



A UNITED VOICE A SHARED COMMITMENT

CALIFORNIA PROFESSIONAL FIREFIGHTERS | SECOND QUARTER | 2016



THE UNION IS ALL OF US

Among the over 1,300 fallen firefighters immortalized on the polished stone of the California Firefighters Memorial are four names that tell a story.

- In 1980, Los Angeles County firefighters Richard Rowland and Porter Griggers both died of a rare form of cancer six years after being exposed to a highly toxic chemical soil fumigant.

- In 1998, San Mateo City firefighter Dan Gadwah died of a rare incurable heart cancer directly tied to his exposure to vinyl chloride from vehicle and structure fires.

- In 2006, Los Angeles County firefighter Dallas Jones died of cancer that may have had its roots in a fire-fight at a tire factory decades earlier.

Though their stories of job-related cancer aren't unique, these four men made a difference because somebody *told* their stories: the union.

Their local unions battled management to recognize – and compensate – their families. California Professional Firefighters stood up for them to ensure recognition of job-related cancer through groundbreaking firefighter presump-

tion laws that, in some cases, bear their names. And all their union brothers and sisters stood together in solidarity and strength to make sure their stories were remembered.

Their sacrifice lives on in a better deal for all firefighters. Because the union is all of us.

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CPF HONORS LONGTIME LABOR LEADER

IAFF 10th District Vice President receives recognition, CPF membership at convention

California Professional Firefighters gained a new member at its biennial convention in April, one who has spent more than five decades championing the causes of California's first responders.

Jim Ferguson, the 10th District Vice President for the International Association of Fire Fighters, was honored with a convention resolution recognizing him for his history of service, as well as his passion and commitment to the to the mission of protecting California's front-line firefighters.

"Fifty years ago, I became an IAFF member, and it's been a great journey that whole time," Ferguson told delegates. "Through a series of luck, timing, and hard work, 48 of those 50 years I've been a union officer."

The resolution also noted that, following a unanimous vote of CPF's Executive Board, Ferguson would be made a member of California Professional Firefighters.

Ferguson began his fire service career with the San Francisco Fire Department, where he served for 30 years, 23 of which

were spent as president of San Francisco Firefighters, Local 798.

In 1994, Ferguson stepped onto the IAFF stage when he was elected as 10th District Vice President. In this role, Ferguson serves on the governing board of the organization representing more than 300,000 professional firefighters and emergency medical personnel across the United States and Canada.

Ferguson is retiring from his IAFF post this year and has shown a strong passion for protecting firefighters throughout his career, not only on the job, but also from political attacks that threaten the retirement security, pay and benefits, and health and safety standards enjoyed by the men and women of the American fire service.

"Jim Ferguson has been a champion for California's first responders, and all first responders, for more than half a century," said CPF President Lou Paulson. "We're honored to now have Jim as a CPF member and thank him for all he has done for the fire service, and our union, over the course of his career."



Jim Ferguson addresses delegates at CPF's recent convention

Photo: Robbie Panco



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FIGHTING FOR THOSE WHO FIGHT FOR US

The months leading up to any election can be a contentious time.

As political advertisements dominate the airwaves and candidates entrench themselves behind their chosen positions, even the most benign conversation over politics at the kitchen table can quickly turn sour.

Politics can be an emotional topic, and this election cycle has proven that point better than most.

Amidst all of the fervor that comes with a functioning democracy, the leadership of California Professional Firefighters must weigh in on key races, providing our members with recommendations on whom to support when Election Day finally arrives.

Just as it is with your local union, our primary means of making your voice heard is through the endorsement process. At the state level, CPF makes bipartisan endorsements in various races – for governor, for constitutional offices, for state assembly and state senate. In conjunction with IAFF, CPF also makes recommendations for those who will represent California in Washington D.C.

In making our recommendations, CPF judges candidates by just one, simple metric: Where do they stand on the issues that matter to us?

This means having candidates spell out their positions on things like public-safety funding, retirement security, employee rights, training, disability and survivor benefits, as well as any other issues that impact our lives on the job.

If it doesn't fall into one of those areas, it simply won't move the needle.

California Professional Firefighters makes its recommendations on firefighter issues, and firefighter issues alone. Should CPF become involved in a contest, every credible candidate –

“California Professional Firefighters makes its recommendations on firefighter issues, and firefighter issues alone.”

Democrat and Republican – is invited to an interview. In legislative races, CPF coordinates with local affiliates in the district. The participation of the locals ensures that the issues closest to your heart are made known to everyone looking to go to Sacramento. As you'll find, our recommended candidates include Democrats and Republicans across the political spectrum. We back up those recommendations with the promise we give all of our candidates: We stand with those who stand with us.

This year, CPF has made an endorsement in California's first contested United States Senate race in more than two decades, opting to back Attorney General Kamala Harris. The reason behind our endorsement is simple – Harris has stood with firefighters on our bedrock issues.

PRIVATIZATION

In 2011, when public officials in San Carlos were threatening to outsource the city's fire and emergency services to the Wackenhut firm, Harris, who recognized both the value of public jobs and the overall safety of the community, issued a legal opinion that effectively took privatization off the table for every general-law city in the state.

PENSIONS

In the run-up to the 2014 Election, Harris' measured official summary confirmed that ex-San Jose Mayor Chuck Reed's proposed statewide pension initiative would "eliminate constitutional protections" for vested pensions. Reed's failed legal challenge over the language eventually led to the measure being pulled from the ballot.

Incidents such as these are what played into CPF's decision to endorse Harris. We know where she stands on our issues and know that she will continue to advocate on behalf of first responders in Washington if elected. In 2018, when it comes time to select our state's next governor, the same metric will be applied to those candidates seeking our backing.

Keep in mind that our recommendations are just that - recommendations. They aren't meant to be seen as direction on how to vote. We're simply offering information on firefighter issues to help you make an informed choice at the ballot box.

These are the candidates that have stood by us, and it benefits our profession to stand by them.

Stay safe.

CPF BILLS MOVE THROUGH LEGISLATURE

After approving a new state budget and spending time in their districts during the summer recess, state lawmakers returned to Sacramento for the final push to the end of the 2015-2016 session. A flurry of activity faced them on their return in August, with bills needing to be sent to the governor's desk by the end of that month if they're to be signed into law.

Here's an update of how things stood for CPF's sponsored legislation heading into the final month of session. You can track these and other bills of interest as they move through the process this year on the CPF website under "Issues and Legislation."

AB 898

(Lorena Gonzalez, D-San Diego)

Driven largely by the incident in Los Angeles City, this bill would require that a murdered firefighter's former department be notified by the state Board of Parole Hearings (BPH) or the Department of Corrections and Rehabilitation when the inmate responsible for the firefighter's murder has a scheduled parole hearing, should the department request such notification. The bill would provide an avenue for the fire department, together with the victim's family and the surrounding community, to voice their opinion about a prisoner remaining behind bars or being released back into their community. Similar action has been instrumental in keeping convicted arsonist Mario Catanio, who ignited a blaze that killed Los Angeles Firefighter Tom Taylor, behind bars.

This bill has cleared the Assembly and is currently awaiting a full vote of the Senate.

AB 2164

(Patrick O'Donnell, D-Long Beach)

Ensures that existing tuition waivers afforded survivors of fallen firefighters at California community colleges, CSU and UC campuses are extended to the survivors of firefighters who succumb to an occupational illness. The bill also expands the waiver to include all fees—both system-wide and campus-based—that are required to be paid by students when enrolling at a public higher education campus.

This bill has cleared the Assembly and is currently working its way through the Senate fiscal committee.

AB 1980

(Jacqui Irwin, D-Thousand Oaks)

Allows for the California Firefighters Memorial in Capitol Park to be modified in a way that ensures additional names of fallen firefighters can be added to the memorial wall for decades to come. Without this bill, it is expected that the current Memorial wall will no longer have room to add the names of future fallen

firefighters within the next ten years, so additional wall space is needed.

This bill has cleared the Assembly and is currently working its way through the Senate fiscal committee.

AB 1931

(Freddie Rodriguez, D-Pomona)

This bill would add firefighter Paramedics to the current oversight process that is in place for investigating and disciplining EMT-Is and EMT-IIIs in an effort to reduce, or eliminate altogether, double and triple jeopardy for paramedics.

This bill has cleared the Assembly and is currently working its way through the Senate fiscal committee.

