



CALIFORNIA PROFESSIONAL FIREFIGHTERS

State Council of the International Association of Fire Fighters • California Labor Federation • AFL-CIO | Volume 17 No. 3 Third Quarter 2009



THE Bakersfield Californian
CalPERS: Pension Costs May Not Be Sustainable



San Diego Union-Tribune
Pension Problems Not Going Away Soon

Contra Costa Times
Officials Call for State Pension Reform

The Mercury News
Governor Renews Focus on Public Pension System

Ventura County Times
Task Force to Tackle Pension Reform

The Sacramento Bee
Governor Wants to Revamp Battered Public-Worker Pension Programs

They're At It Again!

Pension Foes Stoke Economic Fears

Most working Californians see the current economic crisis as a challenge to be met with shared sacrifice, tough choices and resilience. A few, however, take a more cynical view – they see our collective struggle as an opportunity to score a political victory.

This cynicism is at the heart of a renewed attack on your retirement security. Citing state and local fiscal woes, the same demagogues who unsuccessfully tried to steal firefighters' retirement security four years ago are on the attack again.

- The architects of the 2005 pension assault have proposed an initiative for 2010 that would force firefighters to work longer for a less secure retirement and ban retiree health care.
- These same anti-worker ideologues have sought to tarnish working Californians by blaming them for

management's lavish retirement payouts.

- Gov. Arnold Schwarzenegger has revived calls for a rollback of retirement benefits for new state employees, including public safety.
- Local government organizations, such as the League of California Cities, have encouraged "action plans" that suggest that local city managers form regional cartels to slash retirement ... even at the expense of their own local control!

"The same people who tried to eliminate death and disability benefits four years ago are at it again, and they are specifically going after us," said **CPF President Lou Paulson**.

PLAYING THE BLAME GAME

At the center of the renewed push to wipe out retirement security are the

economic crisis and the resulting state and local fiscal woes.

Rather than offer productive answers to the state's fiscal woes, the usual critics are spreading the word that our budget problems are the fault of firefighters and law enforcement. Picking up on this narrative, local bureaucrats hostile to retirement security have launched coordinated "first strikes" in some areas.

In one especially devious effort, local bureaucrats in San Diego County have formed an anti-retirement cartel. Their objective? Restrict collective bargaining by imposing a one-size-fits-all retirement standard.

Such collusion in the corporate world would be considered "price fixing" and would likely land the offenders in anti-trust court.

But instead of legal scrutiny, the San Diego model is being proposed in

other counties as a way to limit your collective bargaining rights.

STANDING UP FOR YOU

As it has for seven decades, **California Professional Firefighters** is standing up for your retirement security.

CPF was instrumental in pressuring the administration to drop its attempt to link retirement takeaways with the budget negotiations. With President Paulson's encouragement, a coordinated working group of employee and retiree groups has reformed and is putting a response plan in place. And CPF Executive Board members and staff have provided direct assistance to affiliated locals facing retirement attacks in their cities and counties.

To keep current on the battle to protect your retirement security, look for Pension Updates at www.cpf.org in the "Find It Here" section.

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OFFICIAL RULES

1. Contest is open to all active/retired members of the California Professional Firefighters (CPF), California Fire Photographers Association (CFPA), professional photographer associations and all "fire enthusiasts."
2. Entries will be judged on originality, technical quality and artistic merit.
3. Submissions may be either as digital images (preferred) or as a photo print. Photocopies or laser-printed images are not eligible.
4. Digital photos must be at least 300 dpi.
5. Photos may not be altered or enhanced.
6. Each entry submitted must include: Full name, home address, daytime phone number, fire department and local union or other affiliation.
7. Prints and CDs will be returned only if a self-addressed stamped envelope with correct postage is included with them. CPF is not responsible if photos are damaged or lost.
8. By entering the contest, you are giving CPF the exclusive right to use the materials for its publications, political material and other official purposes. A credit line will not be given.
9. CPF has the right to reproduce any and all entries in its publications and other materials.

Photos must be submitted by November 22, 2009.

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FTP: Multiple and/or large image files may be uploaded via FTP.
Upload information at www.cpfphotocontest.org

SUBMISSIONS

For more information, visit www.cpfphotocontest.org.



President's Perspective



Lou Paulson

Remembering Where We've Been

As we move through yet another difficult year, California's first responders are once again being asked to do more with less.

Your local unions have been on the front lines fighting against job losses, station closures, and salary and benefit cuts. In some cases, you have had to swallow hard and vote to accept contracts with pay freezes or deferred raises.

During tough times, it's hard to feel especially victorious when voting on contract concessions. But if anything, hard times are an even more vivid reminder of the impact that collective bargaining has had on the lives of all California public servants ... most especially first responders.

A LITTLE HISTORY

The principle of public sector bargaining was established in California through a 1961 state law. But it was the 1968 Meyers-Milias-Brown Act (MMBA) that established your power as employees to organize and bargain on issues affecting your job and your safety.

At the time the MMBA was signed, most firefighters still had to work two jobs just to survive. Firefighters had to pay for their own uniforms, turnouts, training, and a fair amount of equipment. Pensions? Pretty meager. Health care? Not much. Cancer presumptions? Survivor benefits? 4850 time? Retiree health? Forget it.

Before collective bargaining, management held all the cards.

Collective bargaining gave you, the front line firefighter, a voice in the decisions that affect your lives.

It's fair to say that MMBA wasn't exactly embraced by employers. Local city managers and county bureaucrats, accustomed to dictatorial power, fought hard to silence firefighters' voices with union-busting tactics. Some of you may have retirees in your local who fought on those "front lines" – risking arrest in work stoppages designed to send a message: "We will not be treated as second-class citizens anymore."

WHAT WE'VE WON

As your voice has gotten stronger these past four decades, the California fire service has been transformed from a part-time job to a skilled profession. Few would argue that the fire service labor movement has been at the center of this transition. It is because of your union that you have:

- *Secure health care and retirement security for you and your family;*
- *Pay levels that allow you to feed your family without having to hold down a side job;*
- *Survivor benefits, so if you should fall in the line of duty, your family will be protected;*
- *Uniform allowances, so you don't have to buy your own gear;*
- *Heart, cancer and infectious disease presumptions, so you don't have to beg for the disability benefits you deserve;*
- *On-the-job protections, including a Firefighters Bill of Rights.*

The success of our movement, however, goes beyond simply the personal benefits to our members.

Our strong fire service labor movement has been a force for good in the profession.

- *Your union is on the front lines pushing for safe staffing levels and rapid response times. That keeps our citizens safe.*
- *Your union presses for proper PPE and health and safety standards. That keeps you safe on the job.*
- *Your union holds management and elected officials accountable for their commitment to safety and their spending practices. That protects our taxpayers.*
- *Your union stands by our fallen firefighters every hour of every day. That insures that our honored brothers and sisters are never forgotten.*

FAST FORWARD ... 2009

Protecting the strength of your voice as firefighters and working Californians has always been at the center of our mission at California Professional Firefighters. Even with our record of success, there are still forces looking to silence your voice, and when times get tough, they break out the same tired attacks.

They're attacking your retirement security. They're attacking your job security. They're attacking the core funding that keeps our citizens safe.

This year, more than at any time in the past, protecting our profession means protecting your rights at the bargaining table. Whether it's the pension coalition that I am proud to co-chair to our legislative effort to stop frivolous bankruptcy to our staunch support for a vital mutual aid system, CPF is committed to keeping your voice strong and proud.

If we remember where we've been, as well as where we are going, I believe we will continue to thrive, no matter how tough times may be.

Thousands Give Emotional Sendoff To Fallen LA County Firefighters

On a sun-splashed morning, the fire service gathered to say goodbye to the two of its finest ... men who were, by any measure of the word, heroes.

At a somber but inspiring ceremony attended by thousands of uniformed personnel and ordinary citizens, firefighters, friends, family and visiting dignitaries paid tribute Saturday to fallen Los Angeles County firefighters **Captain Ted Hall** and **Specialist Arnie Quinones**.

The two men sacrificed their lives August 30 when, while struggling to save the 50 people in their inmate fire camp, their vehicle plunged over an embankment. They were killed battling the 160,000-acre Station Fire.

The emotional tribute, held September 12th at Dodger Stadium in Los Angeles, featured traditional fire service remembrances that reflected not only on those who died, but the calling for which they gave their lives. Among those paying tribute were Vice President Joseph Biden, a longtime friend of the fire service.

"Men like Ted and Arnie have few equals," said Biden. "Two men tell others to hunker down and race to find a way out. Now that's real courage."



Local 1014 president Dave Gillotte delivers a eulogy for Brothers Hall and Quinones.



Pipes and Drums of California Professional Firefighters performs "Amazing Grace."



Firefighters salute during "Taps" for fallen colleagues.

Agencies from throughout the nation gathered among the roughly 8,000 people in attendance. About 300 pieces of apparatus from dozens of departments encircled the sprawling park, and honor guards from dozens of departments from California and the nation participated.

In addition to Biden, the ceremony featured tributes from Gov. Arnold Schwarzenegger, LA Supervisor Don Knabe, **IAFF General President Harold Schaitberger**, LA Fire Chief P. Michael Freeman and **Los Angeles County Firefighters Local 1014 President Dave Gillotte**.

"We are not the same department or the same local, today," said Gillotte. "The reason is that Ted and Arnie are not with us. Ted and Arnie are irreplaceable. Each brother was one of a kind."

Most moving were the tributes by those closest to the two men, who themselves worked together supervising inmate fire crews at LA County's Camp 16 in the Angeles National Forest. **Captain Joseph Santero**, who entered the fire service with Hall more than two decades ago, said his friend's commitment made you want to do your job better.

"Ted lost his life saving the lives of almost 70 firemen ... I can't think of anything more noble and courageous than that," said Santero. "I have worked with the best and the bravest

firefighters for 26 years. I can stand here in front of all of you and say without a doubt, that Captain Ted Hall was the bravest, most heroic man I have ever known."

Firefighter Specialist Rob Morales was a close friend of Quinones who worked with the two at Camp 16. He was one of those 70 firefighters whom Hall and Quinones had sought to rescue.

