

Fire Fighter

SUMMER 2020
QUARTERLY



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White Plains, NY Local 274



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LOST TO COVID-19



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Fire Fighter

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Leading the Charge in a Pandemic

COVID-19 has fundamentally changed how we live and work and affected all of us in many ways. It is especially tragic for the families of our 16 brothers we have lost to this deadly virus. As with every member we lose in the line of duty in the U.S. and Canada, the IAFF pledges to be there for the families as long as they need us.

Our efforts to pass legislation adding COVID-19 under the U.S. Public Safety Officer Benefit (PSOB) program ensures that every one of these families receives the full federal benefits they deserve. Without this important legislation, our members who die or are permanently disabled due to COVID-19 would be forced to prove they contracted the virus on the job.

The IAFF will continue our focus on making sure that this virus doesn't take any more of our brothers and sisters. But with more than 26,000 members testing positive, nearly 11,000 in quarantine and hundreds hospitalized, this pandemic clearly remains a serious threat.

That's why we work every day to protect all of you on the frontlines of COVID-19 ... developing resources to ensure you are prepared to respond safely and fighting to keep you safe by providing guidance and protocols and working with local, state, provincial and federal governments to make sure you have the protections, resources and information you need to respond to the communities you protect every day.

COVID-19 has brought many new challenges — inconsistent and sometimes flawed guidance and safety protocols, shortages in personal protective equipment (PPE), lack of access to priority testing and economic uncertainty, to name just a few. But from the beginning, your union has been leading the charge to provide the direction, resources and support you need as the coronavirus continues to test our members' ability to prepare and respond.

In the United States, the IAFF was instrumental in changing Centers for Disease Prevention and Control (CDC) dispatch protocols to advise emergency call centers to rely more on signs and symptoms and less on questions regarding travel abroad so members had the most reliable information prior to contact with a patient and made sure to protect themselves with the proper PPE.

In addition, the CDC's guidance on exposure risk for healthcare workers — which included fire fighters and EMS personnel — did not account for the uncontrolled and high-risk environments our members work in every day. With fire fighters forced into quarantine or isolation, some local departments had more than half of their fire fighters in quarantine. So, we developed our own guidance for exposure risk so that members could safely return to work while self-monitoring for symptoms.

We also needed to make sure our members had a place to stay or self-quarantine close to work and away from home and families to protect their loved ones. We went to work to partner with several hotel chains — including Hyatt, Marriott, Red Roof Inn and IHG Hotels and Resorts — to offer significantly reduced rates for members to quarantine or isolate.

We called for a minimum of a N95 respirator, gloves, impervious gown and goggles or full face-shield to protect against exposure, but the immediate shortage of N95 respirators forced the CDC to issue insufficient guidance allowing surgical masks to be worn as an "acceptable alternative" for a N95 respirator. I wrote to Health and Human Services (HHS) Secretary Alex Azar denouncing this guidance and insisting that the CDC update it to recommend N95 or higher respirators for the best protection against COVID-19. Your protection on the job should be based on what is needed, not on what is simply available.

In Canada, the online resources we developed in the U.S. and made available to all affiliates complemented the work of our provincial and local leaders in ensuring our 27,000 Canadian members had the PPE and information they needed to protect their fellow citizens.

Because U.S. fire fighters and EMS personnel were classified as "level five" priority for receiving or purchasing PPE, our members were fifth in line (after hospital workers and other essential personnel) for PPE and often unable to acquire supplies. Again, I wrote to Secretary Azar and made sure our members — the first point of contact with a COVID-19 positive patient — were moved to "level three" to receive higher priority on the distribution of

PPE. We continue to maintain that the very nature of pre-hospital response requires that fire and EMS personnel are "level one" along with other critical healthcare workers. And just recently, through our lobbying efforts, our members will be tier one, level one to receive a vaccine when it is safe to do so.

This union also understood from the very beginning that the mental and emotional toll for our members and their families could be severe. Many have experienced new stressors about the unknowns of COVID-19. Unfortunately, no behavioral health guidance for fire fighters has been issued from any federal agency. Again, we developed and made readily available our own behavioral health guidance for members struggling with the day-to-day stress and concerns for their own safety and their families' safety.

And throughout this pandemic, the IAFF Center of Excellence for Behavioral Health Treatment and Recovery has remained open — with safety precautions in place — to provide treatment to our brothers and sisters. We also adopted new admission screening and protocols and required all patients and staff to always wear PPE. Additionally, we are offering online recovery meetings, telemental health services and a new series of behavioral health information guides on a variety of COVID-19 topics.

Legislatively, in addition to including COVID-19 under PSOB, we successfully worked to update the Ryan White Act to also include COVID-19. Hospitals are now required to notify our members of any exposure to a possible COVID-19 patient. We also assisted affiliates at the state, provincial and local level to have COVID-19 related illnesses, injuries and disabilities considered job-related and covered under workers' compensation as a presumptive claim.

We worked with Congress to include funding in three COVID-19 relief packages, including \$100 million for fire departments through the Assistance to Firefighters (AFG) Supplemental grant program to buy PPE, as well as \$45 billion through the Disaster Relief Fund to reimburse fire and EMS departments for expenses related to the virus; \$100 billion to reimburse healthcare providers, including EMS, for healthcare expenses or lost revenue; \$41 million for the National Forest System and Wildland Fire Management for PPE and baseline health testing for first responders; and \$150 billion in funding for state and local governments to address COVID-19 expenses, including PPE and payroll expenses for personnel, and funds to accommodate quarantine and isolation measures. We also succeeded in changing the rules under the Stafford Act to allow COVID-19 related expenses to be reimbursed at 100 percent, not 75 percent. In Canada, we pushed the federal government for emergency funding to help municipalities maintain essential public services, including fire and EMS. The Safe Restart Agreement now provides \$19 billion for operational costs.

Even with these efforts, we also knew that there would be significant economic losses — possibly worse than the Great Recession — and quickly developed critical resources to help affiliates prepare for potential or threatened cuts to staffing and other fire department resources. Collectively, it's all-hands-on-deck at headquarters to assist all affiliates in protecting our members' jobs and to best position themselves for the COVID-19 economy.

Despite these challenges and risk of exposure, our members continue to protect their communities and get the job done. As your union, we won't stop working to ensure priority status for testing and vaccines, additional financial assistance for fire departments and state, provincial and local municipalities and to take on any new challenges in order to protect you on the frontlines.

Please continue to follow safe guidelines to protect yourself, your families and each other and you can stay updated on all of these efforts and more at

www.iaff.org/coronavirus.



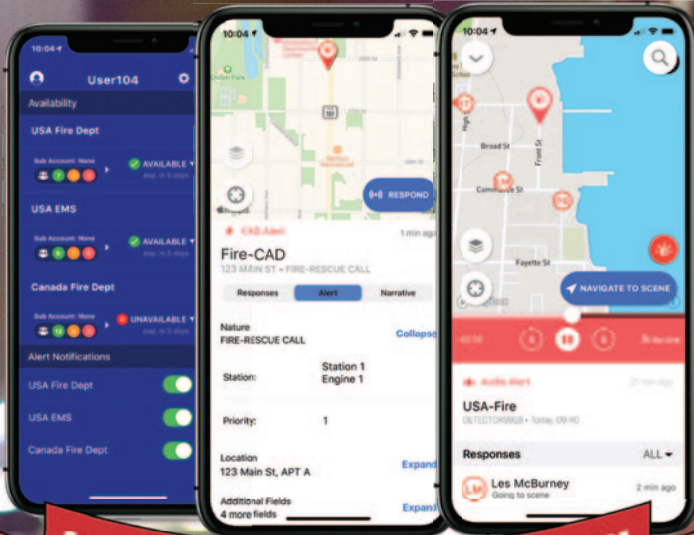
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IAFF SMART Rises to the Challenge

I wanted to bring to your attention a growing challenge for the IAFF and the labor movement. As we speak, more and more states are passing laws to prohibit the collection of union dues by payroll deduction.

Proponents of the laws call dues collection paycheck protection. They want you to think these laws protect workers, when in fact, they only protect the special interests that don't want any opposition from organized labor, the voice of workers.

Proponents also stress that these laws are designed to save states money as they remove the administrative cost of collecting union dues.

However, electronic payroll deductions are virtually costless. Payroll deductions are largely automated, so there is very little work for state and local administrators to do on a regular basis to process the deductions. In fact, when the state of Missouri first proposed eliminating payroll deduction for union dues, it offered more than 450 payroll deduction options for public employees. Eliminating the handful of those deductions that applied to union membership would have no measurable impact on state administrative costs.

In reality, these laws are nothing more than *paycheck deception*.

Paycheck deception is a gateway to so-called right-to-work and has been enacted in many states to bankrupt unions by prohibiting payroll deduction for union dues and fees. These types of laws are forcing unions to spend more resources on collecting dues, so they have less ability to advocate for workers.

The provisions of each "paycheck deception" bill can vary from state to state. In many states, the bills don't just place limits on dues, but on all types of deductions for union members. This includes charitable donations, 401(k) investments, direct deposit and even political contributions, which severely restricts the ability of organized workers to participate in politics.

The IAFF is addressing this issue head on via our SMART platform. IAFF SMART enables locals to bill their members directly for dues each month. Local members can then log into SMART and pay their outstanding dues via credit card or ACH deduction. Members also have the option of configuring auto payment so their credit card or ACH account is deducted automatically each month for their dues. Members can also use SMART for PAC contributions and any charitable donations supported by their local.

In the month of August alone, IAFF SMART collected more than \$114,000 — a rate of \$1.4 million annually — in dues payments. This number continues to rise every month. As we speak, IAFF SMART is being used to collect dues in more than 20 states. IAFF SMART also provides a full menu of union management IT solutions, such as grievance tracking, document storage, automated financial transactions, database management, website capabilities and full communications capacity.

As external forces continually seek to weaken the labor movement, the IAFF is continually employing solutions like SMART to ensure we remain a strong advocate for our members and their rights.

Convention 2020(1)

As of this writing, we are gearing up for the IAFF's Convention, originally scheduled for August 2020, but postponed due to the COVID-19 pandemic until January 2021. Time will tell whether it will be feasible to bring fire fighters throughout the United States and Canada to one location, depending on the status of the pandemic, including the ability of our members to cross the Canadian border.

Whether we do business in person in Las Vegas or virtually — as many international unions have done — the business must get done. Addressing the finances of the IAFF, including IAFF SMART, our operational obligations such as pensions, cost-of-living increases and other priorities need to be vetted, debated and action taken by the delegates you elect to represent you at Convention.

We may for the first time in modern history have a ballot by mail election for General President and General Secretary-Treasurer. This will provide an opportunity for the 70% of our locals with less than 50 members to participate in an election, many of whom could never afford to before. Look for the IAFF Convention Call on September 21, 2020, to learn how to register your delegates. You must be a registered delegate to vote. A virtual Convention could increase participation and ensure every members' vote can be counted!

Sudbury Local 527 Wins One of the Most Prolific Arbitrations in 75 Years

The 130 members of the Sudbury (Ontario) Professional Fire Fighters Association Local 527 invested heavily in a fight that was worth every penny. The fight was for the most important safety element we bring to a fire or emergency: adequate staffing. The arbitration award set the minimum staffing as four fire fighters per apparatus, which is a breakthrough toward setting the benchmark of NFPA 1710 and 1500 standards across Canada. Congratulations to Sudbury Local 527 for a tremendous victory for fire fighter safety!

Be you, be strong, be firefighters!



Edward A. Kelly



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FY 2020 SAFER Grants to Allow Departments to Rehire/Retain Fire Fighters

The FY 2020 Staffing for Adequate Fire and Emergency Response (SAFER) grants will allow departments to use funds to rehire or retain fire fighters, as well as waive the local cost share.

Earlier this spring, because of the economic hardships local jurisdictions and fire departments were already facing as a result of the COVID-19 pandemic, General President Harold Schaitberger spoke with acting Secretary of Homeland Security Chad F. Wolf specifically about DHS's authority to make changes to the SAFER grant program and urged him to allow flexibility in applying for

SAFER funds. The IAFF has since lobbied diligently to ensure these waivers were permitted.

By waiving salary caps, cost shares and prohibitions on supplanting previously budgeted funds, the financial burdens on applicants is reduced and the number of fire departments able to apply is expanded. The grants will provide 100 percent of the funding needed to hire fire fighters over the next three years.

The FY 20 application period is expected to open later this calendar year. Affiliates are urged to work with their fire departments to apply for these grants. ■

2020 International Burn Camp Canceled Due to COVID-19

The IAFF Foundation's International Burn Camp, held annually in the fall, has been canceled for 2020 because of the COVID-19 pandemic. The 25th International Burn Camp will now be celebrated in 2021.



Visit <https://foundation.iaff.org> for more information or to donate to the Burn Fund to support the 2021 event. ■

Burn Assistance Through the IAFF Foundation

Financial assistance is available to IAFF members and their immediate family members who suffer a burn injury requiring admission to a burn center through the IAFF Foundation Burn Fund. Money can be used for

temporary emergency expenses, such as immediate travel, housing, food, medical supplies, services and other assistance.

For more information, visit www.iaff.org/burn-injury-assistance. ■

IAFF Reaches Canadian Members With New Initiative

A new initiative, For You, For Your Family, is designed to foster and enhance the special feeling of family shared among Canadian members.

The member-engagement initiative is also designed to remind Canadian members what the IAFF

and its network of local and provincial affiliates do for members while they're on the frontlines protecting Canadians. The initiative has already reached thousands of rank-and-file Canadian members through emails and text messages, and has generated excellent

response, including "Heroes at Home" stories about how members and their families are coping during the pandemic.



Canadian members interested in receiving communications should provide their contact information to foryou@iaffcanada.ca.

"We work with our local and provincial leaders daily, but it's also important to make a

connection with our rank and file members," says Assistant to the General President for Canadian Operations Scott Marks. ■

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2020 Fallen Fire Fighter Memorial Held as Virtual Remembrance

Despite being unable to gather together this year in Colorado Springs for our traditional Fallen Fire Fighter Memorial observance, the IAFF paid tribute to our fallen brothers and sisters in a respectful, virtual remembrance broadcast on September 19. The names of the fallen will forever be etched onto the Wall of Honor.

“Though this memorial service is virtual, the sacred remembrance of our sisters and brothers is no less real, our dedication to their memory is true and our commitment to honoring them is steadfast,” said General President Harold Schaitberger.

The program recognized the sacrifice of 245 members and included the U.S. and Canadian national anthems and a prayer from Father



Thomas Mulcrone. The names and photographs of those lost in the last year appeared on the screen, followed by the traditional Last Alarm signifying their welcome home from a final call before a pause in silence to commemorate their passing.

All 2020 families are invited to the 2021 Fallen Fire Fighter Memorial service on September 18, 2021, in Colorado Springs, where they will receive flags and experience the full magnitude of the honors provided at our annual ceremony.

If you missed the virtual remembrance, watch it at www.youtube.com/IAFFTV or on the Fallen Fire Fighter Memorial website at www.iaff.org/ffm20. ■

Name	Local Name	Date of Death
Herman J. Otto	L0066 Waterloo, IA	05/21/1940
William J. Shulver	L0486 Chatham Kent, ON	06/03/1958
Donald Starr	L0282 Buffalo, NY	08/13/1974
Terry W. Smerdel	L0798 San Francisco, CA	09/19/1977
Harry L. Frazier	L0372 Long Beach, CA	03/01/1982
Ruben L. Stubblefield, Sr.	L0341 Houston, TX	01/11/1991
Charles L. Allison	L2546 Venice, FL	12/15/1995
Raymond J. Hennessey	L2928 Palm Beach County, FL	07/11/1996
Anthony P. Brusco	L2546 Venice, FL	05/18/1997
Bruce A. Campbell	L2546 Venice, FL	04/28/1999
James N. Crenshaw	L2928 Palm Beach County, FL	10/06/2001
Edward McCarron	L2928 Palm Beach County, FL	11/25/2001
Robert W. Aldridge	L0288 Hamilton, ON	02/21/2002
Richard A. Brenner	L2546 Venice, FL	12/09/2006
Michael J. Thompson	L2928 Palm Beach County, FL	07/14/2009
Walter G. Tarlowski	L2546 Venice, FL	06/15/2010
Louis J. Young	L3660 Weston, MA	09/06/2011
Deborah A. Schuster	L2546 Venice, FL	05/05/2012
Thomas Kovich	L0209 Edmonton, AB	05/29/2012
Terry P. Cassel	L0279 Cheyenne, WY	03/30/2013
Timothy J. Monaghan	L2928 Palm Beach County, FL	05/06/2013
Arthur Guillaume	L0125 Montréal, QC	06/07/2013
Roger D. Forrest	L2928 Palm Beach County, FL	11/04/2013

Name	Local Name	Date of Death
Edward T. Moore	L3888 Toronto, ON	11/23/2013
Mark A. Shultz	F0025 Tidewater, VA	12/11/2013
John J. Tennant	L0809 Pasadena, CA	12/13/2013
John W. Spiker	L1364 Ventura County, CA	12/20/2013
Joseph Humeniuk	L0209 Edmonton, AB	01/04/2014
Grant L. Wilson	L0162 Ottawa, ON	04/03/2014
John Lang	L4321 Broward County, FL	05/18/2014
James F. Miller, III	L2928 Palm Beach County, FL	11/03/2014
Peter J. Walsh	L3660 Weston, MA	04/22/2015
Matthew T. Bunch	L0754 Tampa, FL	05/05/2015
Allen J. Columbro	L2881 CAL FIRE - Sacramento, CA	10/14/2015
Cynthia D. Kelley	L4321 Broward County, FL	11/18/2015
Gordon F. Paquette	L0162 Ottawa, ON	05/05/2016
Norman R. Wiles	L0809 Pasadena, CA	05/06/2016
Charles E. MacLeod, Jr.	L3660 Weston, MA	05/13/2016
Henry A. Tratch	L0288 Hamilton, ON	08/04/2016
Robert M. Gless	L0094 New York, NY	10/25/2016
Robert A. Hobart	L0754 Tampa, FL	11/13/2016
David P. Simmons	L3731 Keller, TX	01/22/2017
Robert T. Wolf	L2881 CAL FIRE - Sacramento, CA	03/02/2017
Franklin D. Maresh	L0341 Houston, TX	04/08/2017
Jim W. Vinsand, Sr.	L2928 Palm Beach County, FL	08/18/2017
Armand Calzadilla	L3444 Bonita Springs, FL	10/04/2017



