



CALIFORNIA PROFESSIONAL FIREFIGHTERS

A NEW ERA IN **WORKERS' COMP PROTECTION**

Historic 2012 Reform Corrects Unbalanced Schwarzenegger-Era Law

After eight years under a crippling Draconian “reform” that failed to produce the employer benefits promised, injured workers will finally get some relief in 2013.

In a landmark agreement forged between organized labor and the employer community, Governor Jerry Brown has signed historic legislation to reform the Workers’ Compensation system. The workers’ comp reform measure – SB 863 by Sen. Kevin DeLeon – reverses some of the most extreme aspects of the 2004 Workers’ Compensation “reform” pushed through the Legislature by then-Gov. Arnold Schwarzenegger.

Under the CPF-backed reform measure, permanent disability payments will increase by 30 percent, red tape will be cut and a truly independent medical review process is established. Employers, meanwhile, will see their costs go down and will avoid a potentially massive hike in Work Comp insurance rates.

“This historic measure corrects many of the most extreme aspects of the Schwarzenegger law, while maintaining the cost-control needed to prevent another workers’ comp ‘crisis,’” said CPF President Lou Paulson. “It is truly a ‘win-win’ for employers and employees.”

The drive to reform Workers’ Comp began in early 2012, when Governor Jerry Brown assigned the state’s Department of Industrial Relations to bring labor

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CALIFORNIA FIREFIGHTERS MEMORIAL

I just wanted to say thank you for putting together an amazing memorial for the firefighters that we lost during the last year.

Your hard work, professionalism and compassionate touch were obvious to us throughout the ceremony. I have greatly appreciated your friendship and assistance during the last year, (Foundation Director Hedi Jalón) so graciously helped us move through this very difficult year helping us recognize Andy and his years of service. Please know that your support and program helped us with our healing process personally, as a department and most of all for Andy's family that attended!

Please know (the California Fire Foundation) has a special place in the hearts of Local 3440 Firefighters. Next time you are down south please let us know so we can begin to portray our appreciation for all that you have done for us over this last year!

Tom Devlin
President, Arcadia Firefighters Association, Local 3440

My congratulations to the entire staff of CPF and the California Fire Foundation for putting together a very special celebration for the tenth anniversary of the California Fallen Firefighters Memorial. The special evening celebration with the candlelight walk, illuminated Memorial Wall, "Holding the Line" and "Fallen Brother" memorials were stunning visuals and will long be remembered.

It is not possible to put into words sufficiently how well received the 10th anniversary book was and everyone is still talking about it.

Thank you for allowing me to speak to the audience on Friday evening. It was a special time and I was so pleased to see the massive turnout. Without fail, the Pipes and Drums were stunning. When they began their march from the steps of the Capitol, we could hear the bass drums as we stood at the Memorial site. You knew then this was going to be emotional. I held it together until I heard the familiar beginning chords of "Amazing Grace." No pipe and drum corp anywhere in the world does it better than the CPF Pipes and Drums.

Staff members of CPF seemed to be everywhere a need or question begged to be addressed. They are always kind, thoughtful and courteous.

Thank you for once again for honoring our fallen firefighters. You are all very special.

Mel and Valerie Enslow
Parents of fallen firefighter Kenneth Enslow

It is with my heartfelt words that I extend my thank you again to everyone who worked hard to make the weekend's Memorial events so honoring and memorable.

My family and I were very impressed with the events and know that it takes a lot of detailed time to put special ceremonies like that together.

When I was writing my brother's tribute on the Facebook page, another tribute caught my attention; that of another younger firefighter who was killed on the cargo plane. (Even now I become teary eyed just thinking about him.) So I tucked my thoughts of this young man away into my memory. And wouldn't you know it, I sat just across the aisle from this young man's father and family during Saturday's ceremony.

After the ceremony I was able to catch several snippets of time with them, mostly talking to the father, some with the wife and daughter, as we lingered after the ceremony or walked to the south steps of the Capitol, then walked back over to the Memorial Wall.

I don't think that I can put into words what this time was like for me, but it was so very meaningful.

We will never forget.
I look forward to the times that we will visit the Memorial Wall in the future.

Marina Rogers
Sister of fallen Tulare Co. Firefighter William Rodat

On behalf of the Thomas A. Gould family, I would like to thank you and the California Fire Foundation for the inspiring and heartfelt weekend we spent with you.