"I watched as Arnie jumped in Ted's truck and they drove down to the road," recalled Morales. "I witnessed my friend deliver on every promise that he had ever made. He was brave. He was strong."



Apparatus from throughout California rings the Dodger Stadium parking lot.

He was noble. He upheld the promise that he would have my back. He was the 'first in' and he was the 'last out.'"

Brothers Hall and Quinones received the sendoff befitting honored heroes, with an LA County Fire helicopter flyover, the sounding of the Last Alarm and the playing of "Amazing Grace" by the **Pipes and Drums of the California Professional Firefighters**.

Local 1014 noted with appreciation the generosity of the Dodger organization, not only for opening the stadium, but for its involvement in the process. The team even provided game-used bases with stencils bearing the names of the two lost firefighters and the imprint of the Camp 16 patch.

Brother Hall is survived by his wife, Katherine, sons Randall and Steven and his parents, Roland and Donna. Brother Quinones is survived by his wife Loressa, who is expecting their first child, his mother Sonia Del Valle and his brother Ozzie. The only family member who spoke, Ozzie Quinones expressed his gratitude for the outpouring of support and love shown by the fire service and by a grateful California.

"I just want to say thank you to all, from the bottom of our hearts. He is gone, but he will never be forgotten."

Secretary-Treasurer's Desk



Lew Stone

Invest in Your PAC Fund

The economic state of California has presented every firefighter local with daunting challenges. Solutions ranging from "zero raises," station brownouts, furloughs, layoffs, contract extensions and give-backs have been used in various

jurisdictions. We find ourselves fighting for a piece of dwindling revenues and wonder how long it will be before things stabilize, let alone actually turn around.

We are perceived as the "haves" in this economy. The governor once

again tried to push for "pension reform" during the latest round of budget talks, even though the sharpest minds stated that his ideas would take 30 years to have any effect on the State's economy. Local politicians forget all the collective bargaining we went through to get our current benefits. Many think they can now arbitrarily alter our agreements under the guise of an "economic emergency."

In this atmosphere, the work of every local union in this state becomes exponentially more important. Now is not the time to reduce our dues structure, cut costs or reduce what we offer to our membership.

Everything we have taken for granted over the past 20 years is under attack. Each of us needs our Local, the CPF and the IAFF more than ever. Now is the worst time for us to cut corners on properly funding the operations of our

union. I urge union leaders and the members to seriously contemplate actually raising your Political Action dues! Our participation in the political arena is essential to stave off further negative impacts to firefighters.

Your PAC dues can help your local fight back against attacks on your pension, workers compensation and employee rights. A few extra PAC dollars each month is a tremendous investment in your future. In the present political atmosphere, it is extremely important to support those who understand our service to this state and fight against those who would downgrade our profession.

At first glance it seems counterintuitive to raise your dues when we are not getting a raise, but I sincerely hope we all look past the immediate and see the tremendous value. The cost will be less than one little foamy coffee drink you get daily. Think it over.

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CPF Legislative Update

New State Budget Borrows Billions from Local Agencies

Anti-tax activists kill plan to pump additional money into local fire protection

Agrueling and contentious fiscal process ended with precious little good news for California's first responders. But then, there was plenty of bad news to go around.

After all-night bargaining and bitter finger pointing, the Legislature and Governor Schwarzenegger approved an \$85 billion budget that reduces actual state spending by 18 percent.

Prior to signing the budget on July 28th, the Governor used his "blue pencil" to strike an additional \$488 million from the budget package approved by the Legislature, as the Legislature rejected additional changes that could have closed the last vestiges of a \$26 billion budget gap. The governor's vetoes – which are the subject of a legal challenge – leave a spending plan that contains massive budget cuts, various accounting maneuvers and a \$4 billion shift of funds from local government.

Few were spared in the \$15 billion worth of budget cuts. Public schools took a nearly \$10 billion hit. Roughly \$3 billion of that will come from the state's college systems, to be partially made up through significant student fee increases. Health care and social safety net services for the poor and disabled were slashed over \$3 billion. The new budget also continues three

furlough days per month for the vast majority of state employees - an effective 15 percent pay cut.

For first responders, the news is mostly bad, but there are slivers of good news mixed in.

LOCAL GOVERNMENT FUNDING

The most serious potential threat to local first responders is the budget's \$4 billion in "borrowing" from local government. The plan shifts \$2 billion in direct local funding through suspension of 2004's Proposition 1A, and takes another \$2 billion in local redevelopment funds.

For details, see "Local Cuts Threaten Public Safety and State Mutual Aid"

EMERGENCY RESPONSE INITIATIVE

Despite a full-court press from CPF, other fire organizations in California, and media reports underscoring the danger faced by our mutual aid response system, the budget deal does not include the Governor's proposed Emergency Response Initiative (ERI).

The fire service - labor and management - view the ERI as a critical means of shoring up California's

faltering mutual aid response system. For the first time, money would have been allocated directly to local fire departments - upwards of half a billion dollars over three years.

SEE STORY ON PAGE 7.

CAL FIRE

The sliver of positive news came in CAL FIRE, which was spared deep staff and station cutbacks that had been originally floated by the Schwarzenegger administration. The preservation of CAL FIRE's budget had been in doubt after the administration suggested a reduction of as many as 1,800 front line firefighters. But in the face of another blistering fire season, neither lawmakers nor the administration were prepared to face public outcry.

For now, front line CAL FIRE firefighters are exempt from the three-day-a-month state employee furloughs.

IOUs

In the heat of the fiscal crisis, California was forced to issue IOUs when it ran out of cash on June 30th and lenders refused to front California the money to pay its bills. Despite the approval of a budget, it still took several weeks before the state had enough cash to pay its bills. According to the State

Controller, IOUs were scheduled to end on September 4, thanks to a \$1.5 billion loan from JP Morgan.

Even though there's money in the till, though, the cash crunch is far from over. The budget's reliance on harsh cuts, fund shifts and gimmicks instead of secure, long-term revenue and spending stability, makes it unlikely that California's credit rating will improve, further exaggerating the state's already precarious fiscal state.

STILL TO BE DETERMINED

Almost as soon as the ink was dry on the budget, fiscal experts began predicting yet another round of budget cuts in order to keep the state afloat. This could mean even deeper cuts and a move to revisit a local government transportation tax shift that was shelved by the Legislature.

Additionally, Governor Schwarzenegger introduced, into budget negotiations, a proposal to establish a new lower tier for state employee pensions and retiree health benefits. The Senate and Assembly Democratic leadership refused to engage on this issue in budget negotiations, but the issue has already resurfaced in the aftermath of the budget's adoption (*See story, page 1*).

For the latest updates, be sure to check the Issues and Legislation section at www.cpf.org.

Local Cuts Threaten Public Safety and State Mutual Aid

Every year, billions of dollars in state tax money flows directly from the state to local governments to support essential services, including police and fire.

Thanks to the state budget shortfall, and the politics at the Capitol, local government's piece of the pie is about to get a lot smaller.

In order to close a cavernous \$26 billion budget gap without

raising revenue, lawmakers and the governor dipped into local revenue streams, diverting more than \$4 billion to state priorities. Some of this money must be repaid to local agencies, but billions more could be gone for good.

WHAT'S BEEN CUT

Proposition 1A Funds: \$2 billion. The voter-approved Proposition 1A established local government

funding as a state spending priority, but can be suspended upon declaration of a fiscal emergency. The \$2 billion in Prop. 1A funds must be paid back within three years.

Local Redevelopment Agency Funds: \$2 billion. Local governments will also lose another \$2 billion in redevelopment funds, which will be shifted to local schools located in redeveloped areas. Unlike the Prop. 1A funds, this money

need not be paid back to local agencies.

In each case, these fund shifts from local governments were originally voted down, but were ultimately made necessary by the inability of the governor and the Legislature to agree on any new revenue sources.

CONTINUED ON PAGE 7

Fire Service Vows to Renew Fight As Mutual Aid Bill Falls Short

Despite a furious last-minute lobbying effort and a direct telephone pitch from firefighters across the state, the California Legislature adjourned without approving desperately needed first responder legislation. But a united California fire service is saying, "We'll be back."

Falling victim to political intrigues that also claimed water and prison reform legislation, the state Senate came two votes short of passing the Emergency Response Initiative, a plan that could mean hundreds of millions of dollars to support the state's ability to respond to catastrophic events, such as the deadly Station Fire.

The ERI would establish a surcharge of less than \$50 a year on property insurance, which would go directly to state and local first responder services. As much as \$150 million a year could go directly to local fire agencies so they can be sure to have the staffing and equipment needed to respond where needed, when needed. The proposal -- Assembly Bill 196 -- was scheduled to be heard in the state Senate.

"Local fire agencies are the backbone of our mutual aid system," said **CPF President Lou Paulson**. "If they don't have the resources, they can't respond in full force when disaster strikes. The result ... greater risk to life and property."

More than 40 representatives from virtually every major first responder organization -- labor and management -- walked the halls and met with state lawmakers in hopes of winning support for the ERI. The lobbying push comes in the wake of disturbing indications that our state's ability to respond fully to major disasters is at risk because of budget cuts at

the state and local level. At least one agency -- San Francisco Fire Department -- declined to send any SF engines to respond to the Station Fire. Overall, the California Emergency Management Agency (Cal EMA) told the gathered firefighters that, so far, mutual aid resources are down about one-third from their normal levels, and could go deeper.

"With the cuts to local government funding in this year's budget, we could be down between 300 and 500 engines this year," said Cal EMA Fire Chief Kim Zagaris. "That's about half of our capacity."

The unity and strength on display underscored the critical concerns about the mutual aid system. Leadership from more than a dozen CPF local affiliates -- north to south -- made the trip to Sacramento to meet with their legislators. In addition to CPF, representatives from CalChiefs, Cal EMA, CALFIRE, the League of Cities Fire Chiefs, CSFA and even the National Guard were part of the effort.

"If not now, when? If not this, what?" said CalChiefs President Sheldon Gilbert. "The system is at risk, and that puts our citizens at risk."

Because the Legislature can still be convened in special session, President Paulson vowed to reintroduce the issue in that forum and, if necessary, keep pushing it when the new legislative year begins in January.

