



CALIFORNIA PROFESSIONAL FIREFIGHTERS



FIRE SEASON

LOCAL CUTS PUT MUTUAL AID AT RISK

Air attack during
Springs Fire, May 2013

Photo by Jeff Zimmerman

When it got its name on the morning of May 2nd, the Springs Fire was a 100-acre brush fire along US 101 near Camarillo. Within 48 hours, it had charged to the Pacific, threatening high-priced homes in Malibu. By the time it was out, 25,000 acres had been burned across more than a dozen square miles.

"I can't remember, in my 36 years, the last time we had a fire this early in the year that marched all the way to the ocean," said Kim Zagaris, Cal EMA's Fire and Rescue chief.

Miraculously, only a handful of people were injured, and no homes were destroyed, thanks to more than 1,500 firefighters and personnel from nearly a dozen agencies. That so many firefighters were on scene was, itself, something of a miracle.

"There were no other major incidents anywhere else in the state, so departments had the resources to send," said Chris Mahon, president of Ventura Co. Professional Firefighters Local 1364. "We got lucky."

BUDGET CUTS STRESS THE SYSTEM

The 2013 Fire Season is off to a bad start: as of the end of May, the number of fires was up 35% over 2012, with nearly six times as many acres burned. By some estimates, the effective fire season began as much as two months before the official mid-May kickoff. But this heightened danger comes at

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A LOYAL ALLY RETIRES

I have decided not to be a candidate for State Controller or any elective office in 2014. I plan to complete my term as State Treasurer and leave office in January 2015.

As I turn the page on more than 45 years in elected service to the people of California, I am so grateful to those who gave me the opportunity to come to work every day for them – the Californians who voted for me, of course, but also the great individual friends and allies who have always wished me well and who have contributed so generously in time, ideas and political firepower because they believed in me and in what we could achieve together.

Among those many people who have meant so much to our success, I simply could not have asked for a better friend or more thoughtful advisor than you.

So, on a day filled with mixed feelings and many memories, as I announce my decision to chart a new course for my life, I just wanted to let you know that I am thinking about you, recalling our friendship, and marveling at my good fortune.

For countless acts of loyalty and friendship, thank you always.

Bill Lockyer
California State Treasurer

MDA

I would like to sincerely thank you for all you do for the MDA in the Fill the Boot campaign. You get thanks for all you do for your job, but this is way different, you stand on a corner with your boots in hand and get perfect strangers to donate money to children they don't know...but you do.

You know these kids because you invite them into your stations and show them all the "goodies" you get to use and take them for rides in the engines. It is heartwarming and heart filling to watch my grandson Justin be able to go to MDA camp. Your help provides that feeling in my heart for there is no way I could afford to send him to camp for these four magical days.

I pray too, that the donations you collect will one day help and find a cure for the children and adults suffering with neuromuscular disease. It may not come in time to help Justin, but we keep hope. The hope that comes because we know you are out there helping, boots in hand, standing on a corner. Thank you for the love you show in what you do, the friendship you extend, and the hope you help provide for families like ours.

Roxanne Taylor
Mother of MDA patient Justin Taylor



Justin & Roxanne Taylor at LAFD Fire Station 96 in Chatsworth.

FIREFIIGHTERS PRINT & DESIGN

Just a quick note of thanks for the mailer produced for our local through Firefighters Print & Design. The piece has made a great impact, and I have received numerous calls that it is the best piece we have ever done.

Once again, thank you all for jumping on this with such short notice. You all are the absolute best and for a new president, I can't even begin to thank you for the support you give "rookies" like me.

Rex Pritchard, President
Long Beach Firefighters, Local 372

CAL-LAST

I just received the Cal-LAST information packet in the mail. This is an incredible service that the California Fire Foundation and CPF offer to the fire service of California. I just wanted to thank you and your staff personally for the incredible effort put towards the development of Cal-LAST and the information materials produced.

As the Fire Chief for San Marino, I hope to never call upon Cal-LAST; however, I am comforted in knowing that my Brothers are there to help.

Jim Frawley, Chief
San Marino Fire Dept.



YOUR PROFESSION IN THE PALM OF YOUR HAND

CPF UPDATES FREE MOBILE APP FOR IOS AND ANDROID

Last year, California Professional Firefighters took the lead in bringing its members a mobile application. In 2013, the CPF Mobile App has been updated to provide some important new features that will help you keep tabs on your profession and your union.

WORKERS' COMPENSATION GUIDE — A new feature exclusively for CPF members;

TRAINING — Essential information on training, including a set of wildland firefighting resources;

CAMPAIGN UPDATES — Log in for everything you need to know about the most important elections;

CPF FIREVISION — CPF's award-winning video news service; right on your mobile device;

"WHERE'S THE FIRE?" — Incident information from around the world;

FIREFIIGHTERS BILL OF RIGHTS — A full guide to your disciplinary rights;

MEMBER RESOURCES — Essential information and links to CPF services such as Personal Exposure Reporting and new member services, as well as social media links.

"We've gotten a lot of positive feedback on the CPF Mobile App, and we want to make it as useful as possible," said CPF President Lou Paulson. "We're anxious to hear your thoughts on how we can continue to make it better."

The application is free and available in the iTunes App Store and the Android Marketplace.

STOPPING THE DEATH CLOCK



LOU PAULSON

Over the course of a career, firefighters are relentlessly exposed to a hellish mix of toxins. These exposures put firefighters at a substantially greater risk of getting cancer — a reality documented in more than 80 peer-reviewed medical studies.

Personally, I don't need the studies. In my three decades in the fire service, I've seen many succumb to job-caused cancer, including my best friend. Often, they leave behind wives and young children who not only lose a cherished loved one, but also the family breadwinner.

This sacrifice is every bit as noble as that of one who dies in a fiery instant. Just in the last few months, friends and colleagues with whom we've broken bread and sweated blood left us much too soon.

For our brothers and sisters who are victimized by job-related cancer, time is especially important. Every day spent fighting for life is also another day with the family ... another day with the hope of a cure.

While they fight, our stricken colleagues have the comfort of knowing that, should they die, their survivors will enjoy a modest safeguard in the form of workers' comp death benefits. But, believe it or not, those safeguards come with an expiration date.

Because of a provision created in 1913, a firefighter stricken with job-related diseases must die within 240 weeks of his or her diagnosis in order for survivors to qualify for the death benefit. If a stricken firefighter lives one day longer than 240 weeks, their spouses and children lose out.

That is why California Professional Firefighters is working so hard to win passage of Assembly Bill 1373 by Assembly Speaker John Perez. AB 1373 narrowly modifies this 100-year-old "death clock" that cuts off survivor benefits after 240 weeks.

Sadly, a lot of active firefighters who are diagnosed with job-caused illnesses don't get to test that limit — they die before it hits. But in the relatively few cases where modern medicine extends life, this outdated limit

"It's not about unions, or firefighters, or police officers. It's about families who shouldn't be punished because their loved one didn't die fast enough."

imposes a heartbreaking penalty on the survivors.

As refined this year, AB 1373 only applies to firefighters and police officers diagnosed while serving actively (retirees don't qualify). Only direct dependents, such as widows and minor children, can get it. It only applies narrowly to cancer, tuberculosis and blood-borne illness.

The endless wailing from local governments that AB 1373 risks fiscal chaos is ludicrous. The number of cases where it would apply are rare, and the average payout is well below the extreme figures local agencies are feeding

to newspaper opinion writers. And, frankly, it's getting hard to take the doomsayers seriously. Last session, local governments spent nearly \$100 million on lobbyists at the Capitol — more than unions, big oil and big energy put together.

So the cities have all this money to shove into the pockets of lobbyists, but a little peace of mind for widows and orphans is somehow the budget backbreaker?

The implication that this benefit is just another cushy perk for public safety survivors is, in my view, contemptible. There aren't any "one-percenters" among these spouses and minor children — just brokenhearted families.

The Assembly vote to approve AB 1373 was overwhelming and bipartisan. It included everything from "fiscal wonks" to "big spenders" and had more than its share of people who don't much care for any unions ... ours included.

They understood that it's not about unions, or firefighters, or police officers. It's about families who shouldn't be punished because their loved one didn't die fast enough.

With more than half a decade of public safety downsizing under our belts, we are hardly strangers to the tight budget times. But with or without the cost figures, basic humanity suggests that spouses and children shouldn't be forced to pay a penalty for hoping that a loved one stays around a little longer.

As this bill moves forward, I hope you will add your voice to those who believe this modest change is the least we can do for those who have given so much.

Thanks, and please stay safe.

CPF CREDIT CARD DESIGNED WITH FIREFIGHTERS IN MIND

Special Cardmember Benefits Available Through L.A. Firemen's Credit Union

Front line firefighters can show their pride and get special services tailored to their needs by using the newly redesigned California Professional Firefighters VISA credit card.

Through CPF's partnership with L.A. Firemen's Credit Union, affiliates and members have access to special financial services that honor the commitment made by California's professional firefighters and their families.

The CPF Visa is more than a simple credit card. Members are eligible for special Extra Award points on qualified purchases, redeemable for air travel, hotels and gift certificates. Travel benefits, emergency services and special member-only discounts are also available. By signing up, members also have the opportunity to take advantage of a wide range of financial services available through LAFUCU.

"CPF and LAFUCU make a great partnership in keeping an eye out for the best interest of California's firefighters and their families," said LAFUCU President and CEO Mike Mastro. "The new CPF Visa credit

card is the latest benefit to helping firefighters manage their finances."

The new CPF VISA also boasts the security that comes from a financial institution with more than 75 years working to provide financial products that honor the men and women who thrive on protecting their communities. LAFUCU has over \$830 million in assets with nearly 30,000 members from 213 fire departments located all over California.

"Working with LA Firemen's Credit Union, CPF is giving members something unique – a chance to access financial services directly benefitting our firefighters and their families," said CPF President Lou Paulson. "The card also looks pretty cool, and gives us a chance to show our pride in what we do."

Learn more about the new CPF Visa card and find out how you can apply at www.cpf.org. You can also get more information at www.lafirecu.org or by calling (800) 231-1626.



LAFUCU membership is required to obtain a CPF Visa. Join online and apply for your new card at www.lafirecu.org/join. About the CPF Visa: there are costs associated with the use of any credit card issued to you by LAFUCU. You may request specific information about these costs by contacting us at (800) 231-1626 or by writing to us at 815 Colorado Boulevard, Los Angeles, CA 90041. LAFUCU is an Equal Opportunity Lender.