The honor for Tom meant so much for Walter and Rachel, his children, and it is an honor I will never forget.

The event was beautifully organized, and we felt very welcomed. The ceremonies for the tenth anniversary of the Wall and the 2012 inductees were very impressive.

Our thanks to all who took part and we look forward to seeing you in the years to come.

Elizabeth Gould
Widow of fallen San Bernardino City Firefighter Thomas Gould

STAYING PREPARED

I am writing to extend my sincere gratitude for your support of my confirmation as Secretary of the California Emergency Management Agency (Cal EMA). I certainly appreciate you taking the time to speak on my behalf before the Senate Rules Committee on January 9, 2013.

Since my appointment by Governor Brown, I have worked diligently to provide the necessary leadership to advance our shared vision of safety and preparedness for all Californians. I appreciate your support and I value our collaborative relationship, which allows us to build upon our efforts to ensure that California remains a national leader in homeland security and emergency management.

Together we have much work ahead of us as we ready today and plan for tomorrow. With your continued support, I will direct the Cal EMA with the steadfast goal of creating resilient communities through preparing for, preventing, responding to and recovering from all hazards.

Mark S. Ghilarducci
Secretary, Cal EMA

SHOWING OUR COLORS

I want to extend our sincere gratitude for allowing us to borrow the California Professional Firefighters' Garrison Flag to use at the memorial service for City of Galt Police Officer Kevin Tonn, who was killed in the line of duty. During the services and reception I received a number of compliments about having it on display for the event.

Displaying the flag demonstrated to all in attendance, including Officer Tonn's family and law enforcement colleagues, a level of respect and honor befitting a fallen officer. Thank you for allowing us to use it.

Tracy Hansen
Chief, Cosumnes CSD Fire Department

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Always Vigilant



LOU PAULSON

“For those of us who represent you, vigilance will continue to be the watchword in 2013 and beyond.”

With the dawning of 2013, most outward appearances suggest that the hard times for California ... and California firefighters ... may be ebbing.

In January, Governor Jerry Brown submitted a budget that, for the first time since before the Great Recession, did not carry a deficit. Brown's announcement came just a few months after a remarkable November election that saw the defeat of an insidious effort to silence your voice in the public debate (Proposition 32) and the passage of an initiative that will bring a measure of fiscal stability to our debt-wracked state (Proposition 30).

Even the anti-pension mania that has preoccupied policy makers may have turned a corner: Former Los Angeles mayor Richard Riordan dropped efforts to push a pension rollback for that city and one of the most notorious anti-pension activists has conceded that "nothing is really happening at the state level."

It's no exaggeration to say that the collective power of California's firefighters played a role – direct or indirect – in each of these promising developments.

- Exit polling from the November election indicated that the percentage of firefighters voting No on 32 was the highest of any labor union in the state.
- By most accounts, the passage of Proposition 30 was helped across the line by the firefighter-fueled turnout against Prop. 32.
- Dozens of CPF-affiliated locals have effectively used the collective bargaining process to implement retirement concessions that have helped blunt the progress of the pension haters.

In addition to these high-profile victories, there have been some quieter, but no less noteworthy accomplishments.

In 2012, after a remarkable collaborative effort involving organized labor and the employer community, Gov. Brown signed a landmark Workers Compensation reform. The measure rolled back some of the more onerous takeaways imposed by the so-called "reforms" of the mid-2000s. Benefits to injured workers increased dramatically. Employees' rights to independent medical review were strengthened. Red tape was slashed.

In the end, employers saw their workers' compensation costs go down, while employees saw their benefits go up: a classic win-win.

After several years of seemingly endless media attacks and tough recessionary bargaining, it is a relief to enjoy some success. But even though the wolves may not be howling as loudly, they are still lurking.

- In cities such as Stockton and San Bernardino, local officials are seeking to use the bankruptcy courts to win what they couldn't get in a straight-up

fight: the cancellation of their labor contracts.

- Texas billionaire John Arnold – a former Enron trader and hedge fund manager – has proclaimed pension reform as his cause-du-jour, and is threatening to bankroll local efforts such as those in San Diego and San Jose.
- The ongoing fight to preserve fire-based EMS and critical firefighter apprenticeship funding is expected to continue.

In short, the time to celebrate is long past. For those of us who represent you, vigilance will continue to be the watchword in 2013 and beyond.