"We're not going away because the problem isn't going away," said Paulson. "We can't afford to lose our world-class mutual aid system ... the stakes are just too great."



CPF President Lou Paulson met with Gov. Arnold Schwarzenegger to discuss support for the Emergency Response Initiative.

CONTINUED FROM PAGE 6

WHAT IT MEANS

Local fire protection: The impact of the \$4 billion hit will likely reverberate like a cannon through local public safety. Already cash-strapped localities will likely consider further cuts, forcing another round of station closures, brownouts, layoffs, and more pressure to roll back pay and benefits.

State mutual aid: Perhaps more immediately in light of the fire season, these cuts could produce a potentially crippling reduction in the state's mutual

aid response. According to Cal EMA, the fund shift could cost California up to half of its mutual aid capacity -- up to 500 engines. This is because local agencies may hold back strike teams to protect their own budget-strapped jurisdictions.

"Local fire departments can't afford to float Sacramento a loan when their own services are being slashed," said **CPF President Lou Paulson**. "If the money isn't there to pay back mutual aid costs, local agencies will have no choice but to protect their own citizens. And that would be a disaster for California."

CALIFORNIA

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WEATHERING THE PERFECT STORM

CPF/IAFF Workshops Give Locals Tools to Succeed in Hard Times



The current economic tsunami is hitting California's fire service as never before. Your local union is fighting on multiple fronts to protect your interests, whether it's at the negotiating table, the halls of local government or the court of public opinion.

As part of our collective mission to support those who work on your behalf, **CPF** and **IAFF** this summer hosted a series of one-day workshops to give your local leaders the tools to help them fight back.

Attended by more than 200 local firefighter leaders, "Weathering The Perfect Storm" featured presentations from IAFF instructors on negotiating in hard times and tips on securing some of the federal SAFER money to restore fire service cuts.

One of the highlights of the daylong events was a presentation on a statewide poll conducted by CPF to track the public's view of firefighters. The extensive statewide survey revealed that firefighters remain widely admired even in these tough times, and the public is virtually united against cuts to vital public safety services.

Another highlight was two roundtable discussions among local presidents who shared success stories and challenges they'd faced. The exchange covered everything from negotiating strategies to Web communications.

Participants praised the breadth of the discussion. "A very practical and realistic toolkit," reported one local president.



California Fire Foundation Director Vanessa Robinson discusses how firefighters can enhance their image through the use of public service announcements.



The roundtable portion of the workshop gave local presidents a chance to share strategies that have worked during difficult times. Left to right: **Derek Robinson**, Kern County; **Rick Fisher**, Carlsbad; **Rob Heckman**, Santa Barbara County; **Jim Steiner**, Corona.

The Virtual Firefighter

CPF Affiliates Use Social Media to Keep Members Informed

There was a time when “social media” was a wedding video, or a paragraph in the newspaper’s “Society” page. No more. Thanks to the Web, anyone with an Internet connection or a cell phone has the power to become a correspondent in a vast instant communications network.

In a business where seconds count, it’s not surprising that firefighters are on the cutting edge of this new technology. CPF and its local affiliates have used these new media outlets to bring firefighters and their issues directly to members and the public alike.

FIGHTING BACK WITH TECHNOLOGY

Most local firefighters unions have been on the Web for some time. But several locals have taken their online presence to the next level, using online

communications to keep members and the public informed about important issues ... especially those affecting public safety resources.

Alameda City – In their battle over station closures and brownouts, Alameda City has built a dedicated Web site – www.savealamedafirehouses.com – as a clearinghouse of information. Their pages on social networking sites Facebook and MySpace have allowed them to distribute

media releases and mobilize public support.

United Firefighters of Los Angeles City – Locked in a high-profile struggle over station brownouts, LA City has turned to the power of GoogleMaps. A special insert on their Web page – www.uflac.org – displays a map with every LA City fire station, and a special icon on those with reduced staffing that week. Citizens who want to know which station is affected

can enter their address and get a close-up view, along with the name and contact information for their local council member.

San Diego Firefighters – For Local 145, the Web has become a valuable image-building tool. Their “Friends of San Diego Firefighters” Facebook page displays photos from their community service activities, training information and links to important department safety updates. And Local 145 has a dedicated page – www.sandiegofirefacts.com – that is a clearinghouse for information about the department, its services, and its funding challenges.

WE WANT TO HEAR FROM YOU!

If your local is doing something interesting to communicate – whether it’s incident communications, public relations or spreading your labor message – drop us a line and let us know – info@cpf.org.



UFLAC.org includes a map with every Los Angeles City fire station and an icon for those with reduced staffing.

CPF on the Web

As one of the first fire service organizations to have a Web presence, California Professional Firefighters is on...

facebook Official CPF page features links to latest news, videos, photos and incident updates. Access page through www.cpf.org, or log in to www.facebook.com and search “California Professional Firefighters”.

twitter Accessed either by computer or through text message. Quick updates on latest news, with links, etc. <http://twitter.com/CAFirefighters>

You Tube Dedicated channels feature CPF videos, as well as those from the California Firefighters Memorial and the CFFJAC. <http://www.youtube.com/user/caproffirefighters>, <http://www.youtube.com/user/CFFJAC>

www.cpf.org Still your central source of information on all things relating to firefighters and their families. Our “Find it Here” section on the CPF home page takes you to locations of greatest interest and links to other CPF locals. You can also link up with other CPF-affiliated sites (www.cffjac.org; www.cafirefoundation.org; www.ffprint.org; www.firestarproductions.org).



CPF's Twitter page features quick updates on our latest news.

Health & Safety

Adopted Cal/OSHA Standard Reduces Infectious Disease Risk

Thanks to a strong push from **California Professional Firefighters** and technical support from the **IAFF**, a new standard has been adopted that will reduce first responders' risk of exposure to infectious disease.

Prior to the passage of this standard, there was no mandate on employers to limit exposure to aerosol transmissible diseases (ATDs), which include tuberculosis, SARS and the H1N1 Swine Origin Influenza A virus.

The Cal-OSHA standard for ATDs is aimed at protecting firefighters,

paramedics and EMTs, who are at high risk of exposure on the job.

Under the new standard, employers would be required to:

- Provide respirators to employees who know or suspect that a patient has an ATD.
- Assist with medical surveillance for employees who have occupational exposure to ATDs including annual TB tests and vaccinations.
- Provide annual training on the ATD exposure control plan.

- Implement procedures for decontaminating vehicles and/or equipment exposed to ATDs.
- Ensure that firefighters on EMS calls receive timely information

and follow-up if they have treated or transported someone who was subsequently determined to have an ATD.

The standard has been enforceable as of August 5, 2009, except for the rules on required vaccinations of susceptible health care workers and implementation of Powered Air Purifying Respirators (PAPR), which will take effect September 1, 2010.

For more information, visit the Health and Safety Updates section at www.cpf.org.



Document Your Exposures with PERonline.org

Since 1985, the CPF-sponsored **Personal Exposure Reporting** system has been helping firefighters identify and document the hazardous exposures they encounter on the job.

California's presumption laws, which include cancer and tuberculosis, require that firefighters be able to provide documentation occupational exposures for these worker's compensation claims. All of the presumptions that exist in statute are disputable, meaning the firefighter needs to have evidence to prove exposure.

With all of the chemicals, toxins and medical hazards that firefighters deal with on a daily basis, PER is the firefighters' best defense in the event you have an occupationally-related illness.

In the last year alone, 6,653 incidents were reported by the nearly 9,418 firefighters who are registered in the PER system. More than 191,117 separate incidents have been reported since the program began almost 25 years ago.

Incidents reported range from exposures to chemicals and products of combustion to blood and airborne

pathogens. The information reported is also anonymously submitted to our statewide database for use in trend analysis and prevention specific to firefighters.

So how does the PER program work? For only \$15 per year, members have unlimited access to document all of their exposures and review their incidents through the secure www.peronline.org Web site or by mail. For \$20 per year, members have the same level of access, as well as the ability to mail in incidents with pre-paid postage.

"It's a small price to pay for peace of mind," said **Kevin White, CPF Health and Safety Director**. "We are proud that we can offer this line of defense for our first responders. It has certainly helped protect thousands of firefighters for over two decades."

For those new to PER, dozens of fire departments and local unions already cover the cost of PER for their members. Visit the Health and Safety page at www.cpf.org to find out if you are already pre-paid!

For more information, visit www.peronline.org, call (916) 921-9111 or e-mail PER@cpf.org.

Report your **chemical** and **biological** exposures at www.peronline.org

Protect Yourself!



As a firefighter, you are frequently exposed to a broad range of environmental and biological toxins, which put you at greater risk of contracting cancer, tuberculosis, blood-borne and other contagious diseases. Several of California's presumption laws require that firefighters document occupational exposures to hazardous agents.

In short, you need proof!

The Personal Exposure Reporting (PER) program keeps track of all of the exposures you report. It's a safe and secure way to protect yourself!

For more information, visit www.peronline.org call (916) 921-9111 or e-mail PER@cpf.org.

Making a Difference

IAFF Breaks New Record for MDA Donations

The **IAFF** broke another record for the Muscular Dystrophy Association this year, raising \$28,509,000 in contributions. It was the largest contributor to MDA during the MDA Labor Day

Telethon in Las Vegas, which raised more than \$60 million. "I continue to be in awe of the amazing fill-the-boot and other fundraising efforts our members

make every year on behalf of MDA," said **IAFF General President Harold Schaitberger**.

The current recession didn't stop California firefighters from raising

money and showing their support to the MDA. Money raised will continue funding worldwide research to find treatments and cures for muscular dystrophy and related diseases.



Caleb with members from CDF Firefighters Local 2881

Thank You Firefighters for Making a Difference!

Dear California Firefighters,

My name is Caleb, and I am turning 4 really soon. I wanted to thank you for participating in the Fill the Boot drive to raise money for the MDA. MDA has helped so many families, including mine.

I heard that there are a lot of fire stations that are doing this for the first time this year, which is very exciting! Thank you for deciding to join us in working so hard to find a cure for muscular dystrophy. Thank you to all the stations that have already filled the boot, and good luck to those of you who will do it soon. Your hard work is greatly appreciated!