Funds on deposit at Los Angeles Firemen's Credit Union are insured up to \$500,000 per account by American Share Insurance. This institution is not federally insured, and if the institution fails, the Federal Government does not guarantee that depositors will get their money back. Accounts with this institution are not insured by any state government.

Continued from page 1

a time when layoffs, station closures and a "cut-first" climate has decimated local capacity.

"With no other fires going on in the state, we were able to use the mutual aid system as it's intended," said Mahon. "We know that's not always going to be the case going into this fire season."

"When you look at the service cutbacks we've seen over the last several years," wondered CPF President Lou Paulson, "the question has to be asked: Will we have the resources to meet the threat? Truthfully, we don't know the answer to that question."

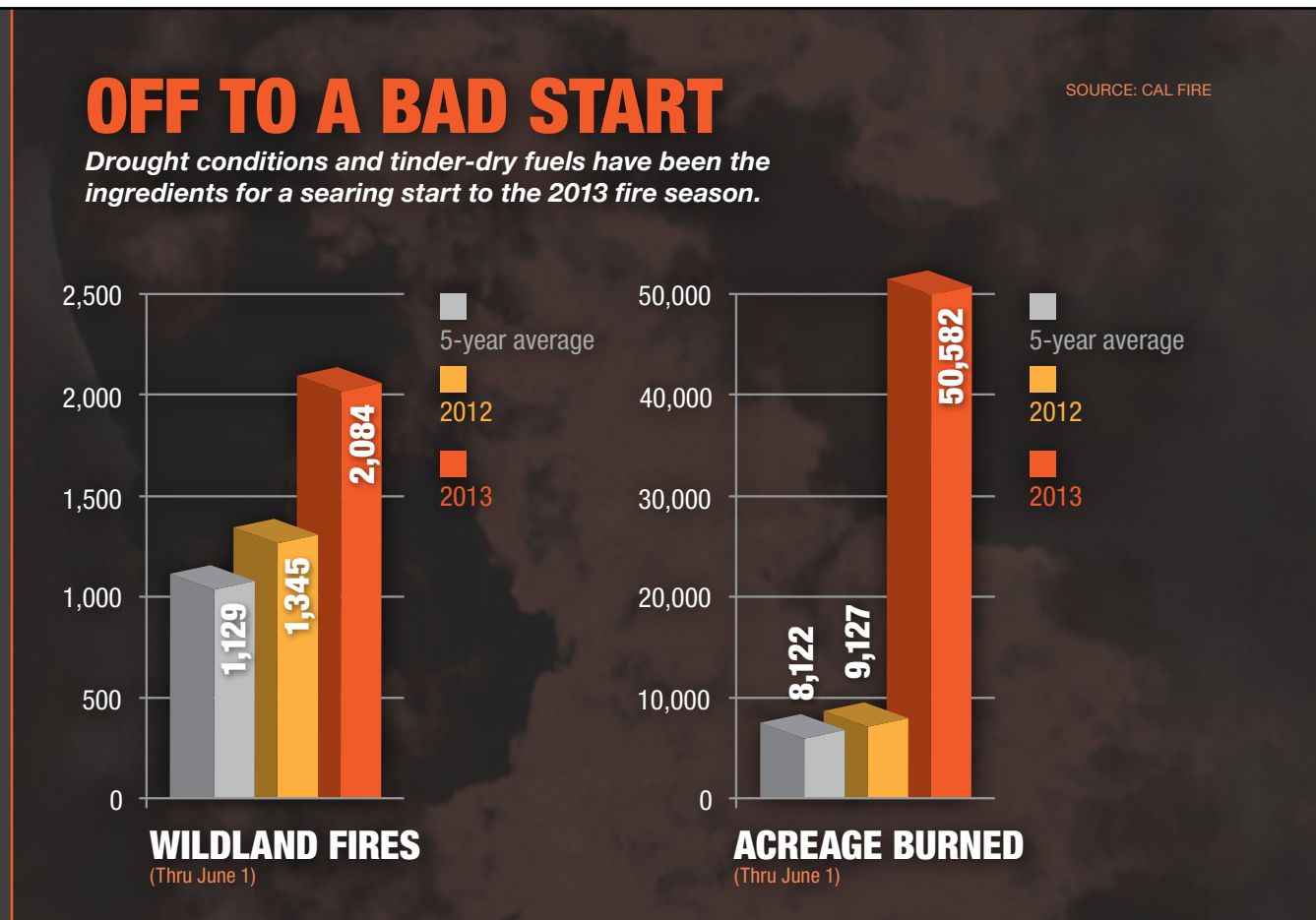
Quantifying the problem is difficult, but Zagaris estimates the optimal mutual aid capacity of 1,100 engines could be down by as many as 200. In most cases, local agencies might just send fewer than otherwise expected, but some could simply refuse to send anyone. Moreover, the U.S. Forest Service recently announced it would have 50 fewer engines available for response, courtesy of the federal budget sequester.

"We have the finest mutual aid response system in the world, (but) the system is only as good as the participation from our local agencies," said Cal EMA Director Mark Ghilarducci. "The impact of the economy at the local level has taken its toll."

"Our system is being put to the test, and it's happening because of the economic situation," added Zagaris.

MEETING THE TEST

With no end to the budget slashing in sight, state fire officials are pleading with citizens to take every precaution against the coming onslaught. "Whether it's clearing property or maintaining defensible space or knowing evacuation routes, the citizens are always going to be our first line of defense against wildland fires."



For local firefighters, the reduced mutual aid capacity increases the need to be well trained on wildland firefighting safety techniques in order to better handle local incidents. The new "Fighting Wildfires" training program – available to all fire departments in California through the California Fire Fighter Joint Apprenticeship Committee – provides solid fundamental training on fireground safety and wildland firefighting techniques. In the end, California's ability to adequately deal with

the wildland fire threat will depend on Mother Nature and political will. "The reductions at the local level don't just affect those individual departments," noted Zagaris. "They affect our ability to respond throughout all of California." "Firefighters have never shrunk from a challenge, least of all when it comes to protecting their communities," concluded Paulson. But if local agencies don't take a hard look at the destructive fiscal cuts, I fear we might face a long, hot summer."

Our Obligations

An obligation is defined as “a binding promise, contract or sense of duty.” As firefighters we are very aware of our many obligations. If you are reading this, you are most likely a member of CPF. As members of CPF, I believe we have several obligations.

Most importantly, we have an obligation to do an excellent job as a firefighter. We have a duty to our employer to perform to the best of our abilities. We make a solemn promise to the community we serve that we will carry out our task, perhaps even to the point of laying down our lives in the process. If this is not our highest priority, everything I discuss below loses its credibility.

We are obligated to be vital members of our union. This entails our support through the investment of our time and financial resources. Attendance at our union meeting is imperative. Some will say, “I just don’t have the time.” Think for a second. That meeting is the primary means of interaction with your leadership—to ask

questions, to be a critical thinker. It is your opportunity to hold your leaders accountable too.

The financial support is always questioned by some. I frequently use the “car insurance” analogy. I am assuming we all have it and it isn’t cheap (much more expensive than our union dues). We pay it because it’s an “obligation.” But on the other hand, some complain about money going to the union to provide protection, health and safety, as well as wages and benefits. Without the union’s representation, you probably couldn’t afford the car insurance, let alone the vehicle. Many of us fail to make the connection between the financial security we enjoy and the union that has made it possible. We have members that believe we would live at the same standard without a union. Ask a brother or sister firefighter in a “right to work” state how that is working out for them. The tooth fairy is not negotiating your salary, the union is!

Finally, a small investment of time by the majority alleviates the burden being placed on the few. Pick out



LEW STONE

an activity that interests you, such as the MDA “Fill the Boot” drive, and donate four hours to the cause. Spend a few hours walking a precinct for the councilmember who will be the decision-maker on almost everything connected with your career. Don’t use the excuse that “someone else will do it.” That attitude runs counter to everything we believe in the fire service.

Please take the time to evaluate yourself in relation to these obligations. Make the effort to fulfill each of them. Our strength depends on it.

CALIFORNIA PROFESSIONAL FIREFIGHTERS

Published Quarterly

Publication Office

California Professional Firefighters
1780 Creekside Oaks • Sacramento, CA 95833
(916) 921-9111

Web: www.cpf.org

Email: info@cpf.org

Editor: **Carroll Wills**

Graphic Designer: **Robbie Panco**

Cover Photo by: Jeff Zimmerman

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MATH SHOULD TRUMP POLITICS IN CALIFORNIA PENSION DEBATE

By Lou Paulson, CPF President

If there's one thing the debate over public employees' pensions has taught us, it's that California needs to invest more in mathematics instruction in its public schools.

When Stanford professors and self-proclaimed "taxpayer" organizations wag their finger at an investment system that yields 8 percent annual returns, it's clear there's a fundamental misunderstanding of the numbers.

When governments hire teachers, first responders, parks maintenance workers, garbage truck drivers, et cetera, they make certain promises regarding those employees' retirements. Then, they often have decades to pay for those promises. It's the same as when a family buys a house — they finance the large amount and pay it off over 30 years.

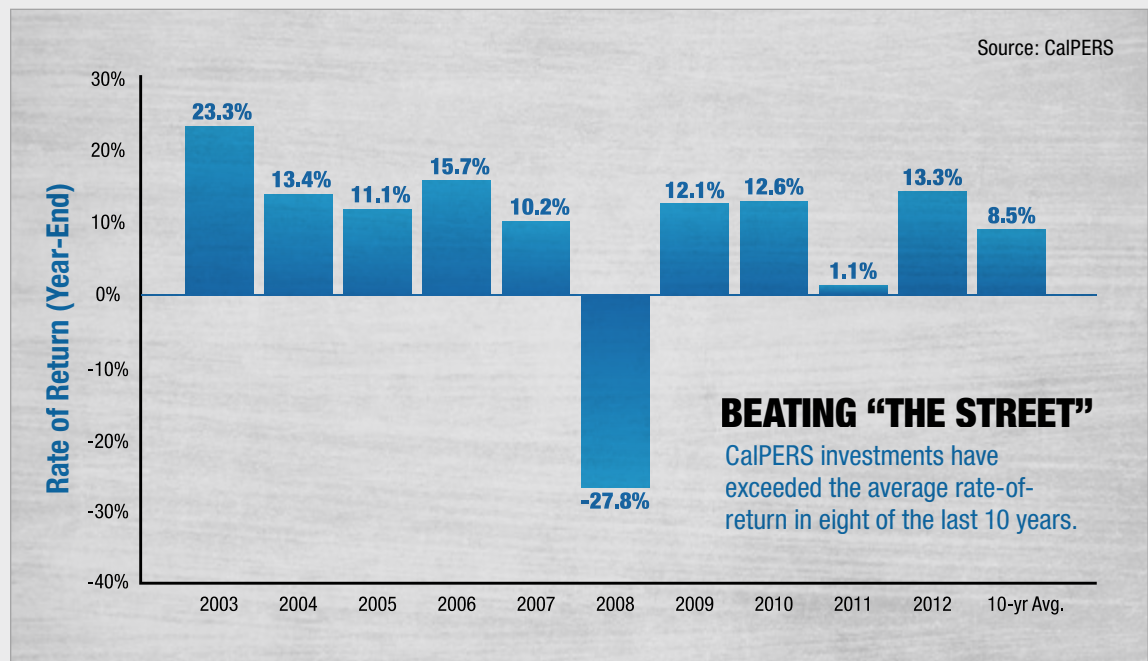
In California, the California Public Employees Retirement System (CalPERS) pays for most of those government workers' retirements, and it does that by making investments, earning interest and growing the bank account from which it cuts retirement checks.