AB 2028

(Jim Cooper, D-Elk Grove)

This bill would enable the restoration of CalPERS' retirement service credit for wrongfully terminated CalPERS members, including local firefighters. In doing so, this bill would codify CalPERS' past practice. It would also require the employer of the wrongfully terminated employee to notify the CalPERS board of the final decision ordering reinstatement of the employee. CPF is co-sponsoring this bill with the California School Employees Association.

This bill has cleared the Assembly and is currently working its way through the Senate fiscal committee.

SB 1163

(Mark Leno, D-San Francisco)

This bill harmonizes certain provisions of the Firefighters Procedural Bill of Rights (FBOR) to align more closely with the provisions of the state's EMS Act, thereby ensuring that if a firefighter paramedic or EMT is subject to discipline on the job, he or she will in fact be protected in all circumstances by the due-process protections contained in FBOR.

This bill was held on the suspense file of the Senate Appropriations Committee. Absent a rule waiver, the bill will not continue to move this year.

AB 2493

(Toni Atkins, D-San Diego)

This bill would extend the up-to-one-year paid leave-of-absence presently provided under Labor Code Section 4800 to those CAL FIRE rank-and-file and supervisory firefighters whose principal duties include active fire suppression or prevention services. A safety employee's eligibility under Labor Code Section 4800 is dependent, in part, upon the employer recognizing that the employee's injury or illness was job-caused. CPF is co-sponsoring this legislation along with CAL FIRE, Local 2881.

This bill has cleared the Assembly and is currently working its way through the Senate fiscal committee.

SB 763

(Mark Leno, D-San Francisco)

Seeking to build upon the success of SB 1019, this two-year bill would apply disclosure requirements regarding flame-retardant chemicals to certain children's products. During the 2015 legislative year, this bill received hostile amendments that narrowly applied the labeling requirement only to manufactures who add flame retardant chemicals to their product. CPF is co-sponsoring this bill with the Consumer Federation of California and the Center for Environmental Health.

As a two-year bill, SB 763 is currently pending on the Assembly Inactive File. Absent it being removed from the File, the bill will not continue to move this year.

SB 897

(Richard Roth, D-Riverside)

This bill would grant local public safety personnel, including firefighters, the ability to take up to one additional year of "4850 Time" when they sustain a job-caused, catastrophic injury, such as a severe burn. CPF is co-sponsoring this bill along with the Riverside City Police Officers Association.

This bill has cleared the Senate and is currently awaiting a full vote of the Assembly.

AB 2318

(Evan Low, D-Campbell)

This bill shifts existing enforcement authority—from the Franchise Tax Board (FTB) to the Fair Political Practices Commission (FPPC)—over the prohibition on specified nonprofit organizations' use of public resources for campaign purposes. CPF is co-sponsoring this bill with the California Labor Federation.

This bill has cleared the Assembly and is currently working its way through the Senate fiscal committee.

SB 1094

(Ed Hernandez, D-Azusa)

This bill would require that all initiatives cleared for signature gathering after January 1, 2017 have at least 10 percent of their signatures gathered by volunteer circulators. CPF is co-sponsoring this bill with the California Labor Federation.

This bill has cleared the Senate and is currently working its way through the Assembly fiscal committee.

SB 1203

(Robert Hertzberg, D-Van Nuys)

This bill would allow Joint Powers Authorities (JPA) formed on or after January 1, 2013 to continue offering defined benefit plans or formulas that were offered to employees before the formation of the JPA. The bill applies to JPAs where at least one agency provided defined benefits to employees prior to the implementation to the Public Employees' Pension Reform Act (PEPRA).

This bill has cleared the Senate and is currently working its way through the Assembly fiscal committee.

SB 1160

(Tony Mendoza, D-Artesia)

This bill would strengthen penalties against claims administrators who refuse to satisfy their legal obligation to report workers' injuries. The bill also requires an employer or insurer to allow a physician additional time to respond to a request for medical information during a utilization review (UR) process, while also requiring the UR process to be accredited. CPF is co-sponsoring this bill with the California Labor Federation.

This bill has cleared the Senate and is currently working its way through the Assembly fiscal committee.



INVINCIBLE?

The vast majority of firefighters, somewhere deep in our psyche, believe we are invincible. It lends to our ability to deal with a wide variety of tough situations. We enter situations that the average person would see as absolutely suicidal. When I was asked about the risks, I merely stated that we “receive a ton of training before we ever do this.” I vividly remember climbing to the top of the fifty-foot banger, held vertical by eight other equally green recruits. As I climbed straight up the ladder, I remember telling myself that “hundreds have done this before me... and none have died doing this” (or so I was told!).

Unfortunately, this unshakable mindset seeps into other areas of our lives, often with sad results. We properly prepare for every operation on the fireground or the treatment of a patient, but when it comes to our

family’s security, we sometimes fail miserably.

The same rush that comes from a dump of the adrenal glands at a fire is often replaced off-duty with an activity that Lloyds of London hesitates to insure. If you’re single, carry on and forget the remainder of this article. But, if you have a spouse, children or are in a long-term relationship, continue on, and know that I am speaking to myself, too. I will pass on the advice that was given to me by those far wiser and willing to share their knowledge on the subject of familial security.

This subject also speaks to the value of union membership. In addition to being your bargaining advocate, your local provides a variety of protections for on and off-duty challenges.

In the event of an on-duty injury, illness or death, there is normally a fairly adept network of union and fire depart-

ment personnel ready to assist. But do those closest to you have any idea what would happen to them if you died? I recommend that each of you go through “A Survivor’s Benefit Guide.” It is produced by the California Fire Foundation and contains information critical to dealing with financial questions pertaining to a line-of-duty death.

When my oldest daughter was in the hunt for college scholarships, she excitedly let us know that she was applying for the Daniel A. Terry Scholarship, exclusively for the children of firefighters! I explained to her that I would have to die in the line-of-duty and all things considered, I’d rather just pay for her college out-of-pocket. But it’s information we should all know about.

What if you are killed in an off-duty accident? What if your dirt bike crash has left you a quadriplegic, obviously never to put on a uniform again? What

if you get a terminal illness, not related to the job? But these things would never happen to you...

It is every firefighter’s responsibility to his or her family to adequately provide for them in the case that their income ceases. Whether it is life or long-term disability insurance, we must realize that it is a necessary expenditure to protect those we love. There are not enough pancake breakfast benefits and “Go Fund Me’s” in the world to properly sustain a family with no primary source of income. It is each member’s obligation. We cannot put our head in the sand and expect “those left behind” will take care of my family. Take the time to talk with the person on your union’s board who is most informed on the various benefits provided by CPF and the IAFF. It is an unpleasant subject, but we really aren’t invincible.

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DROUGHT, BARK BEETLES RAVAGE CALIFORNIA'S FORESTS

Trees stricken by the drought and bark beetle creating dangerous conditions for California's first responders

Up and down California, the so-called "evergreens" that blanket much of the state are looking decidedly less verdant than their name would suggest.

In all, more than 66 million dead trees currently stand in the Golden State, according to a study released by the United States Forest Service in June. Of that number, more than 26 million trees had died in the period between October 2015 and May 2016, causing public officials to offer stark warning about the potential for fire danger.

"Tree dies-offs of this magnitude are unprecedented and increase the risk of

catastrophic wildfires that put property and lives at risk," said U.S. Department of Agriculture Secretary Tom Vilsack in a statement accompanying the study.

While most would be quick to blame the sudden "browning out" of the state's forests on California's ongoing drought, another culprit has played a major role – bark beetles.

Barely larger than a grain of rice, these insects have thrived during California's drought, where conditions have allowed them to effectively bypass a tree's natural defenses and wreak havoc on the state's forests.



ACTUAL SIZE
5MM →

"Dead and dying trees create dangerous conditions for the men and women protecting lives and property within the wildland urban interface," said CPF President Lou Paulson. "We're seeing now that bark beetles are contributing significantly to tree mortality, meaning these small bugs are creating a major problem for California's firefighters."

"Bark beetle" is a generic term that applies to roughly 200 beetle species throughout the American west. These pests attack trees by boring holes into the bark deep enough to lay eggs. When the eggs hatch, the beetle larvae begin feeding on the tree's living tissues, cutting off its natural process for transporting nutrients and water. The result is almost always tree mortality.

Healthy trees are typically able to fend off the beetle's attacks by secreting a sap-like substance called "pitch" into the beetle's hole, pushing them out from the tree. During drought conditions, trees have a difficult time producing enough pitch, allowing the normally small populations of bark beetles to thrive and explode to epidemic levels.

