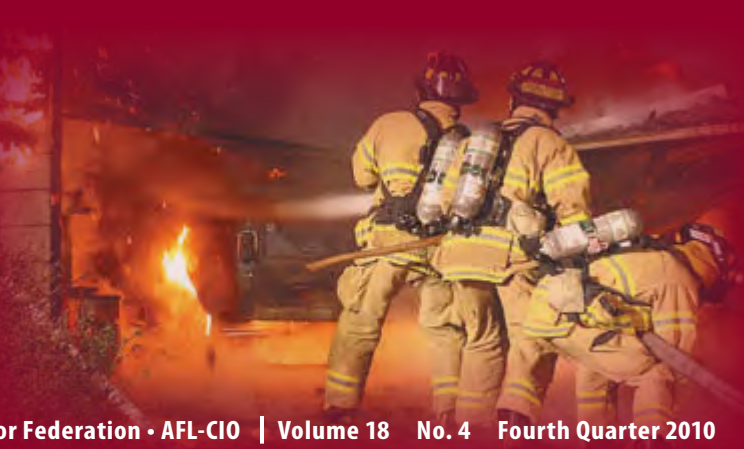




CALIFORNIA PROFESSIONAL FIREFIGHTERS

State Council of the International Association of Fire Fighters • California Labor Federation • AFL-CIO | Volume 18 No. 4 Fourth Quarter 2010



ELECTION 2010

BROWN LEADS PARADE OF CPF-BACKED WINNING CANDIDATES

At a time of daunting economic and fiscal challenge for our state and its citizens, it helps to have friends in high places. Thanks to the elections this past November, California's first responders have some strong new support on both sides of the political aisle.

After a tenacious, hard-fought campaign, CPF-backed candidates very nearly ran the table in races for statewide and legislative office.

As the new year dawns, California's first responders are well positioned to bring a spotlight on the issues affecting firefighters and their families.

Statewide Offices

At the top of the ticket, former Gov. Jerry Brown became Gov.-elect Jerry Brown, having won the office in which he served from 1975-1983. Despite being outspent by more than five-to-one, Brown handily defeated former eBay executive Meg Whitman.

Brown, who served two terms as governor in the 1970s and 1980s, has a four-decade record of standing up for firefighters, having signed the nation's first firefighter cancer presumption law. CPF made Brown's election its top priority, and CPF members chipped in with critical

early financial support that countered Whitman's overspending campaign.

"Our members stepped up and took a stand this year in a big way, and we are proud and humbled by that support," said CPF President Lou Paulson. "We were never going to out-spend Meg Whitman, but we were able to out-work her."

CPF-backed candidates also won in the other seven statewide offices. Voters reelected Secy. of State Debra Bowen, Treasurer Bill Lockyer and Controller John Chiang, and elected Gavin Newsom as lieutenant governor, Dave Jones as insurance commissioner, Tom Torlakson as superintendent of public instruction, and Kamala Harris as attorney general.

State Legislature

CPF's success in electing firefighter-friendly legislative candidates continued this year. A whopping 96% of CPF-backed Assembly candidates and 95% of our endorsed Senate candidates won their races. CPF made endorsements in all but five of the 101 seats up for grabs, backing Democrats and Republicans who stood up for first responders.

"When it comes to candidates, CPF has never looked at party label, but at where candidates stand on the issues that matter to firefighters and their

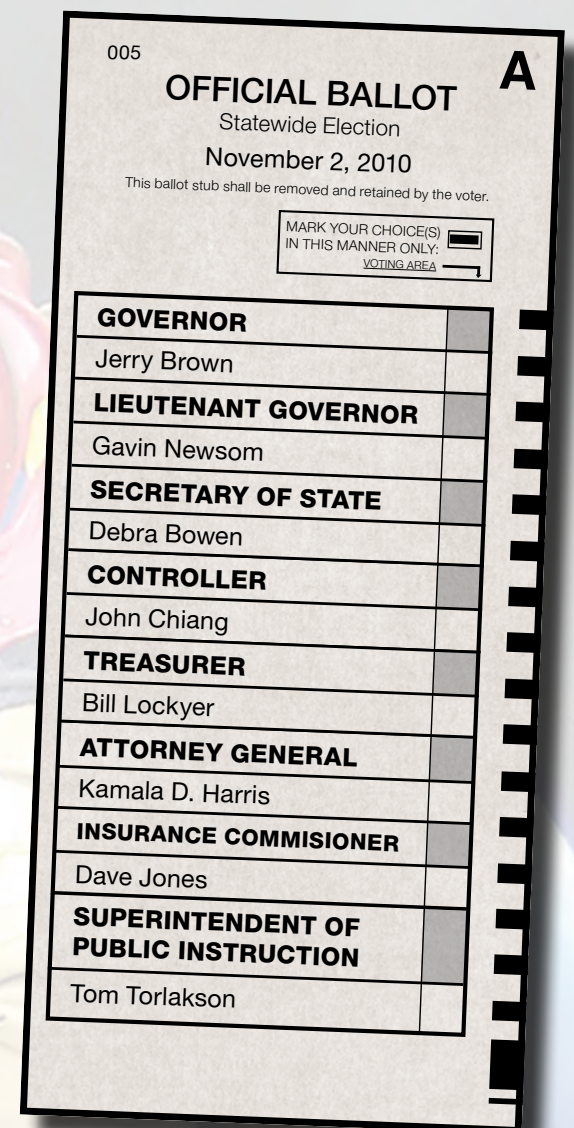
families," noted Paulson. "In tough times like these, it is all the more important to have lawmakers who will listen and stand up for first responders."

Statewide Propositions

On the ballot front, voters sent mixed messages, particularly on the subject of breaking through the state's budget gridlock. CPF-backed Proposition 25, which brings the majority vote back to the state's budget process, won favor with voters. However, voters also blew a \$1 billion to \$2 billion hole in the state budget by passing Proposition 22, the League of Cities' redevelopment set-aside opposed by CPF.

"Obviously, we're concerned that Proposition 22 will only heighten the dysfunction at the state level without providing a single new dollar for public safety services," said Paulson. "We'll be closely watching to insure that city managers do not use their new-found constitutional protection to ramp up the fiscal shell games that have resulted in layoffs and station closures."

In other ballot measures, voters rejected Proposition 23, an oil-industry effort to roll back environmental protections. They added a new 2/3 vote requirement for local fees by passing Proposition 26, and turned back an effort to roll back corporate tax breaks by rejecting Prop. 24. CPF opposed Props. 23 and 26, but supported Prop. 24.



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FIREHOUSE CHEFS

CPF members are cooking up a storm and earning celebrity chef status

Woodland firefighter and **Local 4029 member Tara Daniels** has cooked for countless crews over the years, but none like the TV crew and audience of "Live with Regis and Kelly."

Daniels won second place in the morning show's Coast-to-Coast Firehouse Cook-Off last summer for her Smokin' Pear Salad recipe, a medley of grilled chicken, sliced pears, candied pecans and blue cheese in a balsamic vinaigrette.

"It's still kind of funny," said Daniels. "We go to the grocery store and people are still recognizing me and saying, "Hey, you did a great job!"

Daniels is just one of a handful of CPF members whose cooking chops have earned them the status of celebrity chef.

In addition to her national TV spot, Daniels won fame closer to home, earning first place with **Woodland engineer Walter Scruggs** in the California State Fair's Firehouse Cook Off. It was the second year in a row that the pair has taken the title.

"It's an Iron Chef-style competition. They give you some secret ingredients and you have five minutes to decide what you're going to make from a pantry of other ingredients. Then you have 45 minutes to cook a complete meal in a really small kitchen," said Daniels,

who challenges firefighters across the state to vie for the title next summer.

Long Beach fire captain and paramedic Eddie Sell has been showcasing the culinary talents of firehouse chefs like Daniels and Scruggs through his latest project, "Firehouse Chefs," a TV show that is currently in production.

Sell has visited fire stations across the country, tracking down the best firehouse chefs and their culinary creations.

"Today's fire service totally reflects the diversity of America," said Sell, who has seen everything from Latin-influenced cuisine to soul food to sushi when touring fire houses.

And with "Firehouse Chefs," Sell says he wants to move beyond just the kitchen, and provide some food for thought about the challenges on the front lines for firefighters.

"Firefighters more than ever are scrutinized and there's a lot of misconceptions about what we do throughout the day," said Sell. "Firehouse Chefs is an excellent way for others to see us in a different light."

To see Tara Daniels, Walter Scruggs and Eddie Sell in action, visit www.cpfirevision.org and click on the Sept. 22, 2010 episode. Tara's Smokin' Pear Salad recipe can be found there.



Long Beach fire captain and paramedic Eddie Sell



Woodland firefighter Tara Daniels whips up Smokin' Pear Salad for Regis Philbin and Kelly Ripa.



Woodland engineer Walter Scruggs

CPF Co-Sponsors Unique Election Post-Mortem



What were the voters saying in the November election and what does it mean for the state's future?

These were some of the questions addressed at a unique forum staged two days after the November election with support from **California Professional Firefighters**.

The daylong session featured campaign participants and experts breaking down the results of the November 2nd general election. California Professional Firefighters provided printing and advertising services, through **Firefighters Print & Design**.

"In a sense, the November election was just the beginning of a series of challenges facing our state," said **CPF President Lou Paulson**. "We were pleased to be able to bring experts from across the spectrum to help make sense of the elections, and provide insight to what the future holds."

Sessions were held on the statewide contests, the initiative races, and what the incoming administration will face.

CAPITOL WEEKLY **UC CENTER**
UNIVERSITY OF CALIFORNIA

PRESENT

A POST-MORTEM OF THE 2010 ELECTION

Thursday, November 4, 2010

SCHEDULE:
CHECK IN, CONTINENTAL BREAKFAST: 8 - 9AM
INTRODUCTION 9 - 9:15AM
PANEL 1, INITIATIVES: 9:15 - 10:30AM
ANDREW ACOSTA, GALE KAUFMAN, ADAM MENDELSON, JOHN MYERS
MODERATOR: ANTHONY YORK
BREAK: 10:30 - 10:45AM
PANEL 2, CANDIDATES: 10:45 - NOON
ROBERT HUCKFELDT, GEORGE SKELTON, SAL RUSSO, GARRY SOUTH
MODERATOR: TONY QUINN
BREAK: NOON - 12:15PM
LUNCH AND DISCUSSION: 12:15 - 1PM
SUSAN KENNEDY, JIM BRULTE
MODERATOR: A.G. BLOCK

If you want to see the sessions in their entirety, you can watch them online - just click the 2010 Elections link in the "Find it Here" section at www.cpf.org.



