



# CALIFORNIA PROFESSIONAL FIREFIGHTERS

State Council of the International Association of Fire Fighters • California Labor Federation • AFL-CIO

# Never Forget

## Thirty Firefighters Honored in This Year's Memorial Ceremony

Uniformed firefighters, family members and dignitaries from throughout California gathered Oct. 1<sup>st</sup> to pay tribute to those who gave their lives to protect the lives and property of Californians.

Continuing a solemn and sobering autumn tradition, the **California Firefighters Memorial** added the names of 30 California firefighters who fell in the line of duty. Located in historic Capitol Park, adjoining the California State Capitol in Sacramento, the Memorial carries the names of more than 1,200 firefighters who died in service since California became a state in 1850.

"Today, we honor 30 firefighters who gave their lives in service to our state and their communities," **Governor Edmund G. Brown Jr.** said. "Their bravery, commitment and sacrifice will not be forgotten."

Among the names added to the Memorial were San Francisco Lieutenant **Vincent Perez** and San Francisco Firefighter **Anthony Valerio**. Both men died battling a June 2, 2011

structure fire in San Francisco's first multiple line-of-duty death in 60 years.

"The 30 individuals whose names we add to it today represent the best of our state and its people," said **Lou Paulson**, Chair of the California Fire Foundation and President of California Professional Firefighters. "In adding their names to this proud Memorial, we pay tribute to their honor and sense of duty, and we commit to their loved ones that we will always remember what they gave for our state."

The Memorial ceremony also included a moving tribute by Vallejo firefighter **Brett Smith**, whose friend and colleague – Alameda City firefighter **Scott Carnevale** -- died earlier this year of job-related cancer.

The centerpiece of the annual firefighters memorial ceremony is the presentation of flags to the families, friends and representatives of every one of the individuals being honored. The tribute also features a solemn uniformed firefighter procession and the traditional "Last Alarm" ceremony, in which a fire bell is rung to signify a fallen firefighter's final call to duty.

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# CPF LOCALS GO PINK

## for Breast Cancer Awareness Month

California firefighters were in the pink this October in honor of breast cancer awareness month.

Pink duty shirts replaced the traditional blue uniforms in many fire stations across the state. Firefighters came out in droves to raise money for breast cancer charities during their off-duty hours. And many firefighter locals reached out to elected leaders special breast cancer awareness designations in October.

“Our guys have been out in the field wearing the shirts and sparking interest from the general public,” said **Kern County Firefighters President Derek Robinson**, whose department wore pink under their duty shirts for the entire month and sold their pink shirts to the public. “It’s a great cause and a great way to reach out into the community.”

In Northern California, **Vacaville Firefighters Local 3501** served

meals one evening at Wren’s Café and Pietro’s #1 wearing their pink shirts and half of all proceeds were directed to the North Bay Women’s Health Resource Center. **Hayward Firefighters Local 1909** held a fundraiser at their local Safeway store, bagging groceries for citizens wearing their pink duty shirts and selling shirts to the public. Money raised was donated to the Susan G. Komen for the Cure as well as St. Rose Hospital in Hayward.

“Our members were happy to bring awareness to this cause and participate with locals in California and throughout the United States in the hopes that soon we will find a cure,” said **San Luis Obispo Firefighters President Erik Baskin**, whose local made a donation to the Susan G. Komen Foundation for the Cure. San Luis Obispo firefighters donned pink T-shirts for a week in October and collected public donations at Fire Station 1.



Alameda firefighters wore pink T-shirts all month in support of cancer awareness month. They were also recognized by the City of Alameda for their efforts raising cancer awareness.



Lodi firefighters wore pink uniform T-shirts with the Lodi Fire Department logo throughout October.



Five Cities firefighters are wearing pink and selling shirts to the community to raise money for Susan G. Komen for the Cure.



Hayward Firefighters reached out to the Hayward City Council and helped with drafting a city proclamation declaring October Breast Cancer Awareness Month in Hayward.



LOU PAULSON

# OUTSOURCING PUBLIC SAFETY

**S**ome months back, I had occasion to attend a meeting of the San Carlos City Council. Scores of citizens joined firefighters and family members packed into the council chambers in response to an urgent call to the community. Having summarily cancelled a long-standing joint powers authority with the city of Belmont, politicians in San Carlos were poised to take an unprecedented step – outsource municipal fire protection service to a private company.

The citizens were having none of it. And eventually, the council blinked (at least temporarily).

Over the past year, Wackenhut Industries – a \$2 billion private security firm – has begun a high-stakes push to get itself into the fire business.

- Cities like San Carlos and Costa Mesa have been openly courting Wackenhut to provide their fire protection services.
- CPF locals in Piedmont, Huntington Beach and other areas say their local leaders have solicited bids even as they have stiff-armed negotiations.
- Wackenhut has even reportedly submitted unsolicited bids to

cities where they believe the politics are in their favor.

Wackenhut has contracts to provide fire protection service for individual installations, such as Moffett Field. But Wackenhut has never operated a municipal fire department in California. Their lone experience in municipal fire protection – a 1997 contract with the Florida community of Estero – was so disastrous that the contract was terminated after just seven months.

Wackenhut's decision to go after local fire department contracts – and their choice of California as a target – reflects a cynical and sobering reality: Hard times have made us easier targets.

Under the guise of “fiscal discipline,” hard line city bureaucrats and anti-employee politicians have stuck guns to the heads of our local officials up and down the state. They threaten privatization and regional outsourcing. They impose pension restrictions and put blatantly unconstitutional measures on local ballots. They fight to end binding arbitration. And they engage in “just say no” contract negotiations that reject any and all concessions, no matter how deep.

The rhetoric used against firefighters and other public workers is all too

familiar to union members in dozens of states around the country. The all-out attack on working families is being played out in statehouses around the country. Wisconsin ... Ohio ... Indiana ... Florida. All have taken aim at retirement security, collective bargaining ... even child labor laws!

In California, these legislative assaults have not made a dent. The reason: political action.

Thanks to your efforts, California has a pro-labor Legislature. It also has a governor who actually signed the original collective bargaining law for state employees. The active involvement of your local union in politics has produced literally hundreds of negotiated contracts that protect core services even as they reflect hard times. When your local is able to exercise its right to participate, and bring your power as firefighters and proud union members, we win more often than we lose.

Your voice is so strong in the process that the hard-liners are left with only one option in California: Shut you up at the ballot box.

In an ominous “do over” of two previously failed efforts, the big money boys are once again going after your political voice through a “paycheck deception” initiative.

Like Proposition 75 in 2005, and Proposition 226 in 1998, this new measure would eliminate your right to participate in politics through payroll deduction. But unlike the previous measures, the new initiative also attacks your right to participate at all through your union. Truly living up to the name “paycheck deception,” the loophole-riddled plan leaves intact virtually every advantage Wall Street and corporate contributors enjoy, even as its backers proclaim their “balanced” approach.

If this initiative passes, every avenue that gives you a voice in deciding your rights, benefits, working conditions, and staffing will be cut off. Once that happens, the door swings wide open for pension rollbacks that threaten your security. It swings wide open for pay cuts, steep staff cuts and station closures. And it swings wide open for Wackenhut to privatize your jobs.

You won't be able to stop them. You won't have a voice.

In the coming months, you will be hearing much more from CPF on this issue. I encourage you to talk to your local union leadership, get the facts about this measure, and learn why we believe “paycheck deception” is the single most important issue on the ballot in 2012.

Please stay safe.

# LETTERS TO THE PRESIDENT

## CPF Firevision

As a retired union firefighter, I can think of nothing better than "Firevision" to help maintain at least a sense of "belonging" to a profession I loved.

You have come a long way!

I was at the opening of the CPF building and not in my wildest imagination did I or others envision what you have managed to accomplish.

**Chuck Giles**  
Retired Captain  
Modesto, Local 1289

## Letters of Appreciation

Thank you for joining us at the state Assembly observance of the 10<sup>th</sup>

anniversary of 9/11. We remain grateful to all of the men, women and families of our first responders across the nation and in California who put their lives at risk on our behalf every day.

**Mariko Yamada**  
Assemblymember, 8<sup>th</sup> District

On behalf of the Muscular Dystrophy Association and the people we serve, I would like to extend my most heartfelt appreciation for your continued support of MDA's Labor of Love event. Your continuous help is truly amazing and we are so happy to have you as part of our family.

Because of you, MDA will continue to fund life saving research throughout California. We're getting closer than ever to finding treatments and cures. If not for people like you who extend their

hearts to support our Association, we would not be able to battle neuromuscular disease.

Thank you for helping to build a future with hope!

**Susan Kenny**  
Regional Director, MDA

## Memorial Letters

I ended up spending time with the family members following today's service and unfortunately didn't get a chance to chat. I just want to say what a great tribute this is every year and thank you for all your efforts to help make this happen. It is an honor to be part of it. Please pass along my appreciation to everyone at CPF.

**Ken Pimlott**  
Director, CAL FIRE

My name is Kathy Gee, and my brother Terry's name was memorialized on the wall on Saturday. I want to thank you, the CPF and the Foundation for the wonderful ceremony and breakfast. Our family was treated with so much kindness, caring and respect from everyone with whom we came in contact.

I was so touched that I was wondering if there are any opportunities for me to volunteer with the Foundation for next year's ceremonies. I would like to be able to give families the same sense of comfort and caring that was shown to my family this year.

Also, I know that there are special events and a public education program through the Foundation. If there are any opportunities in those areas to help, I'd like to find out about them.

Thank you for everything you do.

**Kathy Gee**

## Your Online Video News Update



Want to stay connected with your profession? Connect with CPF Firevision.

Twice a month, CPF Firevision brings the California fire service directly to your computer, iPod or smartphone.

Timely: Up-to-the-minute headlines and stories that affect you  
Informative: Stories and images from the front lines  
Relevant: Local spotlight segments about how firefighters are making a difference ... on the front lines and in the community.

**Firefighter news online and on-the-go**



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## 'Paycheck Protection' Heightens Class Divide

**T**his past November 8th, voters in Ohio sent a powerful message to the enemies of working families in this country: We're on to you.