In closing, I would like to welcome two new members of the CPF Executive Board: 6th District Vice President Mike Lopez, who represents CDF Firefighters Local 2881, and 8th District Vice President Frank Lima, who represents United Firefighters of Los Angeles City, Local 112. Both are experienced, dedicated union leaders who are committed to our collective mission of making life better for firefighters, their families and the communities they serve.

CFFJAC OFFERS UPDATED "FIGHTING WILDFIRES" TRAINING PROGRAM

California's wildland fires are a serious ongoing threat. The size and intensity of modern wildland incidents – as well as the ever-increasing risk to lives and property – routinely necessitate massive mutual aid response.

Teamwork and standardization are critical during these responses. Building common knowledge and skills is at the heart of the California Fire Fighter Joint Apprenticeship Committee's newest training curriculum update: "Fighting Wildfires."

Building on its groundbreaking "I-Zone" training, CFFJAC's "Fighting Wildfires" offers firefighters and fire departments a six-module protocol that combines specific instruction with exercises designed to put learning into practice. The modules include:

- Preparing For Wildfire Incidents
- Fire Behavior
- Safety & Survival
- Human Factors
- Interface Operations
- Wildland Tactics

The curriculum's modular structure allows for flexible use. Whether teaching an academy of recruits or conducting refresher training on shift, the materials needed are easily accessible. Use only what you need, when you need it.

"The JAC's 'I-Zone' training was one of the

first to address the increasing interconnectedness between fire departments in wildland fire response," said CFFJAC Chair Daniel A. Terry. "This comprehensive update is an important and timely addition to any department's wildland training."

The training materials provided in "Fighting Wildfires" include lesson plans, PowerPoint presentations, student information and activity sheets and exercises.

CFFJAC took great care to crosswalk this program with the NWCG 310-1, applicable sections of the California State Fire Marshal Firefighter 1 certification and the California Incident Command Certification System (CICCS). The course also incorporates the most current tactics and terminology adopted by FIRESCOPE.

CFFJAC-participating departments are eligible to receive the training package free of charge. Non-CFFJAC departments can purchase the curriculum for only \$600 per set. Your department can sign up online to order "Fighting Wildfires" – just go to www.cffjac.org and click "Training."

"As municipal strike teams are increasingly called to respond to ever-more-massive fires, CFFJAC's "Fighting Wildfires" provides rigorous, accessible training materials that will help firefighters get the job done and get home safely," said Terry.



EARN C.E. CREDITS WHILE YOU LEARN ONLINE CFFJAC Offers a Chance to Get More Out of Training

CFFJAC's commitment to building a better fire service extends beyond developing training. Whether it's TCM Online or Fighting Wildfires, CFFJAC training offers flexibility to meet the demanding and uncertain schedule of modern firefighters. This means you can earn your Continuing Education (C.E.) credits for the training that you are already getting on the job.

CFFJAC has also forged a partnership with Kaplan University, allowing firefighters to take their training in a familiar environment that can be accessed anywhere there's a computer.

For departments, the program is a winner for two reasons:

- Online courses are free to all California fire departments;
- CFFJAC's web-based, standards-based approach offers an opportunity to build more qualified firefighters without spending scarce training dollars.

Discover the CFFJAC advantage. Register today at (916) 648-1717 or via email at cffjac@cpf.org. Learn more about CFFJAC training at www.cffjac.org.

KEEPING OUR GUARD UP



LEW STONE

Emmitt Smith retired from pro football in 2004, after a stellar career in which he set many records, perhaps most notably his 164 career rushing touchdowns. He is remembered for the humble way he celebrated his entries into the end zone: He merely dropped the ball and kept running. No dance, no taunting of the opponent; just drop the ball and get ready for the next series. When he was asked why he did it that way, he simply replied that he "...wanted to act like he'd been there before."

Why mention Emmitt Smith? There is a parallel.

For the third time, we have defeated those who would desire to silence our voice in politics. Thankfully, we prevailed in our "No on 32" campaign. There is a temptation to do "the victory dance." What about a huge celebration where we applaud ourselves endlessly for another conquest of the obscenely rich who funded the attack on the working class?

If we're smart, we'll resist that temptation, drop the ball in the end zone and get ready.

