, clarifies the 1970s law providing public university and community college tuition waivers for the children of fallen firefighters, ensuring that the law will extend to cases where the firefighter died of job-related illness.

The need for such a fix came about after the son of John Mazzocco, a 17-year L.A. County firefighter and proud member of Los Angeles County Firefighters Local 1014 who died at the age 48 after an excruciating battle with job-related cancer, had his application for a tuition waiver at CSU Chico turned down by the university's legal staff.

Their narrow legal view: Only firefighters who die on the scene of an incident qualify as "line of duty deaths."

"Up until that moment, there had never been a question that my husband

gave his life in the line of duty," said his widow, Lori.

When word got back to Brother Mazzocco's brothers and sisters, the union got to work.

Local 1014 contacted California Professional Firefighters which, after extensive research, confirmed that the CSU interpretation was not shared by either the UC or community college system. CPF even secured a legal opinion supporting the waiver.

Working with firefighter-friendly Assemblymember Patrick O'Donnell, CPF sponsored AB 2164. The measure clarifies for all concerned what has long been recognized: Line-of-duty-deaths include those caused by job-related illness.

Lori Mazzocco personally testified on its behalf, as did Local 1014 President Dave Gillotte and Davis Firefighters Local 3494 member Emily Lo. CPF worked closely with its legislative allies and the governor's office to smooth over trouble spots.

In the end, AB 2164 was approved unanimously and signed by Governor



Jerry Brown. "Children of fallen firefighters shouldn't be punished based on how their parent died," said CPF President Lou Paulson. "This bill ensures California law is interpreted the way it

was always meant to be."

For more information on California's tuition waiver, access the California Fire Foundation's Survivor Benefits Guide at [www.cafirefoundation.org](http://www.cafirefoundation.org).

# DANIEL A. TERRY SCHOLARSHIP DEADLINE IS APPROACHING

The California Fire Foundation is currently accepting applications for the Daniel A. Terry Scholarship program, which provides college financial aid for the children of fallen firefighters.

Applications for the \$2,000 scholarships can be found on the California Fire Foundation's website and are available until the June 1st application deadline.

The program, which is made possible by charitable contributions collected

from individual and corporate donations, as well as planned gifts made to the Foundation, has awarded over \$180,000 in scholarships that have supported more than 90 students in their pursuit of a higher education and hopes to expand on both the number and size of these awards in the future.

For more information about a Daniel A. Terry scholarship, including eligibility and application requirements, visit [cafirefoundation.org](http://cafirefoundation.org).



## SUPPORT *the* FOUNDATION

By supporting the California Fire Foundation, you can help further its mission to aid families of fallen firefighters, firefighters and the communities they protect.



### FIREFIGHTER LICENSE PLATES

Sold only to active and retired firefighters, the iconic California firefighters license plate lets you show your pride on cars, trucks, trailers and motorcycles. Proceeds from the sales benefit the families of California's fallen firefighters.



### CHECK OFF CA

File for an extension this year? You can donate all or some of your tax refund back to the Foundation. When completing your State Tax Form 540, look for the California Firefighters' Memorial fund on line 406 under Voluntary Contributions.



### PLANNED GIVING

Including the California Fire Foundation in your estate plan will not only help you in achieve your own philanthropic and charitable giving goals, but it will also allow the Foundation to continue its mission.



### AMAZON SMILE

When you shop through Amazon Smile, a portion of the sale is used to help support the California Fire Foundation. Switch over the next time you shop and help make a difference.



### FOUNDATION STORE

Purchase your very own firefighter challenge coin through the Foundation store and support programs that aid families of the fallen.



### DONATE ONLINE

Donate to the Foundation directly and help support the families of fallen firefighters, firefighters and the communities they protect. To donate today, or to learn more about the Foundation's programs, visit [www.cafirefoundation.org](http://www.cafirefoundation.org).

# HEAD TO THE GAME, SUPPORT THE FOUNDATION

Firefighter Appreciation Nights this summer now including the San Jose Sharks

Whether on the ice or in the outfield, professional sports organizations across California are teaming up this summer to help the California Fire Foundation on its mission of supporting local firefighters and the communities they serve.

Continuing their tradition of partnership with the Foundation, the San Francisco Giants and the Los Angeles Dodgers will be hosting firefighter appreciation nights in June.

In Los Angeles, the Dodgers will

host their appreciation night on Monday June 5th against the Washington Nationals in what will be a rematch of the 2017 National League Division Series. Attendees who purchase the special appreciation night VIP package will receive an exclusive Dodger's Firefighter Appreciation Night t-shirt along with entry to a VIP reception at the Historic 76 station. A portion of these VIP ticket package sales will also go toward benefiting the Foundation.

Later in the month, the San Francisco Giants will be hosting the Rockies in a divisional matchup for their firefighter appreciation night which will take place Tuesday June 27th at 7:15 PM. Special event ticket holders will receive firefighter-themed Giants gear as well as access to a pre-game firefighter party at AT&T Park.

This past spring, the 2016 NHL Western Conference Champion San Jose Sharks held their Firefighter Apprecia-

tion Night benefiting the Foundation when they host the Vancouver Canucks in their at the SAP center in downtown San Jose on April 4th.

For more information on any of these events, including where to purchase tickets, please visit [www.cafirefoundation.org](http://www.cafirefoundation.org).

**WASHINGTON'S LONG SHADOW**

The proposed "right to work" law is just a drop in a torrent of bills, executive orders, policy pronouncements and threats coming out of Congress and the new administration:

- **Eliminate federal employee pensions:** U.S. Rep. Jason Chaffetz (R-Utah), considered a rising star in Congress, has proposed eliminating the Federal Employees Retirement System, which protects the retirement security of millions of federal workers;
- **Roll back workplace safety regulations:** Legislation approved by Congress and signed by Pres. Trump eliminates workplace safety regulations for federal contractors, one of a "wish list" of worker safety regulations targeted by employers. The new federal budget also targets funding

for OSHA, workforce development and basic oversight of federal labor laws;

- **SAFER grants:** Though the proposed federal budget doesn't specifically mention this critical source of fire service resources, fire chiefs warn that a proposed \$667 million cut for FEMA includes language that could make SAFER vulnerable;
- **"War on unions":** In the aftermath of his election, then-President-elect Trump personally attacked a steelworkers union leader in Ohio, and appointed virulently anti-union cabinet secretaries at Labor and Education. Trump's first Labor Secretary designee – Andrew Puzder – had to withdraw amid bipartisan rebuke for his business record and personal history. His Health Secretary, former U.S. Rep. Tom Price, led an effort last year to impose a "paycheck decep-

tion" law specifically intended to reduce union membership.