Sincerely,
Caleb Gold

Thanks to the following California Professional Firefighters that have Filled the Boot for MDA!

\$1.5 million and counting!

(As of August 17, 2009)

LOCAL	DEPARTMENT	DOLLARS RAISED	LOCAL	DEPARTMENT	DOLLARS RAISED
55	Alameda County Fire	\$9,404.00	2881	CDF Firefighters	\$205,816.16
112	United Firefighters of Los Angeles City	\$196,465.00	2899	Anaheim Fire Fighters Association	\$9,517.00
246	Bakersfield City Firefighters	\$18,114.00	3226	West Covina Firefighters' Association	\$13,244.00
456	Stockton Professional Firefighters	\$30,027.22	3355	Tracy City Fire Fighters	\$12,541.48
776	Glendale Fire Department	\$19,602.24	3379	Oakdale Firefighters' Association	\$7,401.55
778	Burbank Fire Fighters	\$8,106.00	3447	Kings County Fire Fighters Association Incorporated	\$2,395.69
809	Pasadena Fire Fighters	\$11,019.50	3473	Downey Firemen's Association	\$23,141.88
891	San Bernardino City Professional Firefighters	\$5,290.00	3477	Upland Professional Firefighters	\$50,074.50
935	San Bernardino County Firefighters (Colton)	\$5,923.53	3494	Davis Professional Firefighters	\$3,861.00
1014	Los Angeles County Fire Fighters	\$334,975.00	3507	Santa Fe Springs Fireman's Association	\$21,509.00
1225	Lodi Professional Firefighters	\$11,244.37	3546	San Ramon Valley Firefighters' Association	\$5,928.24
1230	Contra Costa County Professional Firefighters	\$47,538.95	3603	Loma Linda Professional Firefighters	\$24,459.64
1243	Firefighters of San Joaquin County	\$19,772.10	3605	P.F.F.A. of Santa Cruz County	\$13,120.72
1289	Modesto Firefighters	\$12,699.61	3608	Montclair Firefighters Association	\$4,764.56
1301	Kern County Fire Fighters	\$11,860.99	3636	Ceres D.P.S. Firefighters' Association	\$8,681.67
1354	Redlands Professional Firefighters	\$12,690.30	3654	Cathedral City Firefighters	\$10,827.49
1430	Ontario Professional Firefighters' Association	\$13,383.00	3682	El Segundo Firefighters	\$11,906.51
1479	Merced City Firefighters' Association	\$4,571.19	3688	Rialto Professional Firefighters	\$24,462.50
1775	Marin Professional Firefighters	\$27,688.21	3793	Yuba City Firefighters' Association	\$11,050.10
1974	Livermore-Pleasanton Firefighters	\$1,117.39	3880	Ripon Professional Fire Fighters	\$3,241.58
2180	Chula Vista Firefighters	\$6,355.93	4148	Paso Robles Professional Firefighters	\$2,817.13
2216	Compton Firefighters	\$9,397.49	4184	San Marcos Fire Fighters	\$17,534.00
2342	Hemet Firefighters' Association	\$4,872.00	4317	Lathrop-Manteca Firefighters	\$4,488.13
2400	San Mateo County Firefighters	\$13,390.00	4403	Professional Fire Fighters of Arroyo Grande	\$8,718.00
2415	Monrovia Firefighters	\$4,414.50	F33	San Diego Federal Fire	\$7,900.00

Strength Through CPF Welcomes Six New IAFF Locals

Proudly representing over 175 IAFF local union affiliates throughout the Golden State, **California Professional Firefighters** is the largest and most respected statewide firefighter organization in California.

Since our last issue published in the winter of 2009, CPF President Lou Paulson and the entire CPF Executive Board have welcomed six new IAFF local unions to our proud statewide organization.

Apple Valley Professional Firefighters Local 4742 Members: 37

Established in 1951, Apple Valley Fire District protects 206 square miles – 76 of which are incorporated by the town of Apple Valley, located 95 miles northeast of Los Angeles.

Five staffed stations and two unstaffed stations support Apple Valley's population of 90,000 as well as its surrounding communities. Apple Valley Fire Department provides fire and EMS services, as well as hazmat and an urban search and rescue team. In addition, Apple Valley has recently obtained a state engine to increase mutual aid assistance across the state.



Members of Apple Valley Fire Department hard at work at a structure fire.

The **Apple Valley Professional Firefighters Local 4742** joined the IAFF and CPF in May 2009. It was CPF's strong member benefits that attracted them to join.

Like so many locals, Apple Valley is grappling with California's current economic crisis and their local's current goal is to work closely with management to regain constant staffing. Currently, Apple Valley Fire has rotating brownouts of one to two fire stations to cut

overtime costs. This puts an added burden on the remaining fire stations, increases response times and increases mutual aid assistance from neighboring cities.

El Cajon Firefighters Local 4603 Members: 63

Incorporated in 1912, the city of El Cajon in east San Diego County has a population of 97,000 and four fire stations that averaged 11,000 calls last year. The fire department handles calls for structure fires, wildland fires, EMS, traffic collisions, extrications and hazmat.

El Cajon Firefighters Local 4603 joined the IAFF last November and CPF in April.



El Cajon firefighters work to extinguish a structure fire.

"We knew when we joined the IAFF, it was equally as important to be a member of CPF," said **Sam Rihan**, president of Local 4603.

Rihan notes that as a new local, they continue to work to organize better, strengthen their organization and make the most of the resources that they have, especially in these economic times.

One of the Local 4603's big successes this year has been passing Proposition J earlier this year, which was a half-cent sales tax measure in the city of El Cajon. Revenues raised go towards city services including fire operations.

Imperial Beach Fire Fighters Association Local 4692 Members: 11

Best known as the most southwesterly city in the continental United States, the coastal city of



Imperial Beach Fire Department members respond to a house fire in Coronado.

Imperial Beach has 28,000 residents and one fire station that averages 2,100 calls each year.

The department's calls include structure fires, wildland fires, vehicle fires, hazmat and car accidents. Since 2003, the fire department also has an Advanced Life Support program and paramedic-level emergency services.

Imperial Beach Firefighters Association joined the IAFF last September and joined CPF this April. They were eager to join the state association that represents California firefighters better than any other firefighting organization in the state, said Local 4692 President **Craig Weaver**.

The local's current goals include maintaining current positions and working with the chief to look into possible administrative mergers. So far, the Imperial Beach Firefighters have not had to take any pay cuts and have maintained all of their positions, but the local continues to deal with the budget battles that are facing so many locals in California.

Sycuan Professional Firefighters Local 4741 Members: 34

Located on the Sycuan Indian Reservation in El Cajon, the Sycuan Fire Department serves a population of 15,000 with an initial attack and automatic aid response covering 20 square miles. With two stations – one fulltime all-risk station and a wildland division – the department responded to 685 emergency incidents last year, with about half of their calls coming from the reservation and the other half serving the surrounding communities.

ough Solidarity

ocal Unions to our Great Union

In May of 2009, **Sycuan Professional Firefighters Local 4741** proudly joined IAFF and CPF. The local is also a member of the San Diego County Council of Firefighters. SPF sought CPF membership for a variety of reasons including fraternal benefits, the opportunity to remain current with fire service trends, CPF benefits (especially long term disability and personal accident insurance) and professional recognition by the greater firefighter community.

“Our association remains dedicated to the fraternal bonds of its membership and to the fire service at large,” said **Zach Carrillo**, president of Sycuan Professional Firefighters.

Sycuan Professional Firefighters strives to continue to serve the Sycuan Band of the Kumeyaay Nation, its employees, patrons and surrounding communities. For example, the local hosts a Secret Santa event every December, in which they provide Christmas gifts to underprivileged families on the reservation and the local area.

The local’s biggest challenge is that the Sycuan Fire Department is not recognized as a public fire department within the state and federal fire service communities. As a result, their ability to access benefits traditionally offered to these public fire organizations has been hindered. It’s a battle that SPF continues to wage for its membership.



Local 4741 members Warren Hopkins and Joseph Bartucca play Santa and an elf at their annual Secret Santa event.

Monterey Airport Firefighters Local 3733 Members: 12

The Monterey Airport Fire Department is a single station department, which averages 400 to 500 calls each year. The fire department provides crash fire rescue as well as EMS and fire protection services to Monterey Airport. It also has automatic aid agreements with the surrounding jurisdictions, providing service for structure fire and vehicle accidents.



Two trucks from Monterey Airport Fire Department

Monterey Airport Firefighters Local 3733 joined the IAFF in December of 1996 and joined CPF this March to provide further protection and assistance for their membership.

With the volatility of the airline industry and being an airport district, the fire department relies on funding that comes from passengers that fly in and out of Monterey. Monterey Airport Firefighters’ biggest challenge is trying to maintain its staffing levels. Most recently, the local has stopped two potential layoffs within the department by working with management and the Board of Directors on other alternatives.

“While we consider this an obvious success, we know that with the current state of the economy, we have to continue our efforts to preserve the staff that we have,” said **Chris Grogan**, President of the Monterey Airport Firefighters.

Palmdale Airport – USAF Plant 42 Local I-25 Members: 53

Palmdale Airport firefighters cover the 4.2 million square feet of industrial space that makes up US Air Force Plant 42, the city of Palmdale’s largest employer. The plant is operated by contractors to the USAF, while the airport is operated by

Los Angeles World Airports and is currently closed due to lack of interest from airlines and passengers alike.

Up to 9,000 people are employed at the plant, which produces spare parts for military aircraft and maintains and modifies aircraft such as the C-130, B-2 bomber and F-117 stealth fighter. All of the space shuttles were also built at the Palmdale plant.

With two new fire stations in the last two years, Palmdale Airport firefighters provide 24/7 personnel that responds to an average of 244 calls per year, with the majority of calls being standbys (as new aircraft or rebuilt aircraft leave their flight area), followed by medical emergencies.

Palmdale Airport Local I-25 joined the IAFF and CPF (which was then Federated Firefighters) in 1975, but left CPF in 1984. After a 25-year absence, Local I-25 returned to CPF in 2009.