There are already rumors that those behind Prop 32 are mounting up to come back with another attempt. Sadly, it is apparent that there are people in this country with so much money that they can engage in recreational initiative launches.

Their strategy centers around the belief that at some point, unionized employees become battle-weary; that organized labor cannot muster the resources to prevent their destroying our rights. That is the end game.

So what do we do? First, we must have the attitude of Emmitt Smith – humbly move forward from our victory in November. Secondly, we need to map out a strategy to prevent the initiative process from being commandeered by those who have a deep hatred for any worker with a strong union contract. And third, we have to chart a course that will provide the resources necessary to fight back in the future.

Our convention in April will afford us the opportunity to make good on the strategies outlined above. The decisions made in Glendale in two months will affect every local in the CPF, not just those in attendance. Our legislative and political agendas will be determined by the delegate body. This is your opportunity to be represented as these and many other decisions are made which will shape our future.

We may have beaten these attacks three times, but our opponents are counting on our apathy or overconfidence to plant the seeds for run Number Four. We simply cannot allow that to happen.

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WORKERS' COMPENSATION REFORM

A PRACTICAL GUIDE

Because of the rigors of the job, it is rare to find a front line firefighter who hasn't been touched by the workers' compensation system. Under the current system, the initial determination of qualification and treatment is conducted either through your pre-designated physician or through the employer's Medical Provider Network (MPN).

Occasionally, there is no dispute, and care and benefits are administered as expected. More often, firefighters face delays or denials of care, or the ordeal of multiple opinions in order to get the care they need and benefits they deserve.

It is in these disputed situations that SB 863 will have an impact. Consider a common injury situation – a firefighter sustains a lower-back (cervical lumbar) injury:

NOTE: The information below is a general overview. It does not constitute legal advice. If you are involved in a workers' comp dispute, your best protection is to retain a qualified workers' compensation attorney.

DISPUTE	SITUATION	PRE-REFORM	POST-REFORM
No dispute over job-causation of injury, involved body parts or degree of impairment	All parties agree and/or a settlement is reached to provide necessary medical treatment and Permanent Disability (PD) benefits	<ul style="list-style-type: none"> Maximum weekly PD benefit: \$230/week Multiplier to increase PD benefits for diminished future earnings set at 1.2714 for cervical lumbar injury No allowance for injured workers with incomes disproportionate to PD rating (absent long, expensive legal fight) 	<ul style="list-style-type: none"> Maximum weekly PD benefit: \$290/week Multiplier to increase PD benefits for diminished future earnings increased to 1.4 for all injuries \$120 million per year Return to Work fund available for grants to those with disproportionate PD ratings Access to the courts is unchanged
Treatment: Employee vs. Employer	Treating doctor and Comp administrator disagree; utilization review changes, delays or denies care	<ul style="list-style-type: none"> Lengthy appeal process, requiring parties to negotiate Agreed Medical Examiner (AME) or, failing that, negotiating from a panel of Qualified Medical Examiners (QME). All this before the case can even go to a Work Comp judge Employer and insurers can drag out dispute, worsening injury Up to an 18-month delay in treatment 	<ul style="list-style-type: none"> Expedited Independent Medical Review (IMR) Initiated by employee only Must be completed within a month
Medical Provider Networks	Employee and provider disagree about receiving care outside of employer MPN	<ul style="list-style-type: none"> Lengthy WC appeals process to determine care Care not received or delayed; return to work threatened 	<ul style="list-style-type: none"> Expedited WC appeals process Timely access to care and benefits Additional medical access services available through MPN Increased oversight of MPNs
Return to Work	Employee unable to return to previous job, no alternative offered by employer; job retraining needed	<ul style="list-style-type: none"> Supplemental Job Displacement Benefit (SJDB) voucher Anywhere from \$4k to \$10k, depending on job Only available after entire process is completed – PD benefits awarded or settlement reached 	<ul style="list-style-type: none"> SJDB voucher set at standard \$6k Available when treating physician certifies PD and status is stationary Quicker access to job re-training

CALIFORNIA PROFESSIONAL FIREFIGHTERS

2013 LEGISLATIVE OUTLOOK

Every two years, the end of election season is followed by the beginning of a new legislative session. So it was on December 3, 2012, when the California Legislature convened the 2013 2014 session.