- **Anti-union Supreme Court:** Last year, a divided U.S. Supreme Court – absent one justice – defeated a national "right to work" court case – *Fredrichs vs. CTA*. An identical case – *Janus vs. AFSCME* – is working its way to the high court. The newest justice – Neil Gorsuch – has historically sided with employers and is expected to tip the balance against labor.

"No matter where you stand politically, the facts speak for themselves: Labor is under attack," said Art Pulaski, Executive Secretary-Treasurer of the California Labor Federation. "If Washington succeeds in nationalizing an anti-union agenda, decades of work protecting safety, health, retirement and workplace rights for millions of Californians could be lost."

**WEATHERING THE STORM**

Although the shadow hanging over California is cause for concern, the cause is aided by a powerful force: the people of California.

Over the years, California voters have repeatedly shown their sympathy for firefighters, unions and the rights of working people. Voters have routinely elected large pro-firefighter legislative majorities, which on many issues stretch across party lines. When confronted by efforts to restrict union rights and decimate pension security, California voters have responded with a resounding "No".

While the support for protecting your hard-won protections is broad, now is not the time to be complacent. Rather, it's a time to get involved – attend union meetings, get active in local campaigns and stand up to be counted when the wolves are barking at the door.

"Here in California ... we have made workers and their families even more secure, and workplaces and communities safer and less hazardous," said Robbie Hunter, President of the State Building and Construction Trades Council. "This progress can be sustained only by a never-ending quest by determined working people. We must never allow this unity and determination to weaken. Our children and grandchildren are counting on us."

"Our firefighter family is a proud union family, and we stand up for each other when it counts," added Paulson. "The union really is all of us."

**WHY CALIFORNIA ISN'T SAFE**

In California, public and private-sector workers have benefitted from some of the nation's strongest workplace protections. Firefighters have won groundbreaking cancer presumption laws, workplace safety standards and the right to a meaningful, secure pension for the work they provide. All California public workers enjoy strong rights to negotiate their pay, benefits and working conditions and the right to make the case for their workers in the court of public opinion.

On the surface, this strong basis in state law would seem to shield California from the worst of the federal attacks. Here's why these hard-won victories are at risk:

- **FEDERAL PREEMPTION:** Many of the more sweeping proposals, notably those before the Supreme Court, would be imposed on all states, potentially superseding state laws. Many of the state's most important workplace safety protections are made possible because federal regulators give deference to state standards.
- **NATIONAL ANTI-WORKER GROUPS:** A network of non-profit "foundations" – many allied to oil tycoons Charles and David Koch – are openly working to break unions in California. One such organization – The Freedom Foundation – has launched an outspoken attack on the United Domestic Workers, which represents nearly 100,000 in-home caregivers who assist low-income elderly and disabled patients.
- **DOUBLING DOWN ON PENSION ATTACKS:** Another national campaign openly targeting firefighters is the effort to roll back pension security. Former San Jose Mayor Chuck Reed's so-called Retirement Security Initiative is bankrolled by billionaire pension-hater John Arnold. Arnold-backed groups have funded unsuccessful pension-abolishing initiatives in three cities.
- **RETRIBUTION AGAINST CALIFORNIA:** It may seem silly, but the leadership in Washington doesn't like California very much. While the hostility is largely based on non-labor issues, federal threats to withhold or divert funding away from the state could find their way into law.



**Tim Strack**  
**CPF 1<sup>st</sup> District Vice President**  
 CPF District 1 represents the counties of San Bernardino, Riverside, San Diego, Imperial and Orange.



**Chris Mahon**  
**CPF 2<sup>nd</sup> District Vice President**  
 CPF District 2 represents the counties of Kern, San Luis Obispo, Santa Barbara, Ventura and Los Angeles - with the exception of United Firefighters of Los Angeles City, Local 112 and Los Angeles County Fire Fighters, Local 1014.



## FULLERTON FIREFIGHTERS, LOCAL 3421 PACKS THE HOUSE, BLOCKS JPA VOTE

**Up against a costly merger proposal** with the City of Brea, members of Fullerton Firefighters, Local 3421 called upon their union brothers and sisters to help make the firefighter voice heard. In late January, a special meeting of the Fullerton City Council was held to discuss a possible Joint Powers Authority (JPA) with the city of Brea that would see the two cities merging their fire

departments. As soon as the meeting was announced, Local 3421 leadership began mobilizing its membership to speak out against the proposal. "We went to work with all of our members, with the IAFF and with our public affairs consultant to make sure that our voices were heard on this critical issue," said Local 3421 President Jon Fugitt. "We needed to make it clear that

the proposed JPA did not make sense, because it would not save our respective cities money, or enhance services." Fortunately, a scheduling coincidence would make sure that Local 3421 didn't have to make their case alone. At the time of the special council meeting, the IAFF was hosting its Affiliate Leadership Training Summit (ALTS) in nearby Anaheim, allowing firefighters

from across the state and nation to pack the Fullerton City Council chambers to weigh in on this important issue. "We were blown away by the incredible turnout that we had at this meeting. Approximately 200 firefighters were in attendance, representing the Fullerton Fire Department and locals throughout the IAFF 10th District and beyond," Fugitt said. "Speaker after speaker got up to testify about the importance of proper staffing for our trucks, engines and ambulances." In the end, the message resonated with city leadership, who spoke out in near unanimous consensus about the need to reach a minimum staffing level of four-person truck and engine companies in the city. The council also moved to officially kill the proposed JPA merger, with the Brea City Council following suit the next night. "There is no doubt that the large turnout of firefighters, and the overwhelming presence of the IAFF at this meeting had a tremendous impact on our elected officials and their understanding of our staffing needs," Fugitt said. "We need to work hard to continue to get our message out, however, we are humble in this victory of saving the council from further reducing staffing on our engines."