POINT AND SHOOT!

Throughout this issue, you'll find these colorful Microsoft Tag barcodes. Use your smartphone to snap a photo of any tag and you'll gain instant access to related videos, websites and more! To start, download the free Tag reader at <http://gettag.mobi>.

President's Perspective



Lou Paulson

Now the Work Begins

In the aftermath of this year's elections, CPF co-sponsored a unique post-mortem, bringing together campaign participants and experts to offer their take on all the 2010 statewide campaigns.

During one of the sessions in the daylong event, Governor Schwarzenegger's chief of staff, Susan Kennedy, talked about the challenges facing our new governor ... and the elected officials swept into office with him.

Governor-elect Jerry Brown and the Legislature are, said Kennedy, "like the dog that caught the car ... what are they going to do with it?"

The quote neatly captures a core truth about politics at all levels: winning isn't the end of the job ... it's just the beginning. And this year, more than any other, the work before us is daunting.

Campaign 2010

As your state organization, it is our obligation in political action to reflect the issues that matter to your professional life as firefighters: your compensation, your retirement security, your working conditions, your rights and the resources you need to do the job.

On these core issues, there was little doubt that our first, second, and third priorities were the governor's race, and the election of Jerry Brown.

With a four-decade record of support for firefighters – including having signed the nation's first firefighter cancer presumption – Brown had proven his support. More importantly, his opponent, eBay billionaire Meg Whitman, had threatened to eviscerate not only your retirement security, but your very right to negotiate a contract.

Brown's runaway victory owes much to you, our members. With your dollars, you enabled CPF to participate in a critical summertime effort that blunted Whitman's unprecedented spending blitz.

And with your contribution of volunteer hours and votes, you helped insure that a friend of firefighters sits in the governor's chair, as well as in every one of the critical statewide offices.

Each of you played a part in this victory, and for that, I'm grateful. Thanks for stepping up.

Storm Clouds Gathering

As pleased as we are with Brown's success, I'd be lying if I said that all is well. Further down the ballot – in statewide initiatives and especially in local measures – voters took out much of their frustration about the poor economy and the state's chronic fiscal woes.

Especially troubling was a wave of ballot measures rolling back retirement security for new public employees. Angry and depressed about the state's economy and high unemployment rate, voters were repelled by horror stories about pension "spiking" in places like Bell.

Despite gallant efforts by CPF locals, all but one of these two-tiered pension proposals succeeded.

Does this mean that firefighters are no longer popular? Absolutely not – our polling shows continued strong regard for firefighters. But these results do remind us that we do not exist in a bubble. Taxpayers are the ones who are paying the bill, and they are hurting.

Like the benefits for which we have fought, goodwill is not given – it is earned.

As we continue to work to protect our members, we must work that much harder to nurture and preserve the trust our citizens have placed in us.

Looking Ahead

As we move forward into 2011, California's economic stress and cavernous budget gap hang over every issue. This fiscal stress will not, however, keep CPF from continuing to fight to preserve vital fire protection resources for our state.

With local agencies continuing to slash vital services to deal with their own fiscal crises (whether real or invented), many are also scaling back their commitment to mutual aid. That means fewer engines available when needed.

Protecting this vital emergency response capability must be a top priority. I'm grateful that outgoing Governor Schwarzenegger urged preservation of the California Blue Ribbon Fire Task Force – which I am proud to co-chair – as an ongoing working group to address statewide fire safety issues.

CPF is also committed to moving forward on those issues identified by you, our members, as priorities through convention resolutions. This spring, we will hold our biennial Legislative Conference, at which your leaders will directly lobby on your behalf in the halls of the State Capitol.

I know the news out of Sacramento can sound bleak, and there seems to be no end in sight. But I believe that, if we continue to stand together, we can protect what we've earned while making a meaningful contribution to getting, and keeping, our Golden State on track.

Thanks for all your work. Please stay safe.

Letters to the President

2010 MEMORIAL CEREMONY

I wanted to take a moment and send you a BIG thank you for the hard work you and the rest of the people involved in Saturday's memorial did. I cannot find the words to express how beautiful a tribute it was or how overwhelmed with pride I felt during the entire event. This was such a first class event, that not only honored our loved ones (and co-worker) but it also gave me comfort to know all Tim's years of dedication did not go unnoticed.

The California Fire Foundation definitely has an amazing team of people committed to our brave men and women who give so much. The memorial was beyond words and I am so pleased I was able to be there. Please express my gratitude to everyone that was part of this first class event.

While I was there I had the opportunity to meet other agencies which I normally would not have met. What a joy it was to be part of such a wonderful event. Thank you just does not express how I feel. Many who were there this weekend have asked me to return and join them next year. I am going to do my best to be there too.

The Sheraton was also a perfect place to stay. It was great to be able to check in early and not have to wait until early afternoon. I highly recommend that your attendees stay there. I have absolutely no complaints with regards to the accommodations and having everything in walking distance was perfect. I used the airport shuttle to get to the hotel which was inexpensive and convenient.

Sincerely,
Susana Okada
(Fiancee of Montclair Deputy Fire Marshal Timothy J. Bissett)

Great job with the memorial. That was probably the best organized event I have ever been a part of. Thanks again, and keep up the good work. Tracie Moore was very pleased with the event. On behalf of the Santa Barbara County Fire Department, thank you.

Thank you,
Kevin Jones
 Santa Barbara County Fire Department

THANKS FOR CPF FIREVISION

Thank you for providing CPF Firevision online. It is the best way to keep informed of current and upcoming events related to the fire service. Mail is good but usually arrives after an important event. Keep it up.

Bob Brooks
 Tiburon Fire-Retired

I just wanted to say THANKS for the great Firevision that you recently posted about Sacramento City Fire and organ donation.

GREAT WORK!! Katherine's project has taken on a whole new life and the exposure that it will receive via your segment will be huge.

Again, thank you for all that you do for the Fire Service.

Sincerely,

Jim Doolittle
 Sac City Fire Capt (ret)
 Golden State Organ Donation
 'Ambassador'

Read more about how a new training video, developed through the experiences of Sacramento firefighters, is changing the way first responders view organ donation on page 22.

CPF Firevision 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

WATCH ... DOWNLOAD ... SUBSCRIBE

www.cpfirevision.org

Find CPF Firevision at ...



Secretary-Treasurer's Desk

Put Your Best Foot Forward

Sadly, it is human nature to attack those perceived to be in a better position when one is hurting economically. Therefore, it should not shock us that we are currently under the microscope; our wages and benefits have been the scapegoat of all of California's ills. Our pensions have been blamed for everything except the latest flu virus.

Ironically, the loudest critics of our profession are many of the same people that just a few years ago were bringing down salaries that made ours seem anorexic. Jealousy is a powerful emotion. Their perception is that our lives have not experienced the pain that most Californians have and perhaps that is true. At any rate, we must deal with this problem.

This is why we must close ranks as never before. We must stand behind our local leadership. In negotiations and any public discussion, we must be vigilant to think through the smallest comment. Anything that could be misconstrued as greedy, arrogant or less than thankful will be a target for public outcry.

Small infractions that were overlooked in the past have now become major issues. That should motivate us to render the best service possible, avoiding the appearance of anything other than hard work. There is no longer such thing as "internal union communications." Somehow, everything we put in print quickly makes its way to a blog or someone's Facebook page.

We need to be very careful. This is the time to "self-police." Both union leaders and their members need to be proactive in protecting their public image. In spite of the deluge of criticism over our well-earned pension benefits, we continue to earn high marks in public opinion polls. We do not want to do anything that could erode public opinion.

All of us need to recognize that the public paints our profession with a broad brush. Poor patient care 2,000 miles away is connected to us. We are all in this together. We owe it to our brothers and sisters across this state to keep ourselves above the fray. We cannot give opportunity to those who would love to make us tomorrow's negative headline. Keep up the good work!



Lew Stone

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Political Action

UNDERSTANDING THE 2010 ELECTIONS

The Experts Weigh In



A.G. BLOCK



JOHN MYERS

The campaign signs are gone, and voters have had their say in 2010. But what, exactly, were they saying, and what does it mean for the future?

CPF put those questions to two veterans of the Capitol wars: **John Myers**, Capitol Bureau Chief, KQED Radio and The California Report; and **A.G. Block**, Associate Director, University of California Center, Sacramento, former Editor, California Journal.

"If voters are trying to send a message, both here and elsewhere, it's 'deal with this and do your job.'" - A.G. Block

What was the message being sent by California voters in the 2010 Elections?

MYERS: If you look at the ballot measures relating to government and the budget, you could make an argument that a lot of those measures were a punishment of legislators. But I think the hard part is trying to figure out where people are in this economy. It's been said that people are angry, but my sense from talking to voters is that it's more like a malaise. They weren't necessarily angry at incumbents ... they're just depressed.

BLOCK: Voters want politicians to get on with it, and solve some problems, put aside all this partisan bickering

and work together to create some solutions. If voters are trying to send a message, both here and elsewhere, it's deal with this, and do your job.

Voters say they don't want taxes and they don't want service cuts. Can elected officials reconcile those?

MYERS: We've seen this in so many polls these last few years, this incredible conflicting nature of what the voters tell us. They don't want to raise taxes, they want to cut spending, but they don't want to cut education, they don't want to cut health and human services, or higher education (about 80% of the total budget). One of the fascinating things to watch is

can this governor engage with the public in a way they haven't been engaged with and force them to try to figure out, if you want this, what are you willing to pay?

Local election voters approved several measures rolling back retirement security. What was behind these votes?

MYERS: (The pension issue) has pierced the public's consciousness. It sometimes takes the public a long time to get these things, but I think there have been these horror stories

"I think there's some optimism, but it's really guarded. I think Brown's got a tremendously tough job ahead of him." - John Myers

(as in the city of Bell in Los Angeles County) on pensions and benefits. The public has dialed into that in some way, and I think Governor Brown and the Legislature are going to have to work on this issue, going to have to do

more work on pension reform because otherwise you're going to get a ballot measure from someone on the other side that's going to push this issue much further.

BLOCK: If you've got a firefighter who retires at the age of 50 with a pretty nice pension, then goes out and gets another job, and five of his neighbors are out of work, when those five neighbors go in to vote, they're going to make sure that situation doesn't happen again. It's not just public safety workers. There is, I think, a general feeling in the country that everyone is not sharing equally in the fiscal problems that we have. If voters have the opportunity to sort of level the playing field - like pension reform in a given locality - they're going to take that opportunity.