Name	Local Name	Date of Death
Stanley E. Brook	L0018 Vancouver, BC	10/13/2017
André S. Jones	L0809 Pasadena, CA	11/13/2017
Denis Lacombe	L0125 Montréal, QC	11/20/2017
Michael McJury	L2928 Palm Beach County, FL	12/23/2017
Crystal J. Murphy	L2903 Lacey, WA	12/25/2017
Jeffrey S. White	L0157 Oklahoma City, OK	12/26/2017
Jesse L. Nicasio	L1289 Modesto, CA	01/05/2018
Jeffrey L. Johnson	L0341 Houston, TX	01/19/2018
Donald A. Reid	L1552 Burlington, ON	02/01/2018
Victor C. Valva	L0854 New York, NY	02/19/2018
Richard L. Dittman	L0754 Tampa, FL	03/04/2018
Michael T. Warfel	L1664 Montgomery County, MD	03/20/2018
William C. Donaldson	L2546 Venice, FL	04/17/2018
Erik L. Shouse	L2781 Snohomish County, WA	04/22/2018
Ronald A. Grimstead	L0341 Houston, TX	05/05/2018
Brent G. Crobak	L0094 New York, NY	05/08/2018
Phillip J. Wedgeworth	L0341 Houston, TX	05/10/2018
James J. Hurson	L0094 New York, NY	05/22/2018
David M. Taylor	L0753 Fresno, CA	05/23/2018
Kenneth W. Boutilier	L0528 Niagara Falls, ON	06/18/2018
Robert P. Miuccio	L0854 New York, NY	07/12/2018
Oney D. Durney, Jr.	L0753 Fresno, CA	07/20/2018
Dennis E. Page, Jr.	L0058 Dallas, TX	07/25/2018
George R. Scheer	L0094 New York, NY	07/26/2018
Sandra Kiefert-Johanns	L0753 Fresno, CA	07/27/2018
Garnet R. Cannon	L0528 Niagara Falls, ON	08/25/2018
Jason S. Pollard	L2881 CAL FIRE - Sacramento, CA	08/28/2018
Rueben J. Murrieta	L1364 Ventura County, CA	10/12/2018
Wane A. Oviatt	L0593 Provo, UT	10/21/2018
Edward J. Paris, Jr.	L0718 Boston, MA	10/29/2018
Michael E. Lewis	L0972 Lubbock, TX	11/10/2018
Camillo A. Russo	L0341 Houston, TX	11/16/2018
Brian Carter	L0142 London, ON	11/21/2018
Jacques Auger	L0125 Montréal, QC	12/08/2018
Joel S. Stephens	L4683 South County, TX	12/20/2018

Name	Local Name	Date of Death
Richard H. Meehan	L0094 New York, NY	01/01/2019
Kenneth E. Porteous	L0460 Brantford, ON	01/02/2019
Eric Hosette	L0609 Clinton, IA	01/05/2019
Steven H. Pollard	L0094 New York, NY	01/06/2019
Roger V. Harless	L1230 Contra Costa County, CA	01/09/2019
Randall Duarte	L1014 Los Angeles County, CA	01/13/2019
Tom T. Gilbert	L0455 Windsor, ON	01/16/2019
Richard A. Telles	L0493 Phoenix, AZ	01/17/2019
Douglas Robb	L0255 Calgary, AB	01/18/2019
Ronald J. Cronin	L0457 Kitchener, ON	01/19/2019
Edgar W. Caines	L1075 St. John's, NL	01/23/2019
Joshua J. Comeau	L0362 South Bend, IN	01/24/2019
Donald W. Wallace	L0112 Los Angeles, CA	01/29/2019
David S. Arnold	L1589 Narragansett, RI	01/30/2019
Blair W. Gibson	L3888 Toronto, ON	01/30/2019
Karen A. Shuart	L0332 Asheville, NC	01/31/2019
Paul V. Purcell, Sr.	L3217 Metropolitan Washington Airport Authority, DC	02/01/2019
Daniel D. Praud	L0255 Calgary, AB	02/11/2019
Haran B. Israel	L0341 Houston, TX	02/13/2019
Lucas J. Rainville	L4345 Horry County, SC	02/13/2019
Gregory A. Crawford, Sr.	L0753 Fresno, CA	02/14/2019
Gary D. Oliver	L1364 Ventura County, CA	02/16/2019
Raymond V. Burciaga	L4612 Richmond, TX	02/17/2019
Jason R. Baker	L0008 Great Falls, MT	02/20/2019
Keith J. Hernandez	L3747 Kings County, CA	02/23/2019
Diego Rebora	L4321 Broward County, FL	02/26/2019
Steven F. Casados	L2881 CAL FIRE - Sacramento, CA	02/28/2019
Stephen M. Pina	L1032 Medford, MA	03/01/2019
Art McGlynn	L1552 Burlington, ON	03/03/2019
Brent F. Carter	L3217 Metropolitan Washington Airport Authority, DC	03/04/2019
Christopher J. Cornetta	L1992 North Attleboro, MA	03/04/2019
Jacob L. Ringering	L1692 Godfrey, IL	03/05/2019
Odell R. Minor	L0215 Milwaukee, WI	03/06/2019

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Name	Local Name	Date of Death
Lloyd C. Mitchell	L1304 Kitimat, BC	03/06/2019
Gene M. Paulson	L0255 Calgary, AB	03/13/2019
Mark E. Meyer	L0176 Tulsa, OK	03/16/2019
Michael J. Bernstein	L0022 Philadelphia, PA	03/20/2019
Skyler L. Blackie	L1627 Truro, NS	03/20/2019
R. Michael Williams, Jr.	L3178 Coppell, TX	03/24/2019
Timothy Travis Owens	L0077 Saint Joseph, MO	03/28/2019
James C. Woodman	L1198 West Haven, CT	03/29/2019
Timothy P. O'Neill	L0854 New York, NY	04/02/2019
Ryan D. Phillips	L0176 Tulsa, OK	04/02/2019
Kevin E. Lennon	L0094 New York, NY	04/03/2019
Nikki Sullivan	L2260 Mesa, AZ	04/03/2019
Christopher Slutman	L0094 New York, NY	04/08/2019
Trever A. Murphy	L3816 Orange Township, OH	04/12/2019
Lloyd E. Moseley, Jr.	L0058 Dallas, TX	04/14/2019
Richard A. Tingle	L0323 Burnaby, BC	04/14/2019
Bernard J. Bartmanovich	L0867 Winnipeg, MB	04/23/2019
Erik T. S. Kreppein	L2455 Slidell, LA	04/24/2019
Brian R. Helme	L1286 Richmond, BC	04/28/2019
Ron R. Renville	L0018 Vancouver, BC	05/04/2019
Steven K. Anascavage, Sr.	L4321 Broward County, FL	05/05/2019
John L. Blume	L0058 Dallas, TX	05/05/2019
Alfred D. Bowser	L0169 Peterborough, ON	05/05/2019
Christopher T. Askew	L4147 Westlake, TX	05/12/2019
Mitchell F. Lundgaard	L0257 Appleton, WI	05/15/2019
Heather J. Callahan	L2449 Chesapeake, VA	05/18/2019
Brian J. Beck, Jr.	L0493 Phoenix, AZ	05/19/2019
Arthur P. Wick	L0018 Vancouver, BC	05/20/2019
Charles A. Ruffing	L0149 Boise, ID	05/21/2019
Keven G. Teague	L0440 Fort Worth, TX	05/24/2019
Allen L. McLeod	L0018 Vancouver, BC	05/31/2019
Serge Lachapelle	L0125 Montréal, QC	06/02/2019
Thomas F. Kenney	L2172 Hyannis, MA	06/05/2019
Ken J. Kinney	L0323 Burnaby, BC	06/07/2019

Name	Local Name	Date of Death
Marty F. Osborne	L1077 Claremore, OK	06/07/2019
Stacy A. Hamilton	L2881 CAL FIRE - Sacramento, CA	06/08/2019
Christopher R. Moore	L2665 Eastern Missouri, MO	06/08/2019
Jeremy P. Knott	L0385 Omaha, NE	06/12/2019
James A. Buckley	L2881 CAL FIRE - Sacramento, CA	06/13/2019
Felix R. Desrochers	L0867 Winnipeg, MB	06/20/2019
Dale A. Brown	L0038 Covington, KY	06/21/2019
John T. Moran	L0854 New York, NY	06/21/2019
Robert D. Laing	L0497 Belleville, ON	06/24/2019
Raymond G. Rumping	L0142 London, ON	06/24/2019
Branden E. Hustrei	L3556 El Dorado County, CA	06/28/2019
Joseph A. Walsh	L0094 New York, NY	06/28/2019
William J. Robertson	L1271 Surrey, BC	06/30/2019
Dean W. Loos	L3007 Springdale, AR	07/01/2019
Donald C. Welcker	L0112 Los Angeles, CA	07/01/2019
Brian J. Dickson	L2400 San Mateo County, CA	07/07/2019
Lloyd W. Stuart	L0094 New York, NY	07/07/2019
Daryl Lynn Pace	L0737 Ithaca, NY	07/08/2019
Daniel P. Finnigan	L0771 Saint John, NB	07/10/2019
Lawrence H. Goldberg	L0964 Baltimore, MD	07/11/2019
Kevin J. Nolan	L0094 New York, NY	07/16/2019
LeRoi Rodriguez, Sr.	L0718 Boston, MA	07/16/2019
Thomas M. Szpila	L1876 Easthampton, MA	07/16/2019
Richard N. Driscoll, III	L0094 New York, NY	07/17/2019
John R. Kennedy	L1009 Worcester, MA	07/20/2019
Jeffrey C. Stroble	L1249 Rosewell, NM	07/21/2019
Gregory R. Wise	L0134 Atlanta, GA	07/22/2019
Karen J. Overcash	L2294 Hillsborough County, FL	07/28/2019
Charles H. Albrandt	L1945 Fort Collins, CO	07/29/2019
Yaroslav I. Katkov	L2881 CAL FIRE - Sacramento, CA	07/29/2019
David P. Koehler	L0362 South Bend, IN	08/07/2019
Brian J. Sullivan	L0854 New York, NY	08/10/2019
Barry E. Lane	L1632 Pickering, ON	08/13/2019
Robert B. Fitzgibbon	L0094 New York, NY	08/14/2019



Name	Local Name	Date of Death
David L. Hughes	L0068 Norfolk, VA	08/14/2019
James G. Loseth	L0953 Kelowna, BC	08/16/2019
Richard Mahoney	L4851 Westchester, IL	08/17/2019
Fernand J.M. Jean	L0125 Montréal, QC	08/18/2019
Walter McKee	L0094 New York, NY	08/18/2019
Jerry D. Bayton	L0042 Kansas City, MO	08/23/2019
Dennis P. Ryan	L1102 Hialeah, FL	08/23/2019
Jack Boyle	L0094 New York, NY	08/24/2019
Patrick J. Stanton	L0282 Buffalo, NY	08/26/2019
William S. Wilson	L1957 Richmond Hill, ON	08/26/2019
Henry J. Neyhouse	L3217 Metropolitan Washington Airport Authority, DC	08/29/2019
Austin M. Peck	L4005 Goodyear, AZ	08/31/2019
Paul Dzuba	L3888 Toronto, ON	09/12/2019
Michael A. Ford, Sr.	L2455 Slidell, LA	09/13/2019
Roger Espinal	L0094 New York, NY	09/14/2019
Mickel W. Zainfeld	L3828 Kelso, WA	09/19/2019
Kenneth D. Stavinoha	L0341 Houston, TX	09/21/2019
Richard J. Tanagretta	L0094 New York, NY	09/24/2019
Scott R. Neumann	L2959 Martin County, FL	09/26/2019
Glen R. Phillips	L0112 Los Angeles, CA	09/27/2019
G. Henry Threlfall	L1286 Richmond, BC	09/27/2019
Michael K. McOsker	L0112 Los Angeles, CA	09/28/2019
Paul V. Rotondaro	L2881 CAL FIRE - Sacramento, CA	10/02/2019
Paul E. Quattlebaum, Jr.	L4529 Lexington County, SC	10/04/2019
Kirk D. Robinson	L2099 Bothell, WA	10/04/2019
Vance C. Erntmoed	L0255 Calgary, AB	10/13/2019
Scott M. Manes	L0330 Akron, OH	10/14/2019
Gregory P. Garza	L0624 San Antonio, TX	10/15/2019
Kevin C. Welz	L0648 Springfield, MA	10/17/2019
James J. McGowan	L0854 New York, NY	10/19/2019
James J. Boyle	L0094 New York, NY	10/27/2019
Alex D. Graham	L0036 Washington, DC	10/27/2019

Name	Local Name	Date of Death
Rudolf Metzger	L3730 Carlsbad, CA	10/27/2019
Matthew J. McDevitt	L0094 New York, NY	10/29/2019
Joseph Kolar	L0953 Kelowna, BC	10/31/2019
Kelly M. Mullin	L0018 Vancouver, BC	11/01/2019
James V. Como	L0112 Los Angeles, CA	11/03/2019
Herbert A. Hammond	L1137 Etobicoke, ON	11/03/2019
John V. Peteani, Jr.	L0628 Yonkers, NY	11/03/2019
Walter S. Bosak	L0485 St. Catharines, ON	11/06/2019
Andrew S. Gargiulo	L0094 New York, NY	11/06/2019
Tracy L. Hayden	L0416 Indianapolis, IN	11/09/2019
David R. Anken	S0020 Florida State Fire Service Association	11/10/2019
Richard Estreicher	L0854 New York, NY	11/11/2019
David G. Judge	L0142 London, ON	11/12/2019
Jason J. Menard	L1009 Worcester, MA	11/13/2019
Philip B. Oldham	L4258 Grays Harbor, WA	11/15/2019
Rick W. Watson	L0112 Los Angeles, CA	11/16/2019
Eric L. Morrison	L0033 Fort Smith, AR	11/21/2019
Turker Aksoy	L1081 Westport, CT	11/22/2019
Clifford R. DiMuro	L0094 New York, NY	11/22/2019
Dean A. Hale	L3540 Murrieta, CA	11/22/2019
James Ritchie	L3888 Toronto, ON	11/24/2019
Tamara L. Thacher	L0522 Sacramento, CA	11/26/2019
Jeremy J. McKay	L3362 Clay County, FL	11/27/2019
Brian W. Casse	L0094 New York, NY	12/04/2019
Kevin A. Leago	L0341 Houston, TX	12/12/2019
Owen J. Connell	L0499 Cambridge, ON	12/16/2019
Troy S. Jackson	L2086 South Metro, CO	12/16/2019
K. Dieter Bertram	L3888 Toronto, ON	12/20/2019
David L. Lewis	L1352 Auburn, WA	12/22/2019
Daniel A. Kenny	L1576 Oromocto, NB	12/26/2019
Michael E. Francis	L1560 Boca Raton, FL	12/31/2019

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COVID-19:

The Fight Is Not Over

The COVID-19 pandemic has produced many new challenges for IAFF members, including occupational exposure issues, staff shortages, dramatic lifestyle changes, concerns for the safety of their families and new mental stressors about the unknowns of COVID-19. And tragically, since the start of the pandemic, 16 members have died from complications of COVID-19 (see page 16).

Throughout the COVID-19 public health crisis, the IAFF has continued to work to protect members' health, safety, jobs and economic future at both the state, provincial and federal levels.

This union has developed our own guidance concerning transmission of the virus, quarantine and isolation, dispatch protocols and other health and safety guidelines where recommendations from the Centers for Disease Control and Prevention (CDC) and other federal agencies have not sufficiently addressed the safety issues unique to fire fighters and EMS personnel who provide pre-hospital care. In Canada, the IAFF has worked with the federal government to provide emergency funding for fire and EMS response.

In addition, the IAFF has worked closely with Congress and the administration to address the significant needs of members — from addressing shortages in personal protective equipment (PPE) to ensuring the families of members who die or are disabled from COVID-19 are covered under the Public Safety Office Benefit (PSOB) program (see page 15).

The IAFF continues to be the leading force in ensuring our members have information to stay protected on the job, including on critical issues such as wearing proper PPE, decontamination protocols, cleaning and reusing equipment, and best practices for quarantine and isolation.

PPE SHORTAGES

The supply chain for PPE continues to be a significant concern; inadequate supplies of PPE put members in high-exposure scenarios without proper protection. First it was masks, then gowns and gloves. Limited supplies have affected fire departments in hot zones in particular. Fire departments that are able to purchase PPE often have had to pay a much higher cost — further complicating the economic challenges for state and local governments.

And, with the approaching flu season and the possibility of a COVID-19 resurgence, inadequate supplies of PPE remain the largest issue.

The Fiscal Year 2020 Assistance to Firefighters Supplemental (AFG-S) grant program, included in the third COVID-19 relief package — the CARES Act — provides \$100 million specifically for fire departments to purchase PPE

#MASKUPIAFF

Although the IAFF is strongly recommending that members wear a facemask at the fire station while on duty and in public spaces, as well as when riding in the apparatus — for their protection and to protect their brothers and sisters, immediate family members and communities — many locals are not following this guidance.

As part of efforts to educate members on the importance of wearing a facemask at the fire station, the IAFF has developed a #MaskUpIAFF social media campaign that engages members in communicating why they wear a facemask and encouraging others to do the same.

For more information and resources to start your campaign, visit www.iaff.org/toolkits/mask-up. ■



and related supplies. As of September 4, more than \$44 million in AFG-S grants has been awarded to fire departments with an IAFF affiliate.

With almost half of the grant money already dispersed, the Federal Emergency Management Agency (FEMA) has announced a second AFG-S application period expected to open beginning this fall.

PRIORITY TESTING

Testing — critical for slowing and stopping the spread of the virus — is also a major priority for the IAFF. Currently, tests fall under two broad categories: diagnostic and antibody (serologic) tests. Regardless of which test is administered, it may show a false negative or false positive.

Nevertheless, the Food and Drug Administration (FDA) has issued Emergency Use Authorizations (EUAs) to multiple manufacturers for all forms of testing.

The IAFF supports the recommendation from the FDA that results from serologic testing alone should not be used to diagnose or exclude COVID-19 infection or to inform infection status. For return-to-work decisions, only RT-PCR tests or antigen tests are acceptable.

Continued on page 18

OPERATING IN A VIRTUAL ENVIRONMENT

Throughout the COVID-19 pandemic, IAFF headquarters staff have seamlessly made sure that programs, services and assistance for affiliates and members continue despite widespread shutdowns, restrictions and social distancing.

The International began remote operations in March as COVID-19 rapidly began spreading across the United States and Canada. Since then, headquarters staff in Washington and Ottawa have continued to telework while the IAFF monitors guidance on returning to work from the Centers for Disease Control and Prevention (CDC) and other federal agencies in the United State and Canada.

"This IAFF is operating at an incredibly high level during this COVID-19 pandemic," says General President Harold Schaitberger. "While our members remain on the frontlines of COVID-19, we are here working non-stop to keep them safe."



Headquarters staff have adapted to working remotely, using video conference tools such as Zoom and Microsoft Teams for quick video chats and major top-level meetings involving multiple participants.

Many of the IAFF's 2020 events have been canceled or postponed; however, training and classes are rapidly developing through video conference and other online learning platforms.

Meanwhile, the IAFF is working to ensure members have information, guidance and protocols, behavioral health information and other resources for responding to COVID-19 and adapting to a rapidly changing new reality during these

challenging times.

"Though IAFF staff look forward to the end of the pandemic and a return to the office, the virtual environment has not hampered or reduced our ability to do the important work on behalf of our members," notes Schaitberger. ■

ECONOMIC IMPACTS OF COVID-19 IN CANADA

Six months into the COVID-19 pandemic, IAFF members on the frontlines in Canadian cities are coping with the new realities of protecting communities while protecting themselves from exposure to the virus.