Critics of CalPERS contend the system doesn't have enough money in the bank to cover all of the promises it has made. However, it's already sitting on 70 percent of the money it will need over the coming 30 years.

Would it be nice to have it be more than 100 percent funded? Sure. Is it realistic? Not really. Many of the workers whose retirements CalPERS is funding are still young and working, so the system won't need to cut checks to them for years or even decades.

The better question is not how much CalPERS has sitting in the bank, but whether it — like that family buying a home — has a realistic plan for paying off its commitments to public employees. The numbers indicate that the answer to that question is a clear "yes."

CalPERS is currently projecting a 7.5 percent annual return on its investments. Critics call that "unrealistic." Some suggest 3 percent is a safer figure. However, the system yielded a 13.3 percent return in 2012, and over the past two decades it has earned an average of 8 percent every year.



Any investor would be ecstatic to realize sustained returns on investments like the ones CalPERS achieves. In fact, over a 20-year period prior to the recession, from 1988-2007, the average Wall Street mutual fund investor saw annual returns of just 4.48 percent, according to Dalbar, a financial market analyst.

So why is it that CalPERS is getting scapegoated by cities throughout the state filing for bankruptcy and struggling to balance their budgets?

They blamed CalPERS in San Bernardino. But when that city began claiming financial distress and stopped making its pension payments, its entire pension obligation for the year was only \$1.9 million out of a \$40 million budget hole. That means even if the city had zero pension costs, it would still have had a massive shortfall. Pensions clearly were not the driving factor.

The same goes for Stockton. Pension costs make up a small fraction of its budget. Debt service on loans to pay for the construction of a lavish waterfront ballpark and entertainment complex likely has much more to do

with that city's financial woes.

But Stockton is a cautionary tale for another reason. When the city began having problems making its payments and began discussing doing away with defined-benefit pensions, police officers began trading jobs, moving into other cities and counties where their retirements were guaranteed. As a result, crime rose in Stockton and its police force lost a tremendous amount of experience.

Of course, those who advocate clawing back the retirement promises made to first responders, teachers, garbage truck drivers, and other public employees aren't interested in those sorts of pesky details. For them, it's all about the agenda.

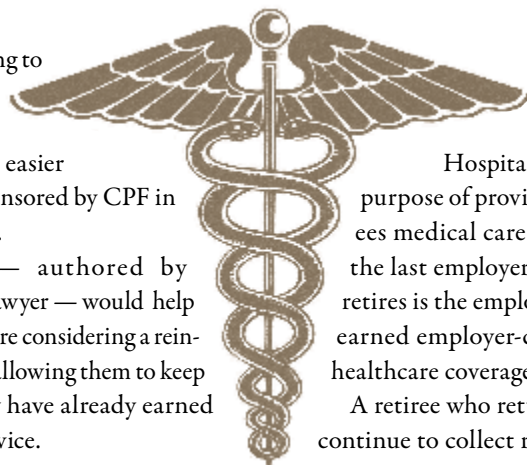
As firefighters and public workers, our mission should be to ensure that the discussion is based on math, not politics.

A version of this opinion piece originally appeared at the Fox and Hounds online web log — www.foxandhoundsdaily.com.

PROTECTING RETIREE HEALTHCARE COVERAGE

Retired firefighters looking to return to service without jeopardizing their health coverage will have an easier path thanks to legislation sponsored by CPF in the current legislative session.

Assembly Bill 410 — authored by Assemblyman Reggie Jones-Sawyer — would help retired public employees who are considering a reinstatement to public service by allowing them to keep the healthcare coverage they have already earned during their prior time in service.



California's public agencies may elect to participate in the Public Employees' Medical and Hospital Care Act (PEMHCA) for the purpose of providing their employees and retirees medical care coverage. Under PEMHCA, the last employer of record before an employee retires is the employer responsible for paying any earned employer-contribution for that retiree's healthcare coverage.

A retiree who returns as a retired annuitant can continue to collect retirement and healthcare, but

is limited to no more than 960 hours per year. If an employee reinstates as a full-time employee, pension and healthcare contributions cease and the new employer becomes the last employer of record for purposes of determining health coverage eligibility.

When the individual retires again, he or she risks losing out on any amount already earned from the first employer, even if they spent the bulk of their career with that first employer.

Given escalating, uncapped health benefit costs, the threat of losing employer-provided healthcare coverage under PEMHCA has created a major disincentive among retired public employees to return to work in the public sector. Similarly, current law discourages skilled, experienced employees who retire as a result of a job-related injury to rehabilitate from their injury and go back to work in a less physically demanding job.

AB 410 will encourage public agency retirees to offer their skills in new creative ways by protecting them from the risk of losing their earned healthcare contribution.

FIREFIGHTER “STRIKE TEAM” DESCENDS ON CAPITOL

CPF members lobby lawmakers during 2013 Legislative Conference



Assembly Speaker John Perez addresses firefighter issues at 2013 CPF Legislative Conference.



Making the case: (Left to Right) Kyle Jernigan & Tim Ortiz of Bakersfield Firefighters Local 246, Senator Jean Fuller, Derek Robinson of Kern County Firefighters Local 1301.

Greg Biddle, Vice President of Stockton Firefighters Local 456, and Tim Artegel and Justin Porter from Lodi Professional Firefighters Local 1225 meet with Assemblymember Susan Talamantes Egman.



Vincent Wells, President of United Professional Firefighters of Contra Costa County Local 1230, and Jason Fein and Sean Googins from Fire Fighters Local 1186 meet with Assemblymember Susan Bonilla.

Every day at the State Capitol, decisions are made that affect the lives of every California firefighter. To make sure your voice is heard, nearly 150 CPF local leaders walked the halls of the Capitol at the Daniel A. Terry Legislative Conference.

The conference, held every two years in Sacramento, puts CPF members face-to-face with the elected officials who will make the decisions about the issues that matter to first responders. Additionally, leaders from local unions were briefed on the firefighter agenda and heard from key elected officials and opinion leaders. Nearly 40 locals participated in the one-day event, named for CPF President Emeritus Dan Terry.

“It’s a great opportunity to see legislators at work in Sacramento,” said Robert Sapien, President of San Jose Fire Fighters Local 230. “It also gives us a chance to speak directly about the issues that really impact our day-to-day lives as firefighters.”

CPF’s leadership at the Capitol was reflected in the participation of both Assembly Speaker John Perez and Senate President pro Tempore Darrell Steinberg as

speakers. Governor Jerry Brown also stopped by to meet and greet firefighters at an evening legislative reception in downtown Sacramento.

“So many things happen at the state level that affect us at the local level,” said Tim Ortiz with Bakersfield City Firefighters Local 246. “Coming to the Legislative Conference really opens our eyes to those fiscal issues that are going to affect us in Bakersfield and Kern County.”

For their lobbying efforts, firefighters were armed with CPF’s 2013 legislative agenda – nearly a dozen bills on a range of concerns to CPF members. Topping the priority list at this year’s conference is legislation to protect fallen firefighter survivors. Assembly Bill 1373, carried by Speaker Perez himself, would change the 240-week death clock that restricts survivor benefits in cases where a firefighter dies of job-related cancer.

“When you perform your duties, you take on risks that may take years to manifest themselves,” Speaker Perez told CPF members. “We have a clear obligation to provide support for survivors of firefighters whose deaths are directly linked, but far removed, from their cause.”

In addition to survivor benefits, CPF members also

urged lawmakers to support continued funding for apprenticeship training, through the California Fire Fighter Joint Apprenticeship Committee. They also made the case for nearly a dozen other bills advocated by CPF on issues ranging from bargaining rights to local fire protection funding.

“We’ve been fortunate that a number of the people we see are friendly with us,” said Tony McHale, board member for Ventura Co. Professional Firefighters Local 1364. “We still have to make a strong case, we still have to advocate and we still have to hold people accountable.”

The strong showing clearly made an impression on lawmakers and that will make a big difference – in Sacramento and back home.

“I think coming here together, showing a united front for the elected officials, is very important,” said Sapien. “They know we’re organized and have professional people with CPF working on our behalf. It’s the best way to have an impact.”

You can get the full details on the firefighter agenda in Sacramento by checking the Issues and Legislation section at www.cpf.org.

EFFORT TO STOP KOCH BROTHERS' TAKEOVER OF LOS ANGELES TIMES GAINS MOMENTUM



This past May, hundreds of Los Angeles residents marched, rallied and organized to protect the independence of one of the city's iconic institutions: *The Los Angeles Times*.

At issue is the possibility that Oaktree Capital Management might sell the respected daily newspaper to extremist oil magnates David and Charles Koch. The Koch brothers have expressed interest in buying the *Times* and other media holdings of the Tribune Co., threatening the journalistic integrity of some of the nation's most venerable media outlets.

"The Kochs have made it their business to attack everything that we stand for," said CPF President Lou Paulson. "The idea that they might control one of the state's most influential media outlets is a chilling thought for anyone who believes working families should be protected."

The Kochs have been active throughout the nation in pressing for laws outlawing or restricting the rights of working people at every level, from privatizing services to slashing pensions to silencing your voice (see box). Moreover, the Koch-sponsored American Legislative Exchange Council (ALEC) has launched a campaign to enact an extreme anti-worker agenda in every state capital in the U.S.