## RANCHO CUCAMONGA, LOCAL 2274 HOLDS COMMUNITY ACTIVE SHOOTER TRAINING

**With the memory of 2015's** deadly shooting in San Bernardino still fresh in mind, firefighters in Rancho Cucamonga are working to help prevent, or at least mitigate, the possibility of another such tragedy. Earlier this year, members of Rancho Cucamonga Professional Firefighters, Local 2274 have teamed up with the San Bernardino County Sheriff's Department to provide a community active shooter training program designed to teach civilians how to respond to acts of terror.

"Since the San Bernardino attack, we've been very proactive, sometimes holding one to two of these trainings a week," said Local 2274 President Mike McCliman. "The demand for this sort of instruction is certainly there." Through the trainings, schools, businesses and other community organizations have learned the basics of how to best respond to an active shooter scenario, including how to provide basic medical care until fire and police first responders can arrive on scene. Local leaders in the Inland Empire have gone

so far as to partner with members of the California Legislature on efforts to place publicly accessible trauma kits throughout the community. "Similar to what we have now with AED's, these trauma kits would be available in the event of an emergency," McCliman said. "Efforts like these will further support the community's involvement in the response to such an incident." Rancho Cucamonga's community-based training serves as a compliment to police and fire active shooter training, including the California Firefighter Joint Apprenticeship Committee's Unified Response to Violent Incidents curriculum, which, in addition to their locally-developed active shooter trainings, the Rancho Cucamonga

Fire Department and San Bernardino Sheriff's Department have previously undergone. "This training definitely compliments the type of training we receive as agencies," McCliman said. "The uniqueness of this is that fire and police are getting together to train the community on how they should respond." While the subject matter may be uncomfortable for many, Local 2274 leadership says the training has been embraced by the community. "The response has been overwhelmingly positive," McCliman said. "To have professionals up there talking about run-hide-fight, is something that will ultimately make our community safer and the reception has been unbelievable."



## DOWNEY FIREFIGHTERS SEND MESSAGE WITH \$3.7 MILLION SETTLEMENT

**After enduring years** of retaliatory attacks for union activities, members of the Downey Firefighter's Association, Local 3473 have come out on top of a \$3.7 million settlement. The settlement, which comes roughly four years after the unanimous "Vote of No Confidence" that Local 3473 leveled against its former fire chief, makes members whole after years of denied promotions, unwarranted disciplinary investigations and direct retaliation at the bargaining table. "We were ready to go to court on this," said former Downey President Steve Davis, who led the local during the legal fight. "We basically caught them with their hand in the cookie jar, so city leadership wanted to sit down and get this thing settled."

The lawsuit, which was filed on behalf of Local 3473 and 14 individual plaintiffs, charged that former Fire Chief Lonnie Croom and other city officials retaliated against members who had exercised their 1st Amendment right during the "Vote of No Confidence" taken back in 2013. At the time, the city of Downey was considering contracting with Los Angeles County for fire services, but backed away from the option despite Local 3473's backing of an agreement that likely would have provided better service at a lower cost. The settlement also saw two firefighters reinstated back to paramedic status with full pay, removed all disciplinary



files resulting from the city's retaliation about union members and has allowed several members to promote into positions from which they were previously barred. Chief Croom has also left the department, after he was placed on administrative leave in 2014. In addition to its financial and professional implications, the settlement also sends an important message to management. "Throughout the whole process, we were all united. We all had the same fight and the same cause," said former Downey President Steve Davis, who led the local during the legal fight. "We weren't going to let these guys push

us around. We showed what can happen when everybody sticks together." For the time being, the outlook in the city of Downey is a positive one, as both sides look to mend fences now that the long fight has come to an end. "We're trying to build a relationship with our current fire chief, and things are going well trying to do that," Davis said. "Our city leadership has also expressed interest in meeting with the board and starting fresh." With contract negotiations set to begin in the coming weeks, it should be clear immediately whether city leadership is serious in their efforts to turn over a new leaf. "That's going to be a good test right there," Davis said. "We're hoping things are going to get better."





## Bobby Weist CPF 3<sup>rd</sup> District Vice President

CPF District 3 represents the counties of Del Norte, Siskiyou, Modoc, Humboldt, Trinity, Shasta, Lassen, Mendocino, Tehama, Plumas, Lake, Glenn, Butte, Colusa, Sutter, Yuba, Sierra, Yolo, Placer, Sacramento, El Dorado, San Joaquin, Amador, Calaveras, Alpine, Stanislaus, Tuolumne, Mono, Merced, Mariposa, Monterey, Santa Cruz, San Benito, Fresno, Kings, Madera, Nevada, Tulare and Inyo.



## 3<sup>rd</sup> DISTRICT REPORT

# CERES FIREFIGHTERS, LOCAL 3636 STRUGGLE WITH BUDGET, RETENTION



After spending months working out of contract and having been denied salary increases for the better part of a decade, Ceres Professional Firefighters Association, Local 3636 is making the case for improvements before city leadership.

In late February, the Ceres City Council considered a proposed memorandum of understanding put forward by Local 3636 that the local believed would help make firefighters whole following concessions made during the Great Recession, while also preserving response times and public safety services that residents currently enjoyed.

"We gave up 10 percent of our pay several years ago and have gone without cost of living raises over eight years. We endured several years of frozen step increases and debilitating cuts to the fire budget," Local 3636 President Mike Miller, told the council before they considered the proposed

MOU in closed session. "Even with the deficiencies in our contract, our members are still motivated to provide our residents with premium fire protection and emergency services."

Miller noted that the stagnant wages experienced by Ceres firefighters has allowed pay to fall equal or less than the number twelve city on the list of comparable jurisdictions. Wages have also slipped well below what is being provided to comparable or lower level roles in the city's police department.

As a result, the Ceres of Fire Department has developed retention issues, Miller said, as firefighters begin to pursue openings at departments that offer more stable pay and benefits. In the last two years the Ceres Fire Department

has lost seven members to neighboring fire departments, creating a situation in which limited resources are being invested in employees that will eventually leave the department.