But as coronavirus precautions continue, the IAFF and the IAFF Canadian office are preparing to help affiliates with the economic impacts of the pandemic, such as the loss of municipal revenues, which could have a future impact on frontline fire department resources and collective bargaining.

While COVID-19 has taken a tragic toll in Canada with more than 120,000 confirmed cases and 9,000 deaths (as of late August), the country has been largely spared the worst of the disease, thanks to widespread adherence to public health measures such as mask wearing and physical distancing.

While at least 42 Canadian members have tested positive for COVID-19, no Canadian members have died from it.

In the early stages of the pandemic, the IAFF Canadian office, working closely with Canadian district vice presidents, ensured affiliates were aware of health and safety advice, mental health and other resources available from the IAFF — including the Preparing for a COVID-19 Economy toolkit — and worked with local and provincial



affiliates to address numerous operational, labour and other issues arising from the pandemic.

In July, IAFF Canada released a statement on the need for emergency funding from the federal government for municipalities to maintain essential public services, including fire and emergency medical response. The Canadian government subsequently announced a Safe Restart Agreement, which provides \$19 billion to municipalities for operational costs.

The IAFF statement, which echoed statements on the need for emergency funding from the Canadian Labour Congress and the Federation of Canadian Municipalities, also formed the basis of a submission the IAFF made August 7 to the federal government's Standing Committee on Finance.

The IAFF submission recommended that the government of Canada increase the amount of emergency funding available to municipalities under the Safe Restart Agreement if needed and that adequate public safety measures should be earmarked within infrastructure projects made possible through federal emergency funding.

"In the short term and in the long term, it is important to ensure that Canadian municipalities have the financial resources they need to maintain essential services," the IAFF stated. "It is also important to the nation's economy that the hundreds of thousands of Canadians who deliver those services keep working." ■

CONGRESS PASSES LEGISLATION TO ESTABLISH PRESUMPTIVE BENEFIT FOR COVID-19

Legislation to ensure fire fighters who die or are permanently and totally disabled due to COVID-19 receive full federal benefits has been signed into law after an all-out effort by the IAFF and its allies in Congress.

The bill, S 3607, the Safeguarding America's First Responders (SAFR) Act of 2020, introduced by Senators Chuck Grassley (R-IA) and Cory Booker (D-NJ), establishes a presumptive benefit under the Public Safety Officer Benefit (PSOB) program for public safety officers who contract COVID-19. PSOB provides financial and educational benefits to the families of fallen public safety officers, as well as financial benefits to officers who are permanently and totally disabled.

"The families of fire fighters who die in the line of duty shouldn't have to prove how their loved one contracted COVID-19," says General President Harold Schaitberger. "By passing the SAFR Act, Congress recognizes the danger inherent in the jobs of public safety officers on the frontlines of the current pandemic, and rightly affords the families of the fallen the benefits they deserve."

As the first healthcare providers responding to pre-hospital 9-1-1 calls, our members are in constant close proximity to patients needing medical attention and at high risk for contracting the disease. Absent the presumptive coverage provided by S 3607, fire fighters would be required to show they contracted the virus in the workplace to receive federal benefits, a nearly impossible task. In most instances, responders do not know if a patient has COVID-19. Additionally, many patients do not display typical symptoms. Fire fighters and emergency medical personnel who run multiple medical calls a day have no way of knowing if any individual interaction resulted in transmission.

Recognizing this deficiency in the law, the IAFF began working with Senators Grassley and Booker in

March to craft the SAFR Act, which was introduced and passed by the Senate in May as the virus was peaking in many communities nationwide. Working

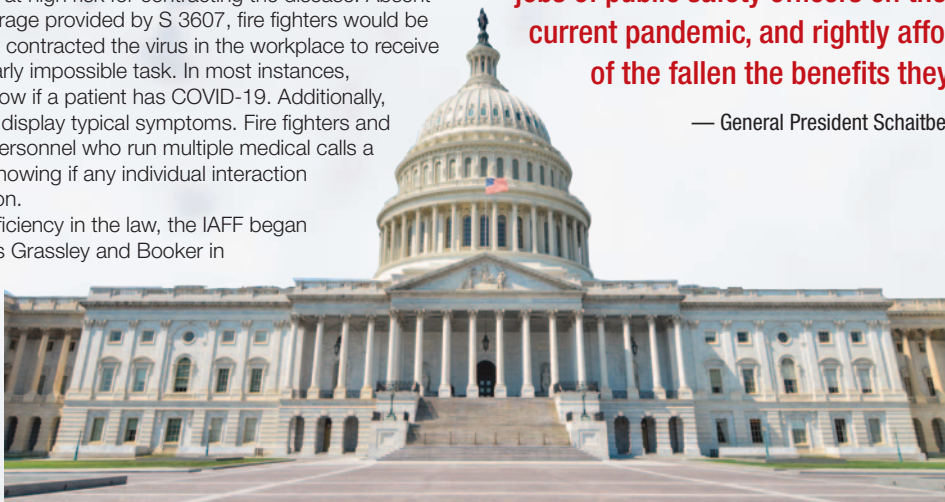
closely with Representatives Jerry Nadler (D-NY), Bill Pascrell (D-NJ) and Max Rose (D-NY), the U.S. House of Representatives voted to approve the bill in July, capping a months-long campaign to bring this important benefit to fruition.

To date, at least 15 IAFF members have died from COVID-19 and tens of thousands of members have been exposed. These numbers are likely to rise.

S 3607 has now been signed into law, and the IAFF is working closely with the Department of Justice to ensure its swift and proper implementation. ■

"The families of fire fighters who die in the line of duty shouldn't have to prove how their loved one contracted COVID-19. By passing the SAFR Act, Congress recognizes the danger inherent in the jobs of public safety officers on the frontlines of the current pandemic, and rightly affords the families of the fallen the benefits they deserve."

— General President Schaitberger



REMEMBERING 16 IAFF MEMBERS LOST TO COVID-19

The IAFF is saddened by the loss of 16 members from complications of COVID-19 in the months since the beginning of the COVID-19 pandemic.

"Each one of our fallen were more than just fire fighters and paramedics doing their jobs," says General President Harold Schaitberger. "They were mentors to their communities, dedicated to helping others. They were fathers, husbands, brothers, sons and friends. As with every brother or sister we lose in the line of duty, the IAFF pledges to be there for the families as long as they need us."

"We mourn the loss of all our brothers lost to COVID-19, as they are all part of this IAFF family," says General Secretary-Treasurer Ed Kelly. "In their memory, we will continue fight to ensure our members have access to the proper PPE and other protections. Our thoughts and prayers are with the families and friends of our fallen."

As previously reported, the first member to die from complications of COVID-19 was Chicago, IL Local 2 member Mario Araujo on April 7. Araujo, 49, was a member of Truck Company 25, serving the city's North Side for most of his nearly 17 years as a fire fighter.

Family members report that he began feeling sick March 25 and was hospitalized a few days later. Two weeks later, he went into respiratory distress and died.

Edward Singleton, also a Chicago Local 2 member, lost his fight with COVID-19 just one week later on April 14. Singleton, 55, was a 32-year veteran of the Chicago Fire Department who is described by his peers as a dedicated public servant, committed to protecting the citizens of Chicago. He was last stationed at Midway Airport.

Detroit, MI Local 344 member Franklin Williams, 58, had also been serving his department for 32 years when he died from COVID-19 on April 8. Williams was eligible for retirement, but he was so dedicated to the job that he stayed on. His most recent assignment was to Engine 44 Ladder 18.

Exposed to the virus on the job, Williams took sick leave as soon as he started experiencing symptoms on March 22. On April 8, Williams went into cardiac arrest and died.

In Terre Haute, Indiana, Local 758 member John Schoffstall, 41, became ill a few days after a documented exposure on the job. His fellow members, family and friends gathered outside Union Hospital where he was being treated every night until he passed away on April 12.

Schoffstall was a 12-year veteran of the department and worked at Station 5. His fellow Local 758 members remember him as a well-respected fire fighter and dedicated family man.

This summer, on August 15, a fifth District 8 fire fighter — Cleveland, OH Local 93 member Richard Petras — died after developing a blood clot in his lungs less than one week after testing positive for COVID-19.

Petras, 51, spent 26 years as a Cleveland fire fighter, working most of that time with Engine 30. Petras' wife, Jill, and one of his daughters were also diagnosed with COVID-19. Both his wife and daughter have since recovered.

He is remembered as a dedicated family man who loved to cook for his fellow fire fighters.

"It is with heavy hearts that we say goodbye to five of our brothers in the 8th District to this pandemic," says 8th District Vice President Mark Sanders. "COVID has brought us a new challenge, but in the face of this danger, our members continue to protect their communities and the citizens they serve as always."

In the 2nd District, Kansas City, MO Local 42 member Billy Birmingham succumbed to COVID-19 on April 13.

"We lost one of our most dedicated members," says 2nd District Vice President Mark Woolbright. "His passing was a harsh reminder to all of us about how easily this virus can spread. The best way we can honor Brother

"Each one of our fallen were more than just fire fighters and paramedics doing their jobs. They were mentors to their communities, dedicated to helping others. They were fathers, husbands, brothers, sons and friends. As with every brother or sister we lose in the line of duty, the IAFF pledges to be there for the families as long as they need us."

— General President Harold Schaitberger

Birmingham is to continue to stay vigilant with all safety protocols on the job, in the firehouse and at home."

Birmingham, 69, had been a member of Kansas City Local 42 since 2010. Previously, he was a member of Metropolitan Ambulance Services Trust (MAST) Local I-34 for 12 years before it merged with Local 42.

He will be remembered as a religious man who was dedicated to his large family, including his wife, Tandra, and six children.

"In the 1st District, we have lost three of our best: R.P. Campbell, Edward Ciocca and Andrew DiMaggio," says 1st District Vice President James Slevin. "They served as mentors to their fellow fire fighters and to the communities they served. In their memory, we must continue to follow all safety protocols to stop this virus from spreading."

In Edison, New Jersey, Richard "RP" Campbell, 55, died from complications of COVID-19 on April 16. Campbell is believed to have been exposed while responding to an apartment fire.

The Edison Fire Officers Local 2883 member is remembered for having two passions: the fire service and his family. The two were practically one and the same as he came from a family of fire fighters. His father and his brother were also fire fighters.

Another brother is currently a deputy fire chief in Elizabeth, New Jersey.

A 28-year veteran fire fighter, Campbell always made time for anyone who needed him, serving as a mentor to many.

White Plains, NY Local 274 member Edward Ciocca, 62, was just a few months away from retirement when he was exposed to COVID-19 during an emergency call on March 24. He fought the virus for more than a month before passing away on May 1.

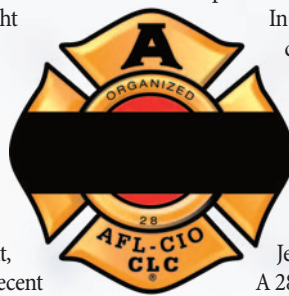
Ciocca was a third-generation fire fighter (his father and grandfather were also fire fighters). Over the course of his 35-year career, he rose to the rank of deputy chief. He is remembered for always being calm whether he was inside a burning building or conducting command operations from the outside. His family and friends say that he was kind to everyone he met.

Just south of White Plains in New Rochelle, where one of the first outbreaks of COVID-19 occurred in the United States, Local 273 member Andrew DiMaggio, 57, who was exposed to the virus on the job, died on May 13.

The 31-year veteran is described by his peers as the kind of fire fighter every other fire fighter strives to be. And as a Westchester County and New York state fire instructor, he served as a mentor to hundreds of aspiring fire fighters over the course of his career.

Philadelphia, PA Local 22 fire fighter Eric Gore, 48, responded to an emergency in May at a residence where he was exposed to a person with COVID-19. He spent one month fighting to recover but died on June 2. "Brother Gore's fellow Local 22 members tell me that he was the kind of fire fighter who never turned away in the face of danger. He was always willing to put himself in harm's way to protect the public," says 4th District Vice President Andrew Pantelis. "In his honor, we must continue to ensure our members have sufficient PPE and that those who are exposed are covered by workers' compensation laws."

Like his brother and late father, Edward, Gore found a home away from home with the fire department. Gore was so respected within the department that he was posthumously promoted to lieutenant. He is remembered by his fellow fire





Andrew DiMaggio
New Rochelle, NY
Local 273



Edward J. Ciocca
White Plains, NY
Local 274



Richard P. Campbell
Edison Fire Officers, NJ
Local 2883



Billy W. Birmingham
Kansas City, MO
Local 42



Eric Gore
Philadelphia, PA
Local 22



Mario Araujo
Chicago, IL
Local 2



Edward Singleton
Chicago, IL
Local 2



Franklin D. Williams
Detroit, MI
Local 344



John Schoffstall
Terre Haute, IN
Local 758



Richard Petras
Cleveland, OH
Local 93



Leroy Lucio
Houston, TX
Local 341



Gerardo Pacheco
Houston, TX
Local 341



Jesus De La Rosa
Weslaco, TX
Local 3207



Anthony Christensen
Naples, FL
Local 2174

AFFILIATE PRESIDENTS: Complete our survey tracker at www.iaff.org/coronavirus to enter data to document exposures among members in your local/fire department. Entering this data gives us a clearer picture of the impact of COVID-19 on our members.



Jose Perez
Los Angeles, CA
Local 112



Tommy Searcy
Houston, TX
Local 341

fighters, family and friends as a quiet, but generous man who would often give money to people in need even when he did not have enough for himself.

On the West Coast, Los Angeles City, CA Local 112 member Jose Perez, 44, tested positive after developing a fever and extreme fatigue following a call to a structure fire in early July. His wife and three children also tested positive soon after.

Perez's fever broke and he was starting to feel better when the fever returned. His condition quickly worsened, and he was admitted to the hospital. The 16-year veteran fire fighter died nine days later on July 25. His wife and children have since recovered.

"As the risk of COVID-19 continues to be an ever-present threat, we must continue to follow every safety protocol possible," says 10th District Vice President Frank Lima. "Brother Perez is a member of my home local, one who you could always depend on to have your back on the fire ground. My thoughts are with his crew, Local 112 and his family and friends during this difficult time."

In Texas, Houston Local 341 member Leroy Lucio, 62, was stationed at the busy Fire Station 103 in the northeastern part of the city when he was exposed to COVID-19. After his diagnosis, his condition became so serious he was hospitalized at a facility in San Antonio. Visitors were not allowed until San Antonio Local 624 — in conjunction with fire department management — provided PPE to the Lucio family so they could safely be at his side before he passed away on July 20.

The 30-year veteran fire fighter is remembered as someone who could always be depended on on the job. He was a family man who enjoyed fixing up his ranch.

Lucio's fellow Local 341 member, Gerardo Pacheco, 50, died from the virus just two weeks later on August 3. Pacheco, a 17-year veteran of the department, spent most of his career in the northside stations and was last assigned to Fire Station 101. As a fire fighter and paramedic, he was known for treating everyone like family. He will be remembered for having a big heart and being the life of the party.

A third Houston Local 341 member, Tommy Searcy, lost his weeks-long battle with COVID-19 on September 8. Searcy, 45, was an 18-year veteran of the department who served most of his career at Fire Station 46 in southeast Houston, but was most recently assigned to Fire Station 67. He is remembered as an exceptional fire fighter and tireless public servant.

On August 8, Weslaco, TX Local 3207 member Jesus "Jesse" De La Rosa, 55, also died from COVID-19. Firefighting was his calling, so he joined the Weslaco Fire Department in 1988. He came to work each shift committed to serving his community. He also took pride in serving as a mentor to his fellow fire fighters. He will also be remembered as a history buff and fisherman.

"I am proud of our San Antonio brothers and sisters and all of our 11th District members who have come together to support our members exposed to this dangerous virus," says 11th District Vice President Sandy McGhee. "My most sincere condolences go out to the Lucio family and also to all those close to Brothers Pacheco, Searcy and De La Rosa during this difficult time."

A crew from Naples, FL Local 2174 that responded to a call at a nursing home were all exposed to a patient with COVID-19. Local 2174 Member Anthony Christensen, 55, was not on the call, but came into contact with the two members who were. The responding members and Christensen all tested positive.

A 22-year veteran fire fighter, Christensen spent one month in the hospital before dying on August 4. He is remembered as being a giant teddy bear, dedicated fire fighter and family man.

The spread of the virus between fire fighters pushed the fire department to develop and follow stricter safety protocols, including in fire stations.

"This virus continues to be a serious threat to our members on calls and at the firehouse," says 12th District Vice President Walt Dix. "Brotherhood means looking out for each other, especially now in these unprecedented times. We must all stay vigilant on and off the job. My heart goes out to the friends and family of Brother Christensen. He will surely be missed by all."

The names of members lost this year to COVID-19 will be etched on the Wall of Honor at the IAFF Fallen Fire Fighter Memorial in Colorado Springs, Colorado, in 2021. ■

Diagnostic tests diagnose an active infection and currently include:

- **Molecular tests** that detect the virus's genetic material in the human body. RT-PCR tests are the most common type of test in this category.
- **Antigen tests** detect specific proteins on the surface of the virus.

Both tests typically use a nasal or throat swab; however, antigen tests are commonly rapid diagnostic tests. While rapid tests may be more desirable, they can be more unreliable than the molecular RT-PCR test. Negative antigen tests should be verified with the molecular RT-PCR test.

- **Antibody (serologic)** blood tests inform an individual whether he/she has been exposed to or has some level of immunity to the virus.

Because the body takes time — from a few days to several weeks — to make antibodies, serologic testing is not effective for identifying those who currently have and may be infectious with the virus. In addition, accuracy of detection is not as high. More research is needed to determine the accuracy and medical application of antibody (serologic) test results for COVID-19 management decisions.

PRIORITIZATION OF VACCINES

More than 150 companies and organizations worldwide are currently working at a rapid pace to identify a vaccine for COVID-19.

Globally, more than 135 possible vaccines are in various phases. As of August 2020, eight vaccines have entered phase 3 trials, which involve large-scale efficacy tests and studies. If determined to be effective, the vaccine is rapidly produced. All new vaccines must follow a multistep approval process, including three trial phases.

While on a fast track, once any or several of these vaccines are deemed safe and effective, hundreds of millions of doses will need to be produced and distributed before the pandemic is considered under control. Meanwhile, the IAFF pushed to make sure fire fighters and EMS personnel are placed at the highest priority along with critical healthcare workers. Furthermore, if fire fighters and EMS personnel are enlisted to assist in any national vaccination program, it's even more critically important for members to have priority status for the vaccine.

However, until a vaccine is widely available, current prevention efforts — universal masking, hand hygiene, social distancing and daily temperature checks with symptom monitoring — are key to mitigation efforts. To protect the safety of members, their families and the public, the IAFF has developed best practices for preventing exposure that include wearing facemasks in the fire station where risk of exposure is high.

For additional information on best practices, visit www.iaff.org/coronavirus.

COVID-19 AND THE FLU

Preparing for the upcoming influenza (or flu) season this fall and winter is especially important while the COVID-19 pandemic remains a public health crisis. The flu season can potentially further drain fire department resources as call volume is likely to increase.