The impetus to return to CPF started last year when Local I-25 sponsored SB 1271, which extended the public safety workers’ compensation cancer presumption statute to members of Local I-25 as well as certain fire and rescue service coordinators employed by Cal EMA. CPF supported this bill and it motivated Local I-25 to return to the CPF fold.

Current goals for Local I-25 include improving their living conditions; getting the rest of the firefighter presumptions for their membership; and working with their congressman to change the McNamara-O’Hara Service Contract Act (SCA). The SCA already ensures that contractors performing services on covered federal contracts cannot offer service employees less pay, benefits, or safety and health standards than what they already receive. But Local I-25 would like to ensure that service employees have first right of refusal before a new contractor can bring in new hires to replace them.



Members of Local I-25 at Palmdale Airport.

Dan Crow

CPF 1st District Vice President



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



their represented 40-hour members. The City Council voted 5-0 to support the new contract.

City Manager Brad Robbins stated, "The Corona Firefighters have done an outstanding job building and nurturing relationships at all levels in our community and that played a key role while we worked through this contract renegotiation."

Mayor Steve Nolan added, "Our firefighters stepped up when they didn't have to. I appreciated their willingness to make concessions. At the end of the day, it's our citizens who benefited most."

so they proposed a four-year contract extension through 2013. Proposal highlights included the following:

- Change from a 3 percent at 55 retirement formula to a 3 percent at 50 formula since the city was paying them additionally to not have the 3 at 50 formula.
- Offer voluntary retirement for 12 firefighters (via a PERS two-year golden handshake) and not rehire those positions for four years. This would reduce the number of working companies each day from 8 to 7. A recovery clause was included that said that if revenues turn around, they will hire back six of the positions in 2012 and another six positions in 2013.
- No 4.9 percent wage adjustment that they were due in July (They traded the wage adjustment for the new 3 percent at 50 benefit). Instead, the city agreed that in 2011 and 2012, they would look at the marketplace average wage adjustment and compensate accordingly.
- No lay offs and maintain minimum staffing (four person staffing).

Corona Weathers Storm with Political Action, Relationship Building

Virtually every jurisdiction and fire department in California has felt the effects of the poor economy. In the city of Corona, it's been no different. Their challenge now is figuring out how to weather the economic storm.

"It's all about relationships," stated **Corona Firefighters Association President Jim Steiner**. Several years ago the Corona Firefighters Association implemented a formal labor/management agreement with their fire chief and as a result, members of Local 3757 survived the first round of cuts with minimal impacts to its members.

While Corona Firefighters have been extremely politically active for over 30 years, it needs to be reinforced.

"Political action is the foundation

for our success. However, an equal amount of time and effort needs to be focused on developing relationships with city management, fire department management, and our citizens. And don't overlook or take your members for granted. If it wasn't for their dedication and daily sacrifices, none of our successes would have been possible," Steiner said.

When the next round of budget cuts appeared eminent, Corona Firefighters approached city management and offered to defer a raise by extending their contract out one year. In return, city management agreed to several positive changes to their MOU.

"The most significant was an agreement to memorialize 4-0 staffing on every apparatus," Steiner said.

The city also acknowledged in the MOU that paying overtime is cheaper than hiring new employees. As a result, an entire engine company will be staffed daily with overtime. Other items included stipends for paramedics as they promote, a seniority-based bid system and the promise not to furlough any of

Costa Mesa Firefighters Think Outside the Box

Unique times call for unique solutions. For **Costa Mesa Firefighters Local 1465**, their city's \$19 million deficit and the possible threat of six firefighter layoffs and givebacks totaling 18.5 percent in salary and benefits, inspired them to try different tactics.

It started with building relationships with the city manager and city council. Local 1465 asked the city for the dollar amount that would help them bridge the deficit. Once the city gave them a dollar amount, they informally talked with the city manager and city council to hear their concerns and find out how the firefighters could help them achieve their fiscal goals.

From there, they devised a comprehensive plan. They were in the third year of a three-year contract ending in July 2010

Their proposed MOU, which was ratified by the City Council in August, is estimated to generate a total salary savings of \$5.4 million over the four-year term.

"I think the long and short of what we did was we achieved our goal. Nobody was laid off. We had no salary or benefit reductions. Nobody was forced to retire. We also maintained the security of our members for four more years," said **Tim Vasin, president of Costa Mesa Firefighters**. "It's not ideal bargaining in good times but overall it was a victory for the times we're in."



Corona City Manager Brad Robbins and Corona Firefighters Association President Jim Steiner



Costa Mesa Firefighters hard at work at a structure fire. The local proposed a four-year contract extension and avoided layoffs and salary/benefit reductions.

Chris Mahon

CPF 2nd District Vice President



District 2 represents CPF Local Unions in 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.

Ventura City, County Face Pension Attacks

Pension attacks have hit Ventura City and Ventura County hard.

At the city level, Ventura City Council has unanimously agreed to form a pension task force to look at reining in future employee pension costs and make recommendations that will guide labor negotiations in the 2010-2011 fiscal year.

The task force will comprise the city's finance subcommittee, city staff members and three citizens who've been selected by the City Council. Labor leaders from the city's police officers' union, SEIU Local 721 and **Ventura City Firefighters Local 3431** have also been invited to be members of the task force.

So far, SEIU Local 721 has decided that the deck has been stacked against them and they are not participating. The police officers' union, who is the only labor group in the city with 3 percent at 50, has agreed to participate. But as of this writing, Local 3431 has not decided whether to take part.

The local sees the benefits of providing their perspective to the group. With no retirement medical for their members and with 2 percent at 50 - well behind the current standard retirement for firefighters in the state - they are hardly responsible for driving up pension costs. But they aren't sure what the committee's agenda is.

"We don't know exactly what we're getting into if we decide to be a part of the group. We don't know where this is going to end up, but it's clear that right now, everything about this task force is being done last minute because of politics," said **Ben Davis, President of Local 3431**. Davis has already tried

to get the task force to make their recommendations after the election cycle, but was unsuccessful.

Indeed, the timeline for this committee has been rushed from the start. In July, key players gathered to discuss the possibilities of a pension task force, but no unified voice on the merits of a task force emerged. Less than a week later, Ventura City Council met and decided to create the task force. The group's findings are due October 1. As of early September, they had not yet scheduled their first meeting.

City Councilman Neal Andrews, who has long criticized the city's current CalPERS retirement system, is leading the charge on this pension task force. Andrews is running for re-election in November.

"Whatever they discover in the task force, it doesn't change the fact that nothing they do is binding anyway," Davis said.

Meanwhile, Ventura County has been hit with a grand jury report that calls pensions in Ventura County "an uncontrollable cost." Reasons

cited include: the Ventura County Employee Retirement Association's investment results, employee salary increases, county payment of employee retirement contributions and not using excess earnings to offset losses. The group, which claims that contributions to the Ventura County Employee Retirement Association has increased over 327 percent in the last decade, has made the following recommendations:

- Voters should approve future increases in retirement benefits.
- A committee should be formed to study a shift from a "defined benefit" pension to a "defined contribution" plan.
- When the pension fund earns more than it needs in a given year, it should bank excess earnings (earnings on investments over 10 percent) in a fund for future years.
- No expanded benefits for county employees.

"The grand jury report is typical of the pension attacks we saw during prop 75. The numbers are hand-picked to skew the information and present an inaccurate picture of retirement costs," said **Chris Mahon, CPF 2nd District Vice President**. "Firefighters stand ready to help make appropriate changes, but only if they're based on accurate information and a complete picture."

The County Board of Supervisors and the Ventura County Employees' Retirement Agency have since responded to the report by generally agreeing with the group's assessment of the causes of the rising costs. But the county contends that the grand jury's figures have been skewed since they started their comparison in the late 1990s when the stock market was generating huge returns that were applied to retirees' pensions.

They also made the following responses to the group's recommendations:

- A change to a "defined contribution" plan would only make it more difficult to attract for the best candidates for jobs in the county.
- It's not necessary to put it to voters since the board has denied requests for expanded benefits.
- They agree that excess earnings should be banked.

San Luis Obispo County Communities Consolidate

The Cities of Arroyo Grande, Grover Beach and Oceano Community Services District are a bigger and better entity now that they have consolidated to form a fire and EMS Joint Powers Authority (JPA).

The new agency, which is still to be named, will provide all fire, rescue, EMS, prevention, public education and inspection duties for the three communities. Four cooperative agreements have been forged, which outline the shared use of a chief officer and management, apparatus, equipment and personnel.

"We're very excited. For those of us who have been there from the start, it's been a long time coming," said **P.J. Ferguson, president of Professional Firefighters Local 4403**, the CPF local which comprises the three communities as well as the Santa Barbara County community of Guadalupe.

The city of Arroyo Grande and Grover Beach entered into a joint fire services agreement in 2004. Under that agreement, the city of Arroyo Grande provided a fire chief and the city of Grover Beach provided a training captain. In 2007, the agreement modified the training captain position to a battalion chief position. The agreement has since expanded to share reserve firefighters, equipment and to add Oceano Community Services District.

"It started from what we saw as a way to improve services to meet the needs of the communities. Now it's also a very cost effective way for the three communities to address recent budget concerns," said Ferguson, who noted that local officials have been very supportive of this consolidation effort.

The implementation date for the new JPA is set for July 1, 2010.



Key players who helped make the San Luis Obispo Joint Powers Authority possible include Grover Beach Mayor John Shoals (center, in brown suit) and Professional Firefighters President PJ Ferguson (center, holding paper).

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.



Local 1716 Launches Debit Cash Card Program

Santa Cruz City Firefighters Local 1716 has a new calling card: A Visa Debit Cash Card.

It is part of their newly formed cash card program, which launched this summer. The program, which has been six months in the making, enables Santa Cruz City Firefighters to reach out and help those in need within their community.

Firefighter crews are equipped with \$200 cash cards that they can give to people that they encounter on the job. It can help victims of disaster, those impacted by structural fires that result in significant property loss or car accident victims who need to pay for a car rental.

But the possibilities don't end there. Local 1716 gave a cash card to an elderly woman who was assaulted and robbed. Her purse was stolen, with \$200 cash that she planned to spend on presents for her grandchildren. When firefighters reached the scene to provide medical care and heard her story, they knew it was the perfect opportunity for the cash card.