"We continue to lose personnel to neighboring agencies for better pay and opportunities at an alarming rate, resulting in large amounts of precious general fund money required to hire and train new recruits," Miller told the council.

While city leadership has expressed a desire to have a contract in place by the beginning of the fiscal year, Local 3636 has yet to receive a response regarding their proposed MOU.

# DAVIS ENDS SHARED MANAGEMENT WITH UNIVERSITY

While the City of Davis is commemorating its centennial anniversary, members of Davis Professional Firefighters, Local 3494 are celebrating the first step in getting their department back after a failed experiment in shared management with the University of California, Davis.

The shared management structure, which was implemented in 2014 over the objections of Local 3494, came to end in early February, meaning the transition coincides rather serendipitously with

another major event in the department's history.

"The Davis City Council held its first meeting on April 3, 1917. The reason they incorporated was that there had been a major fire, and they wanted to establish an independent fire department," said Local 3494 President Bobby Weist. "Three years ago, we gave up our fire department. To be able to get it back on the centennial is very meaningful."

The decision to end the shared management agreement brings an end to a

governance structure that drew the ire of not just local firefighters, but elected officials from around the region, who noted that operation decision would be made outside the purview of the elected representatives of the City of Davis.

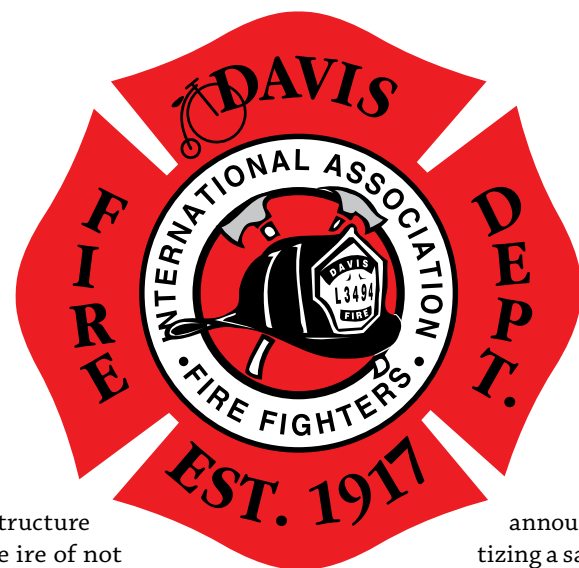
While the severing of the two departments restores that sense of local control, it does not come without its own set of problems.

When searching for its new fire chief, Davis city leadership posted a hiring

announcement advertising a salary range that is not only the lowest in Yolo County, Weist said, but is also the lowest in the greater Sacramento Valley region.

"This is something that won't attract the level of experience needed to lead the department," he said, noting that the low salary could lead candidates to view the position as a stepping stone toward a better paying position elsewhere.

"This could end up being a short-term employee for our city," Weist said.



## Jeff DelBono CPF 4<sup>th</sup> District Vice President

CPF District 4 represents the counties of Sonoma, Napa, Solano, Marin, Contra Costa, Alameda, San Francisco, San Mateo and Santa Clara.



## 4<sup>th</sup> DISTRICT REPORT



# VACAVILLE FIREFIGHTERS HOST 16<sup>TH</sup> ANNUAL CRAB FEED

For more than a decade and a half, members of the Vacaville Firefighters Association, Local 3501 have used cracked crab and clarified butter to give back to the citizens they serve.

Every year, Local 3501 hosts its annual spring crab feed, which serves as

a fundraiser for the local's charity fund. To date, the event, which celebrated its sixteenth anniversary in 2017, has raised nearly \$300,000, allowing them to give back to the community while hosting a night of fun that has become something of a local institution.

"It's amazing what this event has become," said Local 3501 President Kevin Moreno. "This started as a way to connect with the community. We never could have imagined how the community would embrace this event."

Over the past 16 years, the crab feed has become a seasonal fixture on calendars throughout the region, allowing the local to pack event venues using the event's reputation alone. The 700 tickets for this year's 80s-themed, event sold

"It's a fun evening that's become one of the bigger events in town," Moreno said, noting that, in addition to raising money for charity, the event provides a valuable opportunity for firefighters to meet and mingle with the citizens they protect.

"Things like this allow members of our communities to meet with their firefighters outside of the station," Moreno said. "That level of interaction goes a long way in the end."

# ALAMEDA COUNTY AMBULANCE FUTURE 'IN LIMBO'

Roughly a year ago, Alameda County Firefighters, Local 55 was ready to dive in to a request for proposals (RFP) process for ambulance service, the culmination of nearly four years of work to bring a public-private model to one of the Bay Area's largest counties.

Today, such a success seems anything but certain.

"Where we are today is basically where we were four years ago," said Local 55 President Sean Burrows. "We are completely in limbo."

The uncertainty regarding the future of the county's ambulance service

began in earnest back in 2013, when the county's private provider, Paramedics Plus, informed the county that they intended to execute their 90-day walk-out provision, a move that would leave the county with no private vendor in its exclusive operating area (EOA). As a result, the county, after weighing a \$5 million bailout to help offset losses assumed by the vendor, began discussions to overhaul how business was conducted within the EOA.

"At that time, Local 55 started looking at an Alliance model," Burrows said, referencing the public-private model

currently being operated by the Contra Costa County Fire Department and American Medical Response.

Despite momentum for a public-private model beginning to build at the county level, Alameda's local emergency medical authority began signaling a lack of support for such a proposal, and without explanation progress stalled. Local 55 leadership learned that the LEMSA had expressed concerns about governance structure of a public-private model as it related the Board of Supervisors, despite a similar model having already been approved by the state in Contra Costa.

In October 2016, in an unexpected move, the county issued an RFP that called for a vendor to provide service throughout Alameda County. The county's RFP dramatically changed how ambulance service would be provided in Alameda County, calling for the elimi-

nation of 201 funding and changing work rules for 5150 transports, Burrows said.

The release prompted an emergency meeting of stakeholders across the county.

"We had the labor reps and all of the fire chiefs in one room and came up with a strategy to stop the RFP," Burrows said. "In under a week, we got the RFP suspended and it remains in suspense today."