"The news media is extremely influential in shaping public opinion," added Maria Elena Durazo, head of the Los Angeles County Federation of Labor. "A Koch Brothers' owned *Los Angeles Times* would mean the spreading of hateful ideology that has no place in public discourse in LA."

In addition to the rally, labor in California stepped up its effort to stop the Kochs' takeover of the *Times* by releasing a new report, *The Koch Brothers Files: Community and Journalistic Integrity*, which highlights specific issues relevant to the public interest in the context of the Koch brothers' possible acquisition of the Tribune newspapers.

Documenting the Koch brothers' record on issues ranging from education to the environment to retirement security and the middle class, the report concludes that a sale by Oaktree (which has controlling interest in the Tribune Co.) to the Kochs would be an affront to the values not only of Angelenos, but also of working people everywhere.

In a letter to the Los Angeles City Council, Durazo and California Labor Federation Executive Secretary-Treasurer Art Pulaski asked the Council to be proactive in protecting the city from the damage that would be inflicted by a sale of the *Times* to the Koch brothers.

"The City of Los Angeles, the State of California and the entire country, are best served by an objective, empirically based and unbiased free press and public employee retirees are best served in the short-term and long-term by making sure that a powerful media platform is not controlled by entities seeking to hurt their retirement security," wrote Durazo and Pulaski.

"The Kochs have made it clear that they are going after all working people, firefighters included," said Paulson. "We need to stand together to let them know California's citizens can't be bought."

KOCHS vs. FIREFIGHTERS WHY IT MATTERS

The Koch brothers are bankrolling a nationwide war on working families. Firefighters have not been spared the Koch agenda:

Attacking Retirement Security:

The Koch-funded Americans for Prosperity mocked pensions of firefighters and other public workers, dubbing them "Lifestyles of Rich and Infamous Government Pensions;" Koch-backed ALEC's fully privatized approach has been adapted by anti-pension politicians in San Diego and San Jose.

Silencing Your Voice:

More than \$4 million in money linked to the Kochs was funneled into the campaign to pass Proposition 32. Prop. 32 directly tracked ALEC's proposed "model" for shutting off union participation.

Eliminating Bargaining:

The Kochs were major sponsors of Wisconsin Gov. Scott Walker and Ohio Gov. John Kasich, both of whom sought to eliminate collective bargaining rights.

Privatizing Services:

ALEC has publicly claimed that government has an "unfair monopoly" on public services. They advocate wholesale shifting of government functions to private contractors, including public education, transportation and public health and safety.

Sources: *The Koch Brothers Files*, CA Labor Federation, *Contra Costa Times*, *Los Angeles Times*

*Lifestyles of
The RICH
and INFAMOUS
on Government Pensions*

Koch-sponsored anti-pension campaign.

CPF CONTINUES PROUD TRADITION OF MDA SUPPORT

People around the world look up to firefighters for their selfless service and steadfast determination. For almost 60 years, they have exemplified that selflessness as partners of the Muscular Dystrophy Association (MDA). In fact, the IAFF is MDA's largest national sponsor, with CPF ranking second among IAFF state councils.

Despite budget cuts and decreasing revenues for the state, CPF affiliates and firefighter unions throughout the IAFF rally the support of their members to continue the proud tradition of "filling the boot" for local MDA families.

CPF members were also involved in the most recent MDA Boot Camps, held annually in Northern and Southern California. The boot camps featured speeches by CPF President Lou Paulson and were attended by members of the CPF executive board, among other CPF members.

"We are proud to do our part," said CPF President Lou Paulson. "Our members enjoy helping their communities and get a lot from the relationships developed with MDA children and families."

CPF affiliates are keeping up the MDA tradition, with several successful Fill the Boot drives throughout California.



Members of UFLAC Local 112 Kevin Elledge, Raice Wicklas & Rob Caropine attend MDA Summer Camp.

SHOW YOUR FIREFIGHTER PRIDE! \$20

Purchase the new custom designed CPF T-Shirt! All styles & sizes available!



shop.ffprint.org

Price does not include tax or shipping. Additional charge for non-standard sizes.



CALIFORNIA FIRE FOUNDATION LAUNCHES ONLINE STORE



The California Fire Foundation is proud to announce the launch of our new California Fire Foundation Online Store.

For the first time ever, you can now order a Challenge Coin, a 2012 Commemorative California Firefighters Memorial Coffee Table Book, and/or a beautiful replica of the “Fallen Brother” statue from the California Firefighters Memorial in Capitol Park. Proceeds from all purchases benefit the California Fire Foundation.

“We are thrilled to be able to offer you the opportunity to shop for Foundation merchandise in an easily accessible, secure online storefront,” said Foundation chair Lou Paulson. “The Foundation will continue to increase its range of products and special offers, providing a convenient and cost effective way to show support for the families of our fallen brother and sister firefighters.”

WHAT'S IN THE STORE?

- **Challenge Coins** for active and retired firefighters
- **Commemorative 2012 CA Firefighters Memorial Coffee Table Books**
- **Replica of the “Fallen Brother” statue** from the California Firefighters Memorial site in Capitol Park
- **Links and information on upcoming Foundation Events**

Merchandise on the Foundation store is continually updated, so please check back for new products coming soon.

Show your pride and support the California Fire Foundation’s mission to serve firefighters, their families and the communities they protect by shopping at shop.cafirefoundation.org today.

SHOW YOUR PRIDE & SUPPORT THE MEMORIAL



It’s been over eighteen years since the California Firefighter license plate made its debut on the highways and byways of California.

The California Firefighter license plate program was designed and created by the California Professional Firefighters. Using an image from the box office hit, “Backdraft,” the California Firefighter license plate has become an iconic symbol within the fire service.

More than 30,000 of the striking plates are on the road in California. Only active and retired firefighters may purchase these plates to display on their automobiles, trucks, trailers and motorcycles.

The California Firefighter license plate program is administered by the California Fire Foundation - CPF’s non-profit, charitable organization, which uses a portion of the proceeds from the sales of these specialized license plates to maintain and upkeep the California Firefighters Memorial, located in Sacramento’s historical Capitol Park.

The plates cost \$50 (sequential) and \$98 (personalized). Renewal costs are \$35 (sequential) and \$73 (personalized). Also, \$35 from each renewal goes to the California Fire Foundation and is tax deductible.

For more information about ordering your very own California Firefighter license plate, call (800) 890-3213 or e-mail Cynthia Clark at ceclark@cpf.org.

CA FIRE FOUNDATION TO ROLL OUT DISASTER RELIEF PROGRAM

For many people, their first meeting with a firefighter may come on the worst day of their lives – when their home has been destroyed. First responders are also often the first “consolers” in a disaster.

To help firefighters give back, the California Fire Foundation is introducing the Supplying Aid to Victims of Emergencies (SAVE) program. This unique assistance program is designed to provide immediate, short-term support to displaced victims in the aftermath of a fire or other natural disaster. When firefighters respond to an incident, displaced victims will receive a gift card so that

they may obtain basic necessities.

“We are excited to start the SAVE Program and are optimistic about its ability to positively impact the lives of California fire and natural disaster victims,” said Lou Paulson, chair of the California Fire Foundation.

Here is how it works: when disaster strikes, firefighters arrive on the scene with a SAVE gift card. After the incident response, eligible victims are given immediate access to a gift card for items such as food, water, shelter, medication, gas, clothing and other basic household necessities.

A three-month local test run will be conducted with

the help of Sacramento Area Firefighters Local 522 beginning in July 2013. The Foundation plans to roll out the statewide SAVE Program in January 2014.

“As part of our mission, this assistance is designed to give those displaced by fire or other natural disasters some ease and relief during a very emotional and stressful time. Firefighters are the first line of defense in a disaster, and are naturally the first line of protection and solace during difficult times,” said Paulson. “We think this new program will enable our firefighters to provide that extra level of service to those in need.”

STAR POWER

Gary Sinise Supports the California Fire Foundation

For over thirty years, Gary Sinise has stood as an advocate for America's servicemen and women. To that end, he has lent his support to the California Fire Foundation, most recently starring in the Foundation's newest public service announcement.

The new PSA, which was shot at LAFD Fire Station #105 and features members of UFLAC Local 112, is available at www.cafirefoundation.org or by scanning the QR Code below.

"Freedom and security are precious gifts that we, as Americans, should never take for granted," says Sinise. "We must do all we can to extend our hand in times of need to those who willingly sacrifice each day to provide that freedom and security. While we can never do enough to show our gratitude to our nation's defenders, we can always do a little more."

His generous support for the California Fire Foundation has been just the latest charitable act in a long legacy of giving back to the people who keep us safe. Inspired by his portrayal of Lieutenant Dan Taylor in the landmark film "Forrest Gump," Sinise formed the "Lt. Dan Band" in early 2004 and began entertaining troops serving at home and abroad. The band now performs close to 50 shows a year for military bases, charities and fundraisers.

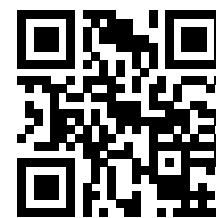


Gary Sinise at LAFD Station #105 in Woodland Hills after shooting a PSA for the Foundation with members of UFLAC Local 112.

Sinise also established the Gary Sinise Foundation, whose mission is to serve and honor our nation's defenders, veterans, first responders, their families and those in need. For firefighters, Sinise did more than just show up and toe his mark. The Gary Sinise Foundation donated \$10,000 to the California Fire Foundation, recognizing the connection between the Foundation's mission and that of his own charitable work.

"We are exceptionally grateful to Gary for his generous support of the Fire Foundation," said Lou Paulson, chair of the California Fire Foundation. "When I recently met Gary at the PSA shoot, I expressed our

gratitude and excitement about working with him and his foundation to further the mission of our own foundation to honor our fallen heroes and support the families they leave behind."



WATCH

Scan this code with your smartphone to watch Gary Sinise PSA for CA Fire Foundation.

BUILDING SUPPORT *for* CALIFORNIA'S FALLEN



CA Fire Foundation Director Hedi Jalon (far left) receives \$3,600 donation from Auto Club 400 NASCAR race.

When it was created, the California Fire Foundation was primarily supported by firefighters—men and women giving back to the firefighter family. In recent years, organizations of all sizes have joined the cause, raising money and awareness about those who pay the ultimate price, and the loved ones they leave behind.

FOUNDATION TAKES THE CHECKERED FLAG

For the second time in two years, the Auto Club Speedway in Fontana once again honored firefighters and other first responders at its signature NASCAR event, the Auto Club 400. The nationally televised event was the fifth race of the 2013 Sprint Cup series.