The severity of the bark beetle problem was brought to national attention in late 2015, when Gov. Jerry Brown declared a state of emergency over the epidemic levels of bark beetle infestation, noting that the infestation put lives and critical infrastructure at risk.

The problem isn't going away any time soon.

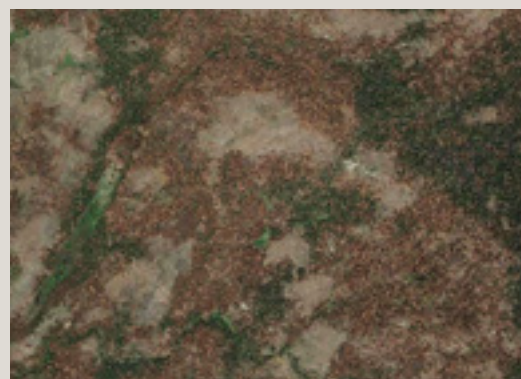
Experts from the U.S. Forest Service note that it could be three to five years after the end of a drought for impacted forests to begin their rebound. For the 66 million dead trees, however, the damage has already been done.

"No amount of rain will bring back those trees," Paulson said. "The risks and dangers they pose are quickly becoming the new normal for our state's firefighters."

2009

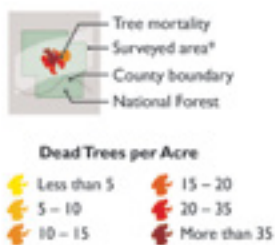


2014



FOREST HEALTH PROTECTION AERIAL DETECTION MONITORING

MAY 2016 SURVEY



CPF-ENDORSED CANDIDATES ADVANCE TO NOVEMBER RUNOFFS

Open primary system sets stage for competitive General Elections

It looks like the CPF brand goes a long way on Election Day.

After conducting extensive research, facilitating more than a hundred interviews and gaining input from dozens of local affiliates throughout the state, California Professional Firefighters made endorsements in a total of 85 contests during the June Primary Election. Of those endorsed candidates, 82 either won their seat outright, or advanced to a November runoff – a 96 percent success rate.

Always focused on protecting our interests following our endorsement process, CPF identified a number of contests in which the firefighter-backed candidate was in need of additional help to secure advancement to a November

General Election runoff. To accomplish this, CPF worked with allies, such as the State Building and Construction Trades Council and the California Realtors Association to launch large-scale independent expenditure programs supporting firefighter priority candidates in eight different regions and on both sides of the aisle. CPF's political work in the primary undoubtedly paved the path for these pro-firefighter candidates to advance to this November's ballot.

California's New Open Primary, Top Two System in Full Swing

While many CPF-endorsed candidates tasted success on Election Day,

the work is far from over.

Under California's top-two primary system, there will now be a number of same-party runoffs in November. That comes in addition to a presidential election, as well as the nearly 20 statewide initiatives that voters may be asked to weigh in on.

In short, there's a lot of work left to do moving forward.

The most notable election dynamic facing CPF, and labor as a whole, is the continued proliferation of corporate- and business-funded independent expenditure (IE) efforts that are exploiting California's new open primary.

California's top-two primary creates a system in which management-friendly candidates can find themselves facing

more labor-friendly candidates from the same party in runoff elections. Due to California's top-two system, the June Primary Election saw a record \$30 million in outside spending in state legislative races – primarily by business and anti-labor groups.

Perhaps nowhere is the new political terrain better represented than in the contest for United States Senate, where two Democrats. CPF priority candidate Attorney General Kamala Harris and business-backed Congresswomen Loretta Sanchez, will square off.

Additionally, there are more than 10 Democrat versus Democrat or Republican versus Republican state legislative contests heading into November – the most California's experienced to date.

With extensive research and face time with candidates in the primary, CPF is well positioned to navigate the unpredictable system and assure that members clearly know which candidates stand with firefighters and which ones don't.

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CAL-OSHA SET TO UPDATE DECADES-OLD PPE STANDARDS

New rules mandated by CPF legislation aim to improve firefighter safety

A decade-long effort to update California's outdated standards for personal protective equipment (PPE) is one step closer to being achieved.

The California Occupational Safety and Health Agency – Cal-OSHA – has adopted a set of draft rule changes which, when implemented, will help ensure that all firefighters have PPE that has caught up with the times.

“Current rules date back to 1985, so our standards are 30-plus years old,” said CPF Health and Safety Director Kevin White. “These rules need to be updated so our members can get equipment that’s

up to date and current with all modern safety standards.”

At the heart of the proposals is bringing California's rules into compliance with modern standards from the National Fire Protection Association (NFPA). Current rules cite NFPA standards that, in some cases, don't exist or have been completely re-written.

“The existing standards are so old that many literally can't be enforced,” said White.

The new rules call for compliance with NFPA 1971 (structural PPE); NFPA 1977 (wildland PPE) and NFPA 1581 (PPE

cleaning and maintenance). They also set up a new standard for personal alert safety systems (PASS) that conforms with NFPA 1982. Other areas to be addressed include maintenance of SCBA and respiratory hazards during overhaul operations.

California Professional Firefighters has been working on updating the PPE standards since 2004. After being rebuffed by Cal-OSHA because of cost issues in the late 2000s, CPF turned to the Legislature. In 2014, Gov. Jerry Brown signed AB 2146 by Assemblywoman Nancy Skinner. The measure required that Cal-OSHA set up an advisory committee to

review PPE standards and, if necessary, implement new updated standards. The measure also calls for a five-year review of PPE rules to ensure they keep pace with improving PPE technology.

“We had good cooperation between labor, management and the vendors during the review,” said White, who represented CPF on the advisory panel. “There are always concerns about the cost of upgrading, but everyone agrees that this update is overdue.”

With Cal-OSHA having set out the proposed guidelines, the process turns to drafting specific rules. AB 2146 calls for these rules to be developed and ready for consideration by July of 2017.

“The outcome is that all of our members will have access to better protection on emergency events, and updates to keep them protected throughout their careers, so they will be healthier by the end of their careers,” White said.



Photo: Chris Lynn

Continued from page 1

PROTECTING YOU WHILE YOU PROTECT OTHERS

The ties between firefighters and the labor movement are deep and long. Firefighters were the first public employees to win the right to organize into a local union. Local firefighter unions blazed the trail against hostile local governments to win health care coverage for their dangerous jobs, and basic pensions for when they retire. At the state level, CPF has been on the leading edge of every major advance in firefighter health, safety and job security – from safer personal, protective equipment to workers' compensation support, secure pensions and workplace rights.

Even with this history, for most modern firefighters, joining an IAFF local is their first experience as part of a union. Many wonder what the union is and what it does for them. The answer is pretty simple: The union is there to protect firefighters while firefighters protect public safety.

A seat at the table: Every aspect of your salary, benefits and working conditions is governed by the contract negotiated by the local union. Without a union, firefighters are at the mercy of the whims of their employers. With a union, they have a voice.

A champion for workplace safety: Firefighting is dangerous work, but it's a lot more dangerous without the right gear. Every significant step forward for

job safety – PPE standards, 2-in, 2-out, Cal-OSHA, NFPA 1710 – came not because employers loved firefighters, but because the local and state unions fought to get them.

An advocate when times get tough: As public safety professionals, firefighters' are under close scrutiny, and discipline can be unfair and arbitrary. The local union contract secures firefighters' basic workplace rights. The Firefighters Bill of Rights guarantees you representation and protects your rights against unfair discipline.

An outlet to get your voice heard: For workers who don't have a union, filing a grievance is often a one-way ticket out the door. Through the union, firefighters can get their issues heard by management. It also gives them a way to make their union better.

A strong voice with the powers that be: Everything about a firefighter's job is governed by decisions made by elected officials. Through political action at the state and local level, firefighters get to help choose their boss. And when it comes time to follow-through, it's the union that holds them accountable on your behalf.

YOUR OTHER FIREFIGHTER FAMILY
Beyond the specifics of what the union offers lies a more fundamental connection between firefighters and their unions.

Firefighting is often described as a "brotherhood". Fellow firefighters aren't just co-workers, they're part of a family that stands together in the line of fire, and stands up for each other in tough times. When a firefighter is killed in the line of duty, his brothers and sisters are there for the family. When a firefighter is injured or facing challenges, his brothers and sisters help out at home, or maybe with a fundraiser.

This same sense of solidarity and commitment to each other is at the heart of the union movement. Every union member – whether or not they're a firefighter – is bound together as a family. Like all families, not everyone agrees on everything. But when it counts, they stand up for each other.