Despite the success of blocking the county's initial RFP, Local 55's request that a second, clean RFP be issued has gone unheeded, leading to significant uncertainty regarding the future.

"We have a provider who plans to walk on October 30 and we still don't have a clean RFP out," Burrows said, noting that the local is ready to move toward a solution whenever the county is ready to meet them. "If we get a clean RFP out, we're ready to move."



## Michael Massone

CPF 5<sup>th</sup> District Vice President

CPF District 5 represents federal firefighters across the state of California.



## Mike Lopez

CPF 6<sup>th</sup> District Vice President

CPF District 6 represents CAL FIRE, Local 2881.



# ANTI-UNION ATTACKS LAUNCHED IN CONGRESS

Federal firefighters have been made the target of an anti-labor bill introduced in Congress, a measure that some critics are calling a back-door attempt to bust federal unions.

The bill, H.R. 1364 (Hice, R-GA), targets federal employees and their use of "official time," legally-protected time during which employees may advocate for their members during work hours. Specifically, the bill would prevent workers from receiving bonuses or counting days during which "official time" was used toward their creditable years of service for retirement purposes.

"If passed, this bill would force federal union leaders to choose between advocating for the health and safety of their members or receiving the retirement benefits they deserve," said Mike Massone, president of Federal Firefighters San Diego, Local F-55 and 5th District Vice President for the CPF.

Critics of H.R. 1364 note that, despite the author's insistence upon characterizing "official time" as a way for labor leaders to be paid while conducting internal union business, activities such as union elections, dues collection and membership solicitation are already prohibited under various provisions. Instead, official time typically covers meetings with management on issues such as workplace safety, collective bargaining and other subjects that impact the workforce as a whole.

During a hearing on the bill in the House Oversight and Government Reform Committee, Rep. Elijah Cummings of Maryland lambasted the measure as "incredibly unfair and punitive" while American Federation of Government Employees leadership labeled it the most blatant attack on federal union representatives in recent memory.

CPF is actively working with California's congressional delegation to oppose H.R. 1364, while leadership across the International Association of Fire Fighters' 16th District does the same across the nation.



## VANDENBERG FIREFIGHTERS, LOCAL F-116 REMEMBER FALLEN BROTHER

After Ventura County firefighter Ryan Osler died while fighting the Canyon Fire near Vandenberg Air Force base, the men and women who protect the base worked to make sure his loved ones knew the sacrifice would not be forgotten.

In late February, working with the United Launch Alliance, members of Vandenberg Firefighters, Local F-116 hosted Osler's family to an unveiling of an Atlas V rocket whose scheduled launch was being dedicated to Osler's memory.

For Osler's family, and particularly his widow Jennifer, the experience was an intensely emotional one.

"I was immediately moved to tears when I saw Vandenberg firefighters lined up awaiting our arrival," she wrote on her Facebook page. "Again, tears came quickly when I saw my husband's name placed on the larger-than-life rocket."

The launch was reportedly the first rocket dedication made to a person who was not directly

associated with the aerospace industry, and an ideal representation of the fraternal bonds that the men and women of the fire service share with one another.

"There's a strong sense of brotherhood in the fire service," said Local F-116 president Charlie Martinez. "It was an honor to be able to have our members there to support Ryan's family."



# BOB WOLF

The announcement of the death of longtime CAL FIRE President, Bob Wolf, was one of those moments when our history as an organization and our ideas for the future crossed paths. Bob, whose dad, Carl, was an early union member, represented a generational shift in the modernization of CAL FIRE. In Bob's short life, CAL FIRE emerged from a division treated as a stepchild in California's largest state agency to the third largest stand-alone fire department in the United States.

Incumbent with that newfound professionalism were advances in the wages, benefits and conditions under which our members worked. Bob Wolf, from his days as a local representative through his climb inside the union leadership, was an inspiring and integral part of that change.

Under his leadership, we witnessed the increased ability for the individual firefighter to be heard. Virtually every improvement on the job - staffing, equipment, working hours, active defense of members from arbitrary judgments, retirement benefits, pay scales, campaign outreach, a public image that included an historic name change for the Department, safety programs, consistency in uniforms, honor guard and a long list of other accomplishments - happened during Bob's lifetime and under his watch.

### Statement from President Mike Lopez on the death of President Bob Wolf:

It is not an exaggeration to say that Bob Wolf dedicated his entire life to CAL FIRE and the union he led for more than a decade. Nothing contradictory existed in the way Robert Theodore Wolf handled his responsibilities as a



firefighter first and later as a union president. He took everything personal and began and ended every day with the question of what should he be doing next to enhance the wages, benefits and conditions of the membership of CAL FIRE Local 2881.

Bob's beloved father was a lifetime firefighter who lost his life early to a cancer traced to the chemicals he handled on the job. A generation ago, firefighters and their families worked such incredible hours that they lived in department housing and Bob was brought home from the hospital to spend his first years in a fire house. His dad taught him two truths: never do anything less than your best when wearing a firefighter's uniform; and understand that every improvement a firefighter has realized on the job was because of the union.

The decision to run for President of the union did not come without a great deal of local experience and the support of his region. A mentor on the job and in the union, Bob inspired union activism at a high level among the firefighters with whom he worked. He did the grunt work in his early years, became a director, a leader on the execu-

tive board and a popular president who Governor Arnold Schwarzenegger liked to say gave him needed counsel on public safety issues.

His relationship with governors was an important reason that at a time when severe budget cuts were taking place, the CAL FIRE budget was enhanced and year-round staffing was put in place in Southern California. Bob sat personally with California governors and top staff to help lay out the staffing schedules that justified augmentations for staffing and infrastructural needs.

A man whose energy matched his size, Bob also subscribed to the sacrosanct ideal that union policy is generated from field. He directed Aaron Read & Associates to move legislation that would change the name of the Department to CAL FIRE. Like so many of his colleagues, Bob was tired of the disconnect between our duties as a full service fire department and a name that suggested a limited mission.