How difficult is the task ahead for Governor Brown and the Legislature in balancing the state's budget?

BLOCK: There is a \$25 billion gap right now. There is predicted to be, by the Legislative Analyst and others who do forecasting, a \$20 billion deficit that is structural, and is going to continue on ad infinitum into the future. You're not

continued on page 7

Political Action

Pension Backlash Clouds Contests in Local Ballot Measures

San Diego Tax Measure Typifies Challenges in Tough Times

The success of firefighter-backed candidates was a cause for celebration at the state and local levels. Further down the ballot, however, a less hospitable wind was blowing.

Stoked by economic distress and a wave of retirement horror stories, nearly a dozen measures on issues ranging from pensions to binding arbitration were on the ballot in cities from Redding to San Diego. In almost all of these measures, the firefighter position came up short:

- **Retirement security:** Lower-tier retirement for new employees was approved in San Jose, Menlo Park, Bakersfield and Riverside. An advisory vote authorizing lower-tier retirement was passed in Redding. Pacific Grove voters capped the city's contribution to employee retirement plans. In the lone victory on pensions, San Francisco voters rejected a measure that would have forced existing employees to pay more in retirement costs.
- **Public votes on pensions:** Carlsbad voters authorized a requirement that pension increases require a public vote. In Riverside, voters approved a measure to force a public vote on pension decreases, but it was superseded by a larger vote on a pension rollback measure.

- **Binding arbitration:** Voters in Stockton and San Jose overwhelmingly approved a measure eliminating their local binding arbitration ordinances, following Vallejo's elimination of binding arbitration earlier this year.
- **Local resources:** Despite waves of service reductions, including brownouts and station closures, voters in Palo Alto rejected a requirement that additional service cuts be put to a public vote.

Perhaps no contest better typifies the challenging environment in which many locals were operating than the defeat of San Diego's Measure D.



FireStar Productions' television spots for San Diego's Measure D were well received, but the measure ultimately fell short in an anti-tax atmosphere.

The measure, which tied a half-cent sales tax increase to a battery of fiscal reforms (including pension rollbacks) addressed an array of critical needs in

"Our streets are in disrepair, public safety is underfunded, but all you heard was 'we need pension reform ... stop these pensions.'"

-- Frank DeClercq, President San Diego City Firefighters

San Diego, including fire service cuts in a city whose emergency response is already dramatically underfunded. It also enjoyed one of the broadest support coalitions in the state: unified labor backing, near-unified elected official support, and backing from the city's powerful Chamber of Commerce and Downtown Partnership.

"We had something you never see in this city," said **San Diego City Firefighters Local 145 President Frank DeClercq**. "When almost all of the council – Democrats and Republicans – signs on, that would seem to be the way to go."

Despite these advantages, and a nearly \$500,000 campaign, Measure D lost

big. While there were concerns that the measure was overly complicated, DeClercq said the campaign wound up boiling down to one issue: pension reform.

"Our streets are in disrepair, public safety is underfunded, but all you heard was 'we need pension reform ... stop these pensions,'" said DeClercq. "The anti-pension forces have done a good job disparaging us in tough economic times, and the residents are angry."

DeClercq said there were some positives that emerged from the campaign. Even in a city where anti-pension advocates are most active, the approval rating for firefighters remains high. Local officials who opposed Measure D have subsequently vowed to reinstate browned-out engines.

But Measure D also demonstrates that even the best campaigns can fall victim to tough times.

"It's just so toxic out there," DeClercq said. "They have done a good job brainwashing the public."

continued from page 6

going to solve that unless you have an honest discussion about what you want the state to do ... what your priorities are. Budgets are not about dollars – they're about choices. So you have to have an honest discussion about what those choices are, and you have to then decide how much you're willing to spend.

What skills does Jerry Brown need in dealing with the crisis?

BLOCK: The one thing you can say about Jerry Brown historically throughout his political career is his inventiveness. He is full of ideas, and he is now full of ideas that have been informed by 45 years of public service. He has said at times that he

is going to be a one-term governor, which gives him a lot of license to be inventive and to take risks. We need politicians who are going to be risk takers and who will display political courage, and those are two qualities that he certainly has displayed in the past and would stand him in good stead now.

MYERS: The biggest criticism we heard when he was governor was that he was never here. He was somewhere else ... he was running for president ... he wasn't really dialed in to how government works. This seems to be a different Brown in that sense. He's still quirky, frenetic, all the terms that we use, but at least his approach to the job and his mission can be different,

and I think that'll be really interesting to watch.

What are the prospects for getting California's economic and fiscal houses back in order?

BLOCK: (Policy makers) are going to have to do two things: you're going to have to figure out a better tax structure and raise some of those taxes, and you're going to have to make some pretty serious cuts. Until you're willing to do that, and have the courage to do that, it's not going to be done. There's not going to be any political will to do it. This pickle was there before the recession. The recession has certainly exacerbated it ... but until we're ready to have an

honest discussion, we're not going to get very far out of this, because it is structural ... it happens every year. It's not just the economy.

MYERS: I think there's some optimism, but it's really guarded. There's a little bit of euphoria among Democrats in the Legislature now that they have a Democratic governor, but ... I don't think this governor is going to do every Democratic priority in the book. There's guarded optimism for incremental progress, but it's very incremental. Even if you look at the polls, the public doesn't expect tremendous progress in 2011. I think Brown's got a tremendously tough job ahead of him.

CPF In The Spotlight

FIREFIGHTERS PRINT & DESIGN GIVES CPF LOCALS A WINNING EDGE CPF Print Shop Sets Standard For Quality Campaign Materials

The need for CPF locals to be politically active has never been more important than it is now. In times like these, it's good to have pros on your side.

For more than two decades, **Firefighters Print & Design (FPD)** has provided CPF locals and their members with high-quality union printing in support of candidates and issues important to the lives of firefighters and their families.

In 2010, FPD set new records, turning out nearly 7.5 million separate printed pieces, including roughly five million pieces of mail and nearly two million door hangers. Nearly two-dozen CPF locals utilized Firefighters Print & Design services. Two-thirds of the nearly 60 candidates and causes using FPD services won their elections.

"I can't thank you enough for your patience, understanding but moreover the expeditious, talented and professional work that you do," said Maggie Gomez, a successful candidate for Daly City's city council. "Believe me, I have never dealt with anyone as good as you in my 13 years of office!"

Created by CPF in 1989, Firefighters Print & Design has built an impressive record in producing comprehensive

campaign materials that have consistently produced positive results for local candidates and measures and positive PR in local communities.

"From buttons, signs and bumper stickers to comprehensive targeted mail programs, the print shop has

helped elect firefighter friendly candidates up and down the state," said **CPF President Lou Paulson**.

The resources of Firefighters Print & Design are part of CPF's overall support for local unions and their candidates. In conjunction with **FireStar**

Productions and CPF's political action and communications teams, affiliates have access to a level of professional support few other organizations can match.



CPF Health & Safety Director Honored with EMSA Award

CPF's EMS and Health & Safety Director Kevin White has provided the firefighter voice on EMS task forces and committees for over 11 years for CPF.

In December, White was honored for his leadership and contributions with a Distinguished Service Medal by the Emergency Medical Services Authority and the Commission on Emergency Medical Services.

"It's an honor to receive this award," said White. "Through my work on the committees, I am grateful to have had the opportunity to represent the interests of California's front line firefighters who continue to deliver the best in patient care. I look forward

to continuing this service with their interests in mind."

CPF Secretary-Treasurer Lew Stone, who has served alongside White on CPF's EMS Committee as well as the EMS Commission, was pleased to hear of White's Distinguished Service Medal.

"He has provided steady leadership and service on statewide EMS issues and most recently helped shape the implementation of the EMT2010 process," said Stone. "It's well deserved."

Twenty-eight other Californians were also honored by the Emergency Medical Services Authority in an awards service held at the Marines Memorial Club in San Francisco.



CPF EMS and Health & Safety Director Kevin White accepts his Distinguished Service Medal presented by the Emergency Medical Services Authority.

CPF Legislative Update

CPF Legislative Package Wins Favor in 2010

California's firefighters will benefit from new workplace safety, employee rights and retirement protection, thanks to CPF-sponsored legislation enacted in 2010.

California Professional Firefighters' legislative scorecard for the 2010 session boasts four significant measures, including extension of the state's groundbreaking cancer presumption law and an important clarification of the Firefighters Bill of Rights.

"Even in a year of budget upheaval and continued economic challenges, our firefighters continue to win vital protections in Sacramento," said **CPF President Lou Paulson**. "We're grateful that the Legislature continues to recognize the important role first responders play in California."

At the top of the list of accomplishments is **AB 2253** (Joe Coto, D-San Jose), which enacts the "William Dallas Jones Cancer Presumption Act of 2010".

This measure, named for CPF's longtime secretary-treasurer who lost his own battle with cancer, extends the existing statute of limitations for firefighter cancer presumptions from five years to 10.

"Since Jerry Brown signed the nation's first cancer presumption law in 1982, we've learned much about job-related cancer and its effect on firefighters," said President Paulson. "This measure more accurately reflects the real risks faced by first responders, and offers a fitting tribute to Dallas."

In addition to AB 2253, three other CPF-sponsored bills take effect January 1, 2011:

AB 1651 (Hector De La Torre, D-South Gate) - Enables specified furloughed employees to accrue retirement service credit during their furloughed period, including local firefighters employed by a few jurisdictions in the state that

have imposed furloughs on their fire departments. As such, the retirement of a handful of local firefighters affected by furloughs would be kept whole in a manner similar to their non-furloughed counterparts.

AB 2331 (Nancy Skinner, D-Berkeley) - Clarifies existing law to ensure that a locally-adopted grievance arbitration procedure in effect on or after January 1, 2008 may be utilized in instances where an administrative appeal is filed in accordance with the provisions of the Firefighters Procedural Bill of Rights Act.

SB 88 (Mark DeSaulnier, D-Antioch) - In addition to resolving an issue affecting specified survivors of fallen firefighters and their ability to retain their loved one's license plate as a family heirloom, SB 88 increases the fees paid by active and retired firefighters when they acquire or renew a firefighter license plate in a manner that is in line with other specialty plate fees.

Looking to the future. Two other important measures also made it through the Legislature only to be vetoed by Governor Schwarzenegger: **AB 2151** (Norma Torres, D-Pomona), which would have ensured that a firefighter is held financially blameless if he or she is involved in an accident while operating their private vehicle at the request or direction of their employer and **AB 2456** (Alberto Torrico, D-Fremont), which would have clarified the law with respect to the Emergency Medical Service Authority's current ability to establish guidelines that direct local EMS agencies and other essential EMS stakeholders in their operations for the coordinated delivery of emergency medical services in California.