NFPA 1582, Fire Department Infection Control Programs, recommends all fire fighters and emergency responders receive an annual influenza vaccine. Two kinds of flu vaccine are available in the United States — flu shot and nasal-spray flu vaccine.

The IAFF Influenza Fact Sheet, available at www.iaff.org/coronavirus, includes information on the 2020 flu season, prevention and vaccination.

The IAFF also recommends that affiliates take preventative action and work with their fire departments and municipalities to implement an influenza vaccination program. ■

IMPACT OF COVID 19 ON BEHAVIORAL HEALTH

The COVID-19 pandemic has gripped the attention of the world and fundamentally changed every aspect of modern life. The impact on fire fighters, communities and families is likely to have longstanding behavioral health implications.

IAFF members currently face an unprecedented combination of stressors in today's pandemic era: shortages of personal protective equipment (PPE), fear of contracting coronavirus on the job, major disruptions to daily life (including quarantine), community unrest, changing response protocols, a weakened economy, possible fire department layoffs and budget cuts.

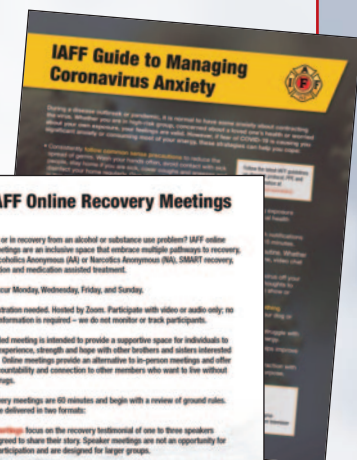
COVID-19 has also resulted in increased rates of anxiety, depression and risk for suicide. The pandemic is associated with high levels of stress, anxiety, fear of contagion, depression and insomnia. While it's too early to know if COVID-19 will lead to a national increase in rates of suicide, experts warn that stress-related psychiatric conditions, including mood and substance use disorders, are associated with suicidal behavior.

To help members cope, the IAFF has produced timely and relevant COVID-19 behavioral health guides that cover extensive topics focusing on members and their families. In addition, the IAFF has established online recovery meetings offered four days a week for brothers and sisters in recovery from addiction. These online recovery meetings help members connect and support one another. Learn more at www.iaff.org/coronavirus/#behavioral-health-resources.

Throughout the COVID-19 pandemic, the IAFF Center of Excellence for Behavioral Health Treatment and Recovery has remained open and fully operational to provide high-quality, compassionate care to members while meeting or exceeding all Centers for Disease Control and Prevention (CDC) recommendations.

And while in-person behavioral health training opportunities are currently suspended, the IAFF has partnered with Advanced Recovery Systems (ARS) to provide free behavioral health webinars on critical topics facing members. Meanwhile, the IAFF Peer Support Training is currently transitioning to fully virtual deliveries, as well as IAFF Resiliency Training, with anticipated delivery for both this fall of 2020 and winter of 2021.

For more behavioral health resources, visit www.iaff.org/coronavirus/#behavioral-health-resources. ■



ACTION STEPS FOR SUCCESSFUL INFLUENZA PREVENTION



- **DISCUSS THE UPCOMING FLU SEASON** with fire department leadership and health and safety officers.
- **SPREAD AWARENESS** about the 2020/2021 flu season through social media and member communications to include influenza education, prevention and vaccination information.
- **KNOW THE SIGNS AND SYMPTOMS** of seasonal flu, how flu spreads, how the flu differs from COVID-19 and why it is important to receive a flu shot (vaccine).
- **COORDINATE WITH YOUR LOCAL OR STATE HEALTH DEPARTMENT** to offer flu vaccines at the fire station to increase participation or provide members with information on where to get the vaccine. ■

THE COVID-19 PANDEMIC ECONOMIC OUTLOOK

Beyond the public health threat that COVID-19 poses, drastic efforts to mitigate the spread of the virus have had dire economic consequences for both the United States and Canada. IAFF members on the frontlines of COVID-19 are well aware that the pandemic has taken an economic toll on municipalities, including fire departments funded by local governments.

Unlike the economic downturn during the 2008 Great Recession, the damaging financial fallout from this pandemic is without precedent as people limit social interactions, businesses temporarily close and place restrictions on service, consumers change their shopping habits, and companies implement hiring freezes, furloughs or lay off workers.

These widespread efforts to contain the virus have slowed taxable economic activity and many local governments are reporting losses of revenue needed to fund fire department operations, including property taxes and sales taxes, leading to anticipated budget shortfalls throughout 2020 and 2021.

COVID-19 AND THE U.S. ECONOMY

According to a report from the Congressional Research Service, over the 17-week period from mid-March to mid-July 2020, 51 million Americans filed for unemployment, raising the national unemployment rate to nearly 15% — the highest since the Great Depression. U.S. municipalities could face a budget deficit of \$555 billion collectively.

In response to this hardship, the IAFF worked with the Federal Reserve and Federal Reserve Chairman Jerome Powell to lower the threshold for eligibility for funds through the Municipal Liquidity Facility to any U.S. city exceeding a population of 250,000 and any county exceeding a population of 500,000. Affiliates in cities and counties meeting this criteria can use these freed-up funds amid the COVID-19 crisis.

The IAFF also urged Congress and worked with a number of federal agencies to provide \$150 billion to state and local governments to cover expenses due to COVID-19 through the CARES Act and the \$100 million in Federal Emergency Management Agency's (FEMA) Assistance to Firefighters COVID 19 Supplemental (AFG-S) grants specifically for fire departments to purchase personal protective equipment (PPE). To date, more than \$44 million has been awarded to departments with an IAFF affiliate (visit www.iaff.org/afg-awards for a complete list).

These efforts by the IAFF have played a big part in keeping fire fighters on the job and in mitigating cuts, and we will continue to stay engaged at the federal level to push for added relief for fire and EMS response.

Meanwhile, many municipalities have not accessed funds authorized through the Disaster Relief Fund (Stafford Act) that allow state and local

governments to be reimbursed up to 100% for emergency protective measures. As of mid-August, only \$1 billion of the \$95 billion has been distributed.

COVID-19 AND THE CANADIAN ECONOMY

Relative to the United States, COVID-19 transmission has progressed at a much slower rate in Canada. Nonetheless, the shuttering of businesses, schools, restaurants, malls and sports leagues has taken a tremendous toll on the Canadian economy.

Federal spending and economic projections related to the government's response to the COVID-19 pandemic show a 2020-2021 deficit of \$343 billion. The total federal debt is forecasted to be \$1.2 trillion by March 2021. This includes \$212 billion in direct COVID-19 support to businesses and individuals and accounted for a projected \$71.1 billion decline in total revenues. In addition, program costs for the Canada

Emergency Wage Subsidy are projected to reach \$82.3 billion, reflecting planned changes to the wage subsidy to stimulate rehiring and provide support to businesses during reopening. Additionally, the government announced \$14 billion for provinces and territories to help them "safely and carefully" reopen their economies over the next six to eight months, including

measures to ensure healthcare and essential workers have access to personal protective equipment (PPE); scale their capacity to conduct testing and contact tracing; and provide municipalities the support needed to address the increased costs associated with COVID-19.

The IAFF lobbied for and the federal government established a Safe Restart Agreement, investing more than \$19 billion over the next six to eight months to aid provinces and territories in their economic recovery.

IMPACT ON AFFILIATES

The COVID-19 economy is already hitting affiliates across the United States and Canada, including Kansas City, KS, Local 64.

In June, the Kansas City Unified Government announced that, due to an anticipated budget shortfall, most city employees would be required to take a 10-day furlough. Fire fighters and other public safety employees were intended to be exempt, but in addition to laying off support staff and staff in the fire prevention office, personnel for a much-needed new fire station are being pulled from other fire stations instead of hiring new

Continued on page 20



COVID-19 ECONOMY RESOURCES

As state, provincial and local governments are feeling the economic impact of the COVID-19 pandemic, many affiliates worry that their jurisdictions may be considering staffing and other cuts. To help affiliates prepare for and respond to potential cuts to staffing, wages and benefits, healthcare coverage and retirement plans, the IAFF has developed a comprehensive toolkit, Preparing for a COVID-19 Economy, with information and resources — as well as an overview of the broader economic impact on members, including U.S. and Canadian resources and grant opportunities, behavioral health resources, pension resources, socio economic data and other guidance for protecting affiliates against possible budget reductions.

Newest updates include:

- Fire/EMS and the Eviction Crisis: How the current COVID-19 economy has affected housing and fire and EMS response.
- Dedicated Funding for Fire Departments: How to run a ballot measure, including information on what a ballot measure is, how to plan a ballot measure and tips for a successful ballot measure campaign.

- COVID Relief Funds Available for Your Fire Department: The Coronavirus Relief Fund Interim Report shows the current distribution of payments allocated to states and local governments.
- Current Market Impacts on State and Local Revenue/Expenses
- Current Market Impacts: Opportunities in a Down Market

Visit www.iaff.org/covid-economy for more information.

Additionally, the IAFF Financial Corporation (IAFF-FC) has numerous educational resources for members, including Protecting Your Finances in a Pandemic and Personal Finance COVID-19 Resources. For members under financial stress, these resources are designed to help prepare for the long-term economic effects of COVID-19 and take steps to strengthen financial health. The IAFF is also conducting monthly financial fitness education on a number of pertinent topics. Visit <https://iaff-fc.com> for more information. ■

Continued from page 19

personnel. Unfortunately, the Kansas City Fire Department is already understaffed and reallocating resources puts additional strain on Local 64 members.

“Moving forward, we will always be looking past the horizon to see what might be coming next,” says Local 64 President J.J. Simma. “In these unprecedented times, it is more important than ever that we stay engaged with our Unified Government, local businesses and the public. They are the ones we must convince to do the right thing for public safety.”

In a survey of affiliate leaders in the United States and Canada on how the COVID-19 pandemic might directly affect their members in terms of hiring freezes, layoffs, furloughs and reductions in overtime hours and health benefits, 40% said hiring freezes had been implemented in their department, 17% reported overtime hours had been eliminated and 11% said their healthcare costs would increase in the near term.

Additionally, several affiliate leaders said they are doing okay now but are nervous about next year and the next budget cycle. Understandably, members worry about how their livelihoods might be changed by COVID-19.

On request, the IAFF has conducted fiscal health assessments (economic distress reports) for affiliates whose jurisdictions may face of funding reductions.

A COVID-19 RECESSION

Many American states have re-opened but have had to later reinstate tough guidelines for businesses and residents as infections soar. With a possible surge in COVID-19 infections this fall as the flu season approaches, this public health crisis is a very fluid situation with few certainties. In terms of its economic repercussions, affiliates need to be prepared for a protracted recovery period lasting through the end of 2021.

The public health crisis will eventually be resolved and normal economic activity will resume. Many localities that were in good financial shape before the pandemic can continue to provide public safety services to communities. Efforts to stimulate the economy amid the pandemic have also helped limit the damage imposed on municipalities, but the total economic price tag of COVID-19 will ultimately depend on when the disease is permanently contained by proper medical interventions. ■

TAKEAWAYS FROM THE 2008 GREAT RECESSION

While the financial fallout from COVID-19 differs in many ways from the Great Recession, history offers some valuable lessons on how to weather financial crises.

In the United States, the economic downturn was the result of a variety of triggers, including failures in financial regulations that allowed banks to grant homebuyers unmanageable mortgage risk. Many municipal governments looked to public safety — including fire departments — to make cuts.

The 2008 recession impacted many affiliates, including Miami, FL Local 587, Hollywood, FL Local 1375 and Vallejo, CA Local 1186.

“We’ve made it a practice to watch the economy, so we know trouble is coming ahead of time,” says past Miami, FL Local 587 President Freddy Delgado. “We knew the city’s 2009 budget was going to come up short, but we made sure to be part of the solution in the hopes of preventing drastic cuts.”

Local 587 leaders sat down with the city to discuss cost-cutting strategies with minimal impacts to public safety. Among the concessions was to forgo the 5% wage increase planned for later that year, as well as service changes. But the city administration determined it wasn’t enough, declaring a financial emergency, a rarely implemented state law allowing administrators to force opening union contracts and imposing sweeping changes on public employee unions, including cuts to pension benefits and pay cuts of up to 12 percent.

Local 587 challenged the financial urgency with the Public Employees Relations Commission (PERC) and in the court system, arguing that the city failed to meet the qualifying criteria outlined in the law, which required the city to show no other reasonable solution to solve its budget issues. After several years of fighting, the case went to the Florida Supreme Court, which ruled that the city must make up for Local 587’s lost wages and benefits.

“The takeaways we had from our experience was to always know the true financial health of our local government, know the laws and ordinances and be prepared for the process to take a long time,” says Delgado. “But most importantly, never give up.”

In Hollywood, Florida, it wasn’t until fiscal year 2011-2012 that the Hollywood City Commission tried to use a financial urgency declaration as a budget shortfall escape hatch. To show good faith, Local 1375 offered concessions, but instead of considering the local’s offerings, the city reduced fire fighter pay by 15%. In addition, the city increased working hours and eliminated overtime pay. The city also held a voter referendum to reduce pension benefits for Hollywood Fire Department new hires. The referendum passed because the city threatened to raise taxes otherwise.

Local 1375 contended Hollywood’s financial woes failed to meet the criteria for the financial urgency declaration. Therefore, affiliate leaders first took the fight to regain wages and benefits to court. After a long litigation process, the local received a favorable ruling from the District Court of Appeals of the State of Florida Fourth District.

“When the recession hit our city, our labor-management relations were strained. Even if you don’t agree on the issues, it is critical that you have open dialogue.”

— Vallejo, CA Local 1186 President Ben Hill

“When you know you’re in for a long battle, my advice is to use resources available through the IAFF,” says Local 1375 President Charles Tullio. “We would not have been able to afford the legal fees without financial assistance from the IAFF Emergency Disputes Fund (EDF). Because of the EDF, we were able to keep fighting.”

Following its legal win, Local 1375 further strengthened its position by working to elect union-friendly city commissioners and by pushing harder during contract negotiations. Because Local 1375 remained steadfast, all benefits have been restored to pre-recession levels and members are no longer receiving reduced wages.

In Vallejo, California, Local 1186 leaders realized right away how important a positive relationship with their local government is.

“When the recession hit our city, our labor-management relations were strained,” says Local 1186 President Ben Hill. “Even if you don’t agree on the issues, it is critical that you have open dialogue.”

At first city officials said the city needed to cut \$1 million from the fire department budget. In good faith, Local 1186 responded by offering a series of cost-cutting concessions totaling \$1.3 million. The city declined them, saying a minimum of \$2 million in cuts were now needed. At that point, Local 1186 knew the city just wasn’t willing to work with them. Eventually, the city declared bankruptcy, resulting in deep cuts to the fire department budget, including the closure of four engine companies and cuts to wages and benefits. Vallejo has only reopened two of the four closed engine companies, while Local 1186 members only recently received increases in wages and benefits, although not to prerecession levels.

“This is going to take time, but we know what we have to do,” says Hill. “We have to cultivate our relationships, generate community goodwill initiatives and to stay in the fight for as long as it takes.” ■

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CONROE, TEXAS



ROGERSVILLE, MISSOURI



SANTA BARBARA, CALIFORNIA



KEITHVILLE, LOUISIANA

Fire Fighter's Cancer Story of Selflessness and Resilience

Steve Dillman, a retired member of Indianapolis, IN Local 416, has been fighting cancer for nearly 20 years. But it never held him back. In fact, he used his experience to help other fire fighters face their own cancer diagnoses and provide cancer prevention education.

His selfless acts did not go unnoticed. The day Dillman was to receive his first infusion treatment in late February, members from Indianapolis (Local 416) and the Greenwood Fire Department, Bargersville Fire Department and White River Township Fire District (all members of Johnson County Local 4252) met him outside the Franciscan Health Care Center in Indianapolis. In all, 153 fire fighters and 19 fire apparatus showed up.

"At first, I thought there had been a horrible incident at the hospital, but then I realized they were all there for me," says Dillman. "It was overwhelming."

While exposure tracing was not part of the Indianapolis Fire Department's standard operating procedures at the time, Dillman believes he was exposed to carcinogens that caused his cancer during a fire in 1985 at a storage warehouse for American Fletcher National Bank. Inside, the microfiche treated with a chemical preservative to keep it dry was burning fast.

When Dillman emerged to exchange his air tank, he could feel burning everywhere he was sweating. It was from the chemicals.

In late 2001, he was diagnosed with prostate cancer, undergoing surgery in 2002. Dillman spent the next five years in remission, but the cancer was back in 2007.

Doctors prescribed radiation treatment. His treatment was nearly done when he started coughing.



To commemorate and celebrate the end of treatment, Dillman's wife, Frosty, commissioned family friend Tina Stoffel, an artist, to paint a picture of the fire fighters outside the hospital. The painting, aptly named "The Brotherhood," now hangs in the Dillmans' sunroom.

PHOTO CREDIT: SCOTT ROBERSON | DAILY JOURNAL

"I could feel something in my throat. Doctors confirmed what I feared; it was throat cancer."

While Dillman continued his treatments to keep his cancer at bay, he knew it was time to talk to other fire fighters about occupational cancer. He became a mentor for the Firefighter Cancer Support Network.

"In that role, I spoke to fire fighters across the country to share my experience in hopes that it would help them take the necessary steps in their own situations," says Dillman. "It is important to have that peer support. You need someone who understands what it is like to go through treatment while being a fire fighter."

With some assistance from Indianapolis Local 416, Dillman has expanded his efforts to help other members fight cancer by conducting cancer prevention courses. ■

Virginia Member Featured on New Competition TV Series

Alexandria, VA Local 2141 member Young An, a nine-year fire fighter veteran, will be a contestant on a new competition series called Tough as Nails.

The show has six male and six female competitors. Each works in a job requiring mental and physical toughness.

The skills learned on the job will help them push through a series of punishing challenges throughout the series. In the end, one of them will be crowned Tough as Nails.

"One challenge we had early on was appropriately called the 'brutal challenge.' For that, we had to do as many burpees as we could for eight minutes," says Local 2141 member Young An. "It was an unforgettable experience."

As they were searching for competitors, the show's creator and host, Phil Keoghan, who has been upfront about his support of unions and the labor movement, contacted the Union Sportsmen's Alliance for assistance. Local 2141 member An and Ironworker Tara Davis joined the list of competitors as a result.

The show began Wednesday, July 8, on CBS. Check local listings. ■



Young An, Alexandria, VA Local 2141



IAFF Welcomes New Locals

The new IAFF affiliates listed below joined the International April through June 2020.