This two-year session begins with promise, as the state's fiscal difficulties have eased amid an economic turnaround and the passage of Proposition 30. For firefighters, the session promises to be an eventful one, as CPF is sponsoring or co-sponsoring several bills directly affecting firefighters. CPF is also taking a leadership role in advocating for meaningful reforms in our election and fiscal system, as well as holding local governments accountable for unjustified and politically motivated bankruptcy filings.

Firefighter Issues

Firefighter Image: In 2012, CPF co-sponsored AB 2389 (B. Lowenthal) with the California Labor Federation, which was approved by the Legislature, but vetoed by Gov. Brown. AB 2389 would have provided that when a company contracts out its services via the use of subcontractors who in turn enter a home or place of lodging, the subcontractor's uniform and vehicle must clearly identify the company they work for, thereby disclosing to the consumer who the responsible party is. CPF is working with the California Labor Federation to re-introduce the concept contained in last year's AB 2389 to prohibit a private provider or private subcontractor from using the logo of a fire department or public agency and require additional disclosures and/or joint liability on the parties where such a logo is used.

Death Benefits: Last year, CPF co-sponsored AB 2451, which, as approved by the Legislature but vetoed by Governor Brown, enabled an eligible survivor of a fallen firefighter or peace officer to apply for workers' compensation-related death benefits up to 480 weeks after their loved one was first diagnosed with cancer, a deadly blood-borne infectious disease, MRSA or tuberculosis. CPF has reintroduced the issue in the 2013-14 Session with AB 1373 (John Perez, D-Los Angeles) Concurrently, the Commission on Health & Safety and Workers' Compensation (CHSWC) has been asked to conduct a study evaluating the fiscal impacts of extending the statute of limitations on death benefit filings.

Firefighter Muscular Skeletal Presumption: In light of the 2012 workers' compensation and pension reforms, CPF has met with the Department of Industrial Relations (DIR) to request that the Commission on Health and Safety and Workers Compensation pursue an update to a 2010 RAND study on firefighter muscular skeletal issues. The new study will focus on any disparate impacts on return to work rates and wage loss specific to firefighters who have suffered such injuries.

CFFJAC: Apprenticeship funding continues to be in jeopardy each budget cycle under the threat of consoli-

ation of the funding or outright elimination. As such, CPF will continue to pursue avenues to protect CFFJAC training dollars and that keep the program subject to the guaranteed funding protections of Proposition 98.

Retiree Healthcare: CPF has introduced AB 410 (Reggie Jones-Sawyer, D-Los Angeles) to protect its members from the threat of loss or reduction in health care benefits in retirement.

Major Issues Affecting Firefighters

"Unchecked" Power of Local Governments: CPF continues to be involved in discussions about municipal bankruptcy and the threat it poses to our communities as well as to the integrity of our pension systems and vested benefits.

Initiative Reform: California's initiative process has become an increasingly popular tool for wealthy special interests and, at the local level, a bludgeon used against employee retirement security. Amid a widespread and bipartisan interest in reform, CPF has introduced AB 822 (Isadore Hall, D-Rancho Dominguez), requiring an independent actuarial analysis and a public hearing on any local measure that changes employee retirement benefits. The measure also moves retirement-related measures to the November ballot.

Special Taxes – Voting Requirement: CPF continues to support eliminating the existing 2/3 supermajority requirement on a variety of local ballot issues. As part of this reform movement, CPF has proposed a constitutional amendment – ACA 3 (Nora Campos, D-San Jose) – that authorizes a city, county or special district to incur bonded indebtedness for fire and emergency service buildings and equipment with the approval of 55% of its voters. AB 1188 (Steven Bradford, D-Inglewood) provides implementing language and would take effect only if ACA 3 is approved by voters.

For updates on these and other legislative items of interest, be sure to visit our web site at www.cpf.org.

Continued from page 1

and management together to fashion a compromise. The resulting legislation, which received only nine "no" votes, averted an immediate crisis of skyrocketing rates while providing substantial additional help for injured workers.