By an overwhelming margin, Ohioans voted to rescind a law passed earlier this year that effectively banned collective bargaining for firefighters and other public workers. The anti-bargaining law – rammed through the Legislature by Gov. John Kasich – was breathtakingly overreaching and included several poisoned pills aimed directly at firefighters. The campaign to overturn the law galvanized the citizens of Ohio across party lines, and drew strength and support from around the country.

The victory in Ohio suggests that people in our country are finally beginning to realize that there has been a carefully orchestrated effort to destroy the middle class. This means YOU! I know, we have some firefighters that really think they are a cut above, but they're not. We're talking about billionaires who have great disdain for a worker who can actually provide for his or her family and also enjoy a few of the finer things of life.

Recently, an investment banker issued a challenge for persons of "courage" to set up and run for

elective office. His definition of courage is "the nerve to stand up to government employee unions whose demands take funding from other programs and penalize private-sector job creation." The frightening fact is that he and those of his ilk have so much disposable income that they can fund potential candidates with this "courageous" mindset to take on the unions that, in his view, are wrecking the State of California. He has called our pensions "non-market deals" and "special privileges." Wouldn't it be nice to have so much money that your form of recreation was to disrupt the balance of the American political system?

But, this strategy isn't quite good enough. There is the second part of the equation. Under the guise of providing protection to workers from unions, they want to provide us with "Paycheck Protection." An initiative has qualified for the ballot to essentially make it so difficult for us to participate in the political process that we simply go away. They just want each of us to be able to "choose" whether or not we want our hard-earned wages to go towards political activity. Sounds good, doesn't it? They hope so!

These groups who carry their petty cash in a Brinks van hope

that you take the bait. They are banking on a sizable percentage of our membership being duped into staying out of politics. They hope we are too reluctant to sign a card to have dues deducted from our paychecks. From there, it's the Teflon-coated path to total control of our legislature without having to worry about those annoying unions.

Make no mistake – the victory in Ohio wasn't just won because of our good looks. It took boots on the

ground and campaign dollars in the bank. Those "brave, courageous" billionaires spent big bucks to try to take away the basic rights of Ohio's public workers and, win or lose, California is on their punch list for the same treatment if we falter.

As we steel ourselves for the fight ahead, let's make sure we all stand up like our brothers and sisters in Ohio. Let us not for one moment allow our enemies to redefine the true meaning of courage.



LEW STONE

## CALIFORNIA PROFESSIONAL FIREFIGHTERS



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# The War on Working Families HITS CALIFORNIA

*Renewed “paycheck deception” proposal marks all-out anti-union push in Golden State*

**A**mbitious, hard-line politicians, armed with money and messaging from a national political machine are browbeating the public, campaigning against collective bargaining and imposes massive pay and benefit cuts on the middle class, middle-income work force.

The goal is simple: Silence labor’s voice and break labor’s back.

This playbook is being used throughout the nation by anti-labor governors and legislatures in places like Wisconsin, Ohio, Michigan and Indiana. But if labor’s enemies have their way, the fight will be hitting California in a different, but very big way in 2012.

“They know they can’t get what they want from the normal political process, so they are going to the statewide ballot,” said **California Professional Firefighters President Lou Paulson**. “This is Wisconsin, but ‘California style.’”

## **SILENCE YOUR VOICE ... STEAL YOUR FUTURE**

By far, the most dangerous threat to firefighters, their families and their strong united voice is the snake-in-the-grass ballot measure known throughout labor as “Paycheck Deception.” Signatures for this initiative have been submitted and the issue is headed for the ballot. If successful, it would steal your voice in the public debate.

The 2012 “Paycheck Deception” mirrors 2005’s failed Proposition 75 in that it eliminates even voluntary payroll deduction to fund labor’s participation in the political process. But the loophole-riddled measure goes frighteningly further.

**Restricts** ... your right to participate in any campaign that affects you as a “government contractor”;

**Bans** ... your union’s PAC from contributing to candidates, initiatives and even independent expenditures;

**Requires** ... complicated new reporting provision before allowing any payroll deduction for union dues;

**Imposes** ... significant additional bureaucratic cost to oversee and implement this attack;

**Affects** ... all elections – local as well as state. And its provisions apply to public and private-sector labor.

Most insidious about this latest anti-union riff is the crafty way it was written. In an attempt to mask its massive loopholes, the language gives the appearance of “balance” by also prohibiting corporate payroll deductions. One small

problem – corporations don’t use payroll deduction for political contributions. In fact, they’re already restricted from doing so.

“The plain truth is that this initiative only restricts *your* voice as a worker -- corporations and management can still spend what it takes on politics and lobbyists,” said Paulson. “No amount of lipstick can hide this pig.”

The proposed timing of the “Paycheck Deception” ballot fight is no accident. If, as intended, the measure makes the June 2012 statewide ballot, the battle will be waged in a more conservative, low-turnout election. Lined up behind it, for the November ballot, are at least half-a-dozen “pension reform” initiatives, many affecting current as well as future employees.

## **THE “WISCONSIN PLAN”**

The epicenter of the anti-labor crusade has been Wisconsin. Hard-line anti-union Governor Scott Walker, abetted by a tyrannical Legislative leadership and a lapdog Supreme Court, shut down collective bargaining rights for public workers. Walker’s same anti-union script, blaming firefighters, teachers, nurses and law enforcement for a myriad of fiscal woes, is being followed in a number of states around the nation. (See graphic at right)

The decision to go to the ballot box to attack labor may be California grown, but the game plan is pure Wisconsin. Madison Firefighters President Joe Conway, who led his members in a massive display of opposition to Walker’s attacks, saw the same focus on union political activity in his state’s fights.

“First they went after the money ... they went after our ability to be involved in politics,” said **Joe Conway, president of Madison (WI) Firefighters Local 311**. “They did that not to balance the budget, but to break the back of the unions.”

## **FIGHTING BACK**

The force of the attacks on working families commands an equally forceful response, and firefighters are doing their part. CPF is one of the founders of the Alliance for a Better California, the coalition that defeated “paycheck deception” in 2005. CPF has financially supported efforts to inform potential signers about why the measure is a bad deal. And CPF has worked for initiative reform, including a highly-popular measure to shift all initiatives to the November ballot.

Despite these efforts, the battle ahead will be fierce, the enemy well funded, and the outcome anything but certain.

“If ‘paycheck deception’ wins, it will all but eliminate your local union as a voice in helping to secure a better future for you and your families,” concluded Paulson. “For our members, it is the most important issue that could face voters next year.”

**Idaho** – Curbs collective bargaining rights for teachers, eliminating right to bargain educational quality issues, such as class size and campus safety.



**California**  
Signatures submitted for renewed “paycheck deception” measure; myriad local efforts to restrict bargaining, privatize.

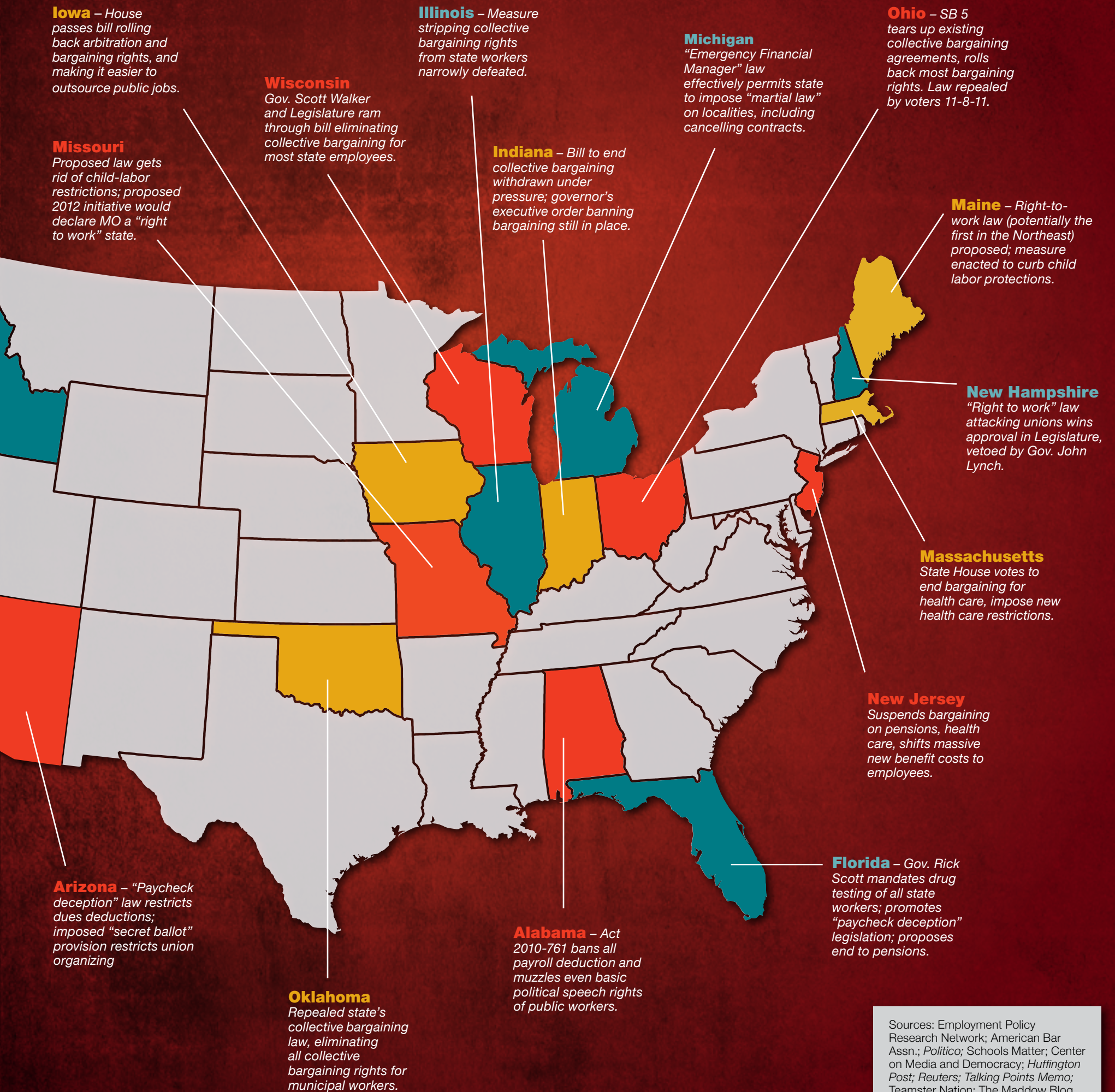


### **WATCH IT!**

Snap this image with your smartphone to see video “Labor Under Fire”

# THE NATIONAL ASSAULT ON WORKING PEOPLE

The effort to silence your voice didn't just appear out of nowhere. It is part of a broader national strategy, promoted by hard-line anti-worker ideologues. According to IAFF, more than 1,600 anti-labor laws were introduced in state Legislatures this year. This graphic shows some of the most contentious fights.