Local 4526

Georgetown County Professional Fire Fighters
President Robert Kosto
28 members
Georgetown County, SC

Local 5261

Paradise Township Fire Fighters
President Cobey Taylor
6 members
Paradise Township, MI

Local 5262

Mauldin Fire Fighters Association
President Arrin Matthews
37 members
Mauldin, SC

Local 5263

New Carlisle Fire Fighters
President Damien Cruz
10 members
New Carlisle, IN

Local 5265

Lower Valley Fire District Professional Fire Fighters
President Ben Gardner
16 members
Fruita, CO

Local 5267

Highland Township Professional Fire Fighters
President Nicholas George
8 members
Highland Township, MI

Local 5268

Colleyville Fire Fighters Association
President Cody Richey
5 members
Colleyville, TX

Local 5269

Sansom Park Professional Fire Fighters Association
President Joshua Hibschman
5 members
Sansom Park, TX

Local 5270

Flagler Beach Professional Fire Fighters
President Morgan Rainey
9 members
Flagler Beach, FL

Local 5271

Irmo Professional Fire Fighters Association
President David Silva
21 members
Irmo, SC

Local 5272

City of Oxford Professional Fire Fighters
President Jeremy Smith
8 members
Oxford, OH

Local 5273

Mexia Professional Fire Fighters Association
President Kyle Hancock
19 members
Mexia, TX

Local 5280

Sable Altura Fire Fighters Local Union
President Chris Gay
5 members
Aurora, CO

Federal Firefighters of Hawaii Win Collective Bargaining Agreement Dispute

A battle over a collective bargaining agreement violation ended in a favorable decision for Federal Firefighters of Hawaii Local F-263 in August.

In 2015, after months of increased overtime costs, the Federal Fire Department of the Navy Region Hawaii was experiencing a \$2 million budget shortfall. To compensate, the department unilaterally implemented the Concept of Operations (CONOPS) measure, which reduced the daily staffing from four fire fighters per apparatus to three. This move was in direct violation of the contract, which calls for four-person minimum staffing.

When the case went to arbitration, the arbitrator ruled in favor of Local F-263 and ordered the Navy to pay the local's legal fees totalling more than \$116,600.

"This is solid work by Local F-263," says 16th District Vice President James Johnson. "I was



Federal Firefighters of Hawaii Local F-263 emerges victorious in arbitration.

proud to recommend and have the IAFF Executive Board approve Emergency Dispute Funds to assist with a portion of the arbitrator's fees."

"This is solid work by Local F-263. I was proud to recommend and have the IAFF Executive Board approve Emergency Dispute Funds to assist with a portion of the arbitrator's fees."

—16th District Vice President James Johnson

"We are very pleased with the arbitrator's decision," says Local F-263 President Reid Shimabukuro. "It's critical that we continue to engage in these disputes to protect the interests of our members."

Over the past 12 years, Federal Firefighters of Hawaii Local F-263 has won every collective bargaining agreement dispute, forcing the Navy Region Hawaii to pay almost \$1 million in total to F-263 members. ■

Colorado Trust Adds Breast Cancer to Covered Occupational Diseases

Fire fighters in Colorado who develop breast cancer are now covered under the Colorado Firefighter Heart and Cancer Benefits Trust. The decision by the Trust's board of directors to add breast cancer to the list of heart and cancer ailments covered came after several months of determined lobbying spearheaded by fire fighter and cancer survivor Tracy Post, with support from the Colorado Professional Fire Fighters (CPFF) and the International.

Post, a member of Westminster, CO Local 2889, developed breast cancer in 2019. While Colorado has had a cancer presumption law since 2007, employers have often bottled up workers' compensation claims in the courts,

Colorado State Division of Insurance and representatives from local state and special district fire agencies. Each entity, including the CPFF, has a representative on a board of directors managing the Trust, which is funded by contributions by state and local employers. However, fire fighters who choose to join the Trust are no longer part of the state workers' compensation program.

CPFF President Mike Frainier, who sits on the Trust's board, says the Trust has been hugely successful and popular among Colorado fire fighters, providing essential benefits in a more efficient manner than with the state's cumbersome workers' compensation process.

"The CPFF and the Chiefs worked hard to put this Trust together. It works really well for our members. Now, thanks to efforts of Tracy Post, fire fighters with breast cancer are included in the trust."

— Colorado Professional Fire Fighters President Mike Frainier

forcing fire fighters with cancer to endure grueling legal maneuvers while also trying to survive their diagnoses.

Post contacted the Colorado Firefighters Heart and Cancer Benefits Trust, created by the state's fire agencies to help offset the financial burdens fire fighters and their families face in the wake of a potentially deadly heart disease or cancer diagnosis. The Trust was established in 2017 when Governor John Hickenlooper signed Senate Bill 17-214 allowing fire departments to sidestep the cumbersome workers' compensation program and join the Trust to receive quality care benefits if fire fighters develop cancer or heart disease.

The Trust was established with input from the CPFF, the Colorado State Fire Chiefs the

"The CPFF and the Chiefs worked hard to put this Trust together. It works really well for our members," says Frainier. "Now, thanks to efforts of Tracy Post, fire fighters with breast cancer are included in the trust."

Previously, the Trust program provided benefits for those suffering from five types of cancer: brain, digestive, genitourinary, hematological and skin cancers. The Trust board ruled in late August of this year that breast cancer would also be included going forward.

"I filed a claim for my cancer and was initially denied by the Trust but was then allowed to appeal and provide in-person testimony," Post says. In her appeal, Post made the case that cancers involving the male reproductive system



Westminster Local 2889 fire fighter and cancer survivor Tracy Post worked to add breast cancer to the list of cancers covered under workers' compensation.

were included in the Trust so it would stand to reason that cancer involving the entire female reproductive system should also be included.

The Trust's ruling to add breast cancer came well after Post underwent a double mastectomy.

"I love being a fire fighter and I know this is the job that was meant for me," says Post, who focused on her recovery, pushing herself at every opportunity. After two surgeries and four rounds of chemotherapy followed by intense rehabilitation, Post was cleared to return to her job on August 2.

While the Trust's decision came too late to provide benefits for Post, she is extremely heartened to know that her efforts will mean that fire fighters can have the peace of mind knowing that if they get breast cancer, the Trust will be there to back them up. ■

Wildfire Season Off to Early Start

A lightning siege producing more than 14,000 lightning strikes in California sparked hundreds of wildfires across the state, burning more than 1.3 million total acres and destroying 1,900 structures, including the homes of at least six IAFF members since mid-August.

Initially, the hot, dry and windy conditions were working against the thousands of IAFF members on the frontlines of these fires. But weather conditions finally broke, bringing lower temperatures and weaker winds, giving fire fighters the chance to stabilize the wildfires and make progress toward containment.

“The magnitude of this fire event put an unprecedented amount of pressure on the shoulders of our members,” says General President Harold Schaitberger. “I immediately authorized the mobilization of our Disaster Response Go-Team members to assess and deliver any resources our members needed.”

Onsite, 10th District Vice President Frank Lima led the team, including 10th District Field Service Representative and Go-Team member Tim Aboudara, 10th District Field Service Representative Steve Gilman, Albuquerque, NM Local 244 President Justin Cheney and IAFF Director of Health and Safety Operational Services Rick Swan. Team members were positioned in the northern, central and southern areas of the state in order to deliver fast relief to the members.

“These fires burning across California, and the magnitude of these multiple fires is unlike anything I have ever seen in my career,” says Lima. “It was critical that we reach out to our members via text, email and face-to-face boots on the ground to remind them that the IAFF Disaster Relief Fund provides immediate financial relief for displaced members and that the IAFF is also here to get them anything else they might need.”

Tracking the fires, the IAFF was able to determine which IAFF members’ homes were in harm’s way.

“Using this information, we reached out to members directly,” says Aboudara. “We advised them that we were available to provide any resources needed and we had the ability to check the status of their homes while they were working the fires and unable to check themselves.”

“This direct contact with our members, especially those on the fire line for an undetermined amount of time, gives them peace of mind as they continue to respond to this extreme fire activity,” says California Professional Firefighters President Brian Rice. “It is an invaluable service to our members.”

The three largest fires include the SCU Lightning Complex (Santa Clara Unit), the LNU Complex (Sonoma-Lake Napa Unit) and the CZU Complex fires (San Mateo-Santa Cruz Unit).

Among those members is CAL FIRE Local 2881 President Tim Edwards. “Our members have been going at it non-stop, so fatigue has really set in,” he says. “But we all remain committed and determined to get the job done.”

Even before the start of these fires, IAFF members were working with a shortage of resources. Inmate crews, which typically assist during the wildfire season, are largely unavailable as many non-violent prisoners were granted early release due to concerns related to the COVID-19 pandemic.

To offset this shortage, Governor Gavin Newsom approved the hire of 858 additional fire fighters. CAL FIRE has committed 96 percent of its resources to these fires. Newsom needed to request more assistance from outside the state. In response, governors from 10 states committed to send additional crews and apparatus.

Fire fighters have the added stress of COVID-19 this year and are concerned about exposure and infecting other fire fighters or their families.

“What weighs heavily on my mind is the long-term impact of surviving the virus,” says CPF President Rice. “On a wildfire, our members’ respiratory systems are compromised. If a member contracts and survives the virus but has permanent damage to the lungs, their career is likely over.”

Monitoring resiliency and fire fighter behavioral health is critical every year, but with the increased number of fires and the threat of COVID-19 compounding the mental load, it’s even more critical.

Los Angeles County Local 1014 President David Gillotte, who is also CPF 7th District Vice President, spearheads the peer support effort for wildfires.

“Members can discuss whatever is weighing on their minds: injuries, trauma processing and home life,” says Gillotte. “The key is to make sure members know it is there and that all conversations will remain confidential.”

As part of the debriefing process when it is time to go home, fire fighters are reminded that resources are still available and are given instructions on how to access them.

At press time, the IAFF was monitoring several new wildfires: the El Dorado, Valley, Creek, Bobcat, Oak and North Complex fires. These fires are primarily located in central and northern California. More than 12 members have reported losing their homes.

Oregon on Fire

Hundreds of Oregon members responded to unprecedented fire activity that wreaked havoc across the state. Dozens of fires burned more than 900,000 acres and hundreds of homes.

“We have seen some pretty rough fire seasons, but this one may be the worst,” says General



10th District Vice President Frank Lima visited the fire camps offering IAFF disaster relief assistance to members in need.



Lane Local 851 members battle the Holiday Farm fire.

PHOTO CREDIT: MARK WALTON

President Harold Schaitberger. “All of our available resources will be put towards providing disaster relief assistance to our members in need.”

The IAFF Disaster Relief Team began monitoring fires along Oregon’s I-5 corridor due to their proximity to IAFF members, including the Alameda Drive, South Obenchain, Riverside, Santiam, Chehalem Mountain, Holiday Farm and Echo Mountain fire.

“Our members are doing an incredible job, working to gain control of a nearly impossible situation,” says 9th District Vice President Ray Rahne. “Our job now is to assist them in any way we can. We will be there for as long as they need us.”

At the time of publication, the IAFF had identified more than 500 members as living in the path of these fires. Working in conjunction with Oregon State Fire Fighters Council (OSFFC), Disaster Relief team members began assessing membership needs.

Meanwhile, OSFFC President Karl Koenig reported that all available members were deployed to fight these fires and remained on the fire line for several days without relief. The biggest immediate need was a solid fire management strategy and help from the federal government and other states.

California sent 24 teams of fire fighters to assist, especially with the Alameda Drive fire where a high number of casualties were feared as many did not heed evacuation orders. In addition, Governor Kate Brown requested federal disaster assistance.

At the same time, in the 7th District, the IAFF was monitoring six wildfires in Washington state and one in Montana where members were potentially at risk. ■

On the Frontlines of the Opioid Crisis

While the world remains consumed by the COVID-19 pandemic, another public health crisis continues to rage. The **opioid epidemic** has ravaged both of our great nations; it's estimated that in the U.S. alone, nearly 130 people die every day from opioid overdose.

The opioid epidemic also affects IAFF members from every angle. Fire service personnel battle this crisis daily on the frontlines of their communities, but fire fighters also suffer — often in silence — their own struggles with pain management, prescription drug use and addiction.

To address the ongoing opioid problem, and with support from the National Institute of Environmental Health Sciences (NIEHS) and the Department of Energy (DOE), the IAFF has launched a new online resource, **Responding**

to the Opioid Epidemic, a

10-segment video and podcast series. The series provides an in-depth understanding of opioid addiction and treatment, addiction treatment considerations for fire fighters and responsible approaches to pain management for fire fighters living with pain. The IAFF is able to provide this critical training with support from the National Institute of Occupational Safety and Health (NIOSH).

The series features stories and experiences from IAFF members living in recovery from opioid addiction, provides best practices for addressing substance use among fire service personnel through comprehensive behavioral health programming and offers tools for EMS



personnel on the frontlines responding to the opioid crisis, including how to increase situational awareness and manage exposure risks and how to cope with compassion fatigue and burnout.

Each segment includes a video and corresponding podcast to provide more in-depth discussion and commentary. Visit www.iaff.org/opioid-epidemic. ■



Adapting HazMat Training in the COVID-19 Environment

As COVID-19 began to spread across the United States and Canada, stay-at-home orders and restricted travel meant canceling or postponing IAFF events, including in-person HazMat training.

The challenge was to find a way for new fire fighters to complete their recruit training and still deliver the training with the same effectiveness — all while also adhering to IAFF safety protocols and recommended federal guidelines.

"We knew that training couldn't stop, even in a pandemic," says General President Harold Schaitberger. "I am very proud of how quickly our incredible staff, instructors and members have adapted during this COVID-19 pandemic."

Using IAFF master instructors living near training sites to avoid travel and hotel stays, and incorporating virtual training where social distancing is not possible, the IAFF was able to provide this critical training.

In Glendale and Mesa, Arizona, recruits were nearing the end of their training and needed certifications signifying proficiency in basic firefighting strategies and ability to meet the standards outlined by the National Fire Protection Agency (NFPA) and Occupational Safety and Health Administration (OSHA) for professional fire fighters.

Fortunately, IAFF master instructors had access to a facility with enough space to ensure social distancing between students. Other precautions included sanitizing, temperature checks and

requiring students to wear masks.

"We also kept class size to no more than 25 students," says IAFF HazMat master instructor and Phoenix, AZ Local 493 member Dan Fonseca. "This also allowed for more focused instruction."

When adequate social distancing isn't possible, Zoom is the IAFF's go-to virtual training platform because of the multiple interactive functions it offers.

In Fairfax County, Virginia, 53 recruits were on an accelerated track to graduate to help with anticipated reductions in staff due to COVID-19. Students were spread among six classrooms with no more than 10 per room, spaced at least 6 feet apart and required to wear facemasks. In addition, temperature checks were taken each morning to monitor for signs of illness. Instructors were in a separate room, speaking to trainees via Zoom.

IAFF master instructor and Fairfax County, VA Local 2068 member Smith "Smitty" Banks says that while training this way is doable, it was an adjustment.

"When we train face to face, it's easier to gauge how well students are absorbing the material," he says. "But with a second instructor to answer questions and using iPads, we were still able to deliver high-quality, effective training."

The practical skills training and evaluation are



New fire fighters receive practical skills training and evaluations in Glendale.

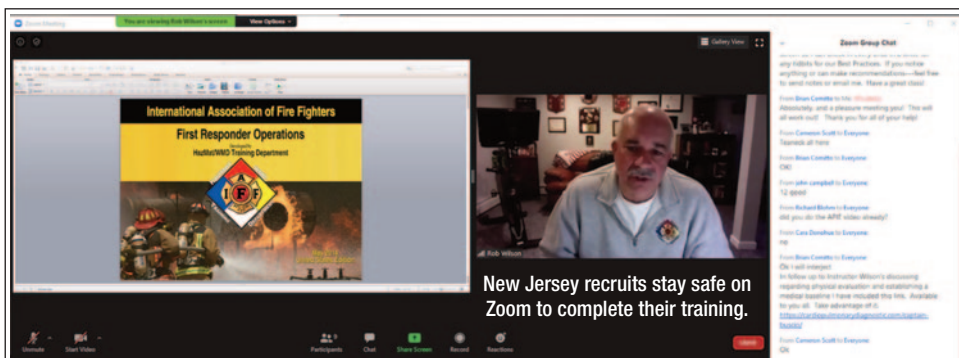
easier to navigate as they are conducted outdoors, with students wearing protective gear.

In New Jersey, new Hackensack recruits needed their Fire Fighter 1 certifications. Instructors and students were unable to be in the same location, but this came with an advantage: instructors could see all recruits simultaneously on Zoom; however, the separation did make the technical piece more difficult.

"Background noise and time delay created some feedback," says IAFF master instructor and Uniformed Fire Officers Association (UFOA) Local 854 member Rob Wilson. "Once we had the technical piece set, the training went very well."

While students were on mute, they were still able to ask questions by raising their hands and sending messages via chat.

The future of IAFF training is still evolving. These initial deliveries have helped the IAFF develop the best strategies to ensure learning opportunities remain available to members. ■



BIDEN-HARRIS: A Winning Ticket for Fire Fighters

While the COVID-19 pandemic has dramatically changed the 2020 presidential election landscape, preventing in-person campaigning and conventions, this year is no different in terms of the IAFF's commitment to support Democratic presidential nominee Joe Biden into November. Together with Senator Kamala Harris (D-CA), Biden's pick for vice president, this ticket creates an administration as close to fire fighters as any this union has ever seen.

"Policy and issues drive our decisions, but we also know that relationships are important to achieving our legislative goals — and our leadership knows we can call Kamala Harris a friend," says General President Harold Schaitberger. "Our country needs a strong leadership team during the unprecedented times in which we find ourselves, and the Biden-Harris ticket is that team."

IAFF leaders have experienced first-hand Harris' commitment to fire fighters and emergency medical personnel.

"When tragedies — like the Borderline shooting — occur, Senator Harris never fails to check in on our members who have responded," says 10th District Vice President Frank Lima. "She has witnessed how tough our job is up close; she joined California Professional Firefighters (CPF) President Brian Rice and me to walk the remains of the devastating Paradise Fire and talk directly to our CAL FIRE members who were first on scene. She cares about our members, and it shows."

With the Biden-Harris ticket in place, IAFF activists and leaders from across the country served as delegates to the Democratic National Convention the week of August 17. While unable to gather in Milwaukee, Wisconsin, as planned, delegates played an essential role in the formal process of nominating the party's presidential ticket. IAFF members from several



United Professional Fire Fighters Association of Connecticut President Pete Carozza conducted the roll call for Connecticut during the Democratic National Convention.

states were elected or appointed as delegates, representing the gold and black during the virtual proceedings.

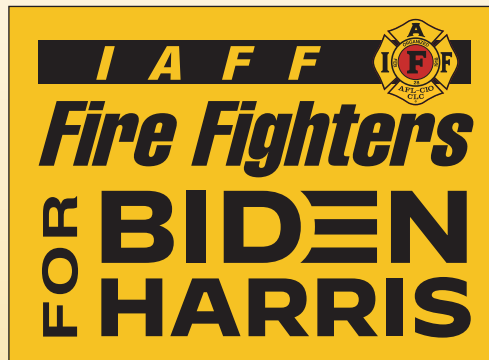
While the national wheels continue to turn, the IAFF has implemented an active campaign that includes speaking to members in key states about Joe Biden. Funded by FIREPAC, our federal PAC made up of voluntary contributions (not member dues), the IAFF is taking the conversation directly to members about why we are involved in presidential politics, our endorsement process, Biden's and Harris' records and how a Biden

administration will benefit IAFF members' lives and livelihoods.

National trends signal a wide potential battlefield. States in play include Nevada, Arizona, Texas, Iowa, Minnesota, Wisconsin, Michigan, Ohio, Florida, Georgia, North Carolina and Pennsylvania.