Special ticket packages were available for firefighters

and the Foundation was a beneficiary. A First Responder Pavilion welcomed firefighters and law enforcement officers, and special pre-race ceremonies honored first responders. The Foundation received a \$3,600 check from the Auto Club Speedway.

The race itself featured an epic finish, as Kyle Busch slipped through for the win after Denny Hamlin and Joey Logano "traded paint" on the next to last lap. The Speedway will offer a similar tribute at an event later this year, the MAV TV 500.

EAT, DRINK AND CONTRIBUTE

At the CPF Convention in Glendale, CA in April 2013, the Foundation hosted a unique food truck fundraiser for convention delegates. Three of the Los Angeles area's best-known food trucks set up shop in the parking lot just outside the convention venue at the Glendale Hilton.

When general session broke for lunch, firefighters flocked to the food trucks to indulge in the delicious lunchtime event, which donated a portion of the proceeds to the California Fire Foundation.

For information or assistance organizing a benefit event for the California Fire Foundation, please contact Foundation Director Hedi Jalon at (916) 921-9111 or hjalon@cpf.org.



ALWAYS VIGILANT

THE 2013 CPF STATE CONVENTION

Celebrating victory with a wary eye toward the battles of the future.

That was the mood at the 43rd Biennial CPF State Convention, held this past April in Glendale.

More than 400 firefighter delegates from around the state attended the three-day convention, which was the first statewide gathering since last year's decisive victory over Proposition 32.

"Together, we walked the long road from the darkness of last winter to the bright light of victory last November," CPF President Lou Paulson told the gathered delegates. "But we all know the road didn't end last fall. It continues on, now even more treacherous. That explains the theme of this convention: 'Always Vigilant.'"

During their time in Glendale, delegates charted the course for CPF over the next year, acting on some

three-dozen resolutions on topics ranging from new legislative initiatives to political action to developing a course of study on labor history in the fire service.

Delegates also had the opportunity to hear from key state and national leaders, including Attorney General Kamala Harris and IAFF General President Harold A. Schaitberger. All offered praise for CPF's key role in the defeat of Proposition 32, and warned that the fight to protect working families is far from over.

"Sometimes our state needs to lean on its backbone to stand up straight," Harris told the delegates. "This organization represents our state's backbone and you have made (success) happen consistently, time after time."

"For the rest of our careers, we will be fighting," concluded Paulson. "The depth and breadth of our power to win these fights does not reside in me, our board, or even in you, but in all of us together."



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1) CPF President Lou Paulson sets the tone for Convention, reminding delegates that we must remain “Always Vigilant.” 2) IAFF General President Harold Schaitberger rallies the troops, vowing to hold elected officials accountable. 3) Convention delegates listen to speeches from CPF, IAFF and California State leadership during opening ceremonies. 4) Attorney General Kamala Harris addresses the delegate body during opening ceremonies. 5) Attorney General Kamala Harris and the CPF Executive Board during opening ceremonies. 6) Chief Harold Scoggins, former member of Glendale Firefighters Local 776, welcomes the delegate body. 7) Legislative Committee considers convention resolutions.



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CPF Marks 75 Years of Standing Up for Firefighters

In October of 1938, the U.S. was still languishing in a depression and the world was drifting into war. *The Wizard of Oz* was still just a book and an Orson Welles radio broadcast panicked the nation with fears of a “Martian invasion.”

That same month, the Federated Fire Fighters of California was established as the state council for the International Association of Fire Fighters. Its mission: make life better for firefighters and their families.

Seventy-five years later, that same organization – now known as California Professional Firefighters – has held true to that mission. In the process, it has become one of the most influential and innovative labor organizations in the nation.

Beginning this fall, CPF will mark its diamond anniversary with events and features looking back at its 75-year legacy and looking ahead to the future challenges facing CPF and our profession.

“The story of California Professional Firefighters is really the story of the firefighter labor movement in this state,” said Lou Paulson, CPF President. “It is also the story of how firefighting moved from an occupation largely populated by volunteers to a mature, sophisticated and highly-regarded profession.”

Making a difference: Over the course of its three generations, CPF has been at the center of virtually every significant advance in the careers, health and well being of California’s first responders, from presumption and collective bargaining laws to the Firefighters Bill of Rights.

A force in organized labor: CPF has left its mark on the larger labor movement, through its leadership in statewide ballot coalitions – most recently last year’s successful campaign to defeat Prop. 32.

More than a union: CPF has helped drive the advance of the fire service as a profession. It forged the model for labor-management cooperation on training through the California Fire Fighter Joint Apprenticeship Committee. CPF has also helped guide a new commitment to firefighter health and safety on the job and off.

A sacred trust: Through its California Fire Foundation, CPF raised the money to build and maintain the California Firefighters Memorial in Capitol Park. The Foundation continues today as a service organization that is making an impact not only on the lives of firefighters but also on the larger community.

“It’s an honor to lead an organization with such a rich legacy of accomplishment, but our eyes are always on the horizon ahead,” said Paulson. “Over the course of the next year, we look forward to recognizing both our past and our future.”



WATCH

Scan this code with your smartphone to watch videos shown at this year’s CPF Convention.



Tim Strack CPF 1st District Vice President

CPF District 1 represents the counties of San Bernardino, Riverside, San Diego, Imperial and Orange.



CORONA FIREFIGHTERS CONTINUE AUTO-X TRAINING TRADITION

For the last 35 years the Corona Firefighters Association has hosted Auto-X, an annual seminar in which they train firefighters from across the United States and around the world to handle life-threatening auto extrication situations.

This year's seminar sold out again, with about 140 firefighters in attendance. The event was also open to all of Corona's elected officials, and many turned up, most notably, Assemblyman Eric Linder (R-Corona).

"A lot of people put a lot of work in to make this happen, and I'm proud to say that it was another successful year," said Jim Steiner, President of Corona Firefighters Association, Local 3757.

Every day firefighters are faced with the challenge of responding to vehicle accidents, some of which require the use of specialized equipment to remove patients from the vehicle. The Corona Firefighters' seminar is the premier event for this type of training, often referred to as the "best extrication training in the Western United States."



Assemblyman Eric Linder tries out the tools of the trade at Corona Firefighters' annual Auto Extrication training seminar.

"One of the greatest selling points for new cars is the way vehicles perform in a collision, but the materials such as high strength boron steel, metal alloys and advanced plastics are changing the way firefighters make space to get the victim out," noted Steiner. "The opportunity to use the tools of the trade in a non-emergency situation prepares firefighters to save lives when real emergencies inevitably happen."

Students come from as far away as Canada, Wyoming, Washington and Hawaii to participate in the program, but an added benefit is the participation of local politicians. Steiner says he was able to give Assemblyman Linder and a host of local city and community leaders a personal tour of the event, showing off tools and technologies, as well as the technical skills necessary and dangers to consider when using this life-saving equipment.

After the three-day seminar, participants were blown away by the fact that such a small local could host such a professional, informative and thorough training event. In addition, non-firefighter guests were extremely impressed after seeing everything that goes into responding to auto extrication incidents.

"I think we made an impression," said Steiner.

HEMET FIGHTS TO KEEP 104-YEAR-OLD FIRE DEPARTMENT

The Hemet Fire Department has faithfully served the citizens of Hemet for over 104 years, responding to over 13,500 service calls a year.

Residents love their local fire department, but three of the five Hemet City Council members are, inexplicably, seeking to shut it down.

Blaming a budget shortfall, the Council is forcing Hemet to, in essence, competitively bid for its continued existence, all after Hemet firefighters have given back substantially to the city's fiscal health.

"Over the past four years, Hemet firefighters have agreed to numerous salary and benefit decreases in order to lessen the impact on Hemet's city budget," said Steve Sandefer, president of Hemet City Firefighters Association Local 2342. "And yet, the council still seems to be on a mission to shut down our department, no matter what."

Official proposals first came before the council at a February 26, 2012 meeting that lasted over six hours. With about 300 citizens in attendance, 35 addressed the council with all but two supporting their city department. Councilperson Linda Krupa made a motion to permanently table the topic, but a predictable 3-2 vote squashed the motion. Her message was simple: no more

time and effort should be spent "fixing" a department that isn't broken.

Krupa's position echoed the conclusions of a 2011 consultant study commissioned by the city. That study concluded that keeping the Hemet department and shifting the organizational chart would not only be a better option, but would also be less expensive than the contracting option, to the tune of about \$1 million.

"The city spent \$200,000 on a study, but because it didn't tell them what they wanted to hear, they tried to put it in a drawer," said Sandefer. "It doesn't make any sense."

Countless community groups and individual citizens have urged the city council to leave the fire department as is. Residents worry that if a switch is made, mandated response times will not be met. Measure C, approved by voters in 1988, requires that firefighters respond to at least 80% of calls within five minutes. Ceding local control could make it harder to enforce this mandate, possibly leading to longer response times.

"We don't need a Band-Aid; we need a long-term solution," wrote Hemet resident Deanna Kjorlien in the *Riverside Press-Enterprise*. "We currently have a fire department that has kept within budget or under budget."

The city has not announced a decision or even scheduled a vote, leaving Hemet firefighters on stand-



Hemet residents rally behind their 104-year-old local fire department.

by, waiting for the city to make the first move. Even if they do vote to contract out, the transition will take over a year. Furthermore, Local 2342 has a team of lawyers poised and ready to file for injunctions and restraining orders while Hemet firefighters move forward with recall efforts and ballot measures.

"There is much speculation as to what is behind this intensive drive to contract for fire services," said Sandefer. "But Hemet firefighters know only one thing for sure: We want to continue providing the highest level of service to our city."



Chris Mahon CPF 2nd District Vice President

CPF District 2 represents the counties of Kern, San Luis Obispo, Santa Barbara, Ventura and Los Angeles - with the exception of United Firefighters of Los Angeles City Local 112 and Los Angeles County Fire Fighters Local 1014.



THE TRUE MEANING OF “MUTUAL AID”

As indicated by the cover of this publication, this year’s fire season is already in full force, highlighting the tremendous value of the state-wide mutual aid system. But as all of us in the fire service know, the phrase “mutual aid” is more than just an operational term. It is also one of the core values of our profession: being there for each other and the people we serve.

The Springs Fire in Camarillo is most fresh in my mind. Driven by harsh winds, this fire rapidly spread into an agricultural facility containing dozens of hazardous materials. As it burned, the smoke from chemicals potentially exposed any firefighters downwind to these dangerous toxins.