Although the Department opposed the name change, and there were groups that thought the name change diminished the other areas of responsibilities, the bill was passed and, after meeting with the Governor, the bill was signed. Bob worked closely with Director Ruben Grijalva and the name change was quickly incorporated.

Bob would have been incredibly honored that both of the presidents of CPF with whom he worked were among the mourners at his memorial service. He worked closely with Dan

Terry and Lou Paulson and shared a professional and personal friendship with them. Like all great union leaders, they sometimes disagreed, but they never forgot the ultimate goal was protecting the members they represent.

IAFF General President, Harold Schaitberger, remembered Bob as a powerful union force and a special friend. He recalled the two days he spent with Bob on a wildland fire as one of the great adventures of his life.

Local 2881 gathered together to grieve Bob's passing and remember him as an individual who changed and shaped lives. His loss was felt from the new members fresh to the profession to the Board he helped mentor as young firefighters and now serve in a leadership capacity. His remarkable personality, outgoing, funny and dynamic when he needed to be, compassionate almost always, steady and trusted, made a difference in the way thousands of men and women protect their communities and, subsequently, live in retirement.

Robert Theodore Wolf. He was a giant.



## Dave Gillotte CPF 7<sup>th</sup> District Vice President

CPF District 7 represents Los Angeles County Fire Fighters, Local 1014.



## Tony Gamboa CPF 8<sup>th</sup> District Vice President

CPF District 8 represents the United Firefighters of Los Angeles City, Local 112.



# ACTION AT HOME, IN WASHINGTON AND ON A GROWING THREAT TO OUR MEMBERS

The 2017 year has brought a very busy quarter to all California Professional Firefighter (CPF) local unions and there is no exception for the 7th District - Los Angeles County Fire Fighters, Local 1014.

### POLITICAL ACTION

Our members took to the streets, social media, phones and media outlets to get our endorsement and support out for candidates in 14 city council races across Los Angeles County. On Election Day, the ballots were counted and Local 1014 endorsed candidates took the night with a 98 percent win percentage in our contract cities. These candidates will help us address and support firefighter issues in the areas we provide service.

Local 1014 also took positions on a variety of initiatives and measures, including Measure D in Palos Verdes Estates, Measure CC in Covina, Measure H and Measure S in Los Angeles County.

Measure D needed a two-thirds vote to reaffirm an existing fire tax that makes up 100 percent of the fire and paramedic funding for the city. We garnered 61 percent of the vote, with a measurable "Trump Republican effect" hindering the support in a community that has previously approved the tax three times before to sustain the service levels they enjoy. City leadership was in unanimous support, and we will help them go back out in 2018 to try and secure the votes needed to reaffirm the funding levels. Until then, they will use their reserves to pay the cost of fire and paramedic service.

Local 1014 was successful in getting 71 percent of the vote in Covina for Measure CC, a utility tax sunset measure to continue their funding, and we also helped achieve 67.5 percent of the vote to get the necessary two-thirds for Measure H, a homelessness funding measure that our county Board of Supervisors were putting forward to help curb the

issues associated with the hundreds of thousands of homeless people, including veterans, on our streets. This was a great victory for our partners on the Board of Supervisors and the second time we were able to help pass an initiative that will improve the quality of life on our streets.

We also defeated Measure S in Los Angeles County, which sought to encumber funds that we secured through last year's "Build Better LA Measure JJJ," which funded a variety of building projects in Los Angeles County. This victory will allow those projects to move forward, new jobs to take shape and the revenue to stream in for public safety services. Special thanks to the Los Angeles Federation of Labor and our union partners in the building and construction trades who worked so hard to get out the vote. A special thank you is also due to UFLAC 112 Los Angeles City Firefighters who joined us in these two efforts that affect our members. President Tony Gamboa and the UFLAC Executive Board along with the Local 1014 Executive Board committed dollars and sweat energy to get it done.

### IAFF LEGISLATIVE CONFERENCE AND BEHAVIORAL HEALTH CENTER OF EXCELLENCE GRAND OPENING

Local 1014, along with many CPF and IAFF Locals from California, landed in Washington D.C. to lobby our United States Representatives on Capitol Hill.

Once again, Local 1014 and UFLAC 112 joined resources in our executive boards to hit the offices together and work on the issues that are affecting our professional firefighting needs. We advocated for protecting and authorizing SAFER and FIRE ACT grant monies, collective bargaining rights, opposing right to work legislation, protecting federal firefighter budget monies and positions affected by President Trump's federal hiring and spending freeze.

Most notable was our opposition to



a "tax" on the value of our health care benefits. We were successful in deterring the tax at this time, but the fight is far from over.

A tax on the value of our health care benefits as a form of "income" would harm all of our members and strike an economic injustice for the men and women who rely on those health care benefits more than most any other career. We are hopeful the new administration has heard our message and will back away from this position. With the failed effort to replace the Affordable Care Act (ACA), we are in a better position. While many issues in the ACA need to be addressed, taxing firefighter health care benefits to pay for those changes is not how it should be done.

While in DC, we attended the state grand opening of the "IAFF Center of Excellence in Behavioral Health," a facility that will assist firefighters from across the nation as they address issues arising from post traumatic stress and critical incident stress, either acutely or cumulatively. This very important, and now documented, problem among our members is finally being addressed and given the priority it needs. IAFF's action comes on the heels of the California Professional Firefighters, California Fire Chief Association and California Firefighter Joint Apprenticeship Com-

mittee's Joint Labor-Management Behavioral Health Conference, which demonstrated how critically important and pervasive behavioral health issues are in our profession.

Over 30 percent of all of our members suffer from some sort of mental health issues in a measurable manner. We should all be thinking about that as we address this issue. There has been significant talk about moving toward a PTS and critical stress presumptive law here in California. Canada has recently passed legislation making this a reality, and we need to work to make it happen here in California. While changes to workers compensation make this a difficult lift with the current administration, we must put it on our "to do" list and work towards a law that is passed and a Governor's signature to protect and care for our members. Stay tuned on the work over the next couple of years. Healing Our Own - we are committed.

Finally, we would like to welcome the hundreds of new Local 1014 members who we are graduating out of our drill towers. We also congratulate the Local 1014 members who recently completed the officer's academy and have promoted up the ranks. They will soon lead other Local 1014 members into battle as we protect our citizens in the communities we serve.