"It brought her to tears, she was so appreciative," said **Rob Oatey, president of Santa Cruz City Firefighters**. "The guys said they were super proud to be part of the union."

In another situation, members of Local 1716 were out shopping for dinner and came across a former firefighter who was on disability and was homeless with a teenage son.

"They invited him back to the station for dinner and just talked to him. They decided in private that he was a perfect candidate for a cash card," Oatey said. "He said it renewed his belief in the fire profession. Later on, they saw him at the grocery store using the card to buy food for him and his son, which was just what it was meant for."

For Oatey, it has been nice to see the program through from the initial inception of the idea to its practical use. He and Local 1716 Vice President Jason Hajduk had talked about positive ways to get their name out into the community when they brainstormed this idea.

Part of the proceeds raised at Local 1716's annual NFL Celebrity Basketball Game goes to fund the cash card program. The **California Fire Foundation** also funded a portion of the program.

So far, most Santa Cruz residents don't know about the cash card program. The local is hoping to launch the program in conjunction with the right event.

In the meantime, they continue to seek and help those in need. They have also concurrently launched a smoke detector inspection and installation program to serve the community. When they go on calls to homes, they check residents' smoke detectors and carbon monoxide detectors to make sure they are fully operational. They change batteries, if needed, and give away and install brand new smoke detectors to homes without them.

"It's about giving back to the community and helping people any way, shape or form that we can," said Oatey.

City of Woodland Bills Residents for Fire Protection Services

With the reduction in sales and property tax revenues in Woodland, the city of Woodland has turned to the unthinkable to fund fire protection in their city: They have started billing residents and non-residents alike for firefighters' response calls.

Since July 1st, when Woodland firefighters are called out to vehicle accidents, structure fires, hazardous materials releases, bomb threat stand-bys, pipeline ruptures and arson investigations, a bill is sent to the individual(s)' insurance company through a third-party private billing service called Fire Recovery USA.

The billing rate is \$300 per engine company per hour so if a structure fire requires four engine companies, \$1,200 is billed to the individual's insurance company.

"We have expressed moral reservations about this, but we don't have the option of disobeying orders. We're required to bill," said **Eric Zane, president of Woodland Professional Firefighters Local 4029**, who noted that their department is already dangerously near minimum staffing levels.

The majority of citizens who have heard about this new billing scheme don't agree with paying an additional charge for a service that they already pay for through their taxes to the City of Woodland. But many have incorrectly put the blame on the doorstep of Woodland firefighters, instead of Woodland City Council who adopted this ordinance.

It's solely responsible for Woodland firefighters' drop in popularity.

"We're taking the brunt of it because we are the face of it and we're forced to do the dirty work," said Zane. "We're getting hammered in the public. We're getting flipped off. Guys want to leave."

The revenue generated from billing goes back to the city's general fund. The city has claimed that based on last year's incident responses, they will raise \$167,000 per year. Woodland is the only community in northern California that bills residents and non-residents alike for firefighter services.

"It is our hope that the will of the people will ultimately dictate whether or not the City of Woodland continues to generate revenues in this way," Zane said.



All cash card recipients receive a copy of this letter.

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.

Alameda's Battle for Staffing Continues

The long battle for firefighter staffing in Alameda is going to be a lot longer, now that **Alameda City Local 689's** minimum staffing initiative has been put on the backburner until November 2011.

The measure, titled "Fire and Emergency Medical Services Minimum Protection," would put minimum staffing into the city charter and ensure that staffing levels remained at 28 at all times. It would mandate five engine companies and two truck companies staffed with three people on each and three ambulances staffed with two people each, as well as one battalion chief.

This was the level of staffing in Alameda before their naval air station closed in 1997. When the base closed, three engines and one ladder, staffed by 17 firefighters and a battalion chief, were removed from the island. Call volumes for the Alameda Fire Department have increased dramatically since the base closure.



Current staffing levels for Alameda firefighters have dropped from 27 last year to as low as 24 this year. This, combined with the geographical limitations of Alameda and the lack of mutual aid response to the island, presents a serious threat to public safety.

Over 9,000 signatures were gathered by Local 689 and certified by the County Registrar, exceeding the 6,447 required to place the measure on the ballot.

"It's certainly shown the will of the people," said **Domenick Weaver, president of Local 689.**

However the Alameda City Council voted 4-1 to wait until the November 2011 regular election to put the measure on the ballot, saying that they didn't want to pay the additional cost to hold a special election for the measure.

Hayward Firefighters Help Pass Utility Tax Measure

Public safety services in Hayward have been spared from further cuts, with the passage of Measure A, a user utility tax measure backed by **Hayward Firefighters Local 1909.**

The measure, which won 54 percent of the vote in a special election in May, will generate as much as \$13 million for the city annually. Since July 1st, Hayward residents have been taxed an additional 5.5 percent on electricity, natural gas, telephone, cell phone and cable bills in Hayward. Eighty percent of the tax money goes towards public safety.

It has been a true success story for Local 1909, whose members spent countless hours phone banking, precinct walking, stuffing letters, counting and tracking the voters' response to their precinct walks and fund raising to support the measure. The local worked closely with the Hayward Fire Chiefs' Association as well as other bargaining units in the city

including Local 21 Professional and Technical Engineers, SEIU 1021 and the Hayward Association of Management Employees (HAME). They also received unanimous support from Hayward City Council.

"Personally I think the key to our success was that we had given back to the city prior to the start of the campaign," said **Hayward Fire Fighters President Eric Vollmer**, who noted that many residents were skeptical of the measure until they heard about the concessions Hayward firefighters had already made.

Their concessions included a raise deferral for six months and a 4 percent pay cut for 15 months, as well as a switch from PERS care to a comparable health care plan from PORAC, which saved the city 5 percent.

"Our citizens saw us as responsible members of the community, doing our part to help in troubled times," said Vollmer, who said the local spent \$12,000 to support the measure, with an additional \$5,000 in in-kind donations.

Firefighters Save Burlingame Station from Closure

Burlingame city officials had been threatening to shut Fire Station 36 to save money, but the station will remain open, thanks to the help of **San Mateo County Firefighters Local 2400.**

The local agreed to sacrifice incentive pay and salary raises they were due to receive this year, in exchange for keeping the station open. In an act of solidarity, municipal employees including City Hall personnel and department heads also agreed to postpone their salary raises to keep the

fire station on Rollins Road open.

The local also conceded to a reduction in truck staffing on Central County Fire Department's only ladder truck, from four firefighters to three. It is estimated that this will save the city an additional half a million dollars.

"Our membership was happy with the outcome," said **Edwin Hawkins, president of Local 2400.** "We've saved some jobs and ensured that Burlingame won't suffer a decrease in the level of public safety due to a station closure."



Fire Station 36 will remain open, thanks to San Mateo County Firefighters Local 2400.

Michael Massone

CPF 5th District Vice President



CPF District 5 represents federal firefighters across the state of California

Surviving the Current Firestorm

The heat of summer is upon us! The scorching weather and severe fire conditions are not the only things keeping the fire service busy this summer. Every local within the state is fighting its own budget fires at City Hall, the State Legislature and in Washington, DC. The CPF Executive Board, CPF staff and our legislative advocates are working tirelessly to help put these fires out.

Meanwhile, the IAFF continues to move forward with an ambitious agenda for professional firefighters. Many of these bills were born out of CPF resolutions, adopted by the CPF and carried forward to the IAFF convention for action. These include:

- **S599/HR 948 Federal Firefighter Fairness Act:** This legislation would provide presumptive illness/injury benefits similar to what ALL other California firefighters enjoy. S599 cleared committee and was adopted. We expect the House to move forward with similar success and it is my sincere hope that we will have a bill for the president to sign this session.
- **HR 3186:** This is another CPF resolution. The intent is to include scheduled FLSA overtime into retirement calculations. Currently scheduled overtime is not calculated into retirement benefits.
- **HR 2990:** Current employees covered by FERS (Federal Employee Retirement System) do not receive the same paid benefits for unused sick leave upon retirement as their older counterparts covered under CSRS

(Civil Service Retirement System). Allowing the older employees in CSRS to receive a lump sum for their unused sick leave encourages a responsible use of sick leave time and HR 2990 ensures that newer hires have the same incentives in place.

- **HR 413/S1611 Public Safety Employer-Employee Cooperation Act:** This is our No. 1 priority. We must ensure that EVERY firefighter in the country has the opportunity to sit and bargain equally with their employer over wages, hours and working conditions. It is unimaginable that in 2009 there are still firefighters unable to bargain over these most basic tenets of organized labor.

But not all news coming from Washington is good. House minority leaders are proposing a "high 5" calculation when determining retirement benefits. Yes, you read it right- HIGH 5! All federal labor organizations are opposing this and we will continue to monitor and keep you informed. There is also a movement to tax our health care benefits. This is a bill that the CPF and the IAFF are strongly AGAINST and will continue to work with leadership to oppose any similar measure.

I ask that all CPF members write a letter or, if possible, make an appointment to visit their elected officials to ask for their support and co-sponsorship of the above referenced items.

Thank you all for your continued support. It is my honor and privilege to serve all of you as your District Vice-President. Stay safe!

New President in Miramar

When news hit Miramar Firefighters that their president **Cipriano Enriquez** was stepping down, **Gary Flores** rose to the challenge.

"Someone suggested that I do it. I thought about it for awhile and thought that maybe I can make a difference and help Miramar Fire Department be even better than it already is," said Flores, who joined Miramar Fire Department in 2007.

Fast forward two months and Flores is now president of Miramar Firefighters.

Flores has been a firefighter for over 15 years. He got his start as a volunteer when he was 16 and became a military firefighter in 1995 based at Travis Air Force Base. Following his military service, he became a civilian firefighter in 2002.

Miramar Firefighters are currently in the process of transitioning their paramedics from a single role to a dual role firefighter/paramedic, which Flores sees as an important step for Miramar Fire Department and the community that it serves.

But he has many goals for his local including getting 100 percent department membership and creating more department functions and other opportunities for members to meet. He also hopes to boost membership morale and continue promoting the positive image that Miramar Fire Department has in the county.

Whatever challenges he faces going forward, he's grateful for the network of resources and support available from his own membership as well as from other locals and CPF.