Sources: Employment Policy Research Network; American Bar Assn.; Politico; Schools Matter; Center on Media and Democracy; Huffington Post; Reuters; Talking Points Memo; Teamster Nation; The Maddow Blog.

## Firefighters WIN BIG in 2011 Legislative Session

The Legislature adjourned for the year on Friday, September 9<sup>th</sup>, sending hundreds of bills to Governor Brown in the final hours of the 2011 Session. Six CPF-sponsored and co-sponsored bills were among those on the Governor's desk, and all six were signed. Governor Brown had until Monday, October 9<sup>th</sup> to sign or veto those bills currently sitting on his desk. Here's an end-of-the-year legislative wrap up.

### 2011 CPF-Sponsored & Co-Sponsored Bills Signed into Law by Governor Brown



**AB 585** (Paul Fong, D-Mountain View) – Clarifies the law to ensure that the existing public safety cancer presumption is extended to a handful of California firefighters serving the NASA Ames Research Center on the Moffett Federal Airfield in the Bay Area and NASA's Jet Propulsion Laboratory in Pasadena. Collectively, firefighters serving both those installations are members of Moffett Field Firefighters Association Local I-79.



**AB 678** (Dr. Richard Pan, MD, D-Sacramento) – Allows local fire departments to submit certified public expenditures for unreimbursed Medi-Cal ground emergency medical transportation services to the Department of Health Care Services (DHCS) for reimbursement by the federal government.



**SB 457** (Ron Calderon, D-Montebello) – Ensures that an employee-funded health care trust is reimbursed for the actual costs associated with providing for an employee's medical care in instances where such care has been determined to be related to an industrial injury or illness and therefore, compensable under workers' compensation.



**AB 183** (Fiona Ma, D-San Francisco) - Prohibits use of a customer operated checkout stand for selling alcoholic beverages, thereby requiring alcohol purchases to be made through a face-to-face transaction and ensuring that necessary age and/or sobriety verification steps are taken when alcohol is purchased.



**AB 506** (Bob Wieckowski, D-Fremont) - Provides that a local public entity may file for bankruptcy under applicable federal bankruptcy law only after participating in a specified neutral evaluation process or after a majority vote of the governing board has adopted a resolution declaring a fiscal emergency at a noticed public hearing. Such a hearing must include findings that the financial state of the local public entity puts the health, safety or well-being of the residents into jeopardy.



**AB 936** (Ben Hueso, D-Chula Vista) – Before a public agency can forgive the redevelopment-related repayment -- wholly or partially -- of a loan, advance or indebtedness that is owed by a redevelopment agency (RDA) to that public entity, the public entity must adopt a resolution stating its intent to forgive the repayment. The adoption of said resolution may not be done via the consent calendar, but rather by a recorded roll call vote.



**SCR 56** (Leland Yee, D-San Francisco) – Proclaims Saturday October 1, 2011 Firefighter Memorial Day, honoring all those who were lost in the line of duty. **DISPOSITION:** Unanimously approved by Legislature. *Note: Because this measure is a concurrent resolution, it did not require the Governor's signature to take effect.*

### 2011 CPF Sponsored & Co-Sponsored Bills Pending Further Legislative Consideration in 2012 (a.k.a. Two-Year Bills)



**AB 1245** (Das Williams, D-Santa Barbara) – Authorizes the state's Emergency Medical Services Authority (EMSA) to adopt regulations for the state approval of standards for an emergency medical responder (EMR) training course that meets or exceeds the United States Department of Transportation's Emergency Medical Responder: Instructional Guidelines.



**AB 1320** (Michael Allen, D-Santa Rosa) – Creates a program to remove the volatility of employer contribution rates to the retirement system. Requires employers to remit an amount to a retirement system equivalent to the normal cost of benefits, which can only be reduced or altered if sufficient funds have accumulated in the employer's rate stabilization account.



**AB 1387** (Jose Solorio, D-Santa Ana) – Formerly AB 210, this bill clarifies the law with respect to a fire department's ALS transport rights ("201 rights") and exclusive operating areas to more clearly define the relationship between fire departments and their respective local EMS agencies (LEMSAs).



**SB 488** (Lou Correa, D-Santa Ana) -- Restricts the use of public safety organizational and department logos, insignias, web materials and emblems from being used in political mailers unless approval is first given by the organization, group or governmental agency to which that logo belongs. Further requires any slate mailer organization that purports to represent public safety (firefighters, EMS, law enforcement, etc.) to disclose on the mailer the number of members of the organization in each county where the mailer is distributed.



Yvonne De La Peña



Tim Strack

## State Appointments Get a Firefighter Flavor

*CPF Earns Seat at the Table in Key Appointed Positions*

California's first responders already have a strong voice at the State Capitol. But there are plenty of critical decisions affecting the lives and livelihoods of firefighters that are made beyond "the Dome."

Turns out there is CPF representation in those positions too.

Continuing a long history of participation in key regulatory and oversight boards, Governor Jerry Brown has brought the firefighter voice into two important state commissions.

This past September, **CPF 1<sup>st</sup> District Vice President Tim Strack** was appointed by Brown to serve on the California Seismic Safety Commission. The Commission is responsible not only for investigating earthquakes and evaluating response, they are also charged with advising the governor on ways to reduce the risk posed by earthquakes.

"Because firefighters and paramedics are on the front lines when an earthquake hits, it is critical that we have a voice in shaping earthquake safety policy," said Strack. "I'm honored to have been appointed and will work hard

to be an advocate for effective earthquake response."

Meanwhile, California Fire Fighter **Joint Apprenticeship Committee Program Director Yvonne de la Peña** has been tapped by Brown to serve on the California Apprenticeship Council. As a member of the CAC, de la Peña will advise the state on apprenticeship policy and help insure that apprentices are treated fairly throughout the process.

"Apprenticeship is important in today's economy because you 'earn while you learn,'" said de la Peña. "It's an honor to be appointed by the governor to this position."

Strack and de la Peña join other CPF members who serve, or have served, on critical state bodies. These appointments put firefighters front and center on key regulatory issues, such as development of policies aimed at protecting firefighters' rights in EMS discipline procedures.

"These boards may not get a lot of ink, but they're making decisions that affect the quality and safety of the fire service," said President Paulson. "It's critical that front line firefighters have a seat at the table in these bodies, and we appreciate the governor's commitment to giving us that seat."

## New Electoral Districts in California

On August 15, 2011, the California Redistricting Commission officially adopted 177 new electoral districts for the U.S. House of Representatives, California State Senate and Assembly, and the California Board of Equalization.

The new maps take effect January 1, 2012; even-numbered State Senate Districts and the four State Board of Equalization districts take effect in 2014.

As was anticipated, the 2012 electoral maps are drastically different from the current ones. Not only do the new maps account for the significant population shift from California's coastal regions to the Central Valley and Inland Empire, but they also reflect the first time the redistricting process has been handled by an independent commission and not the state legislators themselves.

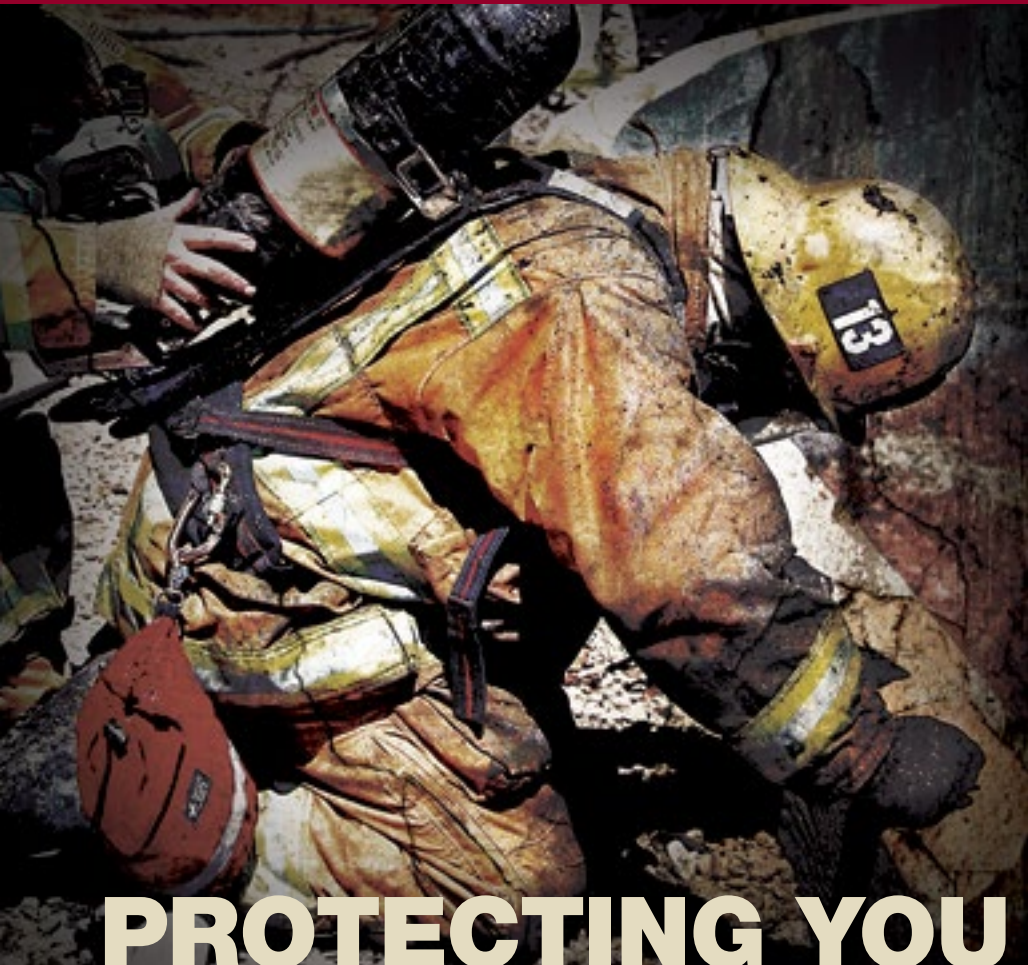
Per its mandate, the Redistricting Commission did not consider political parties or incumbency when it drew and adopted the new districts. In light of this, California's political landscape was altered tremendously.