"Our philosophy remains consistent — we support those who support us, regardless of party," says Schaitberger. "The divisive social issues that separate the parties are not our stock and trade; we focus on the union issues and fire service issues that impact our members' jobs, health, safety and retirement security."

For more on Joe Biden and Kamala Harris and their support for fire fighters, visit FireFightersforBiden.com ■



★ ★ ★ Senator Kamala Harris' Record of Support ★ ★ ★

As Attorney General of California:

- Made public her opposition to so-called pension reform efforts.
- Wrote the legal opinion that helped keep for-profit private contractors from undermining public safety, fire protection and IAFF members in California.

As a United States Senator:

- Plays a significant role on the Senate Homeland Security and Government Affairs Committee in shaping policy affecting the Federal Emergency Management Agency (FEMA) Assistance to Firefighters (AFG) and Staffing for Adequate Fire and Emergency Response (SAFER) grant programs and response to the COVID pandemic.

- Supported the 9/11 Victims' Compensation Fund and the Firefighter Cancer Registry, and is protecting T-Band spectrum and toxic exposure protections.
- Authored the Wildfire Defense Act to provide communities and fire fighters with resources for enhanced planning, preparation and communications tools.
- Supported spending on the COVID response that provided hundreds of millions of dollars for personal protective equipment (PPE) and medical supplies for fire fighters and other first responders, and billions of dollars to reimburse healthcare providers, including EMS agencies, for pandemic-related expenses. ■

Hurricane Laura Disaster Relief

Hurricane Laura made landfall August 27 as a Category 4 storm, wreaking havoc on most of southwestern Louisiana, extending as far west as Beaumont and Port Arthur, Texas. Winds topping 150 miles per hour caused more damage than the expected storm surge and flooding.

In addition to leaving most communities without electricity and phone service for several weeks, the hurricane damaged businesses and homes, including homes belonging to IAFF members. Immediately after the storm, the IAFF was on the ground providing assistance to members in need.

The International received 205 applications for disaster relief and sent crews to make home and property repairs for 88 members living in the disaster zone. Other assistance included behavioral health peer support services.

“We learned a lot from our response to Hurricane Katrina 15 years ago. Today, our disaster relief operations are much more sophisticated,” says General President Harold Schaitberger. “We are able to mobilize quickly to bring disaster relief assistance where it’s needed for as long as it’s needed.” He adds, “Our members have expressed how much they appreciate the personal contact and assistance provided by their union.”

11th District Vice President Sandy McGhee, 12th District Vice President Walt Dix, 14th District Vice President Danny Todd and 16th District Vice President Jim Johnson began coordinating efforts even before the storm hit, sending disaster relief supplies and dispatching work crews to staging locations.

Once the storm passed, the IAFF established command center operations in Crowley, Louisiana, and Beaumont, Texas. On the ground, Professional Fire Fighters Association of Louisiana (PFFALA) President Chad Major, Texas State Association of Fire Fighters (TSAFF) President John Riddle and Disaster Relief Go-Team members Brandon Day (Garland, TX Local 1293), Eric Chudzik (Cape Coral, FL Local 2424), managed on the ground operations while Larry Petrick (Shaker Heights, OH Local 516) and Tim Aboudara (Santa Rosa, CA Local 1401) managed call intake and other logistical and situational analyses virtually.

Work crews were quickly assigned as calls for home repairs came in. Crews were a mix of IAFF members from multiple states and HEART 911, a group of active and retired New York first responders who provide relief in the aftermath of natural disasters.

Even though the high winds rendered many of the cell phone towers temporarily

inoperable, crews were still able to communicate with command operations using IAFF-acquired ATT FirstNet phones with the preemption sim cards.

“Our Lake Charles Local 561 members took on the most damage, but we did have some members impacted from outlying affiliates, including Alexandria Local 540,



Carlyss Local 4802 and Sulphur Local 3765,” says PFFALA President Major, who also served as a work crew member. “It was a busy schedule, but we worked quickly, delivering all assistance over a three-day period.”

“While Texas did not take on as much damage as Louisiana, members from Orange Local 1432, Groves 1905, Port Arthur Local 397, Port Neches Local 3713 and Beaumont Local 399 took a bit of a hit,” says TSAFF President Riddle. “Once service had been provided in our state, we were proud to assist our Louisiana brothers and sisters.”

The National Oceanic and Atmospheric Administration (NOAA) has predicted an above-average number of storms in 2020, making for an extremely active hurricane season. This year is the first on record in which nine tropical storms formed before August and 13 formed before September. The season officially started June 1 and will officially end on November 30. The hurricane threat is potentially more dangerous during the ongoing COVID-19 pandemic as evacuations are significantly hindered due to fears of contracting the virus and worry that rules will break down when giving aid to hurricane-affected areas.

For more information on the IAFF Disaster Relief Fund or to make a donation, visit foundation.iaff.org.



1. Tarps were provided to members whose homes suffered roof damage due to Hurricane Laura’s winds.
2. Hundreds of IAFF members received disaster relief assistance, tree and floodwater removal, roof and window repairs and peer support during the week following Hurricane Laura.
3. Dave Syvret, a member of Southwest Florida Professional Fire Fighters and Paramedics Local 1826, participates in a logistical meeting in preparation to assist members affected by Hurricane Laura.
4. A Heart 911 Team, made up of New York and North Carolina IAFF members and law enforcement, was on the ground in Louisiana for tree removal operations.

“We learned a lot from our response to Hurricane Katrina 15 years ago. Today, our disaster relief operations are much more sophisticated. We are able to mobilize quickly to bring disaster relief assistance where it’s needed for as long as it’s needed. Our members have expressed how much they appreciate the personal contact and assistance provided by their union.”

— General President Harold Schaitberger

As of press time, the IAFF is monitoring Hurricane Sally, which is expected to make landfall in southeastern Louisiana, Mississippi and western Florida as a Category 1, and is prepared to provide disaster relief assistance to members in need. ■

Credentialing: Take Your Career to the Next Level

Credentialing is a career development tool that certifies the professional accomplishments and technical competence of fire and emergency service personnel.

The credentialing process is an opportunity to highlight your professional growth, document strategies for career enhancement and develop and affirm your dedication to proficiency and delivery of all-hazard services to your community.

“This is an opportunity for labor and management to work together on the areas that need improvement, with a common goal of delivering a better service to the community,” says Greensboro, NC Local 947 member Dwayne Church, who went through the process in 2015 and is now a battalion chief.

The credentialing process is offered through the Center for Public Safety Excellence – Commission on Professional Credentialing (CPC). Applicants submit documentation of their practical experience, training and other areas of professional development, which is then reviewed by a panel of peers.

Five designations are offered: Fire Officer (FO), Chief Fire Officer (CFO), Chief EMS Officer (CEMSO), Chief Training Officer (CTO) and Fire Marshal (FM).

“Fire officer is a great place to start,” says Bozeman, MT Local 613 President Jared Ridgeway, a fire captain with an FO designation. “We have a chief who has earned several of the

designations and encourages all of us to apply for FO.”

Departments can encourage fire fighters to get credentialed by paying for the application process and even adding the incentive to contract language. During the promotion process, credentialing helps both the fire fighter seeking promotion and management.

“Being credentialed demonstrates what you have accomplished over the course of your career,” says Rockford, IL Local 413 member Slade Berry. Berry was a lieutenant when he received the FO designation and has since been promoted to district chief.

The credentialing application process asks for documentation on academic achievements and practical experience, contributions to the industry (e.g., professional articles, community service, teaching), special achievements (awards), professional memberships and affiliations.

“Before you embark on the process, it is a good idea to plan ahead,” advises Ridgeway. “Take a look at the application to get an idea of the information and documentation you will need to provide. You will also need to know if



Slade Berry



Dwayne Church



Jared Ridgeway

there’s anything you still need to accomplish in order to successfully complete the credentialing process.”

Applicants should also be prepared to devote a considerable amount of time to this process.

“It’s not an application that can be done in a day,” says Church. “The strategy that worked for me was to set goals for when I would have each piece of it complete. When you are done, you really do feel a sense of accomplishment.”

“The process is not easy,” agrees Berry. “But it is worth it if you want to take an objective look at your career and set high goals for yourself.”

Within the IAFF membership, there are 304 Fire Officers, 438 Chief Fire Officers, 63 Fire Marshals, 44 Chief Training Officers and 35 Chief EMS Officers.

The IAFF has developed a resource tool, Credentialing From a Labor Perspective: Facts for IAFF Affiliates, available on the IAFF website under Education and Training. ■

Ready to Remodel? Start Here!

Starting a home renovation is exciting, but like any big life decision, it’s important to pause and make sure it’s the right big life decision.

The Right Time to Remodel

If you’re unemployed, providing full-time care for a loved one or expecting to pay college tuition soon, the timing for a home remodel probably isn’t right. Be sure to make an honest assessment of your finances, too. Taking out a home improvement loan if you’re carrying \$50,000 in high-interest credit card debt might not be a good idea.

If the timing and money are right, the next step is to list your must haves and maybes. This list covers what you need and what you’d like to have. Once the list is complete, it’s time to crunch the numbers.

How Much to Spend on a Home Renovation

The scale of your renovation should be dictated by the scale of your home. According to **Home Advisor**, the typical home remodel is between

\$18,403 and \$75,947, a rough reflection of differences in square footage among surveyed properties.

A good rule of thumb is don’t spend more improving a room than its value as a percentage of your home’s value. Consider the two most popular rooms for renovation:

- **Kitchen.** A kitchen usually represents anywhere from 5%–15% of a home’s total value. For a \$400,000 home, spend between \$20,000 and \$60,000 on upgrades.

- **Bathroom.** To revamp the bathroom, your budget should be 3%–7% of total value. Spend between \$12,000 to \$28,000 on the renovation in a home valued at \$400,000.

Contact at least three contractors for bids, including the must haves and maybes, in your request for proposals. Compare carefully. The lowest bid may not be the best choice. If the bids are too high, trim some of your maybes. Once you’re satisfied with your contractor, set your renovation schedule.



What Else You Need to Know

Be sure you know your home’s value relative to homes in your neighborhood. If your home is more expensive than most nearby homes, remodeling may be a bad investment. Upgrades won’t increase your home’s value because appraisers rely on the sale prices of surrounding properties (called comparables or comps) to determine worth. Enjoy your soapstone countertops if you really want them, but you’re unlikely to recoup the cost.

Finally, be prepared to go over budget. Include a contingency fund of 10%–20% of the total projected cost to pay for unforeseen expenditures.

Home Improvement Loans

If you don’t have the cash to remodel, CrossCountry Mortgage offers several renovation loans. Contact the IAFF-dedicated mortgage team today to see which loan product is right for you. Visit IAFFccmhomeloan.com for more information. ■

Fit to Thrive: An Innovative Charge to Change Fire Fighters' Health Behaviors

The health and safety of our members is the IAFF's number-one priority — your union is committed to helping improve members' health and wellness and minimize injuries and chronic disease.

The evidence is clear. Regular exercise can help improve physical, psychological and social well-being, and is recommended as one of the first steps for treating and preventing chronic conditions afflicting too many fire fighters, including cardiovascular disease, diabetes, cancer, musculoskeletal injury, depression, post-traumatic stress disorder (PTSD), obesity and sleep disorders.

However, education and mandated fitness programs are not the answer. Emerging evidence highlights the need for behavioral solutions to improve the physical activity habits of fire fighters. In other words, to improve your physical, psychological and social well-being, your attitudes, interests,

choices and actions — as well as the organizational culture of your department — must all be considered.



The IAFF is leading an innovative charge to improve fire fighter health and wellness by launching the FIT TO THRIVE program.

Conceived as an extension of the IAFF/IAFC Wellness-Fitness Initiative (WFI) and the IAFF/IAFC Peer Fitness Trainer (PFT) program, FIT TO THRIVE is designed to help more fire fighters be more active more often so they can experience the benefits of regular exercise. FIT TO THRIVE is comprehensive, collaborative (jointly supported by labor and

management), inclusive (non-punitive and accommodating to diverse needs), accessible (readily available to any member and department) and focused on behavior change.

This program will include resources and best practice guidelines to address the needs of locals across the United States and Canada. It will be structured to help affiliates assess members' behaviors (e.g., abilities, opportunities, motivation), provide access to interventions to change members' behaviors (e.g., education, training and incentives) and include draft policies for implementing these interventions.

In addition, the IAFF hopes to create a FIT TO THRIVE community through workshops (in-person and online options), training courses, challenges and incentives. Look for the first FIT TO THRIVE resources in early 2021. ■

IAFF Nutrition Campaign: Creating Healthy Habits for Long-Term Health

The COVID-19 pandemic is affecting every aspect of our members' lives, and health and resilience are at the forefront with increased demands both on duty and at home. Exercise, good nutrition and stress management are all critical for fire fighters and emergency medical personnel to stay well and continue to be able to protect their communities.

Given the added stress during these challenging times, the IAFF has continued to provide resources to support the health and resilience of our members, including expanding the IAFF Fire Fighter Nutrition campaign to include movement, nutrition, wellness, resilience, sleep and many other topics.

Collaborating with other health and wellness subject matter experts, in May, the nutrition campaign featured interviews with IAFF Peer Fitness and Fire Ground Survival master instructors, a behavioral health specialist, the founder of Performance Redefined and a preventative medical physician from one of the Wellness-Fitness Initiative (WFI) Task Force cities.

Visit the IAFF COVID-19 resource page at www.iaff.org/coronavirus (under Exercise, Nutrition and Resilience) to watch these video interviews.

The healthy habits nutrition challenge — introduced in September — focused on how to

create meaningful goals and work on one habit at a time to help commit to healthy lifestyle changes. Each week, the campaign featured a specific healthy eating habit: track your food; eat mostly whole, real food; add in nutrient dense foods vs. focusing on foods you can't have; and stay consistent and recognize the impact your habits have on long-term health. Visit www.iaff.org/nutrition for more information on this and other challenges, downloadable resource guides, informational videos and infographics to share on social media.

New campaigns begin each quarter. Join the IAFF Nutrition Facebook group at www.facebook.com/groups/IAFFNutrition/ to stay connected and improve your health and wellness. This IAFF Nutrition Facebook group is the main source of communication featuring resources, updates and Facebook Live videos to help participants achieve their goals.

Visit www.iaff.org/nutrition for more information.

The IAFF Fire Fighter Nutrition campaign, launched in January 2020, is designed to bring awareness to the importance of nutrition and its role in fire fighter health. The goal is to



engage members in creating and maintaining healthy eating habits that support fire fighter training, work demands, fitness goals and long-term health.

The first challenge — 30 Days of Real Food — helped participants dial up their nutrition and focus only on foods that help them perform at their best every day and connect with others participating in the challenge. ■

MDA Fill the Boot Campaign Goes Virtual Amid COVID-19

No aspect of society has been left untouched by COVID-19, including charitable organizations. In the course of just a few weeks, the pandemic upended IAFF affiliates' ability to hold traditional Fill the Boot campaigns in support of the Muscular Dystrophy Association (MDA) — efforts that help provide critical needs for those with neuromuscular disease.

As MDA's largest national sponsor, IAFF affiliates raise more than \$20 million annually through Fill the Boot programs to help fund research for new treatments and cures and summer camps for children with muscular dystrophy, ALS and neuromuscular diseases, among other services.

Like so many programs and services moving to virtual platforms during COVID-19, the IAFF and MDA have launched a Virtual Fill the Boot campaign to help affiliates continue to support MDA while still adhering to social distancing and other safety guidelines.



“For six decades, IAFF members have been at intersections across America with their fire boots to collect donations for MDA,” says General President Schaitberger. “But the COVID-19 pandemic and social distancing make that an impossibility. Virtual Fill the Boot allows our members to continue to support MDA and its vital mission.”

The biggest challenge was to make sure the new virtual program recreated the energy and enthusiasm for Fill the Boot that is so essential for gathering donations.

With that in mind, the new Virtual Fill the Boot gives affiliates everything needed to promote and conduct an online fundraising drive in their communities. In addition to developing a robust online giving platform making it simple to collect donations, the fundraising portal also makes it easy for affiliates to conduct creative campaigns that bring an entirely new dimension to Fill the Boot. The IAFF and MDA also developed a Virtual Fill the Boot toolkit for affiliates that includes templates for press releases and social

media posts, digital images and video public service announcements, as well as tips on how best to engage members and the public and boost donations.

“We provided these tools to help locals, along with their regional MDA coordinators, get their campaigns going and succeed in fundraising,” says IAFF National MDA Coordinator Roger Lopez.

“For six decades, IAFF members have been at intersections across America with their fire boots to collect donations for MDA, but the COVID-19 pandemic and social distancing make that an impossibility. Virtual Fill the Boot allows our members to continue to support MDA and its vital mission.”

— General President Harold Schaitberger

MDC Takes Fill the Boot Campaign Virtual

While the COVID-19 pandemic has cancelled countless events and initiatives in the past six months, the need to support Canadians affected by neuromuscular disorders hasn't changed.

Muscular Dystrophy Canada (MDC), which counts on a 65-plus-year relationship with Canadian fire fighters, is asking Canadian locals to take their fundraising initiatives online this year and Fill the Boot virtually.

MDC's virtual #filltheboot campaign (www.filltheboot.ca) has already raised more than \$30,000. IAFF locals and members can register and promote their own virtual fundraising campaigns.

“We're asking our IAFF friends to visit our website and sign up to help us raise critical funds so we can continue to support the thousands of Canadians impacted,” says Pam Musgrave, MDC's Director of Revenue Development, Fire Fighter Strategy.

“COVID-19 may have cancelled many of our fundraising events, but the needs of our



Owen McGonigal, special friend of Muscular Dystrophy Canada, helped launch MDC's virtual Fill the Boot campaign on May 5 with members of London, ON Local 142.

clients can't be cancelled, so we need you, our dedicated fire fighters, now more than ever.”

MDC has numerous events planned for this fall, including with a Virtual #Walk4MD and a Virtual Highrise Challenge, where fire fighters and other supporters can compete in a virtual one-hour stair climb. Participants are encouraged to share photos and videos

online to promote their climb in advance. For information on how to participate, visit www.filltheboot.ca.

On September 27, the 66th anniversary of MDC's founding, the organization also celebrated Fire Fighter Appreciation Day.

Each year, locals across Canada tap into the generosity of their communities and raise more than \$1 million for MDC through various fundraisers, which in the past have included roadside boot tolls, rooftop campouts, ladder sits, truck pulls and golf tournaments.

Support from fire fighters allows MDC to play a critical role in informing and supporting members of the neuromuscular community. MDC's essential programs and services include equipment to improve daily life, family and caregiver retreats to build community connections and emotional and educational support.

MDC is also funding promising research for a cure and advocating for medications, treatments and clinical trials to be available to all Canadians impacted by a neuromuscular disorder. ■

“While it’s unlikely fundraising will bring in the average annual total of \$20 million, the interest among IAFF affiliates and their determination to help MDA are beyond expectations.” — Roger Lopez, IAFF National MDA Coordinator

Affiliates have readily embraced the Virtual Fill the Boot concept, with many local campaigns already underway and still others in various stages of planning.