"CPF continues to work hard on these and other issues, reflecting the will of the membership through convention resolutions," said Paulson. "We look forward to working with the incoming Brown Administration to continue pressing the case for firefighters, their families and the citizens we all serve."

New Year ... Same Budget Woes

2011 budget gap continues historic decline in state spending

Welcome back, Governor Brown. Here's your deficit.

Less than two weeks after being elected to his second stint as California's chief executive, Jerry Brown got an increasingly familiar greeting from the state's budget analysts: a new deficit prediction.

Thanks to the continuing sluggishness of the state's economy, California's Legislative Analyst predicts that the new Legislature will face a budget gap of more than \$25 billion over the next 18 months. As much as \$6 billion of that shortfall is in the 2010-2011 budget approved just a few months ago.

"California faces immense short-term budget problems and perhaps even more troubling longer-term fiscal challenges," said legislative analyst Mac Taylor.

Much of the problem for the current year goes back to a variety of short-term "solutions" that haven't panned out, most notably billions in federal dollars that were expected, but are unlikely to be received. The passage of

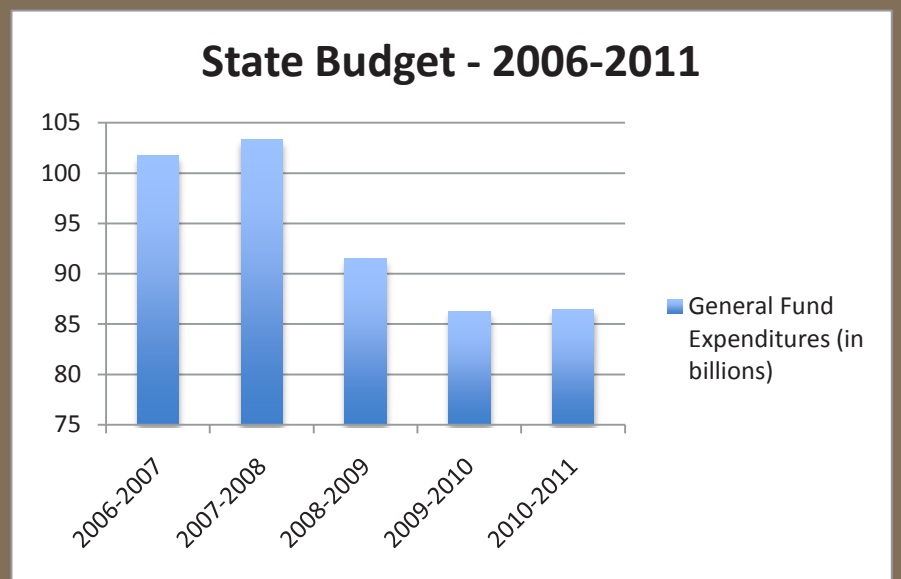
the League of Cities' Proposition 22 will, according to the analyst, add another \$800 million to the deficit this year, and possibly billions more down the road.

The impact of this decline is already being felt by California's first responders. CAL FIRE firefighters negotiated contract concessions that protected members' core benefits, but reflected real-world belt tightening.

More urgently, the budget gap once again calls into question the continuing funding of California's state-of-the-art mutual aid system. According to Cal EMA, operational capacity has already declined in the wake of local agency cutbacks. Emboldened by the League of Cities' attacks, local agencies are expected to push hard for further rollbacks, putting vital response capabilities at risk.

CPF is committed to working to minimize the impact of this fiscal crisis on its members, and will press for strong commitment to protecting mutual aid and disaster response capabilities with the new administration.

CALIFORNIA'S BUDGET FREEFALL



Over the last five years, the state of California has cut spending by 17%. In 2011-2012, more cuts are on the way.

General Fund Expenditures (in billions)				
2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
101.7	103.3	91.5	86.3	86.5

California Fire Foundation

Pro Golfer Fred Couples Donates \$20,000 to California Firefighters Endowment

Professional golfer Fred Couples is used to receiving golf hats from friends and sponsors.

But at a press conference in San Francisco's Harding Park for the Champions Cup in November, Couples received a different kind of hat: a helmet from firefighters throughout California.



California Fire Foundation Secretary-Treasurer Lew Stone presents Fred Couples with a fire helmet.

In 2009, Couples donated \$20,000 of his President's Cup winnings to the California Fire Foundation. Couples' schedule had prevented an opportunity for the Foundation to thank him in person until he returned to the Harding

Park Golf Course in San Francisco for the 2010 Champion's Cup.

At the press conference, he explained that he watched as firefighters fought the fire storms that broke out near his Santa Barbara home for three years in a row and it looked like a war zone. He wanted to do whatever he could to give back.

"This donation makes you a founding member of our Endowment," said California Fire Foundation Secretary-Treasurer Lew Stone. "Your support will go to providing scholarships to children of firefighters in California. Thank you for going beyond yourself and giving to this cause. It means the world to us."

Stone then presented Couples with a fire helmet from the Foundation. Several firefighters from the audience then came forward and thanked Couples personally.

In 2011, the California Fire Foundation will be launching a public campaign to increase awareness of the California Firefighters Endowment.

"This endowment will help us increase the amount of money we give in our scholarship program so that families can achieve the same dreams they had for their children before they suffered a loss," said California Fire Foundation Chair Lou Paulson.

For more information, please go to www.cafirefoundation.org and click on the "California Firefighters Endowment" button.



California firefighters thank Fred Couples for his donation.



FRED COUPLES INTERVIEW!

Watch the interview with Fred Couples as he talks about receiving the fire helmet from the California Fire Foundation.

Daniel A. Terry Scholarship Awarded to Twelve

Twelve children of fallen firefighters will be attending college, thanks to the Daniel A. Terry Scholarship. The program, which was launched by the California Fire Foundation in 2006, awards scholarships of \$2,000 each year to qualified applicants. This year, a corporate sponsor donated funding for the Foundation to purchase laptops for each recipient.

In addition, the California Fire Foundation has, this year, unveiled the California Firefighters Endowment, dedicated to increasing the scholarship sum in years to come.

So far, the Daniel A. Terry Scholarship has helped pave the way for 29 students to attend the college or university of their choice.

"This is an exciting time for our scholarship program," said California Fire Foundation Director Vanessa Errecarte. "We are excited about the prospect of significantly increasing the amounts of these scholarships through our fundraising efforts. Individuals and corporations are already taking notice of this cause."

This year's recipients are as follows: Randall Hall, son of Tedmund Hall, Los Angeles County; Steven Hall, son of Tedmund Hall, Los Angeles County; Stephen Hein, son of Larry Alan Hein, East Diablo; Nicole Herman, daughter of Steve Herman, Los Angeles County; Brian Michaelis, son of Lance Michaelis, Santa Clara City; Max Michaelis, son of Lance Michaelis, Santa Clara City; Alyssa Moore, daughter of Matthew Moore, Murrieta; Jamie Nunes, daughter of John Nunes, Contra Costa County; Tyler Nunes, son of John Nunes, Contra Costa County; Benjamin Ortega, son of Robert Ortega, Los Angeles City; Corbin Reed, son of Frank Reed, Visalia; and Colleen Smith, daughter of Richard "Chip" Smith, Ontario.

If you have questions about the Daniel A. Terry Scholarship or would like to become involved in the California Firefighters Endowment, please contact California Fire Foundation Director Vanessa Errecarte at (916) 921-9111 or verrecarte@cpf.org

You may also make a secure donation online at www.cafirefoundation.org.



Colleen Smith, daughter of Ontario Battalion Chief Richard "Chip" Smith, was presented a scholarship for \$2,000 and a laptop at an Ontario fire station.



WATCH THE VIDEO!

Take a photo of this barcode with your smartphone to see a video about our California Firefighters Endowment.

Making A Difference

Families Affected by Neuromuscular Disease Thank CPF

The families served by the Muscular Dystrophy Association are truly grateful for the incredible support from the **California Professional Firefighters**. The impact that CPF members make on families throughout California is immeasurable. Many of those people want to thank you in their own words:

"I am thankful for the men and women of the fire service for their selfless acts of heroism and kindness, and for integrity that transcends all other civil servants." - **Phil Kelleher, ALS**

"I love the firefighters because they take the time to go out there, no matter what

the weather is, and Fill the Boot for MDA! They have REALLY big hearts!" - **Abbey Umali, Charcot Marie-Tooth disease**

"My son Christopher had Duchenne Muscular Dystrophy and although he lost his battle to this hideous disease, our local Norco Firefighters continue to fight on even in his absence. Many give of their time freely not truly ever realizing how many lives they are helping! Words will never truly convey how much their dedication to the MDA has meant to my family and to thousands of others they will never know!" - **The Enochs Family**

"We are extremely grateful to the firefighters for choosing MDA as their cause because it gives our son a fighting chance for a quality of life that would otherwise not be realized." - **The Dumond Family, son Zack lives with Pompe's Disease**

"I am thankful everyday for the firefighters, not only for what they do each day but the extra things they do. Every year they get together and raise money for MDA kids. Thank you for your tireless work for MDA and my daughter Lexi." - **The Shoop Family, daughter Lexi lives with Spinal Muscle Atrophy**

"I'm always amazed at how much money the firefighters bring in when they help with our fundraisers. They are heroes for a cause that gives so much to help bring medical care and a smile to less fortunate kids." - **The Winberg Family, daughter Holly lives with Congenital Muscular Dystrophy**

"You're our heroes! Thank you for doing all the Fill the Boots and offering hope through the funds you raise." - **Mike Wernet, Mitochondrial Myopathy**

"They spend so much time and put so much effort to raise money for the MDA. I've had times where I've fallen and I'm stuck, I've had to call and the firefighters have always helped me get back on my feet. That's awesome!" - **Brian McGreevy, Limb Girdle Muscular Dystrophy**

"Firefighters are angels in disguise." - **Jon Herrmann, Duchenne Muscular Dystrophy**

On behalf of MDA, thank you for all that you do to provide help and hope to the families served by MDA. You are all true heroes in our eyes. We're in this together and we'll fight to the finish.

Please join us for our 2011 Boot Camps.

Southern California
Anaheim, February 3, 2011
Northern California
Pleasanton, March 1, 2011

For more information, please contact kcampbell@mdausa.org or your local MDA representative.