For front-line firefighters, the firefighter family is the union family.

STRENGTH THROUGH SOLIDARITY

When firefighters on an engine crew are working an incident, it's all about teamwork. Everyone works together,

and everyone does their part. So it is when it comes to standing up for your pay, benefits, working conditions and basic rights.

When firefighters are united, whether in support of survivor benefits for our fallen or the basic right to pension and job security, victories far outnumber defeats. But it's also true that success only comes to those who show up and do their part. That means showing up at union meetings and making your voice heard. It means helping out at charity events. It means walking precincts for firefighter-friendly candidates for office.

In the coming months, CPF and its affiliated members will be reaching out to bring a clearer understanding of why it matters that firefighters stand together, how the union is making a difference for members, and how members can make a difference for unions.

In the meantime, if you're looking for more info, maybe check out the next union meeting.



THE UNION IS ALL OF US

New to being in a union? Learn how it works, why it matters, how it's making a difference, and how you can make your voice heard.

www.cpf.org/TheUnionIsUs
#TheUnionIsUs

SUPPORT *the* FOUNDATION



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CHECK OFF CA

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PLANNED GIVING

Including the California Fire Foundation in your estate plan will not only help you in achieve your own philanthropic and charitable giving goals, but it will also allow the Foundation to continue its mission of recognizing the courage of firefighters and the perseverance and sacrifice of fire victims.



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



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DONATE ONLINE

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

Save the Date

CALIFORNIA FIREFIGHTERS MEMORIAL CEREMONY

SATURDAY, OCTOBER 15, 2016 • 11:30 AM • CAPITOL PARK, SACRAMENTO



Photo: Jeff Zimmerman

SAVE PROGRAM PROVIDES ASSISTANCE TO ERSKINE FIRE VICTIMS

When Kern County's devastating Erskine Fire tore through Central Valley communities along the shores of Lake Isabella and beyond, more than 200 homes were reduced to rubble, leaving many victims with little more than the clothes on their backs.

To help ease the financial burdens that come with such a loss, the California Fire Foundation made its Supplying Aid to Victims of Emergency, or SAVE, program available to victims at a regional relief center established in the wake of the fire.

"People receiving the cards were incredibly grateful," said Derek Robinson, president of Kern County Firefighters, Local 1301. "These people had lost everything, and we were able to provide them with a little bit of help getting back on their feet."

Robinson was one of several Kern

County firefighters who worked to distribute SAVE cards to victims at a local assistance center established in the community of Lake Isabella.

With so many residents experiencing losses, the demand for assistance was high and the SAVE program's ability to provide assistance to anyone who could document loss was a small bit of certainty in the chaotic and painful process many victims were experiencing.

"Most people were surprised just how easy it was," Robinson said, noting that victims were simultaneously shocked and grateful for such a straightforward process.

"This was a devastating fire," Robinson said. "These people needed help, and we're glad we could use the SAVE program to give it to them."



September is Firefighter Appreciation Month

THEY'VE GOT OUR BACK WE'VE GOT THEIRS

#ThankAFirefighter



CONVENTION 2016

Photos by Robbie Panco



"A united voice, a shared commitment."

That was the mindset of California Professional Firefighter's 45th Biennial Convention, held this past April in San Jose.

It was there that a record number of firefighters, more than 500 in all, gathered from around the state to attend the three-day convention, which would chart the direction of the state union for the next two years. In the weeks and months leading up to the gathering, major threats from pension hardliners such as Chuck Reed and Carl DeMaio, as well as the Friedrichs vs CTA Supreme Court case that posed direct challenge to the rights of unions, reminded members of the ever present threats to their profession.

"The slogan of this convention is part of that story," CPF President Lou Paulson told the gathered delegates. "Just because Friedrichs is gone, just because Reed and DeMaio and the pension crusaders have stopped doesn't mean

they're going away."

During their time in San Jose, delegates charted the course for CPF over the next year, addressing nearly three-dozen separate policy and legislative resolutions to protect the lives and livelihoods of 30,000 front-line firefighters. Brought forth by rank-and-file members,

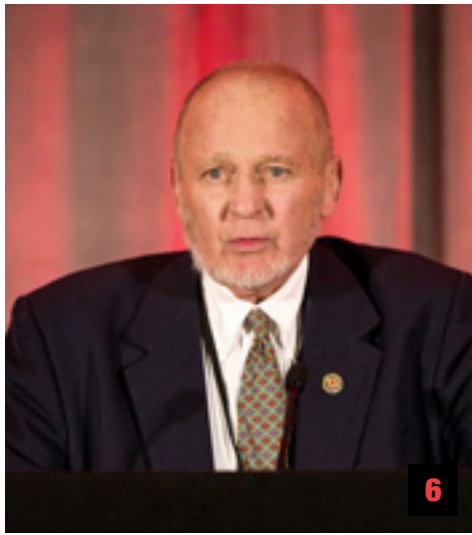


the measures address critical issues ranging from 9-1-1 response times, to pension security, to post traumatic stress.

Delegates also had the opportunity to hear from national leaders, such as IAFF General President Harold A. Schaitberger, as well as all four major candidates vying for the governor's office in 2018.

"No other union is doing that," Paulson told delegates. "Everybody is focused on November, but we're already looking toward 2018."

For a video recap of the 2016 convention, including highlights and video presentations aired in San Jose, visit www.cpf.org/conventionvideos.



1 CPF President Lou Paulson officially opens the Convention **2** Delegates gathered for the convention's opening remarks **3** CPF Insurance Trust Chair Ken Bryant at the microphone **4** Delegates approach the microphone to speak on resolutions **5** Former Los Angeles Mayor Antonio Villaraigosa **6** IAFF 10th District Vice President Jim Ferguson **7** IAFF General President Harold Schaitberger **8** Lieutenant Governor Gavin Newsom **9** Treasurer John Chiang **10** Philanthropist Tom Steyer **11** Presentation of the colors to the convention floor **12** Delegates cast votes on the convention floor **13-14** Committees discuss resolutions





Tim Strack CPF 1st District Vice President

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



LONG ROAD THROUGH BANKRUPTCY, PRIVATIZATION THREAT ENDS IN SAN BERNARDINO

For firefighters in San Bernardino City, a long, tumultuous road through municipal bankruptcy hearings and a subsequent privatization threat officially came to an end on July 1, 2016.

It was on this date that the San Bernardino County Fire Department officially assumed fire protection ser-

vices for the city of San Bernardino, and members of San Bernardino City Professional Firefighters Local 891 became members of San Bernardino County Professional Firefighters Local 935.

“Our relationship with Local 891 and their executive board throughout the whole process, I thought, was out-

standing,” said Local 935 President Jim Grigoli. “In the end, it’s been a good transition. Local 891’s leadership has done a tremendous job to make sure the transition was a smooth one.”

The merger of the two locals comes as the result of a county contract that officially ended one of the most serious privatization threats in recent memory.

In the midst of San Bernardino’s bankruptcy proceedings, city officials publicly toyed with the option of outsourcing San Bernardino’s fire department to a private company known as the Centerra Group.

The prospect of a privatized fire department sent shockwaves through the region, with area and statewide fire chiefs, members of the California Legislature and the general public, all weighing in to condemn the proposal before it could gain traction.

The Centerra Group, formerly known as both G4S Government Solutions and the Wackenhut Corporation, also has

a history of failure when it comes to providing public safety services. The company was found to have hired employees without verifiable experience, training or background checks, and was the object of multiple wage and other labor disputes. Even more urgently, it was targeted for extensive security failures regarding the mishandling of biochemical threats, according to the Federal Contract Misconduct Database.

Ultimately, concerns over a lack of mutual aid agreements and overall quality of service were enough to convince even the city’s hand-picked consultants to advise against privatization. The City Council formally voted to outsource fire protection services to the county in late August of 2015.

“It was a long process,” Grigoli said. “It took a long time to get where we are today, but together, I think our future is going to be bright.”

CARLSBAD FIREFIGHTERS, LOCAL 3730 TO HOST 2020 CONVENTION

During CPF’s biennial convention last April, delegates unanimously named Carlsbad Firefighter Local 3730 as hosts of the California Professional Firefighter 47th Biennial Convention in 2020.

The resolution to name Carlsbad as hosts noted that Local 3730 has been a strong supporter of the efforts and actions of CPF and provides access to world-class recreation opportunities, while also possessing conference spaces capable of hosting the state union biennial governance meeting.