- **Personal Disability (PD):** Increases an average of 30 percent for all workers. Minimum weekly benefit goes from \$130 to \$160, and maximum weekly benefit increases from \$230 to \$290.
- **Future Earnings Compensation (FEC):** All workers will receive a 40 percent increase in their disability rating for future earnings compensation. Additionally, a new fund is established to distribute \$120 million a year for those injured workers whose PD rating is dramatically lower compared to their wage loss.
- **Independent Medical Review (IMR):** Replaces the arduous eight-step treatment review process with IMR process that can only be requested by the injured worker. Under the IMR, appropriate medical specialists will resolve treatment disputes. Result: a process that once took up to a year will be resolved in 45 days or less.
- **Better Access to Providers:** All employees will have the right

to predesignate a workers' comp physician. And the new law reforms the so-called Medical Provider Networks created by the Schwarzenegger law, increasing transparency and streamlining dispute resolution.

CPF and Workers' Comp Reform

Because of the obvious injury risks faced by firefighters every day on the job, CPF was at the center of the negotiations. CPF participated directly in the process of negotiating and helped fashion draft legislative language that was incorporated into the final measure.

In particular, CPF worked to secure expanded access to reliable, independent medical review. CPF also worked hard to guarantee that efforts to shorten or streamline the appeals process did not come at the expense of due process rights. Reporting requirements on public self-insured plans were strengthened, which is expected to reveal chronic issues behind persistent (and often groundless) denials.

"I'm proud that our participation ensured that the rights of injured firefighters were protected, and some of the most egregious offenses of the Schwarzenegger law were corrected," concluded Paulson.

EX-CPF VP DAN CROW TAKES REINS OF FIREFIGHTER CANCER SUPPORT NETWORK

Since 2005, California firefighters and families struggling with the challenge of dealing with cancer have had a familiar face helping to see them through: L.A. County firefighter Mike Dubron, the founder of the Firefighter Cancer Support Network.

After seven years at the helm, Dubron stepped aside last year. In his place, another face that is very familiar to California firefighters: that of Dan Crow, former 1st District Vice President for CPF.

"It's a great honor and a great challenge," said Crow. "FCSN touches so many lives ... the rewards are undeniable."

A retired Redlands fire captain with three decades on the front lines in the fire service and an active advocate for firefighters, Crow brings the personal awareness shared by all firefighters about the cancer danger faced by firefighters. One of his partners in Redlands died of job-related cancer, and another had a lung removed. As



Former CPF 1st District Vice President Dan Crow is the new head of FCSN.

a CPF District Vice President, Crow was also keenly aware of the broader statewide and national information linking firefighting to cancer – links that underlie California's groundbreaking cancer presumption laws.

A cancer survivor himself, Dubron built FCSN into a highly regarded resource for fire service members dealing with any form of cancer. The group provides assistance and guidance for a range of support services, including behavioral health, fire service chaplains and cancer screening awareness. The FCSN also maintains a roster of more than 100 mentors who have personal experience with many types of cancer to help guide those who are dealing with cancer.

"The value to firefighters and their families is that they can talk to a firefighter, a survivor of cancer who has been down the same road," said Dubron. "It's someone

who has fought the battle and who understands what they are going through from the firehouse to the kitchen table."

In addition to the mentorship program, the FCSN is always looking for people to get involved with the program by volunteering for various committees, specialized task programs, member support activities and other specialized events. The FCSN also provides resource boxes that are loaded with materials to help firefighters with cancer stay organized as well as inform them and guide them through the challenges ahead. The FCSN has coordinators in 28 states, over 100 mentors and sends out approximately 200 resource boxes per year.

Looking ahead, Crow sees FCSN expanding its efforts to educate the men and women in the fire service about the dangers of the job and how they can protect themselves from exposure to cancer risk. The FCSN is currently teaming up with the IAFF in developing an online module that will bring greater awareness to firefighters about how they can help themselves in terms of exposure to carcinogens.

"Cancer doesn't care if you're a full time firefighter in a large city or in a small community," said Crow. "We need to make sure that all firefighters are aware of the risks."

Despite stepping aside as the head of the organization, Dubron has not stepped back entirely from the FCSN. He is still very involved and sits on the Board of Directors as the founder and a lifetime member. A helicopter pilot with L.A. County Fire, Dubron is also a proud member of Los Angeles County Firefighters Local 1014.

"Mike's legacy is one of compassion, willingness to help others, and the ability to grow the organization into the go-to organization for firefighters with cancer," said Crow.

Firefighters Working for Firefighters

CPF members guide state policy through key appointments



CPF Secretary-Treasurer Law Stone (left) and Santa Clara City Captain Dave Rose forcefully advocate for first responders as members of the state EMS Commission.