# NEW LEADERSHIP, ELECTIONS AND THE WORK TO COME

It is truly my honor to serve as the new 8th district vice president of the California Professional Firefighters (CPF), representing over 3,200 dedicated firefighters and paramedics of United Firefighters of Los Angeles City (UFLAC) Local 112.

As the newly elected president of UFLAC Local 112, this is my first article that I am writing in my role as the new CPF 8th district vice president.

Let me first offer my most sincere gratitude to our former UFLAC Local 112 President Frank Lima, who is now serving as the 10th district vice president for the IAFF representing California, Arizona, New Mexico and Hawaii. As the president of Local 112, Frank also served with distinction as the 8th district vice president of the CPF. I was honored to serve as Frank's 1st vice president at Local 112 throughout the duration of his term as president of our local. I learned a tremendous amount from Frank about leadership and setting a bold agenda for our firefighters at the local, statewide and national level.

Local 112 and the 8th district of the CPF is in a better place today thanks to Frank's leadership, and you have my commitment that I plan to do everything possible to continue the momentum that we have established at the Local and State level. I look forward to working closely with the other CPF district vice presidents to make sure that the critical work of our statewide organization is successful and that all of our hard work in the CPF reaches down to the local level as we fight for legislation to improve the safety and benefits for our California firefighters and continue to fight back



any and all attacks on our pensions and retirements. You have my commitment that I will fight not just for the 8th district, but also for all of our brothers and sisters in the state of California.

Here in District 8, things continue to move forward with a great deal of positive momentum. Not too long ago, we had a mayor who worked against our UFLAC Firefighters, our field resources were decimated, and we hadn't hired a single new firefighter or paramedic in nearly five years - putting a tremendous amount of strain on our already understaffed department.

Thankfully, over the past four years, we have turned things around in the Los Angeles Fire Department. We now have a mayor who has made the fire department and our firefighters a top priority of his administration. We also have a City Council that understands and supports our issues. This was not an accident, and it came as a result of hard work in educating our elected officials and we have made sure to maintain a healthy political action committee (PAC) so that we have gotten the right people elected to office at the local level. Our political action has made all of the difference in the world here in the City of Los Angeles.

This positive momentum continued with our recent March 7th municipal elections in the City of Los Angeles where UFLAC coordinated our own independent expenditure campaigns that were instrumental in getting our mayor and six of our supportive LA City council members re-elected outright with more than 50 percent of the vote in the primary. Two other City Council seats will

be headed to a runoff election on May 16th, and our UFLAC supported candidates are in a good position to win these upcoming elections, having received the most votes in their respective races in the March primary election.

In a city with over 4 million people and over 460,000 emergency calls for service each year, it is essential that we elect candidates who support firefighter safety, staffing, and a fair contract and retirement for our members. After years of being beaten up and taking a back seat to other Los Angeles labor organizations, today the United Firefighters of Los Angeles City take a back seat to nobody in LA City Hall.

As we continue to make progress in the City of Los Angeles for our members at Local 112, UFLAC is proud to do what we can to support our brothers and sisters in neighboring locals in the greater Los Angeles area and beyond. We realize that our cities and jurisdictions have a great deal of overlap and it is important that other locals are supported by their respective cities so that they have the proper staffing and resources that they need to keep their cities safe and be a critical part of the regional public safety apparatus.

In addition to the success that we had in the March 7th elections with getting our endorsed candidates elected, UFLAC was proud to play a leading role, in conjunction with the Los Angeles County Federation of Labor, to work to defeat a deceptive, divisive ballot measure called Measure S. If passed by the voters, Measure S would have essentially halted all major construction projects in the City of LA, while costing an estimated \$70 million per year in revenue to the City's

general fund, which is used to fund our Fire Department and other critical city services. With our coordinated, comprehensive campaign to fight against the terrible ballot initiative, Measure S was defeated by more than a 2 to 1 margin!

In other recent news, several UFLAC board members and key rank and file members attended the Annual IAFF Legislative Conference in Washington, D.C. in March where we were able to meet with several of our Los Angeles area Congress Members and lobby them on this year's federal legislative agenda, which includes advocating for full funding for SAFER and FIRE grants to support proper staffing in local fire departments that have been cut.

We were also active in pushing for the establishment of a National Cancer Registry for Firefighters who have been impacted by this deadly disease. We let our Congressional representatives know that we support Senate Bill 382 and House Bill 931 that will create this National Cancer Registry for Firefighters and be instrumental in tracking trends and analyzing outcomes for our Firefighters who have been stricken with this deadly disease.

I know that there is still much work for us to do both in the 8th District and throughout the state of California. My commitment to you is that I will work alongside CPF to deliver a strong message to our elected officials and other key decision makers that Firefighter issues must be made a priority at the State and local level.

I'm honored to be serving in this new capacity and I look forward to working with you all in the days to come.

# CAL-JAC EXPANDS GROUNDBREAKING ACTIVE SHOOTER TRAINING

Recent enhanced skills modules build upon foundation of the Unified Response to Violent Incidents training



While hoping for the best, it is best to be prepared for the worst.

No one knows the truth behind this statement better than California's first responders, and both firefighters and law enforcement officials were given the chance to prepare for the unimaginable.

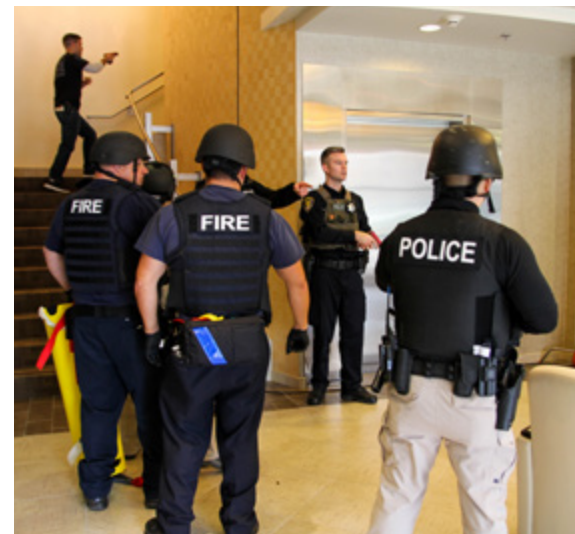
Earlier this year, Cal-JAC held a pair of simulated active shooter exercises in two locations across California. The exercises, which took place in San Diego and Sacramento, were conducted as part of an "enhanced skills module," to build upon the skills learned in its earlier Unified Response to Violent Incidents training.