“Local 3730 is honored to be named

hosts for the 2020 convention,” said Chris Lawrence, president of Local 3730. “We’re excited to show the rest of CPF’s locals what the city of Carlsbad has to offer.”

Carlsbad is located in north San Diego County, and is home to a little more than 112,000 residents. Local 3730 represents the 78 full-time firefighters and paramedics who protect the community.

CPF’s 46th Biennial Convention in 2018 will be held in Los Angeles and hosted by United Firefighters of Los Angeles City, Local 112.





Chris Mahon CPF 2nd District Vice President

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



NOTES FROM THE 2ND DISTRICT

It's political season again. With the primary election now behind us, we turn our eyes, and our efforts, to the many important candidates and issue races in the coming general election. At the same time, funding issues remain a problem for many locals that have been surviving on grants or facing cuts. This, despite a significant recovery in the economy that makes many cities' claims of underfunding suspect at best.

In Santa Maria, Local 2020 is watching as the city manager continues trying to hire a new fire chief. The second can-

didate in a row to be offered the top job has now turned it down, leaving the city with no permanent leader for its firefighters. Meanwhile, the city continues to exclude Local 2020 from the hiring process as it attempts to recruit fire chief candidates from right-to-work states.

Firefighters from Ventura County Professional Firefighters, Local 1364 played a key role in helping to defeat an anti-pension crusader and former president of the taxpayer's association. Working with other area labor groups, firefighters helped develop and par-

ticipate in an aggressive labor-to-labor and voter education campaign that ultimately led to a crushing defeat of the anti-pension candidate and a voter rejection of his platform. In the coming November election, Santa Paula and Ventura City firefighters are each supporting sales tax initiatives designed to provide much-needed funds for the city's public safety services. In Santa Paula, nearly one-third of line firefighters are funded by a SAFER grant. Without a new source of revenue there is no permanent replacement to fund those positions.

As usual, this is all against the backdrop of a busy and dangerous fire season. Many of our local's members are heavily involved in several large fires already this summer and it doesn't look like it's going to slow down anytime soon. Be careful, and stay safe!

- Chris Mahon

KERN COUNTY AVOIDS COSTLY STAFFING CUTS

Firefighters in Kern County were able to avoid another round of costly staffing cuts, thanks to some dogged negotiation on the part of Local 1301's leadership.

Derek Robinson, president of Kern County Firefighters Local 1301, explains that, under the tentative labor agreement that will be approved by county leadership in August, the department will avoid station closures, as well as the 30 layoffs called for in the county's initial budget plan.

"The initial proposal was calling for brown outs and reduced staffing," Robinson said, noting that county leadership was calling for a switch from three-person to two-person engine companies.

Had these proposed cuts gone through, it would have been only the latest round of reductions to an already stretched-thin department.

"Over the past few budget cycles, the fire department has absorbed more cuts than any other department in the county," Robinson said. "Those proposed cuts would have made an already bad situation even worse."

In making the local's case to county leadership, Robinson and Local 1301 Vice President Al Montes highlighted the disproportionate level cuts that had been absorbed by the fire department, while also making the case that county's decision to tie the department's budget to oil tax revenues was largely responsible for the latest round of budget holes.

Ultimately, Local 1301 leadership was able to secure supplemental funding from the county's general fund to help avoid layoffs and station closures.

"The proposed cuts would have had devastating consequences, both for our department and for the residents that we serve," Robinson said. "Avoiding station closures and avoiding layoffs will make for a safer Kern County."

LOCAL 372 WINS BIG ON PUBLIC SAFETY BALLOT MEASURE

Long Beach Firefighters, Local 372 notched a major victory during the June Primary Election, after backing a one-percent sales tax increase that will help bring back vital public safety services to the city.

The increase, put before the voters as Measure A, is expected to generate roughly \$384 million over the next decade, a large portion of which, Mayor Robert Garcia plans to direct toward fire and police services.

Local 372 had partnered with Mayor Garcia to support Measure A, contributing both financially and physically to a campaign that emphasized the measure's benefits to public safety.

"We had firefighters out knocking on doors throughout the campaign," said Local 372 President Rex Pritchard.

"Our message from the beginning was clear - it was all about improving public safety."

Specifically, Measure A will increase the city's sales tax by one percent for six years and decrease by half a percent for four years, before sunseting at the end of 10 years.

On Election Day, more than 59 percent of Long Beach voters approved Measure A, the first time in 40 years that a proposed tax measure had found success on the ballot. With the historic victory in hand, city leadership was quick to begin the process of reinvesting back into public safety services.

In his proposed fiscal year 2017 budget unveiled in August, Mayor Garcia called for the reopening of Long Beach's Fire Station 8 in Belmont Shores, which

had been shuttered for years due to budget constraints.

"We're going to be restoring a lot of our closed units," Pritchard said. "Getting back Engine 8 will be a huge victory for the public safety of this community and its residents."

In all, Measure A will help fund one of the largest public works campaign's in Long Beach's history, one that will considerably increase funding for vital public safety services. Such success would not have been possible without Local 372's campaign work, as well as its strong partnership with city leadership.

"We give a lot of credit to our mayor," Pritchard said. "He is the one who really took the lead on this, and without his support, none of this would have been possible."



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.



PERB HANDS DOWN VICTORY FOR LOCAL 3494

The Davis Professional Firefighters Association, Local 3494 notched a major victory earlier this year, when the state's top labor relations board found that city leadership had violated state law by circumventing the collective bargaining process.

In June, California's Public Employee Relations Board (PERB) found that the city of Davis had run afoul of the Meyers-Milias-Brown Act by issuing Local 3494 President Bobby Weist a "performance improvement plan" (PIP) back in April of 2013.

The department had never issued a

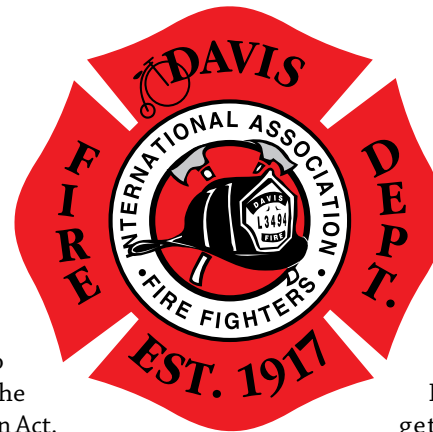
PIP prior to this instance, Weist notes, and the issuing of PIPs was not covered by Local 3494's MOU with the city. As such, PERB found that the City of Davis has unilaterally "changed terms and conditions of employment" by issuing such a plan.

PERB's ruling reverses that of an administrative law judge, who had previously ruled in the city's favor. PERB's reversal of that decision also required the city to make Weist whole for any loss in compensation and benefits he may have suffered as a result of the city's issuance of the PIP.

The decision also further solidifies the rights guaranteed to employees under the Meyers-Milias-Brown Act.

"This decision shows, not only the city of Davis, but all cities, that they can't bypass the bargaining process," Weist said. "If they do, we're going to be sure they're held accountable."

The process, which took the better part of three years to resolve, was partially slowed down due to a backlog of cases at PERB and a multitude of posi-



tions left empty due to limited resources, Weist notes. Gov. Jerry Brown's 2016-17 budget increased PERB's budget by roughly \$885,000, something which should translate into quicker decisions for future grievances brought before the board.

"It took a long time to get through this process, but the board took the time to look at it and overturn it," Weist said. "It was a long process, but in the end, it was a good process."

LOCAL 3395 ABSORBS PAINFUL CUTS, WEIGHS SALES TAX MEASURE

Hollister Fire Fighters, Local 3395 took a round of painful cuts last month, as 12 of the department's 41 firefighters were laid off due to loss of federal funding.

The layoffs, which represent nearly 30 percent of the department's total staffing, come following the expiration of a \$2.2 million federal SAFER grant that was awarded back in 2014, said Local 3395 President Vincent Grewohl.

The grant expired in April, but the local was able to work with city leadership to locate roughly \$380,000 in funding to bridge the gap until a permanent funding source was located. In late July, the city made the decision to move forward with the layoffs, Grewohl said.

The department has applied for additional SAFER grant funding, and if a grant were to be awarded, the 12 laid-off firefighters would be rehired. As of

late-July, the department had yet to hear back regarding the status of its SAFER grant application, Grewohl noted.

In the meantime, the department, which covers the entirety of San Benito county, is now being asked to cover roughly 1,400 square miles with only 10 on-duty firefighters.

These dire figures have city leadership looking toward the November ballot to secure a long-term revenue source for the city's general fund, with plans to ask voters to approve an extension of an existing one-percent sales tax increase that's set to expire in 2018.