When it comes to standing up to protect the men and women on the frontlines, much attention is paid to the laws created by the Legislature and the governor. But a lot of the work implementing these laws happens in far less public settings – on state boards and commissions and within the agencies that run the government.

Fortunately, CPF is making sure the firefighter voice gets heard in these bodies too.

As part of its governmental advocacy, CPF has promoted the appointment of firefighters and firefighter advocates to key posts affecting first responders. CPF members occupy slots on five separate statewide committees. Additionally, the program manager of the CPF co-sponsored California Fire Fighter Joint Apprenticeship Committee (CFFJAC) is on the state's top apprenticeship body.

"These boards may not get a lot of ink, but they're making decisions that affect the quality and safety of the fire service," said CPF President Lou Paulson. "The seats firefighters hold on these boards are an important safeguard for CPF members."

CPF has been particularly active in building a presence on the state's Emergency Medical Services Commission. This board plays a critical role in determining disciplinary standards for paramedics and EMTs, as well as a crucial oversight function. Four front line firefighters sit on this Commission, including CPF Secretary-Treasurer Law Stone.

"Firefighters are usually 'first in' on an EMS response, providing critical care when seconds count," said EMS Commissioner Dave Rose, Santa Clara City fire captain. "It's essential that we have a seat at the table when decisions are made about patient care and the issues affecting paramedics and EMTs on the front lines."

Another critical board where CPF is making a difference is the State Board of Fire Services. The Board develops technical and performance standards for training, as well as accrediting curriculum. It also serves as an appeals board on regulations from the State Fire Marshal. President Paulson and CPF President Emeritus Dan Terry are among five CPF representatives on this critical board, representing both local and state firefighters.

"Good legislation is meaningless without implementation and oversight," said Paulson. "Having our members and allies appointed to these committees helps ensure that our members have a seat at the table."

KEEPING WATCH in the HALLS of POWER

CPF members serving on state boards and commissions

STATE BOARD OF FIRE SERVICES

What it does

- Develops training performance standards
- Accredits curriculum
- Establishes policy for fire service certification
- Advises Fire Marshal on regulations
- Decides appeals over fire regulations

CPF Representation: Lou Paulson, CPF President; Dave Gillotte, Los Angeles Co. Firefighters Local 1014; Pat McOsker, UFLAC Local 112; John Winder, CDF Firefighters Local 2881

CFFJAC Representation: Dan Terry, CFFJAC Chair

EMERGENCY MEDICAL SERVICES COMMISSION

What it does

- Reviews and approves EMS regulations
- Influential role in state EMS policy, including discipline policy
- Advises EMS Authority on range of EMS issues
- Hears appeals on local EMS agency plans

CPF Representation: Law Stone, CPF Secretary-Treasurer; Joy Stovell, Contra Costa County Firefighters Local 1230; Dave Rose, Santa Clara City Firefighters Local 1171; Dave Teter, CDF Firefighters Local 2881

SEISMIC SAFETY COMMISSION

What it does

- Investigates and evaluates damage from earthquakes and reconstruction efforts
- Manages state's Earthquake Hazards Reduction Program
- Directs policy on earthquake related programs for government at all levels
- Recommends earthquake-related legislation

CPF Representation: Tim Strack, Riverside City Firefighters Local 1067

EARTHQUAKE AUTHORITY ADVISORY BOARD

What it does

- Advises CA Earthquake Authority on insurance coverage issues
- Evaluates affordability and availability of earthquake coverage

CPF Representation: Rose Conroy, Davis Firefighters Local 3494 (ret.)

BUILDING STANDARDS COMMISSION

What it does

- Reviews, adopts and implements California's building codes
- Hears appeals resulting from administration of building codes
- Adopts and approves model codes for state buildings

CPF Representation: Cheryl Roberts, Rancho Cucamonga Firefighters Local 2274

COMMISSION ON HEALTH AND SAFETY AND WORKERS' COMP

What it does

- Continuous study of CA health and safety and workers' comp systems
- Recommends administrative and legislative improvements
- Joint labor-management body

CPF Representation: Christy Bouma, CPF Governmental Advocate

CA APPRENTICESHIP COUNCIL

What it does

- Issues rules and regulations on specific apprenticeship subjects
- Advises Dept. of Industrial Relations on apprenticeship issues
- Hears appeals of DIR decisions on apprenticeship disputes

CFFJAC Representation: Yvonne de la Pena, CFFJAC Program Director



CPF MEMBERS: EARN YOUR DEGREE ONLINE AND SAVE

"Firefighters are getting an education every day on the job through their CFFJAC training," said CPF President Lou Paulson. "The ability to get college credit for those training certs toward a degree will save members money and further the 'learn while you earn' philosophy at the heart of the CFFJAC's mission."