"California's firefighters are being asked to train for, and respond to, the threat present in today's society," said Dan Terry, chair of the Cal-JAC. "It's a sad reality, but at the end of the day, it's a reality for which we must be ready."

This latest step in Cal-JAC's URVI training, made possible by a grant from the Governor's Office of Emergency Services, allowed dozens of California fire and law enforcement personnel to take part in exercises designed to simulate acts of violence in multiple environments. In these exercises, firefighters

and police officers worked collaboratively to respond to incidents where an armed assailant committed acts of violence in two separate, realistic scenarios.

"One of the hardest things to duplicate is the stress that the responding officers and firefighters are going to encounter," said Sacramento Metro Fire Department Captain Shawn Daly. "Having the loud music, the fire alarms, the screaming victims, the fake blood and gore that they're going to see helps



prepare them for what they would experience when they reach a scene like this."

Exercises such as these are paramount to increasing safety within a community. This is a "train-the-trainer" program, where participants are department-designated instructors expected to learn the course and then conduct the training back home. This format ensures that more firefighters and law enforcement officers in more

communities will be exposed to this level of training.

"This type of incident can happen in anybody's jurisdiction, in any city, in any town, it doesn't have to be large," said CAL Fire Battalion Chief Russ Fowler. "When a tragedy like this strikes, you have two options: you can either send your people to respond without a plan and hope for the best, or you can take action right now and start preparing them."



# A LOOK BACK AT THE 2017 FIREFIGHTER CAREER EXPOS

The next generation of firefighters got an in-depth look at the profession this spring, when the California Firefighter Joint Apprenticeship Committee (Cal-JAC) held Firefighter Career Expos in two Northern California locations.

The career expos, which were held in Livermore and Sacramento, drew hundreds of hopeful candidates, connecting them with recruiting departments and giving them a better view of what it takes to pursue a career in fire service.

More than a dozen departments from all across the state attended in search for the next generation of firefighters.

"The main advantage for a candidate that comes to a Career Expo is that they get to talk to recruiters about the various hiring processes that departments use," said Cal-JAC Executive Director Yvonne de la Peña.

Attendees were exposed to informational workshops, and were able to test out the Candidate Physical Ability Test (CPAT), which is the recognized standard for measuring an individual's ability to handle the physical demands of being a firefighter. Attendees also learned what to expect on the Written Test, a fully validated test tailored specifically towards a career in the fire service.

The successful completion of both these tests could land candidates a spot on FCTC's Statewide Eligibility List, a comprehensive list of qualified candidates that departments all over the state use as a go-to when they are looking to recruit.

Candidates also gained insight on the everyday challenges and rewards that come with the career during presentations of "A Day in the Life of a Firefighter" held throughout the day.

"This is hands down one of the best events, from anybody's standpoint," said Ryan Capes, a firefighter-paramedic and recruiter with the Livermore-Pleasanton Fire Department. "If you're looking to get into the fire service, this is the place to come."

The Firefighter Career Expo provided hopeful candidates with valuable information on how to pursue a career in fire service and what to expect once they are hired. People from all different age groups, levels of experience, and education were able to get personalized advice from active firefighters about the steps they need to take to make their dream a reality.

For more information on Cal-JAC's Firefighter Career Expos, visit [www.cffjac.org](http://www.cffjac.org).

# A PATH FORWARD ON THE ISSUE OF BEHAVIORAL HEALTH

Following December's Joint Labor Management Behavioral Health Conference, the presidents of California Professional Firefighters and the California Fire Chiefs Association issued the following joint statement regarding the profession's efforts to meet the challenge of behavioral health head-on:

As all of us have become painfully aware, the fire service is coming to terms with the mental and emotional toll our profession inflicts. For some, the pain becomes overwhelming, manifesting in PTSD, substance abuse and sometimes, tragically, suicide.

Late last year, CPF, Cal-Chiefs and the Cal-JAC convened a joint Behavioral Health Conference in Sacramento. Nearly 300 chiefs, labor leaders and health and safety personnel heard from the best minds on the subject of behavioral health and listened to the stories of those who had suffered ... often in silence.

At the conference, we announced our intention to move forward together – labor and management – to develop a set of guiding principles, practices and training resources to raise awareness and, if needed, help heal our brothers and sisters.

On an organizational level, here's what we're proposing together:

- Establish, as a benchmark principle, that firefighter behavioral health is a core occupational health and safety issue, just as urgent as traumatic injury, job-related cancer and other critical safety issues;
- Commit to working together as labor and management to meet this health and safety challenge, with the same spirit of cooperation established with the IAFF-IAFC Wellness Fitness Initiative;
- Establish a California Fire Service Task Force on Behavioral Health, to include CPF, Cal-Chiefs, the California Firefighter Joint Apprenticeship Committee (Cal-JAC) as well as Cal-OES. The task force would be charged with developing a detailed set of principles, practices and training concepts covering every area of behavioral health, from peer support to recruit training to, if necessary, legislation.

Finally, and most importantly, we believe the most important step we all must take together is to end the stigma by normalizing the issue of behavioral health. No matter how tough, none of us is immune from the anguish that can build from a career of difficult calls. As we've seen all too frequently of late, silence can be fatal.

Each of us will be meeting with our respective executive boards to discuss these and other steps we can take as a profession to protect our brothers and sisters.

Now is the time for us to stand together to bring this issue out of the shadows and into the light. Firefighters are more likely to be afflicted by some kind of behavioral health issue than any other occupational injury. We owe it to these men and women to show the same common commitment to their care and safety that we have had for other health and safety concerns.

Fraternally,

**Lou Paulson**, President  
California Professional Firefighters  
**Mike DuRee**, President  
California Fire Chiefs Association

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