Contra Costa County Firefighters Local 1230 members Chris Bloch, Mike Cahill, Kent Clausen and Caz Karbo from left to right in the back row, and Dylan Bruce and Jake Bruce from left to right in the front row.



Redlands firefighter Rich Sessler and Abbey Umali

Everything's Coming Up Roses

Pipes and Drums Makes Its Debut at Rose Parade

The Pipes and Drums of California Professional Firefighters kicked off the new year in style, performing for the first time at the 122nd Rose Parade in Pasadena.

This year's parade theme was "Building Dreams, Friendships and Memories," and was presided by Food Network star Paula Deen as grand marshal. The show was aired on over a half dozen TV networks in the US and broadcasted in more than 200 countries.



Since its inception in 1999, the Pipes and Drums of California Professional Firefighters continues to bring the traditions and honor of our profession to firefighter memorials including the California Firefighters Memorial and the IAFF Fallen Fire Fighter Memorial. The group has also performed at events ranging from the Firefighter Olympics to the Firefighter Cancer Support Network's Gala Fundraiser with Jay Leno.



California Firefighters Memorial

Thirty-one firefighters who died in the line of duty were forever memorialized when their names were added to the California Firefighters Memorial in October.

Hundreds of uniformed firefighters, family members and dignitaries from throughout California gathered to honor the brave men and women who made the ultimate sacrifice to protect the lives and property of Californians. The ceremony, which is hosted every fall by the California Fire Foundation, featured a procession of honor guards, flagbearers and the traditional pipe and drum salute.

Located in historic Capitol Park, adjoining the California State Capitol in Sacramento, the Memorial carries the names of more than 1,100 firefighters who died in service since California became a state in 1850.

"This Memorial is not simply about the empty space we feel at the loss of these heroes. It is also about how they filled that space in life, and the legacy they leave for future generations," said **Lou Paulson, Chair of the California Fire Foundation and President of California Professional Firefighters**.

Among the names added to the Memorial were LA County fire captain **Tedmond Hall** and firefighter **Arnie Quinones**, who lost their lives in the devastating 2009 Station Fire, while struggling to save 50 people in their inmate fire camp.



CPF President Lou Paulson addressed the crowd about the legacy that these men and women leave behind.



Memorial Annual Ceremony 2010



Kathy Hall, widow of LA County fire captain Tedmund Hall, is presented a flag



Riverside City Engineer Garrett Coryell spoke about fallen firefighter Eric Botkin.



Tim Strack

CPF 1st District Vice President



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

National City Firefighters Launch Public Safety Campaign

Small locals can make a big impact. Case in point: **National City Firefighters Local 2744**. With a membership of 35, Local 2744 put together a successful public safety campaign that helped elect two new council members and raise awareness about the impact current staffing levels have on National City's community.

"We were tired of apologizing for our benefits and the work that we do. We simply used the IAFF model of community involvement, politics and information," said **National City Firefighters President Mark Beveridge**.

They began by creating and circulating an engaging online video that addressed staffing. They also put together a document called "Critical Considerations," which illustrated that the department now responds to nearly twice as many calls as they did 21 years ago with fewer personnel. Both items can be viewed on their website, www.nationalcityfirefighters.org.

To support the campaigns of their two endorsed council members and mayor, members walked precincts, hung door hangers and held election signs on their off duty hours. Firefighters also got involved in their community by participating in pancake breakfasts, little league baseball, high school football, the town's Spirit of the Holidays event and more.



National City Firefighters meet with city council members.



"We did it all for less than \$5,000. We supplemented manpower for money and our members went above and beyond. It seemed like we had a local of hundreds," said Beveridge.

In the end, their two endorsed council members were elected, giving them a majority on the council.

No New Hires in San Bernardino City Despite SAFER Grant

When **San Bernardino City Firefighters Local 891** received a SAFER grant, they hoped it would help solve their staffing issues.

Last year, the city wiped out 12 firefighter positions through attrition. This year, they've already lost six through attrition and although their SAFER Grant has come through, the city will not be replacing those positions lost. They're just banking the cash.

"In 1970, we had 207 firefighters on staff. This year, we're at 138, even though the population in San Bernardino City has grown immensely since then," said **Local 891 President Scott Moss**.

The local has been in negotiations since June and the council is using the current economic climate to strong-arm the local to make concessions. The local is already looking to next November's election to change the look of the council. They currently have three supporters on the seven-person council.

"Our membership is currently voting on a PAC increase to help us in the next election," said Moss. "The most

important thing we can do right now is politics."

Brea Fire Department is Restructured

When Brea City Council began exploring possible futures for its fire department last summer, two main options were floated: Brea could contract its fire services to Orange County Fire Authority or LA County Fire or it could restructure its fire department.

Brea Professional Firefighters Local 3776 pushed hard to contract to Orange County Fire Authority, but it was voted down by a 3-2 vote in favor of restructuring.

"Instead of enhancing services and saving money, the city opted to lower its quality of service and spend more money to keep local control," said **Local 3776 President Dan Gibson**.

In the restructuring process, nine line suppression positions were eliminated through attrition. With three people per engine, the city now browns out an engine whenever an engine is not fully staffed. The others are redistributed in the department for that shift.

What comes next is yet to be seen. What is known is that Brea Fire Chief Al Nero has resigned to accept a position as fire chief in Tracy, paving the way for discussions on a possible management consolidation with the City of Fullerton. More will be known by the first of January.

"The city is trying to iron out all of the details, but we're still in the dark. One thing is for sure. Brea is less safe as a result of this restructuring," said Gibson.

Chris Mahon

CPF 2nd District Vice President



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

Bakersfield Firefighters Join Bakersfield Police Against Measure D

There's power in numbers.

When the City of Bakersfield added Measure D to the ballot, **Bakersfield Firefighters Local 246** joined forces with the Bakersfield Police Officers Association to campaign to defeat the ballot initiative.

Measure D would make all public safety employees pay 100% of their employee pension contribution and would change their retirement formula from 3% at 50 to 2% at 50.

Together, the groups formulated a game plan, starting with a phone survey of voters in Kern County to test the waters. Fifty percent of those surveyed said they would vote against Measure D versus 37 percent who would vote for it. From there, the local sent out mailers, put up billboards and yard signs and spoke to local community groups that would listen. They also did a robocall and put out radio ads against Measure D.



Bakersfield City Firefighters Local 246's PAC President Bill Macauley stands on a street corner with a 'No on Measure D' sign.

Despite their coordinated efforts, the measure passed 55 to 45.

"We're grateful for the other locals who gave us monetary support to help our campaign," said **Local 246 President Bob Melton**. "We're also thankful for the police officers association for fighting along with us. It was the first time that our two groups have come together with a game plan and carried it out."

Newly Elected Supervisor Promises Pension Reform in Kern County

The worst has happened.

Zack Scrivner has been elected to the Board of Supervisors in Kern County. This is the same former Bakersfield City Councilman Zack Scrivner who spearheaded Measure D which passed in Bakersfield, rolling back pensions for police and fire in Bakersfield from 3% at 50 to 2% at 50.

Now he will have his chance to take his bite of the apple, countywide.

"The supervisor race that we lost will have a greater impact than the two city council seats we won," said **Kern County Firefighters Local 1301 Derek Robinson**. "The devil now sits on the Board of Supervisors and pension reform is coming, like it or not."

Scrivner has already promised to take his crusade for pension reform to Kern County, imposing the 2% at 50 formula to all public safety employees across the board.

Marathon Honors Firefighter Brother in Ventura

In November 2009, 23-year-old Ventura County firefighter **Bryan Banister** lost his life in a tragic freeway accident.

A year later, Ventura County firefighters honored his life and memory with a marathon in his name.

Banister's former crew and other supporters began their run in Oxnard and completed their marathon at a park near Banister's family home in Thousand Oaks. Roughly 50 people participated. The **Ventura County Professional Firefighters Association Local 1364** sponsored a post-race barbecue and helped volunteer.

It is the first of what organizers hope will be an annual marathon to remember their firefighter brother and raise money for charity. This year, proceeds benefited the Wildland Firefighter Foundation through the sale of T-shirts made for the event.

FFs Beat Cops in Make-A-Wish Foundation Flag Football Game

And speaking of charity, Local 1364 has also raised money for the Make-A-Wish Foundation of the Tri-Counties by playing a game of football.

The Gary Galloway Memorial Flag Football Game was held for the second

year in a row in November, pitting the Ventura County Fire Department against the Simi Valley Police Department. The game was started by Victoria Bolt, widow of Gary Galloway, a Simi Valley police detective who died of cancer in 2007.

"It was a lot of fun and gave us a chance to support a very good cause," said **Local 1364 President Chris Mahon**, who noted that the event also included live music, food, a car show and raffles.

This year's game was organized to help Chad Cardilino, a 4-year-old Simi Valley resident diagnosed with leukemia, whose only wish was to ride a train. The Make-A-Wish Foundation went the extra mile by surprising Chad with an Amtrak ride to Disneyland, along with paid accommodation and tickets for him to enjoy a theme park vacation with his family for several days.

And the cherry on top: the Ventura County Fire Department won the game – second year running – 48-6.



Simi Valley Police Department's Brian Young tries to stop Ventura County Fire Department's Zach Trottier during the Gary Galloway Memorial Flag Football game.



Ventura County Fire Department's Desi Rodriguez, left, and Ed Spafford, right, celebrates after their team scores a touchdown against the Simi Valley Police Department.

PHOTO CREDIT: JOSEPH A. GARCIA/VENTURA COUNTY STAR

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.



Lathrop-Manteca FFs See Wins on Fire Board, City Council

Lathrop-Manteca Firefighters Local 4317 had a lot to celebrate post-election after successfully campaigning for two fire protection district board members and one Lathrop city council member.

Retired firefighter Tye Peyton and special education teacher Bob Gleason, Local 4317's endorsed candidates, were elected to the Lathrop-Manteca Fire Protection District board.

"These two candidates will provide the fire district with strong and much-needed guidance," said **Local 4317 President Josh Capper**.

The local also supported Lathrop City Council incumbent Sonny Dhaliwal's campaign for re-election with yard signs and 4x8 street signs. They also sent out mailers and walked neighborhoods, hanging door hangers.

"Sonny has been a friend to firefighters since he was first elected to the council in 2006 and we are pleased to see him

continue his work with the council," said Capper.

Finally, Lathrop-Manteca firefighter-engineer Brandon Burlingame was also successful in his bid to join the French Camp-McKinley County Fire Protection District board. He was the top vote getter in a six-way race.