Below are some examples CFFJAC certificates that Kaplan University has evaluated for college credit:

- **Fire Fighter I or II: 10 credits**
- **Fire Engineer: 5 credits**
- **Fire Inspector: 15 credits**
- **Fire Department Training Officer: 21 credits**
- **HazMat Response Technician: 5 credits**

In addition to the CFFJAC certifications, California State Fire Marshal certifications may also translate into college credits. That results in added tuition savings. Firefighters will also have the ability to work together with other CPF students.

Members also qualify for a three-week trial to attend classes with no tuition obligation *

New classes of CPF members start April 17 and May 15. Call toll-free at 866.583.6765 to speak with an Admissions Advisor, or visit www.cpf.kaplan.edu.

For comprehensive consumer information, visit online.kaplanuniversity.edu/consumer_info.aspx.

Reduced tuition recipients are not eligible for other Kaplan University scholarships, discounts, or tuition vouchers.

Certification(s) must be completed after January 1, 1997 to transfer.

* Classes count toward a degree if satisfactorily completed. No credits are earned if the student withdraws during the introductory period (3 weeks for undergraduate students), which begins day one of the first term. Students who choose to continue their studies at the University will need to meet specific requirements. Graduate programs not included. Additional terms may apply to international and non-U.S. citizen students. For further information, see the University Catalog and Addendum available at kaplanuniversity.edu.

Kaplan Offers Tuition Break and Credit for CFFJAC Training

Thanks to a unique partnership between California Professional Firefighters and Kaplan University, CPF members have special opportunities to save time and tuition as they earn their college degree online.

CPF members earning their degree through Kaplan qualify for a **33 percent tuition reduction** on an Associate's or Bachelors degree in fire science or fire and emergency management. And beginning this February, CPF members will be able to **earn college credit for training certificates received through the California Fire Fighters Joint Apprenticeship Committee (CFFJAC)**.

FOUNDATION SUPPORT BUILDS WITH LOCAL FUNDRAISERS



The idea of supporting the families of fallen firefighters isn't something that matters only to firefighters themselves. Businesses and communities of all sizes are embracing the cause as their own, raising money and awareness about the men and women who have paid the ultimate price to protect our state.

LOCAL BUSINESS SUPPORT

Visible and significant local and regional businesses are partnering with the Foundation to recognize the contribution of firefighters and their families.

This spring, the Auto Club Speedway will once again honor firefighters at its signature NASCAR event, the Auto Club 400. Special ticket packages will be available for firefighters, and the Foundation will again be a beneficiary. The 2012 event brought in thousands for the Foundation. The Speedway will also offer a similar tribute at an event later in the year.

This summer, the San Francisco Giants will once again partner with the Foundation for the third annual Firefighter Appreciation Night. Last July, a sold out AT&T Park honored first responders and raised approximately \$8,000 for the Foundation.

From July 5-September 23, the Foundation was named one of three participating non-profit partners during Whole Foods Sacramento's Nickels for Non-profits program which allows customers to donate to charitable causes simply by using their own shopping bags.

GRASSROOTS EFFORTS

During the first weekend of December, the Fire Foundation was fortunate enough to be a beneficiary to one of 2012's most novel cooking competitions. Hosted by Sacramento Mobile Foods (SactoMoFo), teams of mobile food vendors and restaurant chefs participated in the Truck and Mortar Throwdown. Featuring five teams of two chefs, each team had an entire pig and one gallon of honey with which to impress a judging panel. Despite some rain, the event went off without a hitch and ultimately contributed a generous amount to the Foundation.

A CPF local affiliate – San Ramon Valley Firefighters Local 3546 – was inspired to do something positive that would allow neighboring fire departments, friends, family and local bands to participate. So on November 3, 2012 they hosted "Rock to Remember," a benefit concert for the California Fire Foundation Endowment Fund. Proceeds were accumulated through the sale of event tickets and additional fundraising activities at the event