All told, the Redistricting Commission adopted 40 completely new, open state legislative and congressional seats, paired close to 60 legislators in the same districts, and shifted countless other incumbents into districts with large segments of new voters and communities.

Coupled with "the new" system of open primaries and top two general elections, the new maps promise to double or even triple the number of open, competitive, and targeted races in 2012.

To see what district(s) you'll be in as of the new year, go to [www.wedrawthelines.ca.gov](http://www.wedrawthelines.ca.gov).





## PROTECTING YOU PROTECTING YOUR FAMILY

### Personal Exposure Reporting from California Professional Firefighters

When a firefighter is battling a structure fire, the risks to life and limb are obvious, but for first responders, these risks don't end when the fire is out. Every structure fire, wildland fire or HazMat call brings you in contact with a mixture of cancer-causing chemicals. Every EMS call potentially exposes you to life-threatening infectious agents.

These exposures put your life at risk. To protect yourself and your family, they need to be reported securely and independently. That's what **Personal Exposure Reporting (PER)** from CPF is all about.

"You're exposed to a myriad of cancer-causing chemicals while you're on the job all the time," said **CPF President Lou Paulson**. "Firefighters need to report their exposures because you never know what can happen ten years, 15 years, 30 years down the line."

CPF's Personal Exposure Reporting ([www.peronline.org](http://www.peronline.org)) provides a secure "lockbox" to record your incidents and the chemicals to which you may have been exposed.

The online system guides you through each incident quickly and

intuitively. If you are ever the victim of a job-related illness, PER Online provides ironclad, permanent documentation of what you were actually exposed to – not just what the department believes you were exposed to.

"It's like your PPE on your breathing apparatus," said **CPF Health and Safety Director Kevin White**. "This is your PPE for your Workers' Comp benefits and your medical care."

Firefighters who have contracted cancer have used PER data as documentation for Workers' Comp claims made through the firefighter cancer presumption laws. Although the laws are designed to protect your rights in a job-related illness, your department is still able to rebut the presumption. Having your own record – secure, independent and detailed – can make a difference in securing the benefits you've earned.

"If you don't write it down, it didn't happen," said **Los Angeles County Fire Captain Michael Dubron**, a cancer survivor and founder of the Firefighter Cancer Support Network. "You owe it to yourself and your family to record your exposures so you, and they, can get the protection and benefits you deserve."

The importance of exposure reporting was tragically borne out in the case of **San Luis Obispo firefighter Greg Otto**. In 2005, Otto contracted the pancreatic cancer that would claim his life, but the city of San Luis Obispo contested his presumption claim and

subsequently lost the departmental exposure reports.

"Being able to go back through Greg's (PER Online) reports made a huge difference in winning his case," said **San Luis Obispo Firefighters President Erik Baskin**. "It made a difference then, and it continues to make a difference for his family today."

Another fallen firefighter understood the value of PER even before his own battle with the disease. **Alameda City firefighter Scott Carnavale**, who was added to the California Firefighters Memorial this year, had personally organized his entire department into signing up for PER Online.

"He just said to us, 'Come on, guys, you gotta do this. This is what protects you and your family,'" said **Alameda City Firefighters President Domenick Weaver**.

The cost of participating is minimal -- \$15 per year. In some cases, your local or department may even help with the cost.

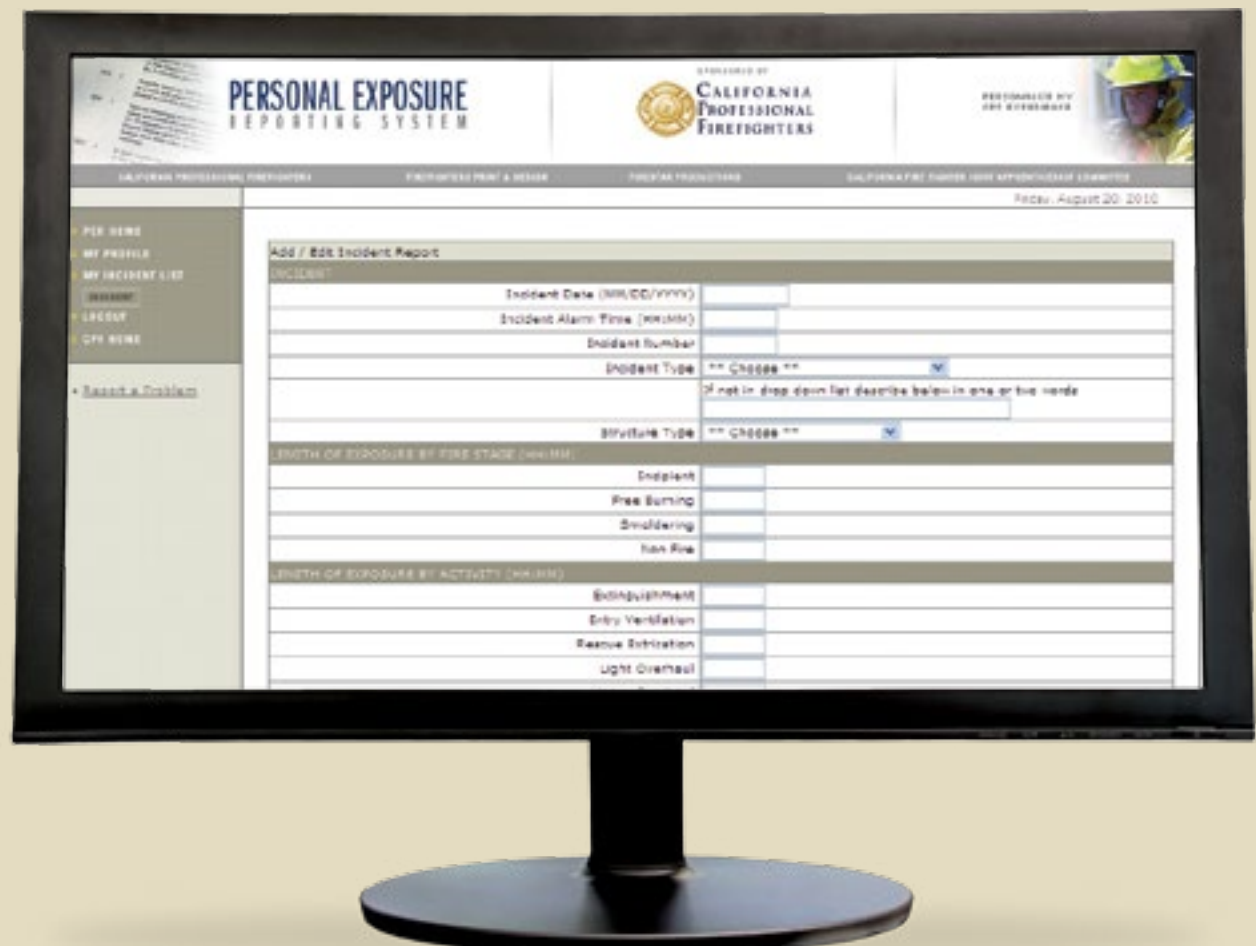
Go to [www.peronline.org](http://www.peronline.org).

Watch the CPF Firevision video about Personal Exposure Reporting at [www.cpfirevision.org](http://www.cpfirevision.org).



#### WATCH IT!

Snap this image with your smartphone to see CPF Firevision video about PER Online





LA City Firefighters presented a check at the Labor Day Telethon.



Making special memories at MDA Summer Camp.



Camp Pendleton F-85 firefighter Ron Pickett attended MDA's Summer Camp.

## Firefighters Attend MDA Summer Camps and Labor Day Telethon

California firefighters were busy this summer supporting the Muscular Dystrophy Association in a variety of ways. In addition to the many "Fill the Boot" events that took place around the state, several CPF members attended the Summer Camps for children affected by neuromuscular disease.

Firefighters from the Bay Area helped make special memories when they visited the MDA Summer Camp in Westminister Woods. The kids loved playing in the fire engines and spraying the fire hose. Members participated in the annual "Guns and Hoses" tug-of-war event between the police officers and firefighters. Many of the firefighters said their favorite part of camp was hanging out in the Lego cabin and **Breanna Buchanan** from **Marin Professional Firefighters Local 1775** acted as the Grand Marshal for the camp parade!

Firefighters from Culver City, Monterey Park and Los Angeles City traveled to the Irvine Ranch Outdoor Education Center on August 31<sup>st</sup> to enjoy VIP Day at MDA Summer Camp. Firefighters went on a scavenger hunt with the MDA campers and enjoyed a BBQ lunch. **United Firefighters of Los Angeles City Local 112** ran a "Minute to Win It" booth at VIP Day where MDA

campers played games from the television show and won candy for successfully completing challenges.