Stockton Firefighters Lose Binding Arbitration

When the City of Stockton put Measure H on the November ballot, **Stockton Firefighters Local 456** organized a plan of attack.

Measure H would change the City of Stockton charter involving firefighters by removing binding arbitration from contract negotiations and empowering the city manager to appoint a chief from outside the department.

With assistance from the political consultancy of Saggau-Derollo, Local 456 planned a grassroots campaign to roll out their "No on Measure H" message straight to voters. They walked precincts, posted signs, delivered mailers, paid for ads in the

newspaper and made presentations at neighborhood associations, nonprofit organizations and town hall meetings.

"In a nutshell, we had a very good reception from the public that we were talking to. We felt good going into the election, but we were being smeared by the city and the newspaper, which was the city's biggest mouthpiece," said **Local 456 President Dave Macedo**. Despite all of the hard work by

back to the late 1970s levels of 55 per contract. They are currently in the middle of an arbitration hearing and a ruling is expected mid-January.

"At which point, we'll be at the mercy of the city," said Macedo. "But we're staying motivated and we're going to keep fighting for staffing. My goal is to keep our firefighters safe."

Pioneer has New and Improved Fire Board

Pioneer Union Firefighters Local 4586 finally have a fire board they can be proud of.

After months of scandal, union grievances, Brown Act violations, complaints filed by citizens as well as the fire chief, and a sexual harassment case involving one fire board member and a female firefighter, the Pioneer Fire Board now has a new face.

This much-needed cleansing of the five-member board came, following the unexplained resignations of three Pioneer fire board members last August and one member who did not run for reelection in November.

"The board will be Walt Tyler, Rob Janzen and Russ Sime, who are all good guys, as well as a vacancy, which is expected to be filled by Ripley Howe, who is currently appointed and also a good guy," said **Local 4586 President Jack Daniels**.

The only wild card now is Don Ramos, one of the former board members who resigned after submitting his name for reelection to the elections office. He was also reelected in November by a large majority despite the controversy surrounding his exit and will be taking the seat on the board.

"We can't figure out why Don Ramos resigned and is now going to come back. My guess is to cause problems and to drive a wedge in the community against a benefit assessment or tax," said Daniels. "We still have our grievance against him that is open and are consulting counsel on our next move. One bad egg can spoil the whole carton."



Stockton Firefighters Local 456 Executive Board Member Steve Sprecht holds up a 'No on Measure H' sign in front of City Hall.



Local 456 Executive Board Member Paul Fariss does the same on a busy street in Stockton.



Lathrop-Manteca firefighter-engineer Brandon Burlingame, left, was elected to the French Camp-McKinley County Fire Protection District board. He is pictured with Serina Lee, who was also elected.

members, they didn't get the turnout they needed on Election Day and Measure H passed with 53% of the vote. This comes amid increasingly hostile negotiations between the local and the city. The city has threatened to decimate firefighter staffing levels, reducing their current workforce of 75 per contract

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.

Santa Rosa FFs Helps Elect Two New Council Members

For the 2010 election, **Santa Rosa Firefighters Local 1401** took a break from politics as usual. Instead, they tried new tactics to elect new firefighter-friendly candidates to Santa Rosa City Council and it paid off in spades.

It began last January, when the local recognized they needed to get new faces on the council. Instead of waiting to see who would run in the election, they actively recruited viable candidates to do the job.

For the first time, they turned to pro-business, pro-development candidates like Santa Rosa Redevelopment Agency chairman Jake Ours, planning commissioner Scott Bartley and small business owner Juan Hernandez.

"We want to bring more businesses into our community and get jobs created. Our City Council was creating too many roadblocks for businesses who want come to Santa Rosa and do business here," said **Local 1401 President Jack Thomas**.

Another tactic the local tried was opening honest dialogue with the three candidates that they were supporting. Local 1401 sat down with them and forged a spoken agreement on how to tackle rising costs of public employee pensions.

The local told them that the pension issue always comes up when the economy goes south and that the issue needed to be solved through a three-pronged approach: it needed to be solved at the state level, then assessed by a regional task force, then addressed by a team of local entities to come up with solutions.

"That created huge controversy with the incumbents, who tried to



From left to right: Local 1401 President Jack Thomas, SRPOA President Alan Schellerup, Councilman-elect Scott Bartley, SRPMA Rep. Doug Schlieff, Council candidate Juan Hernandez and Councilman-elect Jake Ours discuss pension reform.

use it against Local 1401's endorsed candidates, saying that we were attempting to make a 'back door deal.' Eventually they backed off," said Thomas.

The local also got involved in an independent expenditure called Citizens to Clean Up the Mess at City Hall, which consisted of other groups in Sonoma County and the North Bay. Ours and Bartley were both elected and Local 140 now has friends in four of the seven city council members.

"I think we learned a lot this election cycle," said Thomas. "We really went outside the box, so to speak, this year as far as not just endorsing the so-called pro-labor candidates that our local labor council was endorsing. We tried some new things and what we did worked."

E-Board Manual Helps New Officers in Berkeley

Berkeley Firefighters Local 1227 has unveiled its first executive board manual to help new officers learn the ropes and improve the succession planning within an IAFF local.

The shared document features a range of items to bring e-board officers up to speed including the roles of officers and scheduling and preparation details for executive board meetings, labor management meetings and general membership meetings, as well as the resources available from the IAFF and how to access those resources.

"It's been a year in the making," said **Berkeley Firefighters President David Sprague**. "We've asked all of our current e-board officers as well as other 4th district presidents to perform a 'brain dump' so we capture a wide spectrum of helpful tips and tricks."

When completed, the document will be shared with any IAFF local and Sprague hopes that the 53-page e-board manual will help new officers make a swift and smooth transition when joining an executive board.

Voters Defeat Local 1319's Measure R

Palo Alto Firefighters Local 1319's

Measure R held the promise of staving off brownouts and station closures or relocations in a down economy. It would have amended the city charter to hold two public hearings and require voters to approve any staffing reductions or fire station closures by the city council.

But the measure was defeated by nearly 75% of the vote winning.

"The end result had a lot to do with all of the hype around pensions and salaries of public employees," said **Local 1319 President Tony Spitaleri**. "We're being painted the bad guys when we are trying to protect public safety in our city."

Palo Alto Firefighters currently have a minimum of 30 firefighters on duty every day and the city is seeking to remove minimum staffing levels. Since the staffing levels are in their contract, the only way that the city can break minimum staffing is if they go to arbitration.

The local has been in negotiations since July and is currently awaiting staffing studies from ICMA and TriData.

Michael Massone

CPF 5th District Vice President



CPF District 5 represents federal firefighters across the state of California



Congratulations! WE DID IT! The men and women of this great union pulled together and elected all of our endorsed constitutional officers. We also had great successes in the Assembly and Senate, electing and re-electing our friends and those who have pledged to work with CPF and labor to get our great state back on sound financial footing. I am highly optimistic that by working together we can overcome the great difficulties our members and families are currently facing.

This past election season, I had the opportunity to travel and listen to our men and women in the firehouses, who were all struggling with the same problems: Layoffs, budget cuts, reduced staffing, cross-staffing, brownouts ... and the creative list goes on. What this really means is there is an increased risk to our members and the public. As firefighters, we will always get the job done, often at great personal risk and sacrifice. This union remains committed to continuously assessing the needs of our members and providing the tools, resources, laws, regulations and standards to

ensure that the men and women in the firehouse can do their jobs, day in and day out, without compromise to the public or themselves.

Max Steir, president and chief executive of the nonprofit Partnership for Public Service, recently published a compelling article in the Washington Post, highlighting facts surrounding pay freezes, layoffs and the size of "big government."

- **Federal employees aren't the top earners.** "Federal employees make on average 24 percent less than their private-sector counterparts. But the government does not have a pay system flexible enough to recruit the best talent and pay in accordance with the market," says Steir.
- **History shows that pay freezes and layoffs don't equal significant cost savings.** "When the Clinton administration cut government jobs, overall federal spending still increased. Reagan's 1981 hiring freeze fell apart when routine exemptions were granted to fill urgent demands, such as for VA doctors or military support personnel," Steir says.

- **To balance the budget, it's not enough to cut federal staffers or their salaries.** "If the work of federal employees is simply contracted to the private sector, the savings could be minimal or the move could even cost us more. If government employees are not replaced, the government would save at most \$20 billion annually, or roughly 0.5 percent of total budget outlays," says Steir.

As Steir notes, tougher decisions need to be made to help our flailing economy. As firefighters we stand committed to working as partners with our employers to reduce costs, increase efficiencies and work within our means, but these cuts shouldn't be made on the backs of public safety employees, nor should they hamper our ability to perform our jobs safely and effectively. This union remains committed to our core values of promoting fair wages, fair hours of work and safe working conditions for all. I greet the New Year with hope and anticipation of better things to come.

Stay Safe,
Mike

Local F-33 Thinks Pink for Breast Cancer Awareness

Federal Firefighters Local F-33 was tickled pink to spotlight breast cancer awareness month in October.

Following a resolution passed at this year's **IAFF Convention** which encouraged members to take part in breast cancer fundraising efforts, Local F-33 designed a pink duty shirt with help from **Firefighters Print & Design**.

Through the sale of these shirts for members and the public, the local was able to successfully raise \$6,000. Proceeds benefited the Susan G. Komen Breast Cancer Foundation and the Firefighter Cancer Support Network equally.

"It was the first year we did something like this and it was an amazing success," said **5th District Vice President Mike Massone**. "We ordered 500 shirts and we nearly sold all of them."

The third week of October was designated breast cancer awareness week for the local and all members were encouraged to wear their pink

duty shirts to work. In addition, local members participated in the Susan G. Komen Race for the Cure in Temecula, where members ran to raise money for the breast cancer charity.

Communities Support Injured Vandenberg Sergeant

Vandenberg Tech. Sgt. Bob Butler is recovering at the Veterans Affairs hospital in Palo Alto, months after an improvised explosive device detonated while he was stationed in Kandahar, Afghanistan.

The same attack killed his colleague, **Vandenberg Senior Airman Daniel Johnson** and seriously injured six other soldiers.

Days after the attack, Butler was airlifted to Bethesda National Naval Medical Center in Maryland for surgeries and treatment and his wife **Erin Butler**, a Vandenberg Air Force Base firefighter, traveled to be by his side.

Since then, the couple has been overwhelmed by the outpouring of support from the military and firefighter community, particularly the Bethesda firefighters' local and **Palo Alto Firefighters Local 1319** who have offered support to the couple and their family. So far, Erin has been able to be with her husband, without suffering any financial hardship.