"It makes solving problems a lot easier," Flores said.

Patrykus Leads Local F-85

When **David Kahaunale** was retiring from his position as president of Local F-85 and needed a successor, **Maurice Patrykus** answered the call.

It was the right call at the right time.

Their local has been in the midst of a big retirement cycle. Veteran firefighters, who fought for safer working conditions, better equipment and more training opportunities, have been leaving the fold and new members have been taking their place. For Patrykus, he saw the new position as an opportunity to take the torch that has been passed.

"I wanted to be involved in building a better career environment for these members, as well as for myself," said Patrykus, who has been a member of Local F-85 for three years. He got his start as a reserve firefighter with South Tucson Fire Department and spent a few years in Los Angeles as a freelance television producer but soon realized he wouldn't be happy unless he was back in the firehouse.

Since his election as president, Patrykus has been pushing an agenda that fights for better working conditions for his federal firefighter membership. He is also working with his Executive Board to re-evaluate and improve how his local does business and to mentor younger members for future leadership positions within the union.

"I think we face the same challenges that most locals face: Motivating member involvement, developing leaders and maintaining momentum," Patrykus said. "If we can communicate how solid union work can make a difference for our members, we can generate momentum."



Maurice Patrykus is the new president of Local F-85.

Bob Wolf

CPF 6th District Vice President



CPF District 6 represents
CDF Firefighters, Local 2881



Budget Battle Scars Landscape

No one escaped unharmed as the annual debacle known as the budget debate reached full steam in California.

For the first time in the years that I have been a part of the firefighter family, and I was born on a **CAL FIRE** property to a union firefighter father and a mother who understood the sacrifices of being a wife of a firefighter in that era, we have seen personal attacks leveled against our profession.

Obviously, the most evident area of dispute is firefighter pensions.

As president of CDF Firefighters, I am particularly gratified by the work being done by **Harold Schaitberger, Secretary General of the International Association of Fire Fighters (IAFF)**, and **Lou Paulson, President of the California Profession Firefighters (CPF)**.

All of us have tried to convey to the public the message that firefighters face unique challenges in the course and scope of their profession and over a 30-year career deserve the retirement that our organizations have worked so diligently to attain.

In the face of marked attacks against firefighter pensions, we have said very clearly that the time for resolution is not in the middle of an ugly budget battle.

The discussion regarding wages, benefits and conditions absolutely belongs at the bargaining table.

It is clear, in my estimation, that abrogating an agreement by either side compromises the entire system.

All of us are in this profession because we believe we can make a difference. However, as union leaders, it is also our responsibility to protect the interest of our members. We intend to do so.

The End of 'Stay and Defend'

In our most recent **CDF Firefighters Local 2881** periodical, CPF President Lou Paulson wrote eloquently about the death of the Stay and Defend policy in California. Again, we are pleased that it was a united front, led by Harold Schaitberger, and joined with great energy by CPF and CDF Firefighters.

The reasons we were so public in our opposition should be obvious. Clearly, the irony of this policy being born in Australia was recognized when a Victoria fire broke out in the exact area that Stay and Defend was so ardently promoted, and we witnessed a terrible loss of almost 200 lives.

It is clear that saner minds have prevailed in California and the Stay and Defend policy is now modeled after a Canadian version and is called, "Ready, Set and Go."

This new model educates homeowners to be personally involved in fire mitigation and do their best to have water and tools available for firefighters after the homeowner has evacuated. It is smart and sensible and should always have been the most prominently suggested idea.

The Future of Fire Service in California

CDF Firefighters Local 2881 is proud to have written and sponsored legislation that deals directly with the behavior of private firefighting companies. Clearly, they have a role in how fires are handled throughout the state, but it is absolutely critical to the safety of the public and firefighters that the statutes clarify that Incident Command must be recognized and obeyed by everyone who responds to an emergency.

We have busy days ahead of us. The budget concerns at every level are going to impact the healthcare benefits and retirement contributions that are made.

We will continue to have conflict when it comes to the enforcement of our MOUs. We will have new retirement formulas suggested for those who are presently employed and those coming on board in the future.

These are days of great change. I am confident that working with the IAFF and CPF, that all of us will speak eloquently on behalf of firefighters.



Dave Gillotte

CPF 7th District Vice President



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



Local 1014 Focuses on Goals Despite Financially Challenging Times

Los Angeles County Fire Fighters, IAFF Local 1014 members, continue to face the financially challenging hard times in similar fashion to other members of CPF statewide.

District 7 has the same fiscal math problems that most other agencies have and we continue to become creative, proactive and calmly scientific about the issues facing our membership.

It is a time like no other for our membership and Local 1014, along with our partners in labor, are trying to maintain a solution-based method of dealing with our elected leaders and our fire department managers. We have also been responsibly communicating with our membership about the true state of the budget and about real and obtainable goals and objectives for this time period.

Our goals center on keeping all pay, benefits and working conditions that we have worked so hard for over the years and protecting our contractual body work. Within that set of goals, operationally we are working to keep our staffing levels in place and our engine companies and truck companies and paramedic companies rolling.

So far, we have been successful in working with management and our elected leaders on a responsible approach, using some of our reserves that we have saved and some belt tightening in the administrative areas of our department. We also

are fortunate to have a fire tax in place to buffer the budgetary ups and downs. As we get ready to head into the end of the year, our one-year contract extension and our fringe benefits contract will be expiring and we will be back at the table to negotiate for health care, pension protections and all salary issues. We are working in advance with the County to find funding solutions and prepay resolutions to keep our healthcare intact and to meet the very real financial challenges that are clearly in the out-years.

We are confident that our efforts to provide funding solutions and cost containments and efficiencies will help us negotiate better outcomes at the bargaining table.

Along cost-saving lines, we continue to move forward at a slow and methodical pace in trying to structure a good workers' compensation carve-out program. We must make sure the program provides timely, excellent medical care for our members and also a resulting cost savings. The savings are most often realized by streamlining the approval process for treatments and appeals on claims. It turns out that "blanket denials" of claims that most often are approved at the end of the process have been costing the department millions of dollars, and costing our members valuable time in getting treated and back to work.

We continue to be very active in our political action program with the 2010 Assembly and Senate and Constitutional Officer elections on our radar, as well as numerous contract cities that we will have to deal with again this year and next. Local 1014 is partnering and hosting our labor alliance family from the LA Federation of Labor to begin candidate and leader issue forums and educational seminars.

We will be starting in the San Gabriel Valley and East Los Angeles areas and members of all labor trades will convene at Local 1014's Union Hall to educate and train elected leaders or prospective elected leaders on all of the issues facing the labor community. In particular for firefighters are staffing levels, health care and pension protection matters. We feel that early education and commitment from elected officials will bring about better long-standing relationships for the labor force.

Of note is the City of El Monte, who almost filed for bankruptcy this past year and whose city leaders voted to close a fire station to save money to balance the budget. Unlike the district areas that the Board of Supervisors and the fire chief have control over, service contract cities such as El Monte have control over what they do with their fire protection and the department negotiates with the city for their levels of protection and how much they pay. In the case of El Monte, they really have a serious money shortage due to mismanagement of funds, and they cannot pay for their service.

Local 1014 brought a funding solution to the table for the city that involved a special fire tax and one less trash pick up per week (that's right! El Monte residents get their trash picked up twice a week), resulting in \$17 to \$20 back into residents' pockets, and would keep all fire stations open permanently. Elected leaders would not embrace the solution because they wanted the funds to be discretionary, not dedicated to fire only.

Well, you all know what needs to be done. We must look for elected officials who understand the complexities of these issues and work towards electing responsible leaders

who will work with us to solve the problems. The El Monte elections are November 2009 and we will keep you posted.

Our Fit for Life Bonus program continues to deliver results...our members can earn a 3 percent bonus each year for participating in the IAFF/IAFC Wellness Fitness Physicals. We have seen the numbers of participants go from 40 percent or so to well over 93 percent and we have had 30 to 50 "cardiac saves" per year where the members received stints, surgery, and/or exercise and diet changes to avert a heart attack. We hope to carry those statistics over to musculoskeletal injury prevention, earlier cancer detection and prevention, and diabetes detection and prevention. If you don't have a physical program in place, consider it a top priority for your membership. It works in so many ways.

In conclusion, our story is not so different from other fire unions in the state. We are down funds and working hard to keep the rolling stock in place, protect our pay and benefits and survive the times.

Our advice to others, as well as ourselves, is to try and work on funding solutions and cost containment mechanisms that not only solve the budgetary problems, but keep true to the priorities you set as far as protection of pay, healthcare, pensions, and staffing levels. It can be done. Demand the prudent use of your reserves and any special tax monies you may have set in place, and above all, try and do it quietly and swiftly to avoid being in the headlines as much as possible. If we ever lose the citizens' support on our issues, we have lost everything.

Good luck and stay safe.

Pat McOsker

CPF 8th District Vice President



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

Local 112 Launches Campaign to Fight Rolling Brownouts

Like so many other affiliates across the State right now, **Los Angeles City Local 112** is struggling with deep budget cuts and elected officials whose priorities are out of whack. As this is being written, we are in the first week of a rolling brownout debacle caused by a \$56 million shortfall in the LAFD budget and a mayor who disrespects the life-saving work of his firefighters. Under the mayor's plan, 28 fire companies, ambulances and command teams are being closed everyday on a rotating basis throughout the city.

In true professional firefighter fashion, UFLAC members are pulling together in these difficult and dangerous times, and doing their jobs despite the City Hall applied knives in their backs. They are also sticking together against our common enemy without wavering.

Hundreds of off-duty local 112 members have already participated in our full-blown campaign to alert the public to the danger that the mayor is subjecting them to. In June, more than 500 firefighters and family members marched on City Hall to fight for fair treatment in the budget process. Weeks later, on the eve of the brownouts, a hundred more showed up at City Council to issue a warning against the pending closures. And in the coming days many more will walk precincts, knocking on doors in the San Fernando Valley, letting residents know just how their elected leaders are failing them.