In San Diego County, several members of **CDF Firefighters Local 2881** and **San Diego City Local 415** attended Camp Cuyamaca. The campers loved playing tug of war and seeing the engines. One special camper, Grace Melanson who has congenital fiber-type disportion, was especially excited to have the firefighters attend camp. She is the daughter of San Diego City firefighter and Fill The Boot coordinator Keith Melanson.

On Sunday, September 4<sup>th</sup>, representatives from locals across California presented checks at the MDA Labor Day Telethon. "By participating in the telethon, we are continuing to educate the public about the variety of ways our members are involved in the community," said **CPF President Lou Paulson**. Thanks to the money California firefighters have raised, MDA is able to provide health care and support services for people living with a neuromuscular disease.

On behalf of all families affected by these devastating diseases, MDA thanks all CPF members that continue to support its organization in a variety of ways.



CAL FIRE firefighters answer phones for the Labor Day Telethon.

## To Honor and Remember

*This past October, 30 names were added to the California Firefighters Memorial. The annual memorial ceremony in Capitol Park brought together hundreds of firefighters and family members to honor those who gave their lives in the line of duty.*

*This years honorees join more than 1,000 of their fallen brothers and sisters on California's memorial wall.*

**Donald Lee West, USFS**

**Lowell H. Wilcott, CDF**

**John Stanton Gallup, III, McClellan AFB**

**Keith D. Kroll, Los Angeles City**

**Clifton Andrew Graves, Sunset-Whitney**

**Rodney E. Greeley, CDF**

**Elbert Roy Nelson, San Diego**

**James Rose, Brawley**

**Robert R. Nelson, Long Beach**

**Ralph D. Urquiza, Los Angeles City**

**Leonard Karl Jenkins, Ventura County**

**David Parks, Jr., CAL FIRE**

**John W. Callahan, San Luis Obispo**

**David A. Eden, Santa Barbara County**

**James Michael Owen, Orange County**

**Mark E. Franks, Brawley**

**Gary L. Clark, Los Angeles City**

**Rick Pascall, San Miguel FPD**

**James C. Saunders, Sacramento Metropolitan**

**Terrence Gee, Sacramento City**

**Scott Richard Carnevale, Alameda City**

**William Floyd Hopman, Quincy**

**Glenn L. Allen, Los Angeles City**

**John Bruno Tripodi, Central Santa Cruz**

**Hank Zavaleta, Long Beach**

**Scott Monroe Lynn, Cal Fire**

**David Lawrence Powell, Cal EMA**

**Vincent Aceves Perez, San Francisco**

**Anthony Michael Valerio, San Francisco**

**David Allan Kreske, San Bernardino City**

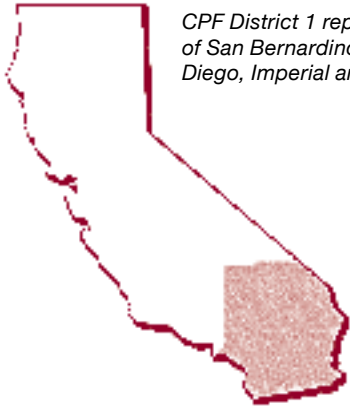


# CALIFORNIA FIRE FOUNDATION



# Tim Strack

CPF 1st District Vice President



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



## Rialto Succeeds in Dodging Layoffs

Last month, **Rialto Firefighters Local 3688** were having informal budget talks with the City, discussing concessions to which they might agree, when they received the “letter.”

The City had sent a letter of intent to eliminate four firefighter positions and advised that six more positions would be eliminated soon.

Local 3688 worked quickly and picketed City Hall. They voiced their public safety concerns to those in senior mobile home parks, attended City Council meetings and got positive TV and newspaper coverage. They picketed in front of two council members’ businesses and circulated informational flyers to citizens in English and Spanish.

Within days, the City and Local 3688 went back to the table to continue discussions and came to an agreement. Not only did they save four firefighter jobs from layoffs but they also demonstrated an alternative that would spare 30 city employee positions, and avert a proposed second round of 50 layoffs that were being threatened.

“I’m so thankful for all who helped us. Nothing in my 35 years with Rialto Fire Department has ever brought us together like that week,” said **Rialto Professional Firefighters President Nash Briones**.

Now all of their City bargaining groups must agree to the solution that Local 3688 proposed, or layoffs may still take place. But the recent episode has demonstrated the power behind Local 3688.

## Orange City Firefighters Behind Eight-Ball in Contract Negotiations

**Orange City Firefighters Local 2384** was back at the bargaining table this summer, just as it has been every year for the past three years.

In 2009, Local 2384 deferred a six-percent raise in exchange for a one-year contract extension, which would have taken them through February, 2012. Instead, they signed a contract, in which the city pulled a “bait and switch” and included the raise deferral in the contract but did not include the contract extension.

In 2010, they were back to the table, with the City threatening layoffs and the local agreed to close one truck company for one year, which should have ended June 30, 2011, but they are still without a truck company.

“Each year we come back and they are not honoring their contract that we’ve been negotiating in good faith,” said **Orange City Firefighters President Greg Lewin**.

This year, the City has threatened to impose a 22% pay cut, along with contract language to remove minimum staffing, if Local 2384 doesn’t surrender 9% employee PERS contributions, forfeiture of EPMC (“PERS on PERS”) and other concessions.

“We were hoping to get a three-year deal out of it but they refuse to work with us. We’ve got another year instead – actually, we are way past July 1<sup>st</sup> so we’re basically going to have about eight months of this and then we’ll be right back to the table.

We’re looking at taking a 9% pay cut for employee contributions, we’re getting no raises and they have extended our steps increases for all ranks,” said Lewin.

The Association of California Cities – Orange County, a sister group to the League of California Cities, has been behind the effort.

“Most cities are represented by this organization and it lays out a blueprint on how to do this to public safety and get away with it,” said Lewin. “We all need to combat these opportunists and bullies, and work with our police, who are also being targeted.”

## San Diego Anti-Pension Initiative Headed for Ballot?

The future of basic retirement security for firefighters in San Diego may be in the hands of that city’s voters next June.

Capping a bitter petition drive rife with misrepresentation and potentially illegal voter data mining, hard-line Councilman Carl DeMaio turned in nearly 150,000 signatures on an initiative to abolish secure pensions for all city employees, except police officers.

The petitions were circulated with the help of a \$1 million+ paid signature campaign that reportedly paid upwards of \$7 to \$9 per signature. Petition signature gatherers used a range of deceptive tricks to hit their big score.

“They had people saying it would reduce gas prices, that it wouldn’t

affect firefighters, that city employees pay nothing for their pensions ... even that it would ban gay marriage,” said Arrollado. “The lies they were telling were just atrocious.”

Widely regarded as an upwardly mobile political opportunist, DeMaio is using the unprecedented ballot campaign as a platform for his bid to become mayor of San Diego. His petition campaign for the measure has drawn scrutiny not only for the deceptive signature gathering tactics, but for attempts to mine signature gathering data for use in his mayoral campaign. Such data mining is a violation of campaign law.

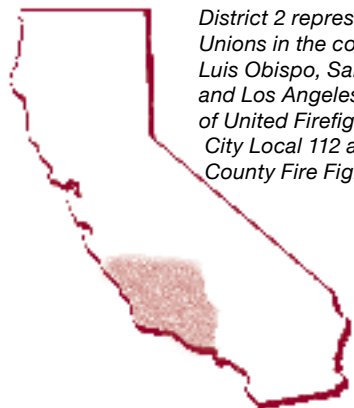
The DeMaio initiative would force new city employees – including firefighters – into a risky privatized retirement scheme. It also seeks to impose pay freezes and rollbacks in potential violation of state labor law. While it exempts police officers for now, Arrollado says the measure makes it ridiculously easy to impose the scheme on law enforcement under a future bargaining agreement.

“Carl has pretty much said that the police are going in if he becomes mayor,” said Arrollado.

The signatures still must be verified by the San Diego County Registrar of Voters before the measure can be certified for the June 2012 ballot. In the meantime, public and private sector labor groups – including the San Diego Police Officers Association – are collaborating on a political strategy for the campaign, and a legal fight if the measure makes it to the ballot.

# Chris Mahon

CPF 2<sup>nd</sup> 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.

## Good News Stories

It's no doubt these are tough times. We find ourselves fighting battles just to try and preserve the level of service our communities have come to expect. Some we have won, and some we haven't been as successful.

Probably the most disheartening are the coordinated media attacks on firefighters aimed at reducing the public's esteem for the work we do. These attacks are cynical to be sure and are being made for the sole purpose of undermining our credibility with voters. The goal is nothing more complicated than an attempt to neutralize our opposition to a greed-filled agenda that cares nothing for us or the safety of our citizens.

Still it is during these times, and maybe now more than ever, that we must remember what it is we come

to work for every day. It is also a time to recognize and reflect on the other positive and rewarding work we do with our communities.

Throughout the 2<sup>nd</sup> District, locals have been reaching out into their communities and lending a helping hand whenever they can.

In Burbank, firefighters volunteered to help Habitat for Humanity build a home for a needy family. Habitat for Humanity is a non-profit organization that builds affordable housing for low-income families around the world. **Local 778** members pounded nails, worked on drywall, windows and stucco and committed over eight hours of their off-duty time to work for a great cause.

"The Burbank Firefighters showed up big to get a lot of work done on the home," said **Burbank Firefighters Local 778 President Mike McDonald**. "I'm proud of what we all accomplished that day."



Burbank firefighters from Local 778 dedicated their off-duty hours to build a home for Habitat for Humanity.

**Kern County Firefighters Local 1301** and **Bakersfield Firefighters Local 246** teamed up for the third year this September to host their annual Lights and Sirens Golf Tournament. They raised \$32,000, which will benefit burn survivors treated at the Grossman Burn Center in the San Joaquin Community Hospital in Bakersfield.

"My brother is a burn survivor and he owes his life to the Grossman Burn Center," said **Local 1301 President Derek Robinson**. "I wanted to continue to support the cause and the money raised will go directly to help survivors in recovery."