Recently, Erin has filed for leave donations since the federal system does not allow her to be on administrative leave. Fifth District Vice President Mike Massone and **16th District Vice President Jim Johnson** have been circulating the donation request to the network of federal locals that can help her. In addition, the Wounded Warrior Project, which meets the needs of injured service members, presented Erin with a check to help her cover any financial burdens while Bob is recovering.

"The military and firefighters working together will continue to support Bob, Erin and their family through this time," said **Vandenberg Professional Firefighters President John Crotty**. "Our prayers and thoughts go out to them, as well as Senior Airman Daniel Johnson's family and the Explosive Ordnance Disposal (EOD) community that they both were a part of."



From left to right: Local F-33 members Eric Delfierro, Jordan Leithem, Ron Larsen (who is Local F-33's vice president) and Paul Smith wear pink duty shirts in support of breast cancer awareness.

Bob Wolf

CPF 6th District Vice President



CPF District 6 represents CDF Firefighters, Local 2881



Schwarzenegger Era Ends

Arnold Schwarzenegger swept into office, subsequent to the people of California losing interest and affection for Governor Gray Davis.

During the transition period, CAL FIRE was also enduring one of the worst fire seasons in California history.

Governor Gray Davis invited Governor-Elect Schwarzenegger to view the work of firefighters and participate in enhancing our infrastructure needs. In fact, the Blue Ribbon Commission, which was the public safety highlight of the Davis administration, was adopted in total by Governor Schwarzenegger. The action hero movie star proved throughout his administration that his interest in firefighting was much greater than merely being a figurehead.

In spite of extraordinarily difficult budgets, Governor Schwarzenegger was always a strong proponent of CAL FIRE and was willing to put his own political capital on the line to guarantee that firefighters had the tools needed to do the job.

Governor Schwarzenegger and his estimable Chief of Staff Susan Kennedy also kept an open door policy when it came to contract negotiations. While the ultimate resolution of the contract resulted in significant concessions on the part of public safety, it is also true that Schwarzenegger's personal regard for firefighters was reflected.

Unlike other fire departments, the state legislature and the governor act as our board of supervisors. We believe that Governor Schwarzenegger did a remarkable job of working with CAL FIRE in fulfilling our mission to help protect the citizens of California.

We are proud to have worked with Governor Schwarzenegger. We wish him the very best.

Staffing Study

CDF Firefighters Local 2881 has long been concerned that engine staffing levels have not been translated into a credible study. As a consequence, we willingly funded a staffing study that was conducted independently, with complete autonomy, and using verifiable study tools that can be replicated by other scholars, to clarify appropriate staffing levels.

The end result certainly makes it clear that initial attack is demonstrably enhanced by having appropriate staffing levels.

OSHA is not off the mark when they suggest that the standard should be 4-0 staffing. On Schedule A contracts, it allows for the safe intervention during structure fires, and for wildland fires it plays a key role in the efficacy of immediately attacking a fire.

We were extremely careful not to influence the study in any way so that the results belong to San Diego State University itself, and can become a non-partisan reference for individuals interested in fire response. Clearly, the study will be a part of the discussion of 4-0 staffing in the future.

From my own personal experience, I always thought that anything less than 4-0 staffing represented unneeded dangers to the community and unwarranted risks to firefighters.

Elections

All of us in California have learned that the only thing more predictable than fire season is election season.

We were proud to stand with California Professional Firefighters to endorse and support the candidacy of Jerry Brown for governor.

It is stunning that Jerry Brown ran against an opponent who was able

to immediately access \$150 million to take her from being a virtual unknown throughout the state, to one of the most famous individuals in the country. Unfortunately, much of the campaign was mean-spirited and we were dismayed to see that in spite of the concessions we made, there were still attacks on collective bargaining and the fair treatment of public employees.

It is true that there were some distinctions made for the work that public safety does, but we also view it as unconscionable that Wall Street shysters have ravaged the economy and hardworking union men and women have unfairly taken the brunt of the backlash in this ugly economic situation.

We are interested in seeing the new changes that will occur with redistricting. The people of California decided to take away the ability of the Legislature to choose their own constituents. Even more, the open primary system excludes

candidates from even saying which party they represent and voters will be encouraged to look closely at the individual qualities of each candidate.

Whether or not this is a positive solution and whether or not the Legislature will allow party affiliation to be kept from the ballot will be part of the new dynamics when voters go to the polls in 2012.

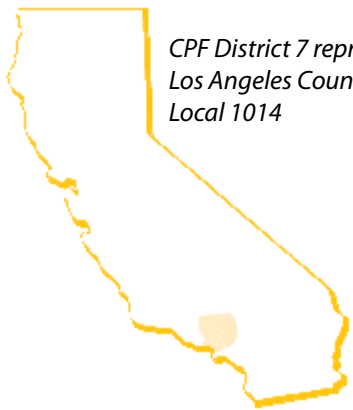
California Firefighters

CDF Firefighters Local 2881 wishes all of our brother and sister firefighters throughout California good fortune in 2011. I know that the Legislative Analyst's Office is suggesting that an economic turnaround in California is still four to five years away, so it is certainly important that all of us work together to not only fulfill our primary mission with older engines and equipment that should probably be replaced, but that we also educate the people of California on the critical nature of the work we do.



Dave Gillotte

CPF 7th District Vice President



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



member, first with the City of Covina until John and his crew brought them into the County. He served as a hard working director at Local 1014 until he ascended to 2nd Vice President and we owe much of our success in negotiations and operational issues to John's leadership.

We also say goodbye to **1014 Director Paul Rusin**, a career firefighter for over 20 years who was at the center of our Contract City PAC work. Paul is on the Captain's Promotional List. We look forward to seeing "Captain Rusin" lead crews into battle!

Local 1014 Executive Board Elections

Local 1014 just finished another union election (every two years, everyone is up) and all **Local 1014** incumbents were strongly re-elected with **Dave Morse** moving up to 2nd Vice President. Congratulations to **John Smolin** (Treasurer), **Dave Lopez** (1st Vice President) and returning Directors **Lew Currier, Will Pryor, Andy Doyle** and **Pat Dolan**. Also welcome two new directors, **John Tuck** and **Al McConnell**, who each have over 27 years of experience on the job and have been helping us in committee and political action events and tasks for years.

Continued Local 1014 Tradition

We will continue our work as a "**Team of Ten**" and I have been given the privilege to once again lead the team as their quarterback. This will be my tenth year of service as president and fourth

as a director. We consider our union to be one of the historic top producers in the fire service union world. With past leaders like **Al Whitehead** and **Dallas Jones** and now our generation of leaders, we are quite proud to be such an integral part of not only our own operations, but of CPF and **IAFF**. We have buried and remembered too many of our own this year and we work not only for ourselves, but in their honor, as well.

Most notably and in our hearts is the work we all did to see the **William "Dallas" Jones Cancer Presumption Act of 2010** become a reality. I know I join **Al Whitehead, Harold Schaitberger, Dan Terry, Lou Paulson** and the Local 1014 Executive Board and membership in smiling at CPF's hard work that took the original Local 1014 Cancer Presumption Bill and expanded it in Dallas' honor, while we elected the governor who signed the original bill, Jerry Brown! Thank you to all CPF brothers and sisters and staff for making this a reality.

As we prepare for the work ahead at the state through CPF, the federal issues through the **IAFF**, and our local fights involving our memberships, we at Local 1014 will again work as a team of ten, representing a membership of over 3,200, in a family of over 30,000 statewide and over 300,000 internationally. We are proud to be affiliated with CPF and **IAFF**, and whether a large local or a small local, we unite and work with the strength of "one member - one vote" ... "minority voices heard and majority vote rules" to fight as "one voice." This will be our strength in our fights ahead. Solidarity!

With 2011 ahead, we have much to be thankful for as paid professional firefighters.

We are fortunate to have a job that allows us to take care of others, fix problems for folks on their darkest days, protect lives and property and earn a living that allows us to take good care of our own families.

The slow recovery of the economy has hit all of us hard, but it's also hit our friends and neighbors. They are the taxpayers who fund the economy, fill our municipal coffers and who have shown us the utmost respect, even in tough times.

As we move forward, we must always be mindful of the sacrifices our citizens are making and continue to make in the economy. We have earned and worked very hard to put our occupation where it belongs, relative to the pay and benefits. But taxpayers are hurting, and their municipalities are in trouble. We can't forget that.

At the same time, we need to rely on real math and not fabricated, overreaching fiscal crisis cries from city managers and elected officials, who seek to tear down everything we have with the perceived leverage they have. It really boils down to two main components: staffing and salary/benefits. That is where the rubber meets the road in math class.

Political Action Makes It All Happen

For **Los Angeles County Fire Fighters Local 1014**, we have been more active than ever in our political action program. This last election cycle was a barn burner for Local 1014 members. We had our members rallied up and they brought their wallets, their walking shoes and their voices for the phones.

- Our union hall was converted into the East Los Angeles voter outreach

program for the LA Federation of Labor component of Latino and Labor Voter Outreach – a key factor in successful get-out-the-vote efforts in LA County.

- We had nearly 80 phones with predictive dialing through computers and 100 to 300 precinct walkers per day in the last month going into the election. We hosted a couple of CPF-sponsored nights and CPF members, **President Lou Paulson** and the **1014 Executive Board** came out to work and work they did!
- In Pomona, we fought a battle to keep two of our incumbent council members and elect a newcomer. In the end, after mountains of PAC dollars spent, more mail than Santa dealt with, television ads, partnering, phoning and walking precincts, we did the impossible: we went 3 for 3 in the election.
- We helped reelect two incumbent council members back in a hailstorm of controversial issues and we helped elect a 24-year-old unknown Latina Republican over a seated long standing incumbent.

We were also pleased to see CPF-endorsed candidates for statewide elections win their battles, most notably, the election of Jerry Brown as governor. With the infamous Meg Whitman threatening to take away retirement security and our collective bargaining rights, this was the highest priority at the state level.

Thank You For Your Service

Local 1014 will say goodbye to two Executive Board members who have been critical to our operations for so many years. **Second Vice President John Bishop** who retired from the job about a year ago and just finished his last term on our Executive Board can enjoy his well deserved retirement. John Bishop has been a firefighter for over 30 years and spent most of his career working as a union board



Local 1014 members phone banked for Jerry Brown.

Pat McOsker

CPF 8th District Vice President



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



Local 112 Elects Officers, Reaches Tentative Agreement

Happy holidays to everyone. I hope 2011 will be a happy, safe and prosperous new year for all of California's professional firefighters and their families. If November's California election results are a harbinger of things to come, perhaps 2011 will be all of that. Let's hope so.

