

2016 ANNUAL REPORT

California Professional Firefighters





California Professional Firefighters' guiding vision is to build a better life for California firefighters and their families. This vision is achieved by fighting for a secure work environment, safety on the job, health care and retirement security, and the safety of the public and its first responders.



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PRESIDENT'S MESSAGE



As firefighters, our profession demands we work together to achieve what, as individuals, we could not.

In our union, the story is a similar one. Together, through solidarity and commitment to something larger than ourselves, we're able to achieve things that better the lives of tens of thousands of first responders across California. None of the protections or benefits that we currently enjoy in our profession were given to us, but rather they were earned by decades of work by California Professional Firefighters and our members.

In 2016, CPF continued that work.

In a marquee statewide race that would award California's first open United States Senate seat in decades, we helped send a strong, pro-firefighter voice to Washington with the election of Attorney General Kamala Harris. Harris has been a steady and fierce voice for first responders, standing up against privatization of fire protection and standing up for firefighters' retirement security and political rights.

Similar success on Election Day was felt in races that would decide seats here in California. CPF won more than 95 percent of its state legislative races, and all seven of the statewide ballot initiatives that the union weighed in on were successful.

This past year was also a banner one for California's firefighters in the state Capitol. Measures aimed at protecting the rights of firefighters after on the job

injuries, honoring the memory of fallen firefighters and ensuring that their loved ones are not denied benefits to which they are entitled all gained support in the Legislature.

In all, seven firefighter-sponsored bills were signed into law, and the relationships we forged in Sacramento will help ensure similar levels of success in the years to come.

This past year has also not been without its challenges.

The hillsides and forests of our state continued to burn at alarming rates, while these massive fires went on to destroy hundreds of homes and claim lives, including one of our own.

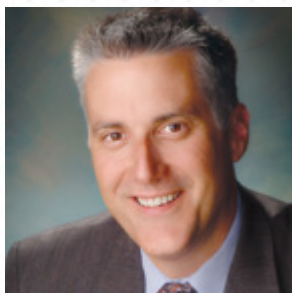
On a national level, an administration that is openly hostile to the labor movement was elected to power in Washington D.C., and the impacts of that decision are only beginning to be fully understood back home in the Golden State.

While these new challenges might seem severe, know that we have faced such conditions in the past. For decades, our profession, and our union, has carved out a history of success in areas where others might have deemed it impossible.

I'd expect nothing different in the years to come.

Lou Paulson

EXECUTIVE BOARD



Lou Paulson
President



Tim Strack
1st District Vice President



Chris Mahon
2nd District Vice President



Lew Stone
Secretary-Treasurer



Bobby Weist
3rd District Vice President



Jeff DelBono
4th District Vice President



Michael Massone
5th District Vice President



Mike Lopez
6th District Vice President



Dave Gillotte
7th District Vice President



Tony Gamboa
8th District Vice President

THE UNION IS ALL OF US



Firefighting is often described as a “brotherhood.”

Fellow firefighters aren’t just co-workers: They’re part of a family that stands together in the line of fire and stands up for each other in tough times.

This same sense of solidarity and commitment to each other is what being in a union is all about.

As union members, we come together with strength in numbers to stand as equals with our employers.

Our union sits across the table representing everyday workers in the fight for fair pay, benefits, working conditions and basic respect.

They also stand with us in disputes with management, and stand up for us with the powers that be, whether they be at City Hall, the State Capitol or Washington D.C.

Our firefighter family is our union family. And the union is all of us.

FIGHTING FOR YOU IN THE HALLS OF POWER

During the 2016 legislative year, CPF placed seven bills on Governor Jerry Brown's desk and had all seven of them signed into law – a clean sweep.

These new pieces of legislation, which took effect January 1, will serve to protect the benefits of fallen firefighter survivors, curb employer abuses of Workers' Comp and protect the retirement of firefighters who are the victims of wrongful termination.

With the passing of SB 1160, those with an accepted workers' comp claim are now ensured timely delivery of care thanks to the implementation of a 30-day treatment window and are guaranteed this timely care without being subject to biased utilization reviews.

CPF also sponsored AB 2164, a measure that ensures children of fallen firefighters who died of job-related illnesses will receive the public higher education benefits that the union has fought so hard to obtain.