Santa Barbara County and Santa Barbara City firefighters spent a day in September paddling 36 miles from Santa Rosa Island to East Beach in Santa Barbara in support of The Friendship Paddle. The non-profit organization organizes an open-water, ocean paddle to provide emotional and financial support to Santa Barbara County residents fighting life threatening illnesses.

This year, the organization chose to support **Mike Moses**, a fire captain from **Santa Barbara City Firefighters Local 525**, who is battling multiple myeloma.

"The event was an emotional experience and a great success for all who participated," said **Santa Barbara County Local 2046 President Adam Estabrook**, who said this was the first year their local has participated. "Our members were moved by the experience and the celebration of life and we will be supporting this event again next year and for years to come."

The Friendship Paddle is still raising funds from the event and will be making a presentation to Mike, his wife and two daughters later in October.

To learn more about the Friendship Paddle, or to make a donation to this year's recipient Fire Captain Mike Moses, go to [www.friendshipaddle.org](http://www.friendshipaddle.org).

## San Luis Obispo's Fight for Binding Arbitration

This summer, **San Luis Obispo Firefighters Local 3523** and the San Luis Obispo Police Officers Association campaigned against Measure B, in an effort to keep binding arbitration in their city charter.

Measure B was on the ballot on a special election that was called in March. It was the first of its kind in San Luis Obispo history. It was scheduled as an all mail-in ballot election where ballots were mailed Aug. 1<sup>st</sup> and needed to be returned by Aug. 30<sup>th</sup>.

This election was well-scripted by the City Council. They timed the measure for a summer election when voter response would be low – with many from the fire service taking vacation or fighting wildland fires and without student voters from Cal Poly since school was not in session. What they didn't know was that many Local 3523 members would cancel their vacations to stay and fight for what they believed in.

With the help from a public relations consultant and a campaign manager, Local 3523 planned the campaign:

- They purchasing lawn signs, banners, mailers, signs and drop pieces from **Firefighters Print & Design**.
- They organized walk 'n' drops every weekend, phone banking, picketing in front of fire stations and engaged in informational forums and debates throughout the city.
- They created radio spots and TV commercials through **FireStar Productions**.
- They set up informational booths at Farmers Markets and purchased an old fire engine with their message that they parked at busy intersections.
- They bought billboard space, communicating their message along Highway 101.
- They were interviewed on local talk radio and had members, family and friends begin a letter writing campaign to the local papers (of which half got published).

"Looking back at the campaign, we believe that we did everything that we could think of to run a successful campaign but unfortunately some things are just difficult to overcome. I can say proudly that Local 3523 had 100% participation from our membership though the campaign," said **San Luis Obispo Firefighters President Erik Baskin**. "We also had great help from CPF, FireStar Productions and Firefighters Print & Design, which were invaluable and we cannot thank them enough. "

Local 3523 also benefited from help from other locals across the state, all the labor unions throughout San Luis Obispo County, as well as the Tri-County Labor Council which assisted with mail drops and phone banking.

"It was a very time consuming and difficult campaign but we did everything possible to win the election. It wasn't meant to be but when the economy returns, we will try and recapture what is rightfully ours," said Baskin.

# 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.

## Ceres Fire Department Celebrates 100 Years

Ceres Fire Department began in 1911 as an all-volunteer agency, with no full-time professional firefighters.

Now as the Ceres Fire Department celebrates its 100<sup>th</sup> anniversary, what was once an all-volunteer group has evolved into a paid staff of 12 fire captains and 15 firefighters, as well as three battalion chiefs, a battalion chief/fire marshal, a deputy chief and a secretary. The department has four fire stations, which responds to a community of nearly 55,000 residents within Ceres and its two surrounding districts within their 15 square-mile protection area.

“We’ve come a long way,” said **Ceres Firefighters Local 3636 President Eric Holly**. “We’re really proud of Ceres Fire Department’s growth over the last 100 years and are happy to celebrate this milestone.”

This year, Ceres Fire Department has celebrated its centennial with events including a skills competition, in which firefighters operated equipment used to fight fires back in the 1950s. They will also host a 100<sup>th</sup> anniversary “Fireman’s Ball” for past and present fire department personnel next spring.

## Eureka, Humboldt in Possible Merger Talks

For over fifty years, Eureka Fire Department and Humboldt No. 1 Protection District have been talking about a possible merger, but it’s remained just talk. Until now.

Over the past year, Eureka and Humboldt have begun consolidating. They now share a joint training officer and a joint volunteer department, where volunteers can

be dispatched to either department or district. The departments now also have joint duty coverage.

This summer, the City of Eureka reached an agreement with Humboldt No. 1 Fire Protection District for the joint sharing of a fire chief, after the former Eureka fire chief retired. Fire Chief Ken Woods now oversees both departments and there is further exploration being carried out to determine what a full consolidation might look like.

“We’ve been doing automatic mutual aid for the last 14 years. It just makes sense,” said Kent Hulbert, President of the **Eureka Fire Officers Local 4630**.

In October, Eureka Fire saw a change in staffing configuration with four-person truck, which they will run first in for all calls downtown. With that change, Eureka will also be able to provide a dedicated shift battalion.

“We don’t know what a combined department will look like. But it’s exciting times. It’s still in process but we’re hopeful that we might finally see light at the end of the tunnel,” said Hulbert.

**Humboldt Firefighters Local 1770 Brooks Conner** said that, from a customer service aspect, it streamlines fire response.

“Most people don’t know where the city limit lines are because they’re overlap so much,” said Connors. “It makes so much more sense. So far, the new chief has been making everything happen really quickly.”

## Local 3800 Works with District on Tax Measure

With their reserves at an all-time low, **Nevada County Professional Firefighters Local 3800** is supporting the option of putting

a tax measure on the ballot next year to let taxpayers decide if they are willing to pay additional fees to continue the current level of fire protection services.

NCCFD and Local 3800 members are working together in an effort to secure revenue by way of a tax measure. Currently, the Nevada County Consolidated Fire District has enough funds to keep their current staffing levels into the next fiscal year.

“The reality is that if our citizens decide they don’t want to pay those taxes, we’re going to have to lay off firefighters,” said **Nevada County Firefighters President Wyatt Howell**. “If we have fewer firefighters, our resources will be limited, and one or two of our seven-staffed Joint Operational Area stations will close permanently.”

The tax measure will be a special mail-out ballot, and will be mailed to the voters in March 2012.

## Pioneer Firefighters Win Local Tax Fight

It may not national news like the collective bargaining fight in Ohio, but for the sprawling Pioneer Fire District in El Dorado County, it was a pretty big deal.

Facing nothing less than the end of full-time fire protection, **Pioneer Firefighters Local 4586** helped spearhead a successful ballot fight this past November to enact an \$85/year parcel tax dedicated to fire protection. Needing a 2/3 vote to pass, Pioneer’s Measure F won going away – 76% to 24%.

“It was definitely persistence and hard work,” said **Pioneer Firefighters President Jack Daniels**. “We had a lot of local community people who just dug in and fought hard. Our message was simple: do you want fire protection or not?”

The parcel tax measure was made necessary after El Dorado County suddenly withdrew about \$100,000 in funds traditionally allocated to equalize property-tax allocation among the 14 fire districts within the county. Added to a previous \$70,000 shortfall, the Pioneer Fire District was looking at losing nearly 15% of its operating budget.

“The county was basically trying to force a consolidation, but nobody will consolidate with a cash-strapped district,” noted Daniels. “It was their way of saying ‘we don’t want to be in the fire protection business.’”

Fortunately, the voters of the district were of a different view. Daniels said his members were part of an overwhelming community effort that included precinct walking, town hall meetings and “a lot of volunteers calling and calling and calling.” Along with the basic safety risk, supporters of Measure F were also able to demonstrate a link between reduced staffing and higher insurance rates. At a time of economic hardship, it was the pocketbook issues that helped win the day.

“We actually had the endorsement from the El Dorado Taxpayers Association,” noted Daniels. “That was a huge endorsement.”

In the end, the overwhelming vote for Measure F saved at least three firefighter positions and helped keep the district’s advanced life support services in place – critical in a district spread out over nearly 300 square miles. But perhaps most importantly, it meant that the citizens of Pioneer would continue to be served by their own fire department.

“If it hadn’t passed, we were looking at becoming a 12-hour fire department,” said Daniels. “But thanks to the voters, we’re still truckin’ along.”

# 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.



## San Jose Fire Rehires Laid Off Firefighters

Last August, San Jose Fire Department was forced to lay off 49 firefighters and close five fire companies due to a record budget shortfall.

This summer, the department was able to offer all 49 San Jose firefighters their jobs back and 22 of those were rehired, thanks to the \$14.9 million that the department received this year in the largest SAFER grant ever awarded.

The two-year grant has enabled the department to rehire the 49 firefighter positions that they lost last year.

“We are so glad to be able to rehire those that were laid off through no fault of their own. It made all the sense in the world,” said former **San Jose Firefighters Local 230 President Jeff Welch**, who was instrumental in this process.

In October, San Jose Fire will be hiring 14 additional firefighters from the Displaced Firefighters List. And next spring, they will be hiring another 13 from the list.

“We wanted to extend the same offer that other departments had extended to our guys last year. It’s a reciprocal thing. It is also a big benefit to hire more experienced candidates. The firefighters who are in our next academy have an average of five years of experience already,” said Welch.

## Contra Costa Fire Hires from Displaced FF List

Thanks to a SAFER grant, Contra Costa Fire Department is putting out-of-work firefighters from the CFFJAC’s Displaced Firefighter List back to work.

Contra Costa County Fire Protection District was awarded a grant worth \$6.4 million over two years. The department has already used those funds to hire 20 of the 49 former San Jose firefighters who were laid off last year. Twenty-one former Stockton firefighters, who were also on the Displaced Firefighter List, were also hired on with Contra Costa.

In order for the district to hire from the list, their Board of Supervisors needed to pass a resolution to allow them to deviate from the normal recruitment process, which typically takes over a year. Once that occurred, Contra Costa was able to extend job offers to those firefighters from the Displaced Firefighter List and enroll candidates in a shortened academy, saving the district a lot of time and money.