Incidents like this one are nothing new, yet they demonstrate the validity and need for our presumptive laws and continued legislative efforts. Many legislators are surprised to learn the amount of toxins wildland firefighters are exposed to and that there is no effective respiratory protection for them.

In the midst of this early and intense fire season, CPF leaders gathered in Sacramento for the Daniel A. Terry Legislative Conference to talk to lawmakers about

issues of importance to firefighters. One such issue is AB 1373, an important bill aimed at extending the 240-week “death clock” that penalizes the families of firefighters who die from job-caused illnesses but manage to survive beyond this arbitrary limit.

Mutual aid is also alive and well in the union world and continues to serve as an effective means of solving problems.

Locals in District 2 have been working hard and working together to solve problems and defeat threats to firefighters and public safety. In Long Beach, the fire chief has proposed a program that would degrade paramedic services in order to save money, providing a dangerous model for other departments to follow. Long Beach Local 372 put out a call for help and area locals responded with force—by writing letters, engaging their department leadership and showing up at hearings in which the proposal is considered.

“A lot of locals in the region have stepped up to help and the support from other locals has been really helpful in advocating for patient care,” said Rex Prichard, president of Long Beach Firefighters Local 372. “This is definitely a regional issue and our firefighter support

network has helped a lot in getting the facts out there and coming to an understanding.”

Meanwhile in the Northern part of the district in Santa Maria, four locals from the San Luis Obispo and Santa Barbara counties region recently met to discuss issues and problems in their region.

“The meeting was really beneficial for our local. We were able to ask specific questions pertaining to our specific issues,” said Anthony Morales, President of Santa Maria Firefighters Local 2020. “Now we understand what the other locals are dealing with and can get right to the issues next time to determine how we can use our experiences to help each other.”

The meeting helped facilitate better communication between locals and enabled them to better assist each other and benefit from each other’s experience, successes and failures. With problematic administrators, funding issues and local initiatives on the horizon, these locals will continue working together to maximize their opportunity for success.

Mutual aid is something we will continue to practice regularly because it is a primary factor in our success. If we stand together, we will continue to advance our profession and make life better for all of those we serve.

– Chris Mahon

OXNARD FIREFIGHTER WINS DALLAS JONES AWARD

California Professional Firefighters’ guiding mission of making life better for California firefighters was embodied in the life and career of Dallas Jones. Jones served more than two decades as a member of the CPF Executive Board, as well as sixteen years as President of Los Angeles County Firefighters Local 1014. His commitment to using politics in service of his brother and sister firefighters built Local 1014 and CPF into two of the state’s most influential and powerful labor organizations.

At the CPF Convention in 2008, CPF established the William Dallas Jones Special Award for Outstanding Political Achievement by a Local Member, which is presented to an individual member of a CPF-affiliated local every other year in recognition of their ability to make politics work in service of fellow firefighters.

This year, the Dallas Jones Political Achievement Award went to Jeff Donabedian, President of the Oxnard Firefighters Association Local 1684. The award was presented to him at the 2013 Legislative Conference.

Under Jeff’s leadership, Oxnard firefighters stepped up big in the fight against Proposition 32. Including a \$90 assessment and forfeiture of overtime pay, Oxnard



Jeff Donabedian, president of the Oxnard Firefighters Association Local 1684, accepts the Dallas Jones Political Achievement Award at the 2013 CPF Legislative Conference.

firefighters ended up giving \$352.33 per member for the No on 32 campaign, the highest contribution by any CPF local affiliate.

“The fight against Proposition 32 was a team effort, and this award really belongs to all the members of my local,” Donabedian said. “I’m very grateful.”

Through his skill as a negotiator and unwavering

commitment to his members, Dallas Jones made a difference in the life of every California firefighter. He was a pioneer in extending the influence of his local and all firefighters through the exercise of their right to political action at the state and local level.

“It’s an honor to be associated with the name of Dallas Jones,” said Donabedian.



Bobby Weist CPF 3rd District Vice President

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



STOCKTON FIREFIGHTERS TURN THE PAGE



Left to right: Koy Wilson, Dave Macedo, Benny Ortiz and Greg Biddle.

At the end of July, Stockton Firefighters Local 456 will be losing its president of over a decade. Dave Macedo, who has been president of Local 456 since 2002, is retiring from the profession he loves.

“I was able to live my dream to be a professional firefighter and to provide for my family,” said Macedo. “As president of Local 456, I was determined to protect that same ability for future generations of firefighters.”

Through thick and thin, Dave kept fighting and accomplished a great deal during his career in the fire service. At the beginning of his tenure, Stockton firefighters made great gains, including securing binding arbitration. He will also fondly remember his supportive executive board and all of the lasting relationships he developed with union brothers and sisters throughout California and the nation.

Looking back on his career, Dave recalls “sticking with the profession and the union through the good times and the really bad.”

The worst of Dave’s time with Local 456 has come in recent years with the City of Stockton declaring

bankruptcy in an effort to avoid obligations to its employees. “The hardest thing I’ve experienced over the years was seeing the city lay off 37 firefighters and watching our retirees lose their healthcare coverage.”

During his time as president, Dave created open relationships with management, facilitated communication with local leaders and provided constant and much-needed encouragement for his members.

“I wanted to instill in the younger firefighters that the firefighter family really is a second family. That’s why I’d emphasize for guys not to just collect a paycheck, but to respect the job and go the extra mile,” he said.

Dave will be passing the torch to long-time board member and current vice president Greg Biddle. Although Dave is optimistic about Biddle’s ability to step in, he realizes the long road ahead for Stockton firefighters. Responding to over 40,000 calls a year with 1970’s staffing levels, Stockton firefighters simply cannot accomplish what they used to. After the bankruptcy, he expects the city to rebuild slowly but says firefighters may never get back what they lost through the bankruptcy debacle.

DAVIS FIREFIGHTERS BATTLE ORGANIZED CAMPAIGN TO DISCREDIT LOCAL



Friends of Davis Firefighters

At the height of the economic downturn, hostile local politicians and a cadre of bureaucrats itching to settle scores took aim at decades of progress in fire protection. As the employment situation has improved, many locals have felt the pressure easing.

Not so in Davis. If anything, the “haters” are doubling down.

In late May, the Davis City Council voted to remove the fourth firefighter from its engine companies. Additionally, the council decided to shuffle medical staffing around, shifting resources away from the busiest downtown station. End result: diminished service to the citizens, all to save approximately \$400,000.

“Nobody is really credibly disputing the impact this

will have on safety,” said Bobby Weist, President of Davis Professional Firefighters Local 3494. “But safety doesn’t seem to be part of the calculation for some of these folks. They’re just looking to cut.”

Slashing fire staffing wasn’t all the council and its staff had up their sleeves. In a press release, the city unilaterally declared impasse with Local 3494, setting the stage for its second imposed contract in three years. The council supported the impasse declaration unanimously.

Providing cover for the attack was the city’s interim fire chief, Scott Kenley. Appointed a year ago, Kenley came to Davis from a stint consulting with a notorious law firm, Renne, Sloan, Holtzman, & Sakai. The firm had previously been known for its public support for using declarations of “fiscal emergency” as a tool to evade collective bargaining agreements.

“When they hired Renne-Sloan’s guy as the interim chief, it was pretty clear that the fix was in,” said Weist.

The council votes are only the latest in a series of highly publicized attacks on Davis firefighters in general, and personal attacks on Weist in particular. As happened during the run-up to the bankruptcy in Vallejo,

area bloggers with lots of free time have resorted to caricature and character assassination. Confidential consultant reports were leaked to one blogger, suggesting open complicity on the city’s part in the personal attack campaign.

After trying to remain positive and deflect the attacks, Davis firefighters and the citizens they serve have been pushing back. A grassroots website and Facebook presence – “Friends of Davis Firefighters” – has given voice to members of the community who have previously been drowned out by the city’s mob mentality.

“The shuffling shell game they have presented to justify the reductions may improve service somewhere for someone,” wrote Glen Byrns, a Davis man whose home was saved by Davis firefighters, “but if you are in my neighborhood it will mean a three-person crew will arrive and hold the line from outside until another crew arrives. In our case, it would have meant that my wife would also have lost much of what is dear to her.”

Weist hopes the public support generated through social media will help turn that third vote on the council and restore the fourth person on the engine.

“All we’ve ever asked for was a meaningful dialog, but it is just falling on deaf ears,” said Weist. “It just seems like they don’t care. Their mission is to break our union. We’re not going to let them.”



Randy Sekany CPF 4th District Vice President

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



FUTURE UNCERTAIN FOR CONTRA COSTA COUNTY FIREFIGHTERS

In November, Contra Costa County voters shot down a temporary fire safety parcel tax in the Contra Costa County Fire Protection District that would have prevented closure of up to a third of the agency's fire stations.

Measure Q, which would have cost a typical property owner about \$75 a year, won a majority of the vote – 54%. However, it fell well short of the two-thirds voter approval it needed to pass.

Five months later, the effect of Measure Q's failure is clear. Three fire stations were immediately closed: Fire Stations No. 4 (Walnut Creek), No. 12 (Martinez) and No. 16 (Lafayette). Service was also drastically reduced at No. 11 (Clayton). Then the district decided to shut down No. 87 (Pittsburg) and indicated it will close another station next year.

The defeat of Measure Q follows on the heels of another setback for fire protection in Contra Costa County. East Contra Costa Fire District voters turned down a parcel tax in June of 2012 and the district closed half of its six stations.

"We have fought this battle twice and twice now voters have said they aren't willing to pay to keep up the service levels," said Vince Wells, President of United Professional Firefighters of Contra Costa County Local 1230. "Contra Costa has already lost nine fire stations in the past few years and now, we'll lose four more."

In the wake of the election, supervisors commissioned independent consultants Fitch & Associates – largely known for EMS research – to assist in evaluating service delivery options, performance requirements, roles, goals and visions for the future. The 40-month studies are not

due to be done until January 2014. For Contra Costa firefighters, however, the issue is pretty clear.

"The problem is that response times are too high and staffing levels are too low," said Wells. "The district budget has already decreased by \$32 million in the last four years, and we are worried about drastic changes to the budget, shift schedules and service delivery."

The defeat of Measure Q has already resulted in drastic cost-cutting, reduced staffing, slower response times and greater danger to residents. The district is already staffed well below NFPA 1710 recommendations and at half the industry standard recommended by the International City/County Management Association.