For more information on these bills and other CPF-sponsored legislation, visit www.cpf.org.





HEALTH AND SAFETY





Firefighting is dangerous work, and firefighters know that the danger doesn't end when the flames go out.

For more than 75 years, California Professional Firefighters has been committed to keeping its members safe on the job, providing protection from hazards both seen and unseen.

In 2016, CPF continued its valuable work to limit toxic chemicals in California, with a goal of one day eliminating known carcinogens from household products in the Golden State.

CPF also built upon its more than three decades of work on the Personal Exposure Reporting system, the innovative model that allows firefighters to build a permanent record of their on-the-job exposures. Work began in 2016 on an update of the PER, enabling the more than 10,000 CPF members currently enrolled in the program to enter exposures with the simplicity and ease they've come to expect from the digital age.

THE FIREFIGHTER VOICE

When firefighters speak, the public listens.

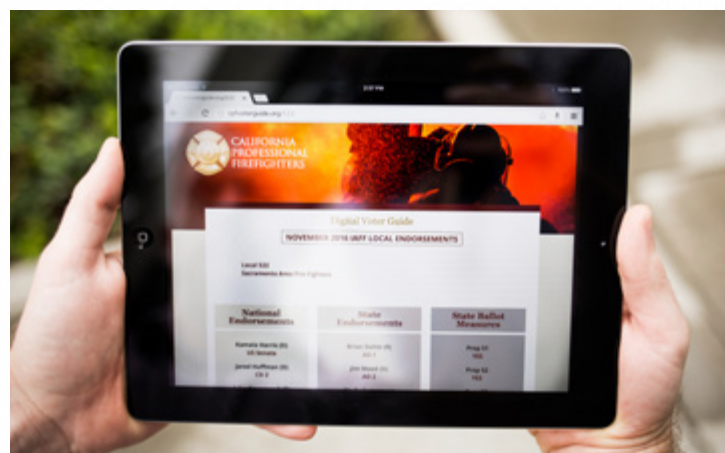
Across the state, candidates in both parties supported by California Professional Firefighters and its local affiliates were victorious in state legislative races at an overwhelming success rate of over 95 percent, including key wins in five out of six targeted state races.

In a race for the first contested Senate seat in decades, California voters sent Kamala Harris, who served as the state's Attorney General and has been a proven and powerful voice for firefighters, to Washington D.C.

Voters in the state also stood with CPF by supporting the union's position on all seven statewide initiatives that it weighed in on.

This trend of success continued down to the local level, where dozens of pro-firefighter candidates were elected to city councils, county boards and director positions with various special districts. These victories are a testament to the work of CPF's local affiliates, who fought hard for accountable local elected officials and local measures to secure critical funding for fire safety services.

Beginning with the election cycle, CPF took the process of identifying firefighter-friendly candidates into the 21st century by rolling out its unique digital voter guide, capable of highlighting federal, statewide and local candidates endorsed by the firefighters up and down the state.





CPF MEDIA SERVICES





For decades, CPF Media Services has been helping local unions and their members up and down the state effectively deliver their message with the help of our cutting-edge print and video services – Firefighters Print & Design and Firestar Studios.

FIREFIIGHTERS PRINT & DESIGN

Since its inception, Firefighters Print & Design has been a difference maker for CPF affiliates, delivering full-service assistance with image-building and political campaigns. In 2016, FP&D continued to build on its reputation of excellence, producing high-quality, union-made products for dozens of CPF affiliates. Candidates across the state benefitted from a variety of campaign and election materials produced by FP&D that helped to ensure that on Election Day, the firefighter voice was heard loud and clear.

FIRESTAR STUDIOS

In 2016, Firestar Studios continued to offer a full complement of video and audio services to CPF affiliate locals, including radio, television and social media work designed to reach the right audience, with the right message. In addition to providing CPF's award-winning online video news service, *CPF Firevision*, with high-quality material, Firestar Studios also worked with the California Firefighter Joint Apprenticeship Committee to develop training materials for Cal-JAC's groundbreaking Unified Response to Violent Incidents Program.

THE UNION VOICE

CPF's communications team works to keep members current across a variety of platforms, while providing a resolute and public voice for the proud profession of firefighting.