“It’s been a good way for us to quickly replace some firefighters we’ve lost through retirement and bring experienced firefighters back to the job,” said **Contra Costa Firefighters President Vince Wells**, who said this year was the first year the department has hired from the list.

## Vacaville Firefighters Build Image with PR Campaign

**Vacaville Firefighters Local 3501** has recently launched an aggressive public relations campaign, aiming to improve their firefighter image.

They formed a PR committee, headed by Matt Moreno, and have met with key staff from CPF and **FireStar Productions** to map

out some important fire safety messages that they can roll out into their community.

“We started with some PSAs that will show the service that we provide for the public. These will run on cable access and in movie theaters,” said **Vacaville Firefighters President Phil Sanner**.

Once these are in circulation and the public gets used to seeing their logo and hearing their message, the local will start adding PSAs about response times and staffing and how budget cuts can affect the quality of service that firefighters can provide in Vacaville.

“We want them to understand what we need from them in order to provide the best possible service,” said Sanner. “It’s a two-way street.”



Laid off Stockton firefighters train on forcible entry techniques after being hired on by Contra Costa County through the Displaced Firefighter List.

# Michael Massone

CPF 5th District Vice President



CPF District 5 represents federal firefighters across the state of California

## Veterans' Firefighter Certification Accepted

Military veterans will be able to apply their existing firefighter training as a substitute for the Firefighter I certificate.

Assembly Bill 398, authored by Assemblymember Mike Morrell (R-Rancho Cucamonga), was signed into law by Governor Brown last month. The legislation enables

the State Fire Marshal the authority to accept the firefighter certificate by the U.S. Department of Defense as an alternative to the Firefighter I certificate.

"It's a big step in helping our nation's veterans use the knowledge and experience gained in the military towards a future career in the fire service," said **5th District Vice President Mike Massone**. "We are very glad that it has been signed into law."

## Moffett Field FFs Now Covered Under Cancer Presumption Law

Members of **Moffett Field Firefighters I-79** will now be covered under the state's existing cancer presumption statute, thanks to Assembly Bill 585, which was signed into law by Gov. Jerry Brown in October.

This bill, authored by Assemblymember Paul Fong (D-Mountain View), extends the cancer presumption statute to a handful of firefighters serving the NASA Ames Research Center on the Moffett Federal Airfield in the

Bay Area and NASA's Jet Propulsion Laboratory in Pasadena.

"Thank you to the State Legislature and Governor Brown for understanding the need for this bill and for recognizing the inequality that was there and the need to change it," said **Moffett Field Firefighters President Tony Arce**. "Our members and their families will be able to sleep a bit sounder now."

Arce is also grateful for the overwhelming support that Moffett Field has received from surrounding locals including **Santa Clara County Firefighters Local 1165** and **Palo Alto Professional Firefighters Local 1319**.



5th District Vice President Mike Massone speaks at a press conference in June in support of Assembly Bill 398.



5th District Vice President Mike Massone, left, with members from Moffett Field Firefighters I-79 and Assemblymember Paul Fong. Members from Local I-79 were in Sacramento to visit Fong's office and testify at the Senate Labor and Industrial Relations Committee in support of AB 585 in July.

# Bob Wolf

CPF 6th District Vice President



## California Firefighters Memorial

It has now been nine years since the California Firefighters Memorial was dedicated in Capitol Park in May of 2002. In my estimation, both the location and the elegant design of this remarkable remembrance makes it a central focus in the grounds surrounding our State Capitol.

October 1, 2011 was a day of remembrance and honorable sadness as we remembered yet another list of brave firefighters who lost what was most valuable in the defense of others.

The California Firefighters Memorial has special meaning to me. Although I am barely into my 50s, I am older now than my father was when he died from a cancer that was no doubt directly ascribable to the work he did as a firefighter. I can remember the disregard that firefighters of my father's era had for the chemicals they were dealing with that came without health warnings.

My father was a brave and wonderful man. He reminded me every day that those of us who put on the CAL FIRE uniform are blessed in many ways. It is an honor to awake every morning with the responsibility for keeping our neighbors safe. It is also an honor to serve with individuals who are dedicated to the simplest of truths: – We are not judged by the public displays of courage, but by the quiet ways in which we serve the least amongst us.

On behalf of everyone at **CDF Firefighters Local 2881**, our message to the families of those individuals on the Memorial Wall is "May you know that they will never be forgotten."

## State Responsibility Area (SRA)

Let me preface any discussion on the funding of emergency response in the State Responsibility Area (SRA) by saying that Governor Brown and his Department of Finance have struggled with profound budget deficits. Yet, at the same time, they have worked extraordinarily hard to guarantee that while the fire service may be making sacrifices, they will still be given the resources to remain viable.

The discussion over SRA is not a new one. In fact, we can go back more than a decade and find the Legislative Analyst Office (LAO) promulgating the idea that a fee should be placed on every acre in the 33 million acres of SRA in order to offset the costs of emergency services statewide. There is no doubt that the LAO is a strong advocate of SRA fees. Unfortunately, they have their mathematics turned around as they continue to come up with funding numbers without creating the nexus between the cost being passed on to taxpayers and the services being demanded.

Over the last decade, there have been a handful of SRA proposals that would raise fees on individual parcels, on acreage, on a combination of acreage and housing and yet none of them has been able to incorporate a feasible mechanism.

Let me be clear. CDF Firefighters Local 2881 opposes any SRA fee that limits the ability of other firefighting entities to raise money for their own infrastructural needs.

Clearly, CDF Firefighters does not want CAL FIRE to be viewed as predatory in absorbing monies needed by local fire departments to handle disasters under the guise that a fortune is being left behind



by individuals who live in SRA and pay nothing. The truth is the most recent documentation suggests that 78% to 95% of the people who live in SRA already pay some kind of fee. It is also true that these particular entities supported by those fees are vigorous participants in the mutual aid system that has made California emergency response the envy of the world.

It seems to me that the most logical course for handling the SRA is to do two things:

- Everyone who lives in the SRA must help pay the freight. There needs to be a concerted effort to guarantee that anyone living in SRA is paying his or her share of the cost for emergency service protection.
- Before any construction is allowed in SRA, the individual doing the building must be able to clarify what entity will be responsible for emergency service response. If there is no emergency response entity in place, then the building cannot happen.

Finally, I believe all of us continue to support the idea of enhanced prevention being handled by the fire service in anticipation of the inevitable disasters.

## Future Budget

California is a capital gains state. It is clear that the stock market and real estate prices are not going to cooperate in raising the funding required to maintain a level of services expected by the 40 million people living in California. The most recent budget includes triggers that implement cuts when or if certain funding thresholds are not met. It is becoming evident that public safety will be competing with other services for much needed dollars. We need to be prepared to continue educating the public on the vital role we play and the costly consequences of not having an effective emergency services system in place.

CDF Firefighters Local 2881 strongly supported the Blue Ribbon concept that highlighted not only our responsibilities, but also the problems that would surface if fire response were relegated to a less-than-high-priority budget item.

We continue to work with the entire fire service in finding ways to provide adequate emergency response in an organized and cost-effective manner. When decisions regarding the fire service are made, it only makes sense that fire service is at the table for the discussion.

# Dave Gillotte

CPF 7th District Vice President



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



## We shall never forget.

Ten years after the horrific 9/11 attacks on New York, Washington D.C. and Pennsylvania, these words still resonate ... a somber reminder of 343 lost brothers, and thousands more innocent men and women who gave their lives that day. As we marked the 10<sup>th</sup> anniversary of 9/11, we are again reminded of each and every loss or a brother or sister firefighter, paramedic and all fire personnel. We are "fraternal" profession – each of us sees the other as family ... in our trade, in our unions and in our lives. It has been that way for a long time

That phrase "we shall never forget" carries the same meaning every October, when our state's firefighters gather together for the annual California Firefighters Memorial. For the first year I can remember, Los Angeles County Fire Fighters did not place a sister or brother on the memorial wall this year. Still, we did our part to honor the fallen, sending our honor guard members, pipe band members and our Local 1014 Executive Board. It is our way of giving back to so many who have stood with us over the years.

For the first time in nine years, I had the opportunity to view our ceremony without having to deal with the logistics and obligations that go along with placing a member on the wall. Let me tell you what I saw. I saw a blessed and sacred event that had beauty and tradition and heart and soul embedded in every aspect and detail of remembrance for our fallen. As they always do, President Paulson and the entire Fire Foundation team helped our families and loved ones feel at home, in a place of caring, a place of traditional warmth for our fallen as they grieved, remembered with pride, laughed and cried.

Take a moment to go to the CPF and Fire Foundation webpages to take

a look at the pictures and stories and look also at the family we call staff...they make it happen and they do it so well. Next year will be our Memorial's tenth anniversary. We shall never forget.

I would also like to thank President Paulson, Secretary-Treasurer Stone and Vice President Chris Mahon for helping make the Miguel Contreras Foundation dinner honoring IAFF General President Harold Schaitberger a success. Each year, the Foundation honors two people – one from the labor movement and one from a private organization – who have contributed to protection of union members and created good union jobs. General President Schaitberger was honored for his support of collective bargaining, organizing and protecting our strong union voice. L.A. County Federation of Labor Executive Secretary Treasurer Maria Elena Durazo said that President Schaitberger "stands

with all union workers, private and public, and fights for all of our issues and rights in a passionate and unapologetic way that resonates in an uncommon and strong manner with all workers."

The unified and integrated approach celebrated by the L.A. County Labor Fed strengthens our voice and builds our success at the local, state and Federal level. I encourage all unions to reach out to your Central Labor Council and develop a strategy to work with them. Coordination helps us in elections, legislation, and policy that directly affects our members. You may not agree with everything that other unions are doing – I will tell you that we are in conflict on some occasions. But unity in the "House of Labor" allows us to work together for the good of all while also advocating for our own members. And it can protect us all from destructive conflicts that can wind up hurting our members on our issues that matter to firefighters and their families.