"In essence, they're trying to utilize the increased turnout seen in the presidential election to get the extension approved now, rather than wait until 2018," Grewohl said, noting that city leadership is currently courting the



firefighter endorsement of the measure. "We've done polling in our community that shows firefighters have a 92 percent favorability rating," Grewohl said. "Our cops came in at 84 percent, and no one else was even close. They want us to get behind this extension."

In return, Local 3395 is hoping to

see a portion of the resulting revenue set aside to ensure adequate staffing for years to come.

"I know we're going to get some of it, but I want to make sure we get enough of it," he said. "We basically want some assurance that we're going to do some hiring as a result of any measure."



Jeff DelBono

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 COUNTY FIREFIGHTERS LOCAL 55 MAKES PLAY FOR AMBULANCE TRANSPORT SERVICE

Alameda County has opened up the bidding process for the county's ambulance contract, and thanks in large part to union leadership, the Alameda County Fire Department will be in the mix.

For more than two years, Alameda County Firefighters Local 55, with President Sean Burrows leading the charge, has worked tirelessly to put the Alameda County Fire Department in a position to successfully bid in the county's next request for proposals. If successful, the Alameda County Fire Department would create a public-private partner model.

"Establishing a public-private partnership with a private ambulance provider will improve the quality of service delivered to the community, and will also allow a pathway into the fire service for recruitment of qualified EMTs

and paramedics," Burrows said. "There is countywide support for this model, and I am excited about the opportunity created by the release of the RFP for Alameda County's ambulance service."

This ground-breaking effort is unprecedented in Alameda County with the exception of the cities falling under section "201" of the state EMS code – Berkeley, Alameda City, Piedmont and Albany. Alameda County Firefighters, Local 55 began researching the idea of a public-private bid in December of 2014, when the current provider, Paramedic Plus, started to bleed millions of dollars a year.

When drafting Paramedic Plus' current contract, the county carelessly included a clause that allowed Paramedic Plus to pull out of the county with only



90 days notice. This possible instability, coupled with Paramedic Plus' increasing response times, left fire apparatus throughout the county sitting on scenes for extended periods of time. These idle companies motivated Local 55's leadership to look into how the service could be delivered more efficiently.

When it came time to lay the groundwork for a public-private bid, Local 55 needed to look no further than their neighbor, Contra Costa County, Local

1230, where President Vince Wells shared their county's experience in the RFP process. Contra Costa County successfully implemented a public-private partnership over a year ago. The two agencies are working closely, sharing best practices as well as a consultant that helped draft Contra Costa's public-private model.

Alameda County's RFP process is expected to play out in the coming months.

PERB UPHOLDS BINDING ARBITRATION FOR PALO ALTO, LOCAL 1319

Palo Alto Firefighters, Local 1319 scored a victory earlier this year, when an illegally placed ballot measure undercutting their arbitration process was tossed out by the state's labor relations board.

The issue centered around Palo Alto's binding arbitration laws, something that has been included in the city's charter for police and firefighters since 1978. It has only been used twice in those 38 years, but has served as an effective tool to motivate all parties to bargain in good faith. In 2011, the city council unilaterally decided to put binding arbitration on the ballot rather than negotiate with public safety in good faith. The measure was approved by voters.

"We deserve the right to have a seat at

the table when the city decides to make a unilateral change to the charter which would affect a mandatory subject of bargaining. Rather than meet with us to confer, as we requested, the city placed binding arbitration on the ballot in November 2011," said Local 1319 President Ryan Stoddard. "We were shocked that the city would ignore our willingness to have a discussion and instead chose to remove our due process rights at the ballot box."

Binding arbitration rights prevent

work stoppage and strikes, which local union leader note are against the law for public safety employees. Without binding arbitration, union leaders say that the city would have no motivation to bargain in a timely manner. This lack of motivation on the city's part was exemplified by Local 1319's last contract negotiations, which went on for two years before the city would come to agreement.

Following the 2011 measure, Local 1319 filed an unfair labor practice charge with the Public Employment

Relations Board (PERB). PERB's hearing was initially delayed, but a ruling was ultimately issued in Local 1319's favor. PERB's decision chastised the city for failing to meet and confer with Local 1319 before putting the issue on the ballot.

"It's a due process victory for us, one that's also an important deterrent to other cities who may think they can circumvent the bargaining process," Stoddard said.

Not surprisingly, the city has since appealed to the 6th District Court of Appeals, and an amicus brief has been submitted by the League of California Cities. Oral arguments are slated to begin in the next few months, and Local 1319 is confident they will, once again, be successful.





Michael Massone

CPF 5th District Vice President

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

5th

DISTRICT REPORT



CAMP PARKS RALLIES AROUND UNION BROTHER

Firefighters at Camp Parks Firefighters, Local F-305 are asking for the support of the “firefighter family,” as the daughter of one of their members bravely battles a form a cancer.

The local’s call for assistance comes after the 13-year-old daughter of firefighter Wilson Humphries, treasurer for Local F-305, recently had her leukemia relapse for the second time, said Local F-305 President Jeremy Whiteaker.

The diagnosis and subsequent treatment has meant Chylee, Wilson’s daughter, being admitted to Children’s Hospital Oakland, a roughly three-hour drive from the family’s home in Sonora. Juggling visits, work and attending to the needs of Chylee’s younger siblings, Ethan and Everett, have caused stress and hardship for Wilson and his wife,

Heidi, Whiteaker says.

As the costs stemming from travel and meals away from home begin to add up, the family also faces expenses tied to home improvements needed to ensure the success of Chylee’s treatment.

Due to the nature of her illness and treatment, Chylee’s immune system has been severely depleted. In order to avoid complications in her treatment, the Humphries family is working to install air purifiers and hypoallergenic flooring within their home.

To help ease the financial burden stemming from these expenses, the local has partnered with the Fire Family Foundation to ask for support.

Donations to the Humphries family can be made at <http://bit.ly/2awM4Lx>.



CAMP PENDLETON FIREFIGHTERS HOST REGIONAL FIRE SCHOOL

At the beginning of every summer, the grass and chaparral-covered hillsides of Camp Pendleton provide the perfect training grounds for California’s first responders preparing for the state’s annual fire season.

This past June, the Camp Pendleton Fire Department and Camp Pendleton

Firefighters, Local F-85 hosted its annual “Fire School,” an interagency training that has become something of an institution for departments looking to keep their wildland firefighting skills sharp.

“The intent is for new firefighters and new company officers to get their

feet wet prior to fire season,” said Local F-85 President Maurice Patrykus. “Since Camp Pendleton has a lot of acreage that we can readily burn, and it has a variety of different terrain, it really lends itself to this type of training.”

Over the course of this year’s Fire School curriculum, organizers seek to

replicate conditions that first responders would experience while working on active wildfire, bringing in everything from fire camps to morning briefings.

“We operate Fire School as if it’s a real incident,” Patrykus said. “It’s a live fire training and, overall, a pretty comprehensive operation.”

In addition to Local F-85, this year’s Fire School saw participation from several locals within the region.

Fire School organizers planned to burn roughly 2,000 acres for training purposes over the course of the two weeks, however, operations were cut short when the nearly 8,000-acre Border Fire erupted south of San Diego, forcing many Fire School attendees to call upon the same skills the training is meant to re-enforce.

“If you’re an urban department that just doesn’t get the exposure to vegetation fires, it’s a great opportunity,” Patrykus said. “These are skills that we put into practice every day during our state’s fire season.”



Mike Lopez

CPF 6th District Vice President

CPF District 6 represents CAL FIRE, Local 2881.

6th DISTRICT REPORT



THE DROUGHT, ELECTIONS AND BARGAINING REMAIN PRIORITIES

The drought conditions were eased by a moderate winter with sporadic rain storms that brought necessary precipitation to a parched California. The rain was mostly in the north, but its impact has been felt everywhere and firefighters are grateful.

We are not out of harm's way completely, however. The fires that we have seen as the days warmed have been relentless and a reminder that we are in a new age for intensive fires. Something to think about – eight of the ten most costly conflagrations in U.S. history have taken place in California.

The old days when a red book could predict our future, as though a Farmer's Almanac of disaster was possible, are gone.

The definitive portrayal of wildland firefighting is being written by Dr. Matthew Rahn, in conjunction with Local 2881 and our brothers and sisters within the CPF and the IAFF. What we have learned from our own hosted summit is that we are a generation behind local risk assessments and predictabilities. Together, we are creating an archive of

our responses and learning from this data how to prepare for the future.