Local 112 is also working with a professional communications company in this effort. With their help,

3,000 residents have been "patched through" by telephone to selected City Council offices to register their displeasure at these closures. We've also dropped mail, put sandwich-board mounted warning signs out in front of affected fire stations, and given dozens of radio and television interviews. We've added an interactive company closure map to our web-site, and by the end of the second day in operation it had received 4,633 hits. We are clearly getting the word out, in spite of the objections of the Mayor.

We will prevail. We only hope that we do so before, and not after, someone gets killed. That concern has been the greatest motivation to Local 112 leaders throughout this fight. We are leaving no stone unturned and nothing unsaid as we battle the mayor for safe fire and paramedic staffing levels. If a life is lost that could have been saved because we didn't get there in time, it will be a tragedy, but it won't be our fault. But whoa to anyone who is responsible. Local 112 firefighters have long memories and deep held beliefs about public safety, and we're not shy about sharing our values with the people we are sworn to protect.



On the eve of the brownouts, **8th District Vice President Pat McOsker** speaks at a City Council meeting surrounded by members of Local 112.
Photo credit: Gene Blevins, EPN.



Over a hundred members of **Local 112** showed up at a City Council meeting to issue a warning against the pending closures.
Photo credit: Rick McClure, LAFD.



California Fire Foundation Rewards Twelve Daniel A. Terry Scholarships In 2009

Heather Yonan wants to be a school teacher when she finishes college. At 15, she lost her father, **Philip Yonan**, a Burbank firefighter/paramedic, in the line of duty. Yonan says it took her a few years to get her strength back after his death, and through this experience she would like to help other children who are suffering the loss of a parent.

"I would love to teach children and dream of writing a children's book about coping with a parent's death," states Yonan. "This scholarship will open many doors for me."

Yonan is the first in her family to attend college. She will complete her second year at a city college this year and then

transfer on to a CSU school next year. When she learned of receiving this scholarship, she said, "I know my dad is still paving a path for me from above. Thank you for granting my dreams."

Heather Yonan's story is similar to the 11 other students who received scholarships this past year through the **California Fire Foundation**. In 2006, this program was created through a resolution at the 2004 CPF Convention.

"It seemed like a natural progression of something we would do," said **CPF President Lou Paulson**. "In addition to the memorial and other family assistance we provide, this seemed to round out our support perfectly."

Named after **CPF President Emeritus Daniel A. Terry** who conceived and led the effort to construct the **California Firefighters Memorial** in Sacramento's Capitol Park, the scholarship awards \$2,000 to children of California firefighters who lost their lives in the line of duty.

Redding resident Ty Zollner has been a seasonal firefighter with **CAL FIRE** for two years and hopes to continue in the firefighting profession. He feels his college degree will help him pave the path for advancement in his field.

In 2007, Ty lost his father, CDF Firefighter **Bryan K. Zollner**, in the line of duty. Ty recalls his father always telling him, "A good firefighter lets his actions speak and always walks in humility." With this scholarship, Ty hopes to carry on that legacy and preserve his father's memory.

Also hoping to become firefighters are Brian and Mitchell Long, sons of **Russell Oddis Long**, a Santa Cruz City firefighter who lost his life in the line of duty in 2006. Brian is on track to finish his degree in fire science this year and then plans to go on to paramedic school.

"It wasn't until the day of my father's funeral that I truly realized what I was meant to do in this world," said Brian Long.

Mitchell Long also reflects on his father's memory.

"I feel that my dad still has things to accomplish and people to help in the fire service and I want to carry on his legacy," Mitchell said. Mitchell will start college this fall and major in fire science.

Each year, a copy of the Daniel A. Terry Scholarship application is sent out to all CPF locals and posted at **www.cafirefoundation.org**.

If you have any questions about the scholarship or would like to request an application for next year, please contact California Fire Foundation Director Vanessa Robinson, at (916) 921-9111 or vrobison@cpf.org.



Members of Local 778 including CPF Secretary-Treasurer Lew Stone, gathered to present Heather Yonan with the Daniel A. Terry Scholarship for \$2,000.

SAVE THE DATE



CALIFORNIA FIREFIGHTERS MEMORIAL ANNUAL CEREMONY
CAPITOL PARK, SACRAMENTO ~ OCTOBER 17, 2009
www.Memorial.CPF.org

Complete Listing of 2009 Daniel A. Terry Scholarship Recipients

Andrea Butler,
daughter of Jerry Eugene Butler,
San Francisco

Russell Harris,
son of Bret H. Harris, Los Angeles City

Andrew W. Lee,
son of David R. Lee, Upland

Jared D.T. Lee,
son of David R. Lee, Upland

Amanda N. Long,
daughter of Daniel Earl Elkins,
Los Angeles County

Brian K. Long,
son of Russell Oddis Long,
Santa Cruz City

Mitchell G. Long,
son of Russell Oddis Long,
Santa Cruz City

Kelsey A. Pulley-Sauer,
daughter of Wayne Pulley,
Ventura County

Jessica M. Reiner,
daughter of Eric F. Reiner,
Los Angeles City

Gabriella T. Vanni,
daughter of David E. Vanni,
Contra Costa County

Heather D. Yonan,
daughter of Daniel Philip Yonan,
Burbank

Ty Zollner,
son of Bryan K. Zollner, CDF



Displaced Firefighters List Provides Help for Laid Off FFs

When firefighter David Wills received his pink slip from Alameda Fire Department in June, he was added to the Displaced Firefighters List.

Two weeks later, on his termination date, he received a call from Moraga-Orinda Fire District, letting him know they were hiring. The very next day, he went for an oral interview and a paramedics skills assessment. The day after that, he received a conditional job offer from Moraga-Orinda.

It was that quick.

"The list is great. It really helps people. It offered me hope right off the bat and the security of knowing that I would continue to have a future with the fire service," Wills said.

The California Fire Fighter Joint Apprenticeship Committee (CFFJAC) has been directed to maintain a list of qualified state and local firefighters who have been or will be laid off in California as a result of job elimination. Fire departments can then hire experienced career firefighters from the Displaced Firefighter List.

"It's a great program that has helped professional firefighters get connected with hiring fire departments. It's a win-win for both parties," said **CFFJAC Program Director Yvonne de la Peña**.

How does it work? Participating fire departments alert CFFJAC when positions are open and receive a copy of the list. The department may then hire directly from the list or ask candidates to submit to usual pre-

hiring criteria such as medical exams, physical ability and written tests as well as an oral interview.

To qualify, the firefighter:

- Must be/have been a permanent career firefighter in good standing in a California state or local fire department. Civilian federal firefighters whose job was eliminated may also qualify.
- Must be terminated, or slated for termination, because their job was eliminated.
- Must have completed all required training as a full-time paid firefighter.

Firefighters on the Displaced Firefighters List are not obliged to take any position offered. If a firefighter doesn't accept a particular job, their name will return to the list without penalty.

In the end, David Wills passed on the job offer with Moraga-Orinda and was later rehired by Alameda Fire Department. However, both Wills and Moraga-Orinda Battalion Chief Stephen Healy, who was key in the hiring process, found the experience very positive. Healy said he would definitely use the Displaced Firefighter List again the next time that they have open positions.

"The chief and I made a commitment to help [other firefighters] out through the list," Healy said. "It's a wonderful service that [the CFFJAC] is providing."

For more information about the Displaced Firefighters List or to receive an application form, please visit www.cffjac.org.

CFFJAC Classes Prepare Firefighters for Terrorism

Firefighters and first responders up and down the state have been training for terrorism incidents since the **CFFJAC** rolled out its new Terrorism Consequence Management (TCM) Train-the-Trainer course earlier this year.

Eight classes have already been held and more classes have been scheduled through the end of the year.

"The response we've received so far has been excellent," said **CFFJAC Program Director Yvonne De La Peña**. "Departments large and small are recognizing that terrorism incidents can happen anywhere in California and it pays to be prepared."

The one-day course, provided at no cost to the individual or department,

provides an overview of TCM standardized protocols, building on the curriculum that was disseminated through the CFFJAC's 2004 TCM course.

CPF helped to successfully pass legislation in 2007, which earmarked \$2.5 million for firefighter terrorism response training. This funding has enabled the CFFJAC to continue to develop training courses to ensure that California's first responders are prepared and properly trained for a terrorist threat.

The class teaches first responders how to recognize chemical, biological, radiological, nuclear and explosive agents and devices and to understand what issues to consider when planning strategies and tactics during a terrorism incident.

The 2009 curriculum also features updated terminology and technology, expanded methods of decontamination and more resources in the event of a terrorist attack.

Following the Train-the-Trainer model, the class has been designed to train the staff member(s) from a department with instructor training and HazMat or paramedic experience. After the one-day training, the staff member(s) are then equipped to return to their

department to conduct their own training at the local level.

"The course is really outside the box for firefighter operations," said **Russ Fowler**, who is a primary author of the current curriculum and has also taught the course. "It gives firefighters the tools and makes sure that they know what to do. Students I've talked to have been very enlightened by it."

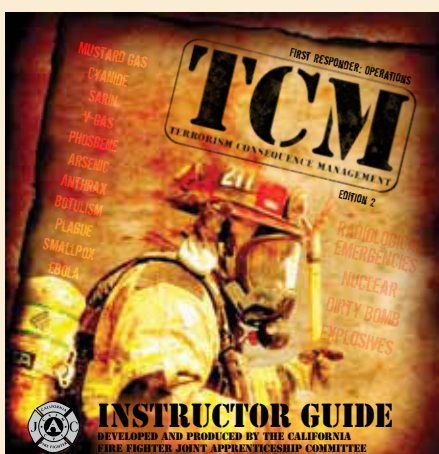
And despite the flagging state of our economy, the TCM course is a rare opportunity for departments to get free

training. Not only does the CFFJAC provide the necessary instructor and student materials, mileage reimbursement and lunch but the CFFJAC also helps to offset backfill costs for departments that send students to a Train-the-Trainer course. Materials for registered local classes are provided at no charge and backfill offset funds are also available for local class participants.

Visit www.cffjac.org to view the dates and locations for upcoming TCM classes, as well as registration information.



Attendees get an overview of TCM protocols at the TCM Train-the-Trainer class in Long Beach.





SHOW YOUR PRIDE AS A CALIFORNIA FIREFIGHTER



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www.cpfunionshop.org