In 2016, CPF launched its newest member communications campaign, The Union is Us. Complete with a microsite that operates as a central hub for union-focused news and messaging in addition to relevant video and print materials, the Union is Us campaign works to evangelize the union message and extends its reach to CPF members statewide through targeted social media advertising and wide-spread availability of materials.

CPF also continued in its tradition of producing quality, award-winning member communications material with its quarterly newspaper, the *California Professional Firefighter*, and its regular video news service, CPF Firevision, both being honored with IAFF Media Awards. Through these media, CPF members are kept up to date on the news and issues relevant to the firefighting profession today.





CAL-JAC: SHAPING THE FIRE SERVICE OF TOMORROW





Over the last three decades, the California Firefighter Joint Apprenticeship Committee has grown into a statewide leader in standards-based training, benefiting California’s fire departments and the communities they serve.

In 2016, Cal-JAC began working to address ongoing challenges such as post traumatic stress in the fire service by hosting the state’s first ever Joint Labor Management Behavioral Health Conference. The event, which was attended by hundreds of representatives from across California, is a valuable first step in bringing issues such as post traumatic stress out of the shadows and into the forefront of how the state cares for its first responders.

This past year also saw Cal-JAC expand its Unified Response to Violent Incidents training, the groundbreaking coursework that allows fire and police first responders to train together for active shooter scenarios or other violent incidents.

Cal-JAC, through its subsidiary, the Firefighter Candidate Testing Center (FCTC), continued to build the fire service of the future with its fully validated Written Exam and industry-proven physical assessment – the Candidate Physical Ability Test (CPAT). With both of these tests, FCTC is able to provide departments with a list of highly qualified candidates who are ready for hire.



THE CALIFORNIA FIRE FOUNDATION

Since 1987, the California Fire Foundation, CPF's non-profit charitable 501(c)(3) organization, has continued to provide emotional and financial assistance to families of fallen firefighters, firefighters, and the communities they protect.

Since its inception, the California Fire Foundation has been committed to helping the children of fallen firefighters realize their dreams of receiving a higher education, and has assisted nearly 100 prospective students through the Daniel A. Terry Scholarship Program. In 2016, the Foundation was honored to award \$2,000 scholarships to 8 students whose parents were lost in the line of duty.

The Foundation also continued its valuable support for California's communities through the expansion of its *Supplying Aid to Victims of Emergency (SAVE)* program, which provides immediate financial assistance in the form of \$100 gift cards. Since its launch in 2014, the program has made strides in growth, with more than half of all Californians now living in an area served by a SAVE participating fire department.

In 2016, the Foundation also continued work on its award-winning fire safety messaging campaign, *Firefighters on Your Side*, producing television and radio PSAs for California's Vietnamese-speaking communities.





WE WILL NEVER FORGET

In 2016, the California Fire Foundation held the 14th annual California Firefighters Memorial Ceremony in Sacramento's Capitol Park. During the ceremony, the following names were added to the memorial wall:

Patrick Lee Carpenter CAL FIRE
Robert Allen Lee CAL FIRE
Donald Glenn Cooper CAL FIRE
Jack Young CAL FIRE
Gary M. Stameisen Los Angeles City
Davis Garrett Lezchuk CAL FIRE
Greg Hennessey Orange County
John G. Murphy San Francisco
Clyde M. Watarai San Francisco
George Alan Pearce Newport Beach
Franck W. Tremaine Jackson
Daniel John Corrigan Santa Barbara
Larry Edward Grafft CAL FIRE
David E. Amituanai San Francisco
Steven Thomas Brosig Aptos-La Selva
James Martin Fremont
Steven L. Robinson Los Angeles City
Harvey Dean Herzberg Redding
Mark Allen Domingue CAL FIRE
Hector Magallanes Los Angeles County
Joseph Peter Savas Los Angeles County
Barry Andrew Rezac CAL FIRE
Richard B. Faust San Francisco
Rick Geno Zeni Los Angeles County
Scott Douglas Carroll Oxnard
Lauifi Fualeilei Seumaala San Francisco
Johnny Minsoo Chun CAL FIRE
Phil Ewert National City
Arthur Monroe Kruckman CAL FIRE







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