"Closing more fire stations and laying off more firefighters will mean longer response times and lead to greater fire damage, more severe injuries and, possibly, loss of life," said Wells.

With fire season in full force and at least seven months until the fire service and EMS reviews are completed, limited staffing and resources make this year especially dangerous for Contra Costa County firefighters and residents alike.

FREMONT FIREFIGHTERS HOST GOLF TOURNAMENT FOR FALLEN FIREFIGHTERS

On Monday, May 20, 2013, the Fremont Firefighters hosted their 6th Annual National Fallen Firefighter Golf Tournament in an effort to raise money for the National Fallen Firefighter Foundation (NFFF) whose mission is to honor and remember America's fallen heroes and to provide resources to assist their loved ones in rebuilding their lives.

"It's not a serious day of golf. It's certainly not the PGA approach to golf," says Chief Charlie Dickinson, retired Deputy Administrator of the United States Fire Administration and the National Coordinator for the tournaments. "The National Fallen Firefighters Memorial Golf Tournament is a great way to raise money and awareness for the Foundation, as well as a fun way to spend a day with friends and neighbors."

The first National Fallen Firefighters Memorial Golf Tournament was held in 2004 to raise awareness and to support NFFF programs. The NFFF has partnered with the California Fire Foundation on one of those programs – the California Last Alarm Service Teams (Cal-LAST).

Over the past decade, NFFF tournaments have raised almost \$2 million to provide ser-

vices for surviving family members of fallen firefighters, including scholarships, workshops and conferences, and education for firefighters on preventing future fire service injuries and fatalities. Of the 30 nationwide tournaments, Fremont has hosted the 2nd highest grossing tournament for the last few years and is shooting for #1.

"This year's tournament was extremely successful," said Jeff Klevin, President of the Fremont Fire Fighters Local 1689. "Everyone had a good time and although it was a lot of work, in the end we got a lot of good feedback."

This year's event accommodated 157 golfers, including firefighters from Hayward, Oakland, Alameda County, Livermore-Pleasanton and Berkeley. Prizes were awarded to the best overall team, the longest drive and the closest shot to the pin. Three golfers also received prizes for shooting holes in one. In the end, the event was a huge success and raised approximately \$30,000 for the National Fallen Firefighters Foundation.

"This is a great foundation and a great cause that is close to home," said Klevin. "We are proud to do our part in supporting the families of our fallen brothers and sisters."

SJ FIREFIGHTERS LET ACTIVISTS, BLOGGERS FEEL THE HEAT



CRAIG ALLEN ROSE

On June 19, IAFF and San Jose Firefighters Local 230 hosted Fire Ops 101 in conjunction with the Netroots Nation Conference. The hands-on event gave participants some insight into what professional firefighters do every day and what resources are needed to get the job done. More than a dozen people participated and left with a new appreciation of the job.



Michael Massone

CPF 5th District Vice President

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

5th

DISTRICT REPORT



CAMP PENDLETON FIREFIGHTERS HONOR A FALLEN BROTHER



On April 6, 2013, the Camp Pendleton Fire Department's newly constructed Fire Station 10 was dedicated to the memory of one of their own—Firefighter Brian E. Dunlap.

Long before he was a firefighter, Brian was a United States Marine. As a reservist, he deployed to Iraq in 2005. On September 24, 2005, during combat operations against enemy forces in Abu Fleiss, Iraq, an improvised explosive device was detonated near his position. Sergeant Dunlap went to the aid of fallen comrades, but was killed by the detonation of a secondary device. He was 34 years old.

Firefighters, fellow Marines and dignitaries gathered at Camp Pendleton's Fire Station 10 to pay tribute to Brian. A plaque on the fire station now marks his sacrifice and dedication to the highest ideals of the fire

service, the Marine Corps and the United States of America.

With tears in her eyes, Brian's mother, Dorothy Tellez, was visibly moved by the ceremony held in Brian's honor and shared her appreciation for all those who came to see the tribute to her fallen son.

"This is wonderful," expressed Dorothy. "Brian would have loved this station."

The new firehouse, which is located close to Interstate 5, is a state-of-the-art facility, housing a medium rescue and paramedic ambulance. Firefighters at the station are first-due to a long stretch of the freeway and the rescue covers about half of Camp Pendleton's 200 square miles. The station also features a rope rescue training tower, confined space prop and vehicle extrication training pad.

A NEW NAME: CPF INSURANCE TRUST

This year I was appointed to and began serving on the CPF Insurance Trust. We recently changed the name from the CPF Health Benefits Trust to the CPF Insurance Trust in order to better represent the services it offers.

In 1971, CPF formed its premier insurance benefits organization with the establishment of the CPF Insurance Trust. The trust was created because many CPF members were being misled and taken advantage of by insurance agents and brokers.

Since then, the Trust has continued to provide the best available insurance products and services to CPF members. Ultimately, our goal is to provide CPF members with high quality, cost effective benefits that ensure you and your family are well protected and compensated.

Over the course of its 40 or so years, some of the products have evolved and changed, but now the Trust primarily offers property and casualty insurance, personal and union/officer liability coverage, life insurance, personal accident insurance and the long term disability (PYI) plan, which is our main offering.

The seven directors of the CPF Insurance Trust comprise active and retired firefighters. More importantly, we represent CPF members, making us the Trust you can trust.

Visit www.cpf-insurance.com for more information on products and services offered by the CPF Insurance Trust.

— Mike Massone

FURLOUGHS, LAYOFFS LEAVE VANDENBERG DEPLETED

At a time when the Central Coast is under siege from wildland fires, Vandenberg firefighters are getting furlough notices.

Thanks to the federal sequester, all 57 civilian firefighters at Vandenberg will face furloughs of up to 32 hours a month from July through September. According to base officials, the sequester will also force the closure of Vandenberg's well-regarded Hot Shots firefighting team.

"The furloughing of defense employees is a bad idea, but furloughing firefighters at the peak of fire season in Santa Barbara County is a disastrous idea," says Mike Provencio, President of Vandenberg Professional Firefighters.

The Hot Shot program was created 36 years ago after a fatal fire killed four people, including the base commander. It is the only Department of Defense Hot Shot team in the country, and it has provided during some of the state's largest fires and most recently for their trip to Colorado last summer to help combat that state's wildfires.

"At the end of September, the Vandenberg Hot Shots program will cease to exist and there isn't much hope that the program will come back anytime soon," said Provencio. "It just doesn't make any sense for this base

to be laying off Hot Shots and furloughing firefighters, all at the peak of fire season."

So far, 2013 is already shaping up as a particularly bad fire season for the Central Coast. Barely two weeks into fire season, the region has already endured the 25,000-acre Springs Fire and the 3,000-acre White Fire. Statewide, wildland fires are up 40% over last year at this point, with six times as much acreage charred.

Losing this resource would be a loss for the region and even for the nation's fire preparedness. The Hot Shots don't just respond to Vandenberg blazes, but often help battle fires throughout Santa Barbara County, the rest of California and the nation. In 2012, they were hailed as heroes for helping respond to the Colorado Springs Wildfire in Colorado.

"For us, it would be a tremendous loss of that type of resource that we use for wildland fires and brush fires within our community," Stan Hart, Battalion Chief for the Lompoc Fire Department, told *Central Coast News*.

"Without a Hot Shot crew or helicopter support anywhere in the county, it will take additional time for base firefighters to receive the help they need to combat the wildfires that threaten the base populace and hazardous chemical plants every year," concluded Provencio.



Mike Lopez

CPF 6th District Vice President

CPF District 6 represents CDF Firefighters, Local 2881.

6th DISTRICT REPORT



A FIERCE EARLY FIRE SEASON

The first article on the fierceness of this particular fire season came from the most unlikely source. The *San Francisco Chronicle* ran an above-the-fold story that detailed how this fire season is going to be especially risky. There are the usual factors – the high, dry fuels and lack of rain. But, as the front page of this publication demonstrates, firefighters also understand that infrastructural problems remain.

The sequestering and budget battles in Washington also continue to limit forest service resources.

The dark days of the California budget being underwater did not do any favors for the purchasing or replacement of equipment. It is not unusual for any of us to be driving a rig that should have been retired before we watched the centuries change.

It is vital that we remain vigilant during budget hearings at every level to reinforce with policymakers the absolute necessity for focusing on resources needed to maintain a viable public safety entity.

Firefighters will do whatever is asked of them. However, it is incumbent upon us as union leaders to do everything possible to protect the safety of private citizens and the firefighters on the engines charged with protecting them.

We understand Governor Brown's blueprint for a

responsible budget, but we also believe that inherent in smart budgeting is the old adage that a penny saved is a penny earned. If we fail to plan ahead for the inevitable disasters that confront California, the consequence is an extraordinary cost that might once have been contained.

It remains a priority of CDF Firefighters Local 2881 that engine staffing and new helicopters become part of the equation.

LEGISLATION

The sheer number of bills is always a surprise. We take a good look at what needs to be done to keep California running. As of this writing, 2,450 bills have been introduced. We share a series of joint interests and legislative responsibilities with our colleagues throughout California. In those rare instances when there is a technical disagreement, we have pledged to always maintain an open door policy and listen carefully.

We live in a diverse state. Although we are firefighters, our responsibilities are not always identical. One of the motivating factors for being part of California Professional Firefighters is the solidarity we display to the public. Clearly, we are viewed as a single profession and we must work together to strengthen all of our departments and protect the interests of our dedicated employees.

THE RISKS REMAIN

There are instances in California, even during this extraordinarily difficult fire season, when a colleague is forced to work alone.

I was contacted recently with the story of a firefighter who was injured while working by himself in the fire station. He was left unconscious in a dangerous situation and was ultimately rescued by his colleagues and transported to the hospital. He missed a week's worth of work.

Again, safety must come first and last for all of us.

THE FUTURE

We affiliated with CPF more than thirty years ago. We are proud to be part of this remarkable organization. The energy and vision that a united group of firefighters brings to an issue cannot be matched.

The key to being a part of CPF is being respectful of each other and the historic roles we play in providing public safety services. The respect to which every local is entitled must also always be encouraged.

Together, we have done great things in California. The differences that sometimes arise are not so great that they need to endanger the relationships that make the core of CPF such an effective organization.

I look forward to working with all of you.

– Mike Lopez



Dave Gillotte CPF 7th District Vice President

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



NEW LESSONS IN ELECTORAL MATH

We have defeated Prop. 32, but now is not the time to relax. As was stated so eloquently by our friend Kamala Harris at the 2013 CPF Convention, this is certain to be a career-long fight.