ELECTIONS

We are in sync with the CPF on the endorsements of legislative candidates. Our participation in the program, put together by Chris Patterson, has proven constructive. While we have specific concerns as firefighters employed by the state, we have been able to tailor our questioning to engage on those issues.

The success ratio speaks for itself. Accepting that term limits has given rise to a certain understanding of what the outcomes will be, the make-up of the legislative houses includes members who are highly educated on the role firefighters play in protecting the public.

BARGAINING

The disparity in the pay for statewide firefighters and local firefighters began in the Wilson administration, when the governor decided that the best way to end a deficit was to cut the pay of the employees. Consequently, the com-

penensation package for Local 2881 is demonstrably less than what we have seen on a local level.

A few of the items that have sent us back to the bargaining table.

Minimum wage is the payment for our entry-level firefighters who spend the entire summer under extreme duress. Now, that is bad enough except that by bargaining for nothing less than minimum wage, we have seen a 25 percent ripple through the varying scales and overlapping salaries.

Unequal raises have created little incentive for firefighters to move into higher-ranking positions. In fact, months ago, we had a 50 percent no-show for our promotional fire captain test.

Not surprisingly, the morale of firefighters in the field is the lowest that we have seen in decades.

A study conducted by California HR reveals that CAL FIRE firefighters are 30 to 90 percent behind their local counterparts.

Yes, we are respectful and proud of the advances that our local firefighters

have made. No one works harder, and no one is more deserving, and hopefully, the old chestnut about high tide raising all boats proves true.

MEDIA OUTREACH

We have decided to go public with an educational campaign that highlights the crucial role of our men and women in keeping California safe.

Specifically, we have already gone on television with two pieces that re-introduce CAL FIRE and discuss both our pride in being first responders, and our deep concern that the failure to provide an adequate compensation package undermines our vitality as a department.

THE ADMINISTRATION

The governor has been good to the department on infrastructure. He has made sure that during some very difficult fire seasons that we had all of the equipment that is necessary to do the job.

So far, we have not seen the same outreach and care when it comes to compensation.



Dave Gillotte

CPF 7th District Vice President

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



Photos by Adam VanGerpen

STAYING UNION STRONG

The executive board of Local 1014, along with most local executive boards of CPF, will be heading to the IAFF Convention about the time this newsletter arrives. We will join as brothers and sisters, seasoned firefighters and rookies, in the service to our members as union leaders. We will arrive as part of the California Professional Firefighters, led by President Lou Paulson, and we will also arrive as part of the 10th District delegation led by 10th District Vice President Jim Ferguson. We are the delegates that elect these leaders and serve with them as we go into the IAFF Convention.

There will be much business to conduct within the 10th District, including the resolutions being brought forward by the CPF, as well as those that we either support or oppose from the body of resolutions. The 10th District, and specifically the CPF within that district, is a very strong and powerful voting bloc in the national picture, and we should not only be proud of that, but we should use that power to leverage support or opposition votes for the resolutions based on our position as 10th District. We should leave nothing on the table. We should be strong and resolute in our vote so that others can watch and understand our strength. Let us deliberate and debate in our caucus, and then come out pound for pound, and strongest-around as we vote and conduct business as the 10th District.

This convention will be a very special

one, as we will see many district vice president seats in play, including our very own 10th District seat.

Long time friend and brilliant union leader, Jim Ferguson, will be bringing an end to a stellar run as 10th District vice president, one in which he served us all passionately and powerfully. We have come together as 10th District to endorse and carry forward our friend, and also fierce fighter, Frank Lima to take the helm. Frank Lima has served as President of United Firefighters of Los Angeles City (UFLAC) for many years and accomplished much for his members, and he will bring that energy and work ethic to the 10th, serving us all. Under Frank's leadership and with our relationship, the bond between Los Angeles County Fire Fighters, Local 1014 and UFLAC, Local 112 has never been stronger and never more effective on the local level for both our memberships. I cannot wait to see that energy and solidarity go beyond our borders and into the shops of every local in the 10th, be they small or large, surrounded by water on all sides or not! This will be a great time for us all as we grow this new team.

We will also see the retirement of IAFF General Secretary-Treasurer Tommy Miller and he will be missed as he starts a new chapter in his life. The 10th District affiliates have played a great role in determining who the new general secretary-treasurer will be, and we have helped elevate our brother and

union leader from Florian Hall, where we also just said goodbye to our friend and fearless, relentless union leader and brother Michael Mulane. We are not only in good hands, but great hands, with Ed "Edzo" Kelly's skills and talents as he helps watch over the resources of the IAFF. We should be very proud to be a part of this change and again excited to grow this piece of union history as we move forward at convention.

As it has in the past, our local and our district will also stand up for the great job done by our general president, Harold Schaitberger. The 10th District, CPF and Local 1014 were driving forces that helped bring him in after the retirement of one of the greatest IAFF president's we will ever know: my friend and mentor General President Emeritus Alfred K. Whitehead.

Uncle Al, or just Al to most all of us, started the change of our great IAFF to become a professional and well-funded political action and lobbying organization, and Harold has continued that tradition. We are well served.

Local 1014, as part of the CPF and 10th District team, represents more than 3,200 members in a diverse and complex region, encompassing wildland areas, commercial and industrial areas, residential neighborhoods, beaches, mountains and even our own little Catalina Island. We have a diverse and accomplished membership who works hard every day to protect and serve our citizens.

This year has already been a busy one, culminating with the Sage Fire in Santa Clarita, and we thank all members from California for your help on that campaign. Local 2881, UFLAC, 112 and members from smaller unions and agencies from throughout the state converged in strike teams to assist us in protecting so many people and homes in that area. Thank you so much for your service.

Local 1014 has been busy protecting our members and advancing many issues during this time, and despite the economic downturn, we have done pretty well over the past decade. Our local is strong because of our solidarity and our teamwork as a union board. I call a few plays and direct traffic on the field, but it is the selfless sacrifice of our union board members working as a team that get it done each and every day.

Treasurer John Smolin, 1st Vice President Dave Lopez, 2nd Vice President Dave Morse, and Directors Pat Dolan, Lew Currier, Steve De Witt, Andy Doyle, Dave Bauman and Mike Jones are the machine that grinds out the work every day and I encourage all of you to come say hi at convention and meet the team if you don't already know them. We look forward to working with all of you at convention and long beyond that in service to our profession, in the service to our members – 10th District Strong, CPF Strong, Local Strong as we conduct business.



Frank Lima CPF 8th District Vice President

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



GIVING THANKS AND LOOKING FORWARD

It has been an incredibly busy 2nd Quarter of 2016 for me and the United Firefighters of Los Angeles City, IAFF Local 112 (UFLAC). Here is a recap of some of highlights from the last few months.

THANKS TO LOS ANGELES MAYOR ERIC GARCETTI

In March, at the annual IAFF Legislative Conference, UFLAC was honored to host Los Angeles Mayor Eric Garcetti who gave a passionate speech to the IAFF crowd about his support for firefighters and the relationship that we have

take a back seat to police officers or any other city employees. Finally, we have a supportive mayor and City Council who understand our issues and support our firefighters, which is leading to the hiring of more firefighters, restoring previously closed resources, and obtaining a fair contract for our members.

In June, our mayor continued to show his support for our Firefighters by attending the special IAFF Fire Ops training exercise in Indianapolis during the U.S. Conference of Mayors meeting. I was fortunate to be able to join the mayor in Indianapolis as he witnessed the Fire Ops exercises and continues to demonstrate his desire to understand

our profession so that he can take the lead in working to secure the equipment, apparatus and resources we need to do our jobs properly.

Today, the United Firefighters of Los Angeles City have better relationship with City Hall than we have ever had over the course of my 24-year career in the LAFD. This is due to the hard work of our UFLAC executive board, smart political action and the commitment of our rank-and-file mem-

bers to provide the best service possible to the people of Los Angeles.

Our city supports our firefighters, and we will never take this support for granted.

THANKS TO THE CALIFORNIA PROFESSIONAL FIREFIGHTERS

A few months ago at the California Professional Firefighters Convention in San Jose, I was honored with the unanimous support of the CPF for my upcoming election for 10th District vice president of the IAFF.

I have been blessed to have received the backing of all of the major Locals in each state that makes up the 10th District – California, Arizona, New Mexico,



and Hawaii. A special thanks to Brother Dave Gillotte and Los Angeles County, IAFF Local 1014 for authoring the resolution to endorse my candidacy.