Like many of the rest of you, we at Local 112 held an election of our own recently. I was lucky enough to win my race and will therefore serve what is most likely my last two-year term as president of **Local 112** and as CPF 8th district vice president. I'd like to personally congratulate all of the other winners in our contest and to thank everyone who ran for office. Democracy works best when service-minded people get involved in it.

I wish to extend special thanks and appreciation to two of the best warriors ever in our union movement: **Paul Gilbrook** and **Dave Pimentle**. While Paul and Dave did not win their contests for reelection as Local 112 principal officers, their work and dedication to union members cannot be over-complimented. They both spent many years working full-time at Local 112, serving their fellow firefighters. On behalf of the members of United Firefighters of Los Angeles City, thank you Paul Gilbrook and Dave Pimentle for making UFLAC better, stronger and more unified.

As you can imagine, there were strong undercurrents in our election of officers. Like the rest of you, these past two years have been tough for Local 112 firefighters. Deep unhappiness with "the way things are" affected the vote. For most of our members, the biggest disappointment has been brownouts. LAFD brownouts are the daily closures of 15 fire companies, nine ambulances and three paramedic

supervisors. They've gone on for more than a year now and have had a major impact on the safety and financial situation of nearly every LAFD firefighter. For Local 112 members, this election was an opportunity to register deep displeasure with management's brownouts and the union's inability to make them stop.

With the election now behind us, we are in a full-court press to achieve a fair contract that will end the brownouts of fire companies. While we are close to that goal, it remains to be seen if the last pieces fall into place or not. At this point in time, we have a tentative agreement, but the City is jeopardizing the deal by refusing to include contract language which properly reflects exactly what we've said at the table. If they don't give us what want, we won't recommend the deal to our members ... and brownouts will likely continue until some disaster occurs that enrages the public.

That would be a terrible shame, of course. We recognize that these are difficult times and that we all have a responsibility to do our part for the greater good. There is no question that cities and counties all across the country have lost revenue and are struggling to provide basic services to communities. It's also clear that the public's perception of firefighters has shifted with the change in their own fortunes. We used to be viewed as America's properly-compensated, richly-deserving heroes, but many people now see us as the lucky, last remaining middle-class workers who still enjoy decent pay, lifetime healthcare and defined benefit pensions. Naturally, they are asking, "Why those guys and not me?"

Given this reality, Local 112 leaders have tried to be realistic, as well. Our goal has been to manage the voters' and elected officials' clamor for

"reform" of our benefit structure as best we can, and to achieve outcomes that we can live with. With that in mind, we recently worked with our partners in the Los Angeles Police Protective League and with elected officials, developing a pension-reform measure for newly hired police officers and firefighters that will go on the ballot in March of 2011. While the new deal has an increase of the employee contribution rate, it is still a 90% defined benefit pension for those who work a full career in public safety. That has to be something that we can feel pretty good about in these tough times.

We used the same strategy in our recent contract negotiations, and reached a tentative agreement that I feel reasonably good about, as well. There are certainly no great gains in this contract, only give-backs.

But in the same manner as with pension reform, Local 112 negotiated concessions that are reasonable, and are as limited and as smartly targeted as possible. If all goes as planned – if the City will now honor the agreement that we reached at the table – we will put the deal to a vote and give our members the choice on a sensible contract. It will be one that silences the many critics out there who are painting firefighters as "hogs at the trough" and who would love nothing more than to take everything away from us before the economy comes around and the pressure is off.

Our enemies are about to learn once again that firefighter union solidarity beats mean-spirited ideology every time. They forget that tough times never last, but tough people do, and that no one is tougher than a California Professional Firefighter.



Health and Safety

Sacramento Firefighters Shed Light on Organ Donation in New Video



Sacramento firefighter paramedic Rob Walters presented information about organ donation, from a first responder perspective, at the National Learning Congress.

For Sacramento firefighter paramedic Rob Walters, organ donation used to be the farthest thing from his mind when responding to an accident scene. Not anymore.

Today, Walters and other Sacramento firefighters are hoping to change the way first responders view organ donation, through their support of a new training video.

The video, released in November, takes first responders behind the scenes to show what happens when a patient does not survive and becomes an organ donor.

The seeds for the project were planted in 2007, following a devastating collision between a Sacramento City fire truck and a small car carrying two college students.

One passenger in the car died instantly. The second received trauma care from Walters and his crew. Unbeknownst to them at the time, they would become part of a chain of events that would forever change seven people's lives.

A team headed by retired Sacramento Fire Captain Jim Doolittle and his wife Katherine Doolittle, a community outreach manager from Golden State Donor Services, came to the Sacramento City fire station weeks later to let the first responders know what transpired after that call: Their patient became an organ donor that helped save seven people waiting on the donor list.

"It was unbelievable to hear that much positive come from such a horrible situation," said Walters. "The biggest thing that struck me was being able to identify a situation in which it may actually be

an organ donation possibility as opposed to just identifying somebody that will not live."

It was a life changing moment for Walters.

He was deployed to Afghanistan shortly after that as a flight medic with the California National Guard. Here he applied the knowledge he gained to the field.

In Afghanistan, he served countless patients with severe head injuries – many of whom clearly would not survive, but could help others through organ donation.

"It really made what was very dismal and despairing a lot more bearable," said Walters.

Walters later found out that his efforts helped save the lives of 36 people, after ten of his patients with neurological injuries were airlifted to Germany and became organ donors.

Walters has since helped promote the new training video, speaking most recently at a sold-out session at the National Learning Congress, an annual gathering of organizations supporting organ donation and transplant, about his experiences. He received three standing ovations and met the man who received the heart transplant following the Sacramento accident in 2007.

"Now when I am tending to a patient and know that this is going to be a fatal outcome, I still know there's hope for what may come of it," Walters said.

To view the free online training video, visit www.donatelifecalifornia.org/firstresponders. First responders can receive one continuing education credit if they answer an online quiz after watching the video.



Sacramento Metro firefighters participated in the organ donation training video shoot.

California Fire Fighter Joint Apprenticeship Committee

Hundreds Attend 2010 Firefighter Career Expo

What does it take to be a firefighter? Hundreds of potential firefighter recruits had a chance to see for themselves at this year's **Firefighter Career Expos** held at Orange, Livermore and Sacramento CPAT Centers in October.

Sponsored by the **California Fire Fighter Joint Apprenticeship Committee (CFFJAC)** and its **Commission to Recruit Women for the Fire Service**, the Firefighter Career Expos are designed to give candidates - particularly women who may have never considered becoming a firefighter - an up close and personal look at a career with the fire service.

"The Firefighter Career Expos are a great way to get your foot in the door," said **Alameda County female firefighter K.T. Erhardt**, who met and was mentored by **Alameda County Public Information Officer Aisha Knowles** at the 2007 CFFJAC Firefighter Career Fair in Livermore. "I wouldn't be where I am today if I hadn't attended this event. I'm here this year in the hopes that I can help someone else in the same way."

Attendees had the chance to talk to professional career firefighters and fire department representatives like Erhardt, as well as try their hand at the **Candidate Physical Ability Test (CPAT)**, the firefighter test which has become the industry standard.

"The CPAT is not easy, but it lets you know what you need to do to get in shape," said San Francisco resident Kate Hannigan, who wants to be a firefighter paramedic. Hannigan had the chance to throw ladders and carry heavy equipment - two of the eight events that comprise the CPAT - while receiving one-on-one guidance from firefighter proctors. Female and male proctors were on duty all day to show attendees how to take and pass the CPAT.

"Even in our down economy, we're always looking for qualified candidates to join our ranks," said **CFFJAC Chair Dan Terry**. "Our annual Firefighter Career Expos give us the opportunity to showcase our profession and inspire new recruits to consider this rewarding career path."



WATCH THE VIDEO!
Snap a photo of this barcode with your smartphone to find out more about the 2010 Firefighter Career Expo.

Your Online Fire Service Connection



Find it here ... find it fast ... find it FREE

The California Fire Department Directory is your free up-to-date online resource for basic information about the fire service in California.

Complete: Current contact info, web addresses and even MACS designations

Up-To-Date: Directory is updated monthly

Searchable: Search by county or department name

Downloadable: Those who need it on paper can download a copy for FREE!

www.cpf.org

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

Protect Yourself!

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

In short, you need proof!

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

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

HEROISM CAPTURED

Every year, California Professional Firefighters invites photographers to share their unique view of the front lines with us through photos. This year, we've received a stunning array of images that honor the profession of firefighting and speak volumes about the everyday acts of heroism of first responders.

Thank you to all who submitted photos in this year's contest. Keep the cameras handy – the 2011 contest will be announced in the summer.

2010 CPF PHOTO CONTEST WINNERS

1st Place

Craig Rose

Smoky haze lends a sepia-toned beauty to this scene, showcasing firefighters working through the night, battling unseen danger.



2nd Place

Chris Nichols

A wall of fire silhouettes a lone wildland firefighter, bravely standing his ground in the face of Mother Nature's fury.

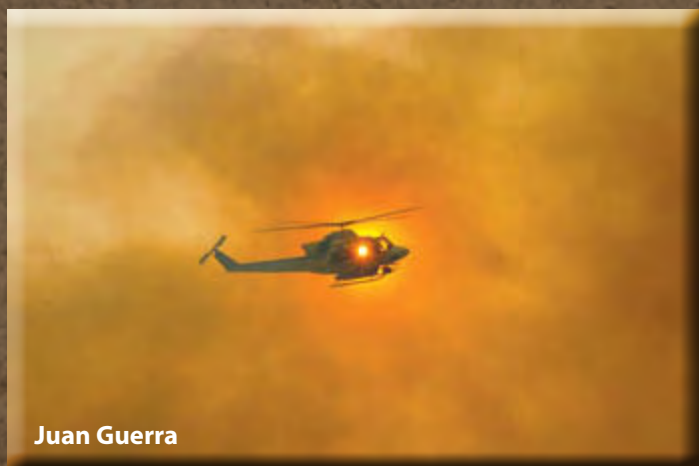


3rd Place

Wes Schultz

Even water glows like a crimson laser in this scarlet-hued vantage point of one first responder.

HONORABLE MENTION



Juan Guerra



Fred Allison



Jeff Zimmerman



SEE THE PHOTO GALLERY!

Check out this year's CPF Photo Contest winners as well as some of the other amazing entries we received this year! Take a photo of this barcode with your smartphone!