This is a hard concept to grasp, but we have to just grind it out and get others ready to continue the grind after we're retired. Union work is often thankless, tiring and not very glamorous, but it is the work that keeps our profession protected and provides the funds to keep us safe.

Legislative advocacy and political action are the two main purposes of CPF and our local affiliates. It always has been and always will be about one thing in the end... vote count! How high can you count? Simple math rules the day and without friends who support us and enemies who fear us, we have nothing. Get the votes, get the support and stay protected.

We are currently gearing up for a string of local city elections and our members will be walking the streets and hitting the phones to get candidates elected to key contracting cities in LA County. We are locked and loaded for success in these elections and hopefully will be able to report victories next time we write. Furthermore, we intend to see success on the Survivor Benefit Laws we seek this session, and the protection of any and all health and safety laws that some seek

to tear down.

On the election front, former Secretary of Labor Hilda Solis has declared she will seek the District 1 Supervisorial Seat currently occupied by Gloria Molina. A longtime friend of Local 1014, Solis has been elected to the Rio Hondo School Board, City Council, State Assembly and Senate, U.S. Congress and eventually was appointed Secretary of Labor. She has always been a strong supporter of firefighters, paramedics and other workers, and we look forward to her victory and a continued great relationship.

Speaking of elections, congratulations to Brother Frank Lima for stepping up to run UFLAC 112. President Lima will be a fine leader and we have already started working with him and his board on city elections and LA Labor Fed politics. It's a great team and together with District 7 we represent a huge membership, forcing elected officials to open their eyes wide when we roll together...a beautiful thing.

Local 1014 continues to support charitable and community events, none larger than the MDA's Fill the Boot campaign. We set a very lofty goal of \$400,000 this year and are working hard to meet that goal. We have also been working closely with the Firefighter Cancer Support Network (FCSN) to help provide support for our members afflicted with cancer. This should serve as a reminder as to why we fight for legislative protections like the cancer presumption laws



Former Secretary of Labor and longtime friend of Local 1014, Hilda Solis, is running for Los Angeles County Board of Supervisors.

and survivor death benefits.

We are experiencing an earlier than usual start of brush fire season this year and yes, "this could be the worst brush season ever." This creates even more need to train, staff and legislate to support our efforts.

CFFJAC is a great resource for fire training and if you haven't explored the CFFJAC website, I encourage you to do so. Combined with IAFF Fire Ground Survival and our own College of the Canyons training, we are off and running with new online training systems.

This is not only the wave of the future, it is essential in order for us to back up the claim that we are the best bang for the taxpayer buck. Validation, accreditation and data collection are going to be important to sustaining ourselves into the future.

Finally, we are also making the "Recruitment and Retention" of women a higher priority. This is a matter Local 1014 and the CFFJAC take very seriously. Our sisters are not only our members, but possess a strong voice and power to be harnessed in politics and in influencing the future of the fire service. Local 1014 started a Women's Commission a couple of years ago but it has progressed slowly because of apathy from management. We will, however, continue to actively recruit women that share both the professional qualifications and the same values, drive and desire that represent the highest standard of our profession.

As we head into the second half of this year, we will undoubtedly have numerous challenges at both the local and state level and we will end how we started...vote count! How high can you count? Stay the course with political and legislative efforts and everything else will fall in line if we take care of business.

– Dave Gillotte



Teamwork in Sacramento: (Left to Right) Tony Gamboa (Local 112), Dave Gillotte (Local 1014), Assembly Speaker John Perez and Frank Lima (Local 112).



Frank Lima CPF 8th District Vice President

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

8th DISTRICT REPORT

WE SHALL NEVER FORGET



LA City Apparatus Operator Thomas Taylor.

On the night of January 28, 1981, the Los Angeles Fire Department Task Force 60 from West Hollywood responded to a structure fire at a restaurant on Lankershim Blvd.

The violent blaze, which threatened an entire city block, cost the life of one of our own, LA City apparatus operator Thomas Taylor.

Brother Taylor was one of several firefighters battling the blaze from above, working hard to keep it from spreading to adjacent structures. The collapse of a flimsy roof left three firefighters clinging to life from a parapet. Two managed to scramble to the outside facing of the structure. Though they fell several stories, they survived. Brother Taylor wasn't so lucky. Failing a desperate grab for the hand of a brother firefighter, he fell backward into the burning structure.

The loss of any firefighter in the line of duty is a heartbreaking event for our profession. But this time, the loss cut deeper: you see, Tom Taylor was murdered.

A one-time barber and small time crook, Mario



A devastating blaze at Cugee's restaurant in West Hollywood set by arsonist Mario Catanio cost Tom Taylor his life and left eight others injured.

Catanio, was hired to set the fire that cost Brother Taylor his life. The owners of the restaurant were losing money and paid Catanio \$2,500 to torch the building so they could collect the insurance money. Before the evening was out, Catanio assured them, they would "no longer be in the restaurant business."

Catanio held up his end of this evil bargain. As a result, Tom Taylor died, leaving behind a wife, two young children and a devastated firefighter family that included his father and his brother Jeff. And when the family hurts, the greater firefighter family hurts as well.

When the depth of his crime was revealed, Mario Catanio was convicted of first-degree murder and sentenced to 25-to-life.

When we lose one of our own, firefighters don't forget. The firefighters from that part of the city took it upon themselves to erect a commemoration plaque that still stands today at the Lankershim Blvd. street corner where Tom Taylor lost his life. More than three decades later, reminders of Tom's legacy live on at Station 60 where he worked. It's very important for us to pay tribute, to learn from the past and to remember our fallen colleagues.

About a decade ago, the fire service community came together to remember Tom in a different way. Even before he'd served his minimum time, Mario Catanio was recommended for parole. Firefighters

from throughout the region wrote letters and converged on the Parole Board hearing to fight to keep Catanio behind bars, and succeeded ... for a time. Last year, the parole board again recommended Catanio's release. Only the intervention of Governor Jerry Brown kept him behind bars.

This year, Mario Catanio is again up for parole and the fire service came together again to fight it. At this year's CPF Convention in Glendale, delegates unanimously approved a resolution calling for organized response whenever someone convicted of murdering a firefighter is up for parole.

Thanks to an extensive outreach that included a moving video and extensive email and media outreach, firefighters from across the country responded with letters strongly urging that Mario Catanio remain behind bars. We know the State Parole Board has heard loud and clear from our profession that we never forget when someone kills one of our own.

On June 28, 2013, the Parole Board met to consider Catanio's case. Faced with a stack of letters two inches high from firefighters throughout the nation, parole was denied and Mario Catanio will stay behind bars. I want to thank everyone who took the time to make your voices heard. The support you have shown means the world to Brother Taylor's family and all of the men and women of Local 112.

CFFJAC CAREER EXPOS

DRAW QUALIFIED,
MOTIVATED
FIREFIGHTER RECRUITS



Would-be firefighters practice the CPAT at the 2013 CFFJAC Firefighter Career Expos.



CPAT SACRAMENTO IS BACK AND BETTER THAN EVER

Even in tough times, the need for new firefighter recruits remains high – many departments are still hiring. But before you can become a firefighter, you have to prove you've got the physical ability.

The CFFJAC's groundbreaking system for testing the next generation of California firefighters is expanding again, with the reopening of our third CPAT Testing Center.

The new and improved CPAT Center in Sacramento rejoins centers in Orange County and the Bay Area, giving candidates another place to take the well-regarded test. The new, state-of-the-art facility will provide expanded capacity and numerous other improvements for prospective firefighters.

Sponsored by the California Fire Fighter Joint Apprenticeship Committee (CFFJAC), the CPAT Testing Centers allow would-be firefighters to get their physical ability certification on their own schedule, while saving fire departments the expense of conducting their own tests.

Existing CPAT testing centers have already administered the CPAT to more than 54,000 firefighter candidates since 2005. Also, many fire departments around California require CPAT certification as a prerequisite for applying to become a firefighter.

The new CPAT Sacramento Testing Center will be opening its doors to candidates in August 2013.

"We are excited to expand our capacity with this new, centrally located CPAT Testing Center," said CFFJAC Program Director Yvonne de la Peña. "The CPAT is required for employment in most California fire departments and we are proud to provide another venue for firefighter candidates to see if they have what it takes to be a firefighter."

The CPAT is the industry-standard physical ability testing system developed cooperatively by the International Association of Fire Chiefs (representing management) and the International Association of Fire Fighters (representing labor). Those who pass receive the CPAT Card of Completion, certifying they have "the right stuff" for a job in the fire service.

Prospective firefighters from all over California converged on the CPAT testing centers in Orange and Livermore to participate in two CFFJAC-sponsored Firefighter Career Expos. Organized by the CFFJAC's Commission to Recruit Women for the Fire Service, the one-day career expos gave candidates an "up close and personal" look at what it takes to become a firefighter.

The Career Expos attracted hundreds of men and women who were able to interact with fire department personnel, ask questions and learn about the process of becoming a professional firefighter. In addition to direct recruitment and hands-on demonstrations, the expo featured several working firefighters who spoke to the challenges and rewards of a job in the fire service.

"The main advantage for a candidate that comes to a Career Expo is that they get to talk to recruiters about the various hiring processes that departments use," said CFFJAC Program Director Yvonne de la Peña. "In addition, they get to try the various events on the CPAT course and get one-on-one time with a proctor who explains why the event is important and how it

relates to actual duties performed in the fire service."

Fire departments throughout the respective areas were on hand to help candidates get started and to answer questions. Participants had the opportunity to try their hand at the Candidate Physical Ability Test (CPAT), which consists of eight job-related events that must be completed within a set time to prove you possess a minimum level of physical ability. CPAT certification is a prerequisite for many fire departments throughout California.

Though open to all, the CFFJAC placed particular emphasis on targeting qualified women looking to join the fire service. "Even in this day and age, a lot of women don't realize that the fire service is an opportunity for them," said Contra Costa Fire Captain Lisa Beaty, co-chair of the Women's Commission. "The Commission is trying to show young women that there are role models and that there are many women working in long, successful careers."

The expos encapsulated the CFFJAC's mission to create a fire service that reflects the dynamic and diverse communities throughout the state, while pro-

viding a higher quality of care and level of service to all Californians.

"The future is in good hands," said California State Senator Ellen Corbett who attended the event in Livermore. "There are challenges, but if your heart is there and you believe in what you're doing, you can make a great difference."

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