This campaign has been a long, but incredibly rewarding experience as I have visited locals throughout the 10th District to hear their concerns and express my vision for the IAFF. It has been humbling to receive support from firefighters throughout the district, and it was especially emotional for me to receive the unanimous support of the CPF at our recent Convention. If I am fortunate enough to be elected to serve as your next IAFF vice president from the 10th District, I will work tirelessly on behalf of our district and I will never, ever forget the faith and confidence that the CPF and other locals throughout the 10th District have placed in me.

WHAT'S NEXT

Over the next few months in Los Angeles, we will continue to focus on a long-term contract extension for our UFLAC members.

At the time of this writing, we are extremely close to a tentative agreement on a multi-year contract for our members that will continue to value their work and protect their retirement and benefits with a fair contract. Our last contract was ratified with the support of more than 97 percent of our members. It's my hope that our new contract – which should be approved any day now – will have a similar level of support.

We recently completed and have

been distributing our Los Angeles Fire Department Year in Review photo book for 2015. This is the third year that we have done a photo book that tells the story of our firefighters in photographs that have been compiled throughout the year. Our political and public affairs consultants, Blackman & Associates, coordinate this effort and this photo book has been instrumental in helping to promote our issues and understanding of our profession with local elected officials and key community leaders. To view our 2015 LAFD Year in Review photo book and order a copy, you can visit www.jimmyblackman.com or reach out to me directly.

Now that we are in the middle of our hot, summer months with fires exploding throughout California, UFLAC members will continue to be vigilant in working to protect the people of Los Angeles. At the same time, we will be offering mutual aid and assistance to our brothers and sisters throughout the state who are battling major fires – including our brothers in Kern County who recently battled the Erskine Fire, which was the most destructive fire thus far in California in 2016.

We are all in this together, and UFLAC will continue to do everything we can to not only look out for our members here in Los Angeles, but also to be a voice to support firefighters throughout our state.

I hope to see many of you at the IAFF Convention in August. Until then, you can always reach out to me at flima@uflac.org.



developed over the past few years since he took office. After going more than five years without hiring a single new firefighter in the LAFD, Mayor Garcetti immediately ramped up our hiring upon taking office and now our department is running year round drill tower classes at two drill tower academy locations to bring in desperately needed, new firefighters and paramedics to the LAFD. Mayor Garcetti also supported “parity pay” for our firefighters with Los Angeles Police Officers – something that UFLAC had unsuccessfully fought for over several decades.

Los Angeles City Firefighters have never asked for special treatment from our elected officials. We have only asked to be treated fairly and equally – and not

CAL-JAC WOMEN'S COMMISSION WORKS TO BUILD MORE DIVERSE FIRE SERVICE

Last August, the Los Angeles Fire Department graduated its first recruit class in five years: 43 brand new firefighters sworn to protect the citizens of California's largest city. For one of those newly minted firefighters – Alicia Castro – the ceremony was the culmination of a five-year journey that included an assist from someone who has walked in her shoes.

Like hundreds of women, Alicia got an early exposure to the profession through a unique program of the California Firefighter Joint Apprenticeship Committee: Cal-JAC's Women's Commission. Established in 2005, the Commission's objective is to recruit, mentor and encourage the career development of women in the California fire service.

The commission is comprised of a number of high-ranking women firefighters committed to recruiting young women for what is still a male-dominated profession. Currently, only four percent of firefighters nationwide are women, and California is believed to be roughly in line with this figure.

"When I grew up, I didn't want to be a firefighter," said Lisa Beaty, a retired Contra Costa County fire captain who co-chairs the Women's Commission. "It's not that I didn't think I could do it. I just never realized that it was an option for me."

To counter this perception, Cal-JAC's Women's Commission has developed a range of programs designed to reach out. Its most valuable outreach efforts are annual Firefighter Career Expos, which bring candidates face-to-face with department recruiters. Young women are also exposed to the Candidate Physical Ability Test, the standard test used to gauge the ability of would-be firefighters to handle the rigors of the job.

Perhaps most importantly, they get to meet women who are doing the job – role models for their future.

For Alicia Castro, one of those guid-

ing hands came from Laura Hernandez, a Tracy firefighter/paramedic who serves on the commission. The two met in 2010 when Castro attended one of the commission's Career Expos in Orange. Hernandez kept in touch with Castro as she earned her EMT certification and completed her Firefighter 1 training. As Alicia stuck with her dream, Laura stuck with Alicia and was there when she graduated last August as a full-fledged firefighter in Los Angeles.

"I'm so proud to be able to call her my 'sister,'" said Hernandez. "She never gave up and she never lost hope."

In keeping with its mission as part of the Cal-JAC, the Women's Commission has also developed a series of mentoring tools available for departments to help young firefighter apprentices succeed and advance in their chosen profession. These tools help more experienced firefighters provide guidance for apprentices beyond their formal training.

"Apprenticeship and mentoring go hand in hand," said Cal-JAC Executive Director Yvonne de la Peña. "You're not just teaching a skill. You're developing the whole person so that they can be a success in the fire service."

In focusing on both the recruitment and training of women for the fire service, Cal-JAC is fulfilling its founding mission to create excellence through development of a well-trained and diverse work force. Such diversity benefits the profession and improves public safety.

"The fire service needs to be reflective of the communities they serve," said de la Peña. "Cal-JAC reaches out to all areas of society because firefighters protect all of society."





CAL-JAC TO HOST 2016 CAREER EXPOS

Do you know someone who would be a perfect fit for the fire service? If so, encourage them to attend the California Firefighter Joint Apprenticeship Committee's 2016 Career Expos.



Expos will be held at the Cal-JAC's Firefighter Candidate Testing Centers (FCTC) in Livermore, Sacramento, San Diego and Orange.

The dates and locations of the Career Expos are as follows:

SATURDAY, AUGUST 27

FCTC Livermore
10 a.m. – 1 p.m.
526 Commerce Way
Livermore, CA 94551



SATURDAY, SEPTEMBER 17

FCTC Sacramento
10 a.m. – 1 p.m.
2560 River Plaza
Sacramento, CA 95833

SATURDAY, SEPTEMBER 24

FCTC San Diego
10 a.m. – 1 p.m.
10440 Black Mountain Rd.
San Diego, CA 92126



SATURDAY, OCTOBER 8

FCTC Orange
10 a.m. – 1 p.m.
626 N. Eckhoff Street
Orange, CA 92868

For more information, visit www.cffjac.org

CAL-JAC TO OFFER LOCAL GOVERNMENT SPECIAL EVENT PLANNING AND PREPAREDNESS TRAINING



Pick up the events section of any local paper and you're bound to see it – the county fair next weekend, a major wine festival the next, and countless other gatherings that fill weeks and months all throughout the year.

Every year, cities and towns across California play host to such events, often stretching local security measures to the limit. Now, there's a way for communities to prepare for the added demand that comes with these events.

Earlier this year, Cal-JAC offered a pilot course of its new Local Government Special Event Planning and Preparedness, which is designed to give public sector and non-governmental organizations a chance to develop critical skills in preparing for these unique and often popular local events.

Combining both online and classroom instruction, this course will help special event planning committees, which normally include first responders, improve incident management, threat and risk analysis and communication and planning between involved agencies.

The program, which builds off the success of Cal-JAC's Terrorism Consequence Management training, is being offered free of charge thanks to a grant from the Governor's Office of Emergency Services (Cal-OES).

The course will be available to local governments this fall.

For more information, contact Taral Brideau, Cal-JAC's Education and Training Director, at **916-648-1717**.



GIVE US YOUR BEST SHOT!

CPF'S 2016 PHOTO CONTEST
Three categories, each with an opportunity to win!



FIRE ACTION - \$1,000

Got great shots of a structure or wildland fire? We want to see them! Enter your photos in the "fire action" category.



FIREFIGHTERS ON THE JOB - \$1,000

Whether it's cutting a fire line or delivering medical aid, the "firefighters on the job" category is where you can showcase California's first responders in action.



FIREFIGHTERS IN THE COMMUNITY - \$1,000

Firefighters do more for their communities than just respond to calls. If you have shots of philanthropic work, community engagement or other such events, the "firefighters in the community" category is for you.



Introducing...

BEST VIDEO - \$1,000

If your camera is rolling, you could be a winner! Footage must be shot in HD and total run time cannot exceed two minutes. Video submissions will be judged by the quality of footage captured.

For more information, including complete contest rules, please visit
www.cpfphotocontest.org