Being part of California Professional Firefighters means being part of a team of local unions, both small and large, that harness the collective power of the whole to protect and advance professional paramedic and firefighter issues in the state of California and our respective cities and counties.

Recent CPF legislative successes protect our members in the areas of pension reform, state budget issues, redevelopment reform monies, health and welfare and workers compensation issues, EMS rights and more. Special thanks to the staff at CPF and to State Senator Ron Calderon for getting SB 457 signed into law to mandate that costs for medical treatment for members from self-funded health insurance

funds are paid at full costs where such care has been determined to be related to an industrial injury or illness. This will aid proper evaluation of such claims and timely treatment and approval of claims for our members. A big win, thank you.

We also have a number of potential initiatives statewide that will affect firefighters the biggest of which is a new "paycheck deception" initiative designed to take away our collective voice. This will be the first shot fired, and if they have success with this, they will try to dismantle our unions, and then take our pensions and healthcare. Make no mistake about it; this is what the plan is from those who seek to put the ills of the economy directly on the shoulders of the paramedics and firefighters we represent.

While we may all have different political affiliations and views on so many items, if we fail to have a collective voice on the firefighter issues, we will die a very slow death at the hands of a few regarding our salary and our pension and healthcare benefits. We are willing partners in getting our communities through these tough times, but we must not become political victims and have taken from us things for which we've bargained and fought long and hard. Log on to the CPF website and look at the issues in front of us and get scared, get concerned, get angry, but most of all get involved.

Los Angeles County Fire Fighters are nearing the end of our one year contract extension, and we are evaluating the mathematical and political factors to determine if we will engage in bargaining or not. We are joined with all of public safety in LA County and there is much to evaluate to determine our path. Our



L.A. County firefighter Jeff Robson makes flag presentation at 2011 Memorial Ceremony.

# Pat McOsker

CPF 8th District Vice President



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



Los Angeles County Firefighters Local 1014 member Steve Harper (R) proudly participates in 2011 California Firefighters Memorial

extension expires December 31, 2011 and we will keep you all posted on what we do, and what product we negotiate.

At the end of the day, the central “math problems” driving our discussion are no different from those for other locals: staffing and salary/benefits. In assessing our futures, we are all faced with balancing these dynamics:

- Do we keep four on every engine and truck and lose total staffing?
- Do we give up salary and benefits to retain staffing, and if so how much?
- Will the new hires coming on with reduced salary and benefits at some point be displeased with the perceived sell-out through tiering of benefits and what impact will that have?
- Are there ways to cut costs, temporarily lose non-engine and truck and paramedic staffing to keep bodies where you need them and still retain salary and benefits?

All of these are valid questions, and decisions should be made on the basis of real numbers based on careful analysis. But we can never forget that the most important “math problem” is the ability to add up to a pro-firefighter majority on your elected body.

We have been approached by many agencies to consider consolidation with our department and in some cases this works out well. We also stand ready to help bordering agencies

struggling to keep staffing. Often we are asked about the trade-off between three-person and four-person engines.

While each city is unique, here’s where we stand in L.A. County. We support and work towards have four-person engines and we have mostly four-person engines and all four-person trucks. We do however have about 85 or so three-person engines throughout our 171 fire stations. Most of the three-person engines roll alongside a paramedic squad with two firefighter/paramedics or another four-person truck or auxiliary equipment.

As a profession, NFPA 1710 continues to provide guidance, but the standard was designed for flexibility, especially during strained economic times. If we operate in a vacuum, we risk the kind of devastation some departments have already seen – staff cuts, company closures, pay and benefit rollbacks and layoffs.

So, do the math – both real and political – and consider all options when navigating this economic storm. If you need any additional information on our staffing models please feel free to reach out to us directly. In some situations, we can even send a representative to speak to your council on how we operate, and the importance of maintaining critical staffing even in a recession.

Good luck and remember, through solidarity and unification of our voice and effort we can get through this time and protect our proud profession and all that we have worked for throughout the years.

## Five LAFD Brothers Added to Memorial Wall

In October, the California Firefighters Memorial Ceremony honored five of LA’s best, who died in the line of duty.

Among the 30 firefighter names that were honored at the Oct. 1<sup>st</sup> ceremony were:

- Firefighter/paramedic Glenn Allen, who joined the LAFD as an ambulance driver in 1974 and spent over 36 years serving the citizens of Los Angeles. He was 61, when he perished from injuries sustained fighting a house fire in February.
- Battalion Chief Gary L. Clark, who rose up the ranks from firefighter to fire captain to battalion chief and worked for 31 years at the LAFD. He died last September from duty-related heart problems.
- Fire Chief John W. Callahan, who was a member of the LAFD for over 32 years, before becoming fire chief for the City of San Luis Obispo. He died of a job-related heart attack last August.
- Firefighter Ralph D. Urquiza, who received a Medal of Valor and was a member of the original USAR Task Force. He died of a job-related aneurism in 2009 at the age of 52.
- Engineer Keith D. Kroll, who had a 16-year career with the LAFD and held the ranks of firefighter, fire prevention inspector and engineer. He died from job-related lung cancer in 1979 at the age of 44.

They join over 1,100 names that are forever etched on the Memorial Wall, located in Sacramento’s Capitol Park.



The service, which included a speech from Governor Jerry Brown and a flag presentation to families, drew hundreds of uniformed firefighters and family members, revealing the strong bonds that exist in the California fire service family.

LA City firefighters came out *en masse* to honor five of its fallen. It was particularly a proud moment to see newly appointed Fire Chief Brian Cummings in attendance. It was the first time that an LA fire chief has been present at the California Firefighters Memorial Ceremony.

“This was my first time attending the California Firefighters Memorial Ceremony but it won’t be my last,” said LA Fire Chief Brian Cummings. “The memorial was an honorable and moving tribute to our LA City firefighters, and all of the firefighters who sacrificed everything in their call to serve.”

2011

## Daniel A. Terry Scholarship Winners Announced

The California Fire Foundation is proud to announce that 11 Daniel A. Terry Scholarships were awarded this year to children of California firefighters who have fallen in the line of duty. The Daniel A. Terry Scholarship is a \$2,000 scholarship and the Foundation has plans to increase that amount to \$10,000 in five years with the new *California Firefighters Endowment*.

The California Firefighters Endowment was instituted in 2010 with a mission to increase the amount of money each child receives in scholarship money to attend college. In the first year of its existence, the endowment has reached over \$125,000 in corporate funding and several thousand dollars in private donations with momentum still going strong. All scholarship winners are listed below. We wish them the best in their academic endeavors.

**Corey S. Chestnut**, son of Scott Chestnut, Sacramento City Fire Department

**Tricia Eden**, daughter of David A. Eden, Santa Barbara Fire Department

**Matthew W. Herman**, son of Steven Herman, Los Angeles County

**Connor J. Hill**, son of John P. Hill, Torrance Fire Department

**Jessica L. Hone**, daughter of Jack Lee Hone, Santa Monica Fire Department

**Kevin T. Moore**, son of Tom Moore, Manteca Fire Department

**Marissa E. Reiner**, daughter of Eric F. Reiner, Los Angeles City Fire Department

**Nanci Christine Teran**, daughter of Ed Teran, Riverside Fire Department

**Gianina Vanni**, daughter of David E. Vanni, Contra Costa Fire Department

**Ashley Weiss**, daughter of Dale R. Weiss, Los Angeles County Fire Department

**Jessica R. Zavaleta**, daughter of Hank Zavaleta, Long Beach Fire Department

## Web-Based TCM Training Now Available to California Firefighters

The California Fire Fighter Joint Apprenticeship Committee (CFFJAC) is partnered with Kaplan University to provide web-based Terrorism Consequence Management (TCM) training for all California firefighters, as part of its mission to improve the quality of education and training within the fire service.

It is the first web-based training program the CFFJAC has offered and is an exciting next phase in TCM training that will be available to all California firefighters free of charge. These programs are made possible through the State Anti-terrorism fund in cooperation with Cal EMA. "We are very proud to provide this new web-based TCM training program," said **CFFJAC Chair Dan Terry**. "Through our partnership with Kaplan, we hope to reach out to even more members of the California fire service and better equip them with the most current training and information to respond to any unthinkable incident in California."

The first in a series of Ten web-based continuing education

courses is now available. In the "Improvised Explosives and Incendiary Devices" course, firefighters will learn to recognize the signs of homemade explosive labs, see examples of disguised bombs, and discover the destructive potential of these weapons. Most importantly, they'll learn the response considerations to help them survive.

These courses can be taken by firefighters as time permits. The programs will track progress and if not completed, will return to the point they were stopped. Continuing Education credit for EMTs and paramedics is available from Kaplan University for each TCM web-based course, again, at no charge to the California Fire Service.

To sign up, firefighters will need to be registered by their department. Ask your training officer or agency's representative to register your department and get login information.

For more information, please visit [www.cffjac.org](http://www.cffjac.org) and click on the TCM button on the home page.

SAVE THE DATE

**FIREFIGHTER**

**APPRECIATION DAY**

AT THE **AUTO CLUB 400**  
Benefitting the California Fire Foundation

**March 25, 2012**  
**Auto Club Speedway, Fontana**

Special ticket packages available, with proceeds going to support the California Fire Foundation and the National Fallen Firefighter Foundation.

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Info and tickets: [www.autoclubspeedway.com/NFFF](http://www.autoclubspeedway.com/NFFF)



# California Firefighters Endowment

A PROJECT OF THE CALIFORNIA FIRE FOUNDATION

*The mission of the **California Firefighters Endowment** is to secure the dream of a college education for the children of fallen firefighters. Meeting this challenge requires commitment from every member of our firefighter family.*

*Your secure online donation of \$100 to the California Firefighters Endowment will help bring this dream within reach. In appreciation of your \$100 gift, you will receive a **challenge coin** and recognition on the California Fire Foundation website.*

*Most importantly, you can be part of building a brighter future for those who have lost so much.*



To make a donation, click the "Donate Now" button at [www.cafirefoundation.org](http://www.cafirefoundation.org)



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