“While it’s unlikely fundraising will bring in the average annual total of \$20 million, the interest among IAFF affiliates and their determination to help MDA are beyond expectations,” says Lopez. The fundraising goal from virtual campaigns is \$1 million, and early reports from affiliates that have launched virtual campaigns this summer are extremely positive, with many taking a fun and creative approach to collect donations. As of press time, total raised is more than \$525,000.

Covington, KY Local 38 President Ben Wasson says, “COVID-19 is rough on us all, but we are figuring it out because our friends at MDA are counting on us.” Wasson landed an interview with local radio station 105.1 FM, which helped spread the word about Local 38’s Virtual Fill the Boot program and boost donations.

In just one week after kicking off its campaign, Akron, OH Local 330 raised more than \$1,100 for MDA. Local 330 members are eager to support Fill the Boot, a strong tradition embraced by past President Russ Brode, who passed away in early 2020 from cancer.

“I’m just happy we can be involved this year in some way,” says Kevin Gostkowski, who became Local 330 president this year. “MDA was always a big deal for Russ and we really want to have a good showing for him this year.”

The Colorado Professional Fire Fighters Association (CPFF) has an ambitious goal for 2020, issuing a statewide challenge to raise \$1 million. “We realize it will be hard to match what we have raised in previous years, but why not start where we left off and see what happens?” says CPFF President Michael Frainier.

CPFF is off to a good start, raising more than \$24,000 in just the first few weeks. KOA-TV in Denver is running a CPFF-produced 30-second public service announcement promoting the Virtual Fill the Boot campaign during Colorado Rockies baseball games.

With approval from the city, residents in Castle Rock, Colorado, will see information about Local 4116’s Virtual Fill the Boot

campaign in their water bills. A QR code directs residents and businesses to Local 4116’s Virtual Fill the Boot campaign.

“We went with this QR code approach because so many of our fellow citizens are struggling financially right now,” says Local 4116 President Matt Osborn, noting that some members expressed discomfort asking for donations face-to-face under such circumstances.

Other affiliates are in planning stages of launching their Virtual Fill the Boot campaigns.

Jimmy Chaw, a member of Bolingbrook, IL Local 3005 and its MDA coordinator, is eager to make the most of the Virtual Fill the Boot. In a bid to energize members and boost community engagement, Chaw is planning a livestreamed, 24-hour treadmill run. While still working through the particulars, the plan is to have 12 to 14 runners on three treadmills. Chaw is working with a local gym and supplier to get the treadmills. The event is scheduled for mid-October.

President of Albuquerque, NM Local 244 Justin Cheney is also getting creative in an

effort to match the strength of previous Fill the Boot campaigns, though he admits it has been a struggle.

“We have a lot of talented people around the firehouse, one of whom used to be in the film industry, so we have produced a great video showcasing our members’ commitment and enthusiasm for MDA,” Cheney says. The local also plans to use an antique firetruck to drive around town displaying banners promoting the Virtual Fill the Boost campaign.

“Our members know this year it will be a little harder to raise the kind of funds we have

in previous years, but they know what this means for MDA and they are eager to engage with the community in any way they can to support this worthy cause,” says Cheney.

CAL FIRE Local 2881 has begun producing several videos with personal appeals from members to support its Virtual Fill the Boot campaign. CAL FIRE Local 2881 President Tim Edwards says, “Members from border to border in California are energized and determined to match or beat previous year donations, COVID-19 be damned.”



MDA Telethon Returns for 2020

MDA is refreshing its legendary Jerry Lewis MDA Telethon with actor/comedian Kevin Hart joining as the host. The **MDA Kevin Hart Kids Telethon** will be a two-hour special airing globally on Saturday, October 24, 2020, at 8:00 p.m. ET (streaming partners to be announced), giving audiences the opportunity to support the essential work of MDA. The IAFF has had an important role in the MDA Telethon of year’s past and will have a moment to shine on the return of this iconic experience as well. “As we continue to the Fill the Boot for MDA, we are excited to be a part of this event,” says General President Harold Schaitberger. ■

That same level of energy is happening to the north in Anchorage, Alaska, where dedication to MDA Fill the Boot is understood to all members from their first day on shift. This year they, too, are taking their campaign 100 percent virtual.

“We are trying to do what we can in a very weird time for everyone,” says Anchorage Local 1264 President Mike Stumbaugh. “The buy-in for Fill the Boot has always been there for all Alaska locals from the very beginning.”

As of late August, Local 1264 members had raised about \$15,000, a fraction of what they raise in a normal year, though President Stumbaugh says members are determined to stick with it and reach out to as many Alaskans as they possibly can for donations.

Fairfax County, VA Local 2068 is delaying the kick-off of its historically successful Fill the Boot drive until October, maintaining a distant but realistic hope that members can at least conduct a modest amount of street corner collecting wearing personal protective equipment (PPE). In years past, Local 2068 has held its Fill the Boot drive over Labor Day weekend.

“We are going to make a game time decision on this,” says Joel Kobersteen, MDA coordinator for Local 2068. “I’m not sure roadside collection will be in the cards, but I know that we intend to go virtual for all of October. I guarantee that we will do everything we can to raise donations for MDA.” ■





In the midst of protecting their communities during the COVID-19 pandemic, locals across Canada are fighting for the frontline resources they need to keep their communities safe, as well as fighting back against bold new attacks on union rights.

The IAFF Canadian office and Canadian district vice presidents are helping local and provincial affiliates facing dwindling frontline resources, station closures or vicious legislation designed to weaken union strength.

In Alberta, the United Conservative Party government in early July introduced Bill 32, the Restoring Balance in Alberta's Workplaces Act — probably the most regressive, anti-union and anti-worker legislation ever introduced in Canada.

The legislation proposes a raft of provisions squarely designed to undermine unions, including cumbersome financial disclosure requirements, restrictions on the use of union dues, allowing members to opt out of paying a portion of their dues and tilting the arbitration in favour of employers. The province is also proposing to retract presumptive coverage for post-traumatic stress injuries that's been in place since 2012.

Alberta Fire Fighters Association (AFFA) President Brad Readman says the AFFA has a long, proud history of standing up for its members and will continue to do so in the face of legislation that is clearly designed to destabilize unions and silence the government's critics.

"We will continue to fight for what is legally permissible under Canadian Charter of Rights and Freedoms for our affiliates and their members," he says, adding that a strong challenge is required over concerns the draconian legislation could serve as a template for other right-wing provincial governments in Canada.

In Saint John, New Brunswick, a city of 70,000 with a large industrial base that includes Canada's largest oil refinery and the country's only liquid natural gas (LNG) terminal, Local 771 is fighting a new round of cuts, including a planned station closure in a busy north-end neighbourhood.

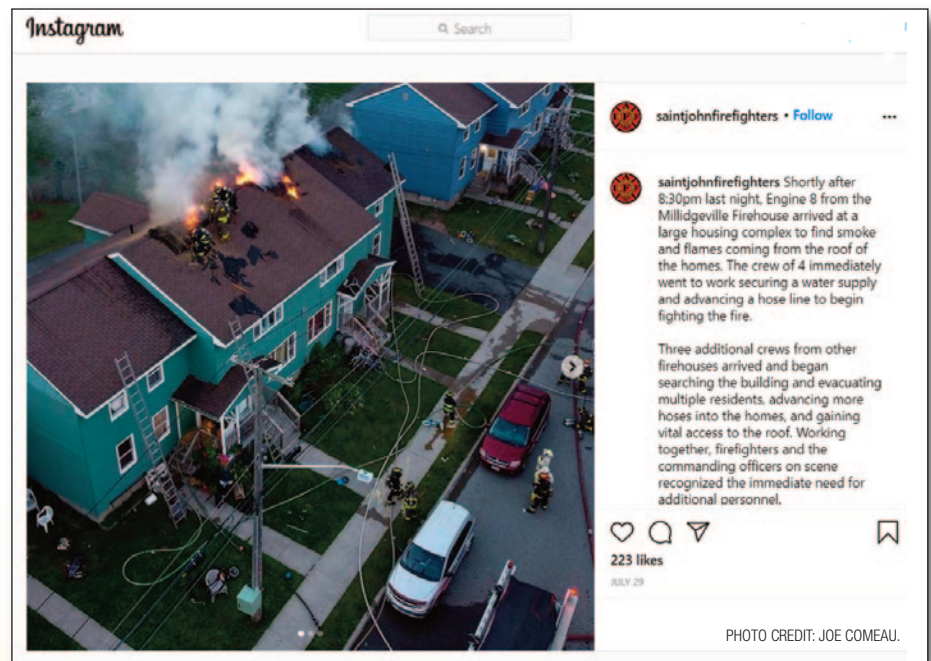
In May, the local issued a public safety warning after the city reduced the number of personnel on duty. Citing budget pressures, the city then decided to close a full-time fire hall in the community of Millidgeville, home to an un-sprinklered 185-unit condo tower, two nursing homes, three schools, the Saint John Regional Hospital and a large call centre.

The closure, effective by December 31 at the latest, will cost at least 12 fire fighters their jobs, but the local is concerned more cuts are coming after a consultant report — that looked only at costs — recommended cutting 30 to 40 fire fighters.

"We don't know if it will go that deep, but it's hanging over our heads right now," says Local 771 President Craig Melvin. "It's really only based on saving money; that's it. There's been no risk assessment or fire service review, and that's what we're pushing for."

have seen booming residential and commercial growth, but whose fire departments have failed to keep pace. This summer, the province experienced several large and dangerous fires, including multi-unit townhouse fires in Richmond Hill, Hamilton and Oakville, and an explosion that injured three members of Scugog Local 4679.

In a July 31 media release, the Ontario Professional Fire Fighters Association (OPFFA) urged Ontarians to practise fire safety in light of a sharp increase in fire fatalities in 2020, an



Saint John, NB Local 771 is using social media to inform citizens how fire department cuts will impact public safety.

Local 771 has effectively used social media to highlight the number of emergency calls in the affected area, emphasizing how vital its crews and apparatus are to a fast, effective response.

In early August, Charlottetown, PEI Local 5219 President Spencer Waite took to the media to warn the public about chronic understaffing in the city of 36,000, which hasn't seen an increase in staffing since 2008, while call volumes have doubled in the last 10 years.

The city never has four fire fighters on duty. On weekends and evenings, only one full-time fire fighter is on duty in the city's downtown fire station. "Obviously, that gives us grave concern because during that time period, what can one fire fighter do?" Waite asked in the media.

In Ontario, numerous locals are fighting for additional resources in communities that

"It's really only based on saving money; that's it. There's been no risk assessment or fire service review, and that's what we're pushing for."

— Craig Melvin, Saint John, NB Local 771

average of almost 10 per month.

"Fire fighters would like to see Ontarians work together to be fire safe and to turn around the tragic trend we have seen so far this year," says OPFFA President Carmen Santoro. "Fire fighters are ready to respond when fires occur, but the safest and best scenario is always when a fire can be prevented in the first place." ■

New Law Protects Rhode Island Members Disabled by Cancer

Following successful lobbying efforts by the Rhode Island State Association of Fire Fighters (RISAFF), state legislators have passed a law guaranteeing accidental disability benefits to fire fighters who can no longer work due to cancer complications.

“Our Rhode Island State Association of Fire Fighters team did an incredible job fighting to pass this law to protect our members with cancer,” says General President Harold Schaitberger. “It is one of the best presumptive laws I have seen to date.”

“On the job, our members are exposed to cancer-causing agents every day. This law takes away the burden of proving exactly which call

caused their cancer,” says RISAFF President Joe Andriole. “I want to especially thank our lobbyist, Paul Valetta, a retired Cranston Local 1363 member, and our state legislators for supporting and passing this important legislation.”

If a fire fighter is diagnosed with a cancer but is expected to be treated and return to work, he or she is covered under workers’ compensation. However, if a fire fighter is unable to return to work due to complications from cancer, he or she must apply for accidental disability benefits through the pension system.

A law was passed in 1986 protecting fire fighters in case of disability-causing cancer, but

it required Rhode Island members to prove where they were exposed to cancer-causing carcinogens.

Connecting cancer to a specific emergency call is nearly impossible, and the RISAFF made it a legislative priority to remove that burden of proof. Lobbyist Valetta and the RISAFF team worked hard to gain the support of state legislators to pass this legislation.

This new law creates a presumption that the cancer occurred due to on-the-job exposure. Rhode Island members who need this benefit will no longer have to provide proof of exposure. ■

IAFF Retirees: Get Ready for 2021 Open Enrollment

The IAFF Financial Corporation (IAFF-FC) has teamed up with Aetna to offer Medicare plans to IAFF retirees and their spouses. New participants can sign up through December 4, 2020, for any of the four Aetna Medicare Advantage PPO plan options. And for 2021, plans have even better pricing, with lower premiums and deductibles.

Four plans give you access to many benefits and programs, all at no extra cost. Aetna offers:

- Medical, prescription drug, hearing and vision coverage
- SilverSneakers fitness benefits
- Resources For Living™ program to connect you with local resources

- Care advocates who can help you manage complex conditions or behavioral health issues
- Nurses to talk to 24/7
- Health and wellness programs

All four Medicare Advantage PPO plans have an extended service area (ESA). This means you can see any licensed provider eligible to receive Medicare payment who is willing to accept your Aetna plan. Aetna has a large, nationwide network of providers, but you’ll pay the same cost whether your doctor is in or out of network.

New plans begin on January 1, 2021. If you have Medicare coverage through a former employer or a trust, check with your benefits team to see if an

Aetna Medicare Advantage plan is an option for you.

Find out more about our Aetna Medicare Advantage PPO plans:

- Go to [IAFF-FC.AetnaMedicare.com](https://iaff-fc.com) to see full plan details.
- Attend an IAFF-FC webinar to learn more about the plans. Webinars are offered every other Thursday. To register, go to <https://iaff-fc.com>.
- Talk to a member services advocate at 1-866-246-8039 (TTY: 711), Monday–Friday, 8:00 a.m.–6:00 p.m. (ET). ■



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NFORS Exposure Tracker Now Includes COVID-19

The National Fire Operations Reporting System (NFORS) Exposure Tracker mobile app, which allows fire fighters to document their physical and behavioral health exposures, now includes exposure tracking for COVID-19 and personal protective equipment (PPE) use.

This personal database — or career exposure diary — provides a detailed history of a fire fighter's work and exposures in a private, encrypted, secure online environment.

The NFORS mobile app data is being allowed by municipal risk pools to document occupational exposures for fire fighter cancer and behavioral health claims, since evidence of exposure is required to support those claims and reduce the burden of out-of-pocket costs when a claim is denied. Fire fighters can document the nature of the incident, presence of smoke, fire and flames, soot and other information, including on-scene decontamination and gear cleaning, after a call. In addition, the behavioral health module securely documents traumatic event exposures for life.

Bryan Jeffries, president of the Professional Fire Fighters of Arizona and a cancer survivor, says, "The hope is that this data is never used, but if the need arises, each fire fighter will be better prepared."

Workers' compensation laws are designed to give employees certainty regarding compensation for their work-related claims, but occupational cancer claims are more complicated. Often, due to short

time frames, many cancer claims are initially denied based on limited, preliminary investigation in order to allow the claim to be fully evaluated. On-the-job exposure documentation is key to timely claim evaluation.

Studies have shown evidence of higher risks of cancers among fire fighters. As a result, 41 U.S. states have enacted presumptive legislation recognizing certain cancers as occupational diseases among fire fighters. Although these legislative efforts are intended to provide a safety net for fire fighters who have contracted work-related cancers, protection is not automatically guaranteed. Most presumptive laws require careful documentation of an exposure or repeated exposures to carcinogenic contaminated environments. This can be a very difficult process, sometimes requiring a physical review of previous career journals to document each potential incident and exposure.

"Easing the documentation process is why the NFORS Exposure Tracker was developed," says Dr. Lori Moore-Merrell of the International Public Safety Data Institute (IPSDI). "The NFORS mobile app brings transparency to the claim process and decreases the likelihood of fraudulent activity."

The IAFF encourages affiliate leaders to contact their local or state workers' compensation risk

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pools about the NFORS Exposure Tracker. Many state risk pools are willing to fund NFORS for fire departments to help ensure fire fighters have access to the NFORS Exposure Tracker.

NFORS uses technology to capture data from computer aided dispatch (CAD) systems or records management systems (RMS) and then analyzes that data to provide operational insights for chief officers and the rank and file. NFORS Analytics then connects individual incident data from the CAD/RMS directly to the NFORS Exposure Tracker app in each responder's phone.

NFORS Analytics is a fire service analytical system and the most comprehensive way to get accurate and real-time information to help fire service leaders ensure adequate fire resources; optimize fire operations; reduce fire fighter injury and death; minimize civilian injury and death; and minimize property loss. The app also gives fire fighters the opportunity to contribute data to national fire fighter cancer registry, COVID-19 and PPE research.

Download the NFORS Exposure Tracker FREE in Google Play and Apple app stores. For more information, contact Dr. Moore-Merrell at Lori@ipsdi.org. ■



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¹The issuing insurance company guarantees fixed index annuities.

²Withdrawals are subject to ordinary income tax and, if made before age 59½, may be subject to a 10% penalty tax.

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ALASKA L1264 Anchorage — Thomas Wescott, **L1324 Fairbanks** — Kenneth Mayfield, Sean White
ALBERTA L0209 Edmonton Fire Fighters Union — Gary Allan, Mario Arrotta, Shirley Benson, Paul Burgess, Pierre Cardon, Dale Carleton, Robert Cavell, Daryl Chipchura, Sean Desmarais, Brian Dewan, Tim Famulak, Gary Freeman, Murray Goodwin, Robert Grimes, Donald Grover, Kim Grummett, Bob Gwartney, Douglas Hamilton, Brian Hermanutz, Darren Hickey, Mark Keates, David Langford, Rod MacDonald, Douglas MacDonald, Gregg Menard, Patrick Morrison, Christine Patterson, Wesley Schimpf, Wade Simmonds, Michel Szvajkowski, Robert Taron, Susan Trautman, Grant Truckey, Ian Waddell, **L0255 Calgary** — Tim Free, Ken Howell, Edward McGregor, Frank Ostrow, Kevin Reece, Gregg Turik, Christopher Ward, **L4794 Rocky View County Fire Fighters Union** — Roger Pike, Tyler Scott

ARIZONA L0479 Tucson — William Bathe, Thomas Carpenter, Debra Carrasco, Michael Carreon, Gianna Garry, David Stefanovich, **L0493 Phoenix** — Dayna Adams, Trent Adams, Marco Albo, Mark Angle, Curtis Arredondo, David Baca, Kevin Bailey, James Bailey, Charles Baker, Rickie Barte, Gayland Bass, Brian Bateman, Richard Bednarski, Robert Blylock, Russell Bovee, Michael Bowman, Victor Campbell, Daniel Cheatham, Jeffrey Clark, James Clark, Daniel Couch, James Craig, Danny Davis, Randy Delgado, Suzanne Dobbs, Thomas Dwiggins, Marc Essary, Mario Estrada, William Evans, Daniel Fisher, Kenneth Flickinger, Patty Frey, Sheila Gang, Larry Garcia, Norm Germaine, James Gibson, Philip Golosewski, Alfonso Gonzales, Dave Graybill, John Halter, William Herrington, Chris Hertzog, Don Hilderbrand, Thomas Hinkle, John Hinton, Ronald Howell, Curtis Jamison, Courtney Jenkins, Kerry Johnson, James Johnson, John Jonovich, Kevin Kalkbrenner, Eric Kemp, Jeffrey King, Paul Knobbe, Joseph Kramer, Jacqueline Kushnick, David Kwast, Robin Kwiatkowski, Bradley Leakey, Brigitte Leonard, Ernie Lizarraga, Mark Locke, Troy Lutrick, Mark Mann, Manuel Martinez, Patrick McCue, Hector Mendez, Norm Miller, Mark Miller, David Milton, Kelly Mitchell, David Morris, James Nelson, James Newman, Paul Nies, Dann Ojanen, Lawrence Otero, Christopher Pardi, Milton Powers, Victor Rangel, Kevin Roche, Mark Rolland, Robert Ross, Timothy Shannon, Michael Simon, Wayne Smith, Bobby Taylor, Lance Trella, Roger Vigil, John Vincent, Dennis Waitman, Charles Walton, David Ware, Kevin Westfall, Darrell White, Michael Williams, Mike Wingersky, **L1234 Yuma** — Cesar Dominguez, Manuel Lara, **L1505 Flagstaff** — Eric Brown, Steve Oberly, **L2260 Mesa** — Troy Duncan, Paul

Dutra, Jon Ferris, Ken Forrey, Jeremy Mendola, **L2974 Lake Havasu** — Jonathan Ufers, **L3752 Professional Fire Fighters of Casa Grande** — Robert Matzinger, **L3832 North Tucson Fire Fighters** — John Druke, **L4324 Fort Mojave** — Noel Hall, **L4371 United West Valley** — Elizabeth Sandoval, **L4871 Three Points Fire Fighters Association** — Ruben Alderete, **L5050 United Scottsdale Fire Fighters Association** — Rick Bucher, Jan Collins, Jim Dooley, Darryl Gelfan

ARKANSAS L0034 Little Rock — Kelvin Brown, James Mullenax, Julia Shelby, Robert Williams, **L0035 North Little Rock** — Don Payne, **L1074 El Dorado** — Harlen Brown, **L2866 Fayetteville Fire Fighters Association** — Charles Birdsong, Kyle Coffee, Matthew Dillard, **L3718 Jonesboro** — Alan Dunn

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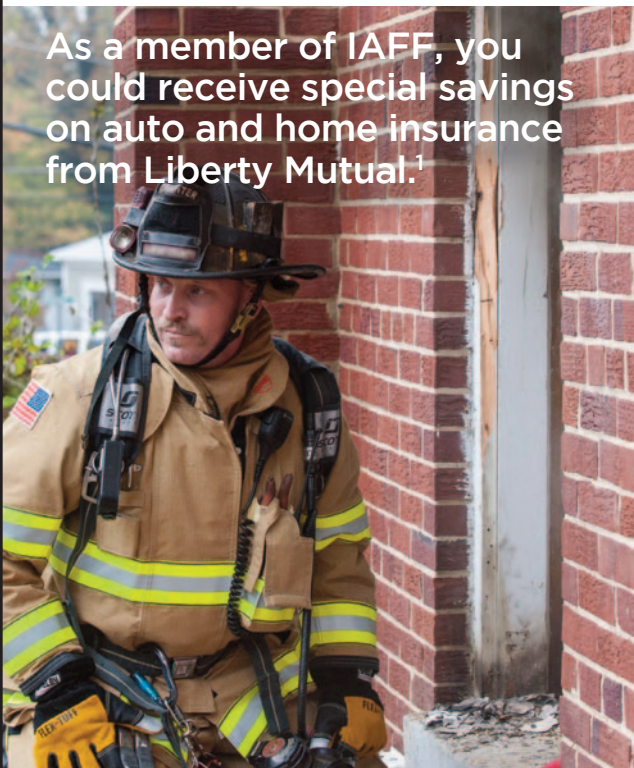
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NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name	Local Name	State	Local	Name	Local Name	State
F0121	George Taylor	National Capital Professional Federal Fire Fighters	MD	L0068	D. Michael Winstead	Norfolk	VA
F0256	Michael Boulерice	Watervliet Arsenal	NY	L0087	Yancy Williams	Jackson	MS
L0002	Salvador Amati	Chicago	IL	L0112	Ray Van Blarcom	Los Angeles City	CA
L0002	Arterlee Anderson	Chicago	IL	L0140	Jorge Bracho	Nashville	TN
L0002	Mario Araujo	Chicago	IL	L0140	Michael Felts	Nashville	TN
L0002	Walter Bedtke	Chicago	IL	L0140	Owen Frame	Nashville	TN
L0002	Robert Bennett	Chicago	IL	L0140	Cletis Pope	Nashville	TN
L0002	Lawrence Berg	Chicago	IL	L0140	Billy Teal	Nashville	TN
L0002	Thomas Cordon	Chicago	IL	L0140	Ronald Turner	Nashville	TN
L0002	James DiPasquale	Chicago	IL	L0140	Larry Williams	Nashville	TN
L0002	Walter Dziedzic	Chicago	IL	L0146	Sylvio Uliano	Lawrence	MA
L0002	Timothy Griffin	Chicago	IL	L0157	Troy Bunch	Oklahoma City	OK
L0002	Donald Johnson	Chicago	IL	L0157	Todd Spencer	Oklahoma City	OK
L0002	Peter Krouse	Chicago	IL	L0162	Lynn MacMillan	Ottawa	ON
L0002	Donald Maggioncalda	Chicago	IL	L0209	Robert DeHaan	Edmonton Fire Fighters Union	AB
L0002	Robert Markham	Chicago	IL	L0209	Wif Grinde	Edmonton Fire Fighters Union	AB
L0002	James O'Boyle	Chicago	IL	L0209	Lowell Jenkins	Edmonton Fire Fighters Union	AB
L0002	William O'Connell	Chicago	IL	L0209	Tim MacDonald	Edmonton Fire Fighters Union	AB
L0002	Michael O'Keefe	Chicago	IL	L0209	Ernie Mock	Edmonton Fire Fighters Union	AB
L0002	Edward Singleton	Chicago	IL	L0209	George Perras	Edmonton Fire Fighters Union	AB
L0002	Joseph Sudar	Chicago	IL	L0209	Russ Thorne	Edmonton Fire Fighters Union	AB
L0002	Donald Thelen	Chicago	IL	L0215	Gregory Amos	Milwaukee	WI
L0012	Joseph Albert	Wheeling	WV	L0215	John Gutowski	Milwaukee	WI
L0012	Ralph Jorden	Wheeling	WV	L0215	Dennis Schultz	Milwaukee	WI
L0012	J. Robert Kucera	Wheeling	WV	L0273	Andrew Dimaggio	New Rochelle	NY
L0022	Jerome Azarewicz	Philadelphia	PA	L0302	Alan Whitehouse	Allentown	PA
L0022	Jay Bowen	Philadelphia	PA	L0311	Don Adams	Madison	WI
L0022	John Cadden	Philadelphia	PA	L0311	Thomas Flynn	Madison	WI
L0022	Timothy Clohessey	Philadelphia	PA	L0311	Joseph Lawrence	Madison	WI
L0022	Anthony Cobb	Philadelphia	PA	L0357	Wm. Darrell Dickinson	Evansville	IN
L0022	George Collins	Philadelphia	PA	L0357	Kenneth Gest	Evansville	IN
L0022	Thomas Day	Philadelphia	PA	L0357	James Pfender	Evansville	IN
L0022	Josphe Eden	Philadelphia	PA	L0399	Avery St. Aubin	Beaumont	TX
L0022	Daniel Gilbert	Philadelphia	PA	L0416	Larry Beard	Indianapolis	IN
L0022	Eric Marunich	Philadelphia	PA	L0416	Rodger Clark	Indianapolis	IN
L0022	Joel Miller	Philadelphia	PA	L0416	Thomas Hedlund	Indianapolis	IN
L0022	George Miller	Philadelphia	PA	L0416	Frank Morgan	Indianapolis	IN
L0022	Edward Moffett	Philadelphia	PA	L0416	Frederick Olofson	Indianapolis	IN
L0022	John Priest	Philadelphia	PA	L0416	Jack White	Indianapolis	IN
L0022	Clarence Pringle	Philadelphia	PA	L0455	Chris Parent	Windsor Professional Fire Fighters	ON
L0022	John Robinson	Philadelphia	PA	L0479	Arnold Weuve	Tucson	AZ
L0022	James Smart	Philadelphia	PA	L0499	Brian Gray	Cambridge	ON
L0022	John Spera	Philadelphia	PA	L0499	Len Mills	Cambridge	ON
L0022	John Thomas	Philadelphia	PA	L0499	Bob Prior	Cambridge	ON
L0022	James Wollaver	Philadelphia	PA	L0522	Clarence Kunz	Sacramento	CA
L0036	Edwin McPherson	Washington	DC	L0522	Robert Rugg	Sacramento	CA
L0042	Thomas Tvedten	Kansas City	MO	L0522	Michael Spaich	Sacramento	CA
L0058	Michael Dorety	Dallas	TX	L0556	Larry Frankovich	Hammond	IN
				L0556	James Spoerner	Hammond	IN

NEVER FORGET

In Memoriam of Those Who Have Served

Local	Name	Local Name	State	Local	Name	Local Name	State
L0632	Henry Bentel	New Orleans	LA	L1463	Stanley Aikala	Hawaiian Islands	HI
L0632	Raymond Burke	New Orleans	LA	L1463	William Almeida	Hawaiian Islands	HI
L0632	Warren Duncan	New Orleans	LA	L1463	Rosalino Aranda	Hawaiian Islands	HI
L0632	Terry Hendrix	New Orleans	LA	L1463	Frank DeJesus	Hawaiian Islands	HI
L0632	Raymond Hollard	New Orleans	LA	L1463	Clifford DeMello	Hawaiian Islands	HI
L0632	Forrest LaCombe	New Orleans	LA	L1463	Mark Furukawa	Hawaiian Islands	HI
L0714	Francis Fortunato	Niagara Falls	NY	L1463	Eugene Kon	Hawaiian Islands	HI
L0718	Joseph Adams	Boston	MA	L1463	George Matsuoaka	Hawaiian Islands	HI
L0718	John Ahern	Boston	MA	L1463	Earl Mizumoto	Hawaiian Islands	HI
L0718	William Boyle	Boston	MA	L1463	William Reeves	Hawaiian Islands	HI
L0718	Francis Brown	Boston	MA	L1463	Randolph Sanborn	Hawaiian Islands	HI
L0718	Paul Canavan	Boston	MA	L1463	Charles Spencer	Hawaiian Islands	HI
L0718	Joseph Cardoza	Boston	MA	L1619	John Cardello	Prince George's County	MD
L0718	Francis Galizio	Boston	MA	L1619	Kenneth Cunningham	Prince George's County	MD
L0718	Brian Hussey	Boston	MA	L1619	Bert Shaffner	Prince George's County	MD
L0718	Raymond Kilduff	Boston	MA	L1619	Johnny Tillman	Prince George's County	MD
L0718	Raymond Martin	Boston	MA	L1619	William Volk	Prince George's County	MD
L0718	Thomas McCann	Boston	MA	L1660	Roger Humphrey	Tualatin Valley	OR
L0718	Walter McDonough	Boston	MA	L1660	David Pearson	Tualatin Valley	OR
L0718	Nino Tramontozzi	Boston	MA	L1664	Robert Dove	Montgomery County	MD
L0742	Frederick McGowan	Evanston	IL	L1784	Joe Bingham	Memphis	TN
L0758	Rodger Plunkett	Terre Haute	IN	L1784	Ellie Driver	Memphis	TN
L0801	John Lambe	Danbury	CT	L1784	William Henderson	Memphis	TN
L0801	John Murphy	Danbury	CT	L1784	Charles Hudson	Memphis	TN
L0856	Mason Murphy	Manchester	NH	L1784	John Pirtle	Memphis	TN
L0858	Arnell Coufal	Denver	CO	L1784	Lloyd Thompson	Memphis	TN
L0858	David Hornberger	Denver	CO	L1908	Edwin Renfro	Clark County	NV
L0964	Patrick Byrnes	Baltimore Fire Officers Association	MD	L2075	John Beard	Liberty Township (Girard)	OH
L0964	John Sommerville	Baltimore Fire Officers Association	MD	L2141	Gilbert Ramey	Alexandria	VA
L0964	Franklin Walker	Baltimore Fire Officers Association	MD	L2149	Brent Cuba	Plano	TX
L0964	Larry White	Baltimore Fire Officers Association	MD	L2292	Kevin Mehaffey	Professional Fire Fighters Of Pembroke Pines	FL
L0995	Ashley Berry	Richmond	VA	L2400	Joseph Doherty	San Mateo County	CA
L1066	Leo Wilson	Jersey City	NJ	L2400	Ronald Munier	San Mateo County	CA
L1075	Todd Walsh	St. John's	NL	L2655	Charles Miller	Nanticoke	PA
L1104	Kenneth Hoskin	West Warwick	RI	L2737	Murray Aldrich	Cortland Professional Fire Fighters Association	NY
L1198	Raymond Rosini	West Haven	CT	L2820	Hans Hollmann	Professional Fire Fighters Of Miramar	FL
L1212	Steven Rabak	Mississauga	ON	L2883	Richard Campbell	Edison Professional Fire Officers	NJ
L1230	Dave Harrison	Contra Costa County	CA	L3080	Kevin Wilson	Metro-Broward Professional Fire Fighters	FL
L1230	Casey McCuaig	Contra Costa County	CA	L3531	Shane Carter	Polk County Professional Fire Fighters	FL
L1311	Henry Baumgart	Baltimore County	MD	L3752	Genaro Rodriguez	Professional Fire Fighters of Casa Grande	AZ
L1311	Michael Curtis	Baltimore County	MD	L4060	Whitney Craig	Central Campbell County	KY
L1311	Stewart Gill	Baltimore County	MD	L4224	Mark Amore	Lincolnshire-Riverwoods	IL
L1311	Elmer May	Baltimore County	MD	L4959	Fatima Smith	Uniformed Fire Alarm Dispatchers Benevolent Association	NY
L1311	John Miller	Baltimore County	MD	L5114	David Nelson	Professional Fire Fighters of Choctaw	OK
L1311	Michael Schwiegerath	Baltimore County	MD	L5146	John DiMasso	Northwest Telecommunicators Union	CT
L1311	Gary Shipp	Baltimore County	MD				
L1311	Dennis Whitlock	Baltimore County	MD				
L1403	Joao DeBrito	Metropolitan Dade County Association Of Fire Fighters	FL				

LAST ALARM



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

L0288	Jaroslaw Bryczka	Ancaster, ON	12/11/1993	L0022	Eric M. Gore	Philadelphia, PA	06/02/2020
L0288	Lloyd Rutherford	Hamilton, ON	06/21/1995	L0479	Jacki J. deHaro	Tucson, AZ	06/13/2020
L3372	Normand A. Plouffe, Jr.	Coventry, RI	01/21/1997	L1820	Michael McLaughlin	Mansfield, MA	06/13/2020
L0740	Francis E. Bachelder	Portland, ME	01/16/2015	L0330	Russell A. Brode	Akron, OH	06/13/2020
L0935	Arthur E. King	San Bernardino County, CA	10/23/2018	L0814	Kendall J. Ward	Sioux Falls, SD	06/16/2020
L3128	Valentin Ramos	Fitchburg, MA	12/18/2018	L0018	Stephen M. Letourneau	Vancouver, BC	06/24/2020
L0372	Christopher B. Parker	Long Beach, CA	02/08/2019	L2881	Deborah P. Madrid	Cal Fire - Sacramento, CA	06/25/2020
L1364	Gary R. Hart	Ventura County, CA	02/21/2019	L2881	Jason R. O'Brien	Cal Fire- Sacramento, CA	06/29/2020
L3888	Gordon W. Crawford	Toronto, ON	04/30/2019	L1014	Brian K. Ballentine	Los Angeles County, CA	07/14/2020
L1067	Vincent F. Rodgers	Riverside City, CA	05/12/2019	L3552	Clay Westfall	Harrison Township, OH	07/14/2020
L3888	Edmond F. Lynch	Toronto, ON	05/15/2019	L1271	David Rivett	Surrey, BC	07/16/2020
L3888	Gregory A. Simerson	Toronto, ON	06/26/2019	L1296	Steven S. Bailie	Kennewick, WA	07/17/2020
L2665	Chris Francis	Eastern Missouri	04/02/2020	L0341	Leroy Lucio	Houston, TX	07/20/2020
L0344	Franklin D. Williams	Detroit, MI	04/08/2020	L0112	Jose M. Perez	Los Angeles, CA	07/25/2020
L0209	Mike Sokoluk	Edmonton, AB	04/11/2020	L2081	Richard Kubler	Hackensack, NJ	07/25/2020
L0758	John Schoffstall	Terre Haute, IN	04/12/2020	L0528	Frederick Hall	Niagara Falls, ON	07/25/2020
L0042	Billy W. Birmingham	Kansas City, MO	04/13/2020	L0820	Chad Crisp	Chattanooga, TN	08/02/2020
L0136	Dwight E. Hicks	Dayton, OH	04/13/2020	L0012	J. Gregory Hinzey	Wheeling, WV	08/02/2020
L3950	Dominick Marino	North Hudson, NJ	04/14/2020	L0341	Gerardo I. Pacheco	Houston, TX	08/03/2020
L2665	Craig Shormas	Eastern Missouri	04/21/2020	L2174	Anthony C. Christensen	Naples, FL	08/04/2020
L0274	Edward J. Ciocca	White Plains, NY	05/01/2020	L1463	Eric T. Hayashi	Hawaiian Islands, HI	08/08/2020
L0574	Matthew J. Kelly	Savannah, GA	05/04/2020	L3207	Jesus De La Rosa, Jr.	Weslaco, TX	08/08/2020
L0493	David W. Mathis	Phoenix, AZ	05/05/2020	L3128	Edward F. Suarez	Fitchburg, MA	08/09/2020
L0781	David F. Jameson, Jr.	Independence, MO	05/07/2020	I0024	Darrell W. Dabling	Hanford, WA	08/13/2020
L0060	James B. Togher	Scranton, PA	05/12/2020	L0718	Brian D. Doherty	Boston, MA	08/14/2020
L4662	Todd G. Gagnon	Cromwell, CT	05/22/2020	L0093	Richard A. Petras	Cleveland, OH	08/15/2020
L2881	Hans Bolowich	Cal Fire - Sacramento, CA	05/25/2020	L0344	Sivad H. Johnson	Detroit, MI	08/22/2020
L1954	Stephen R. Hill	Richardson, TX	05/29/2020	L0021	Thomas P. McDonough	Saint Paul, MN	08/24/2020
L0135	Christopher D. Orloske	Wichita, KS	05/31/2020	L0021	Michael J. Paidar	Saint Paul, MN	08/26/2020
L2000	Brad A. Scott	Howard County, MD	05/31/2020	L0740	Christopher J. Fabian	Portland, ME	08/27/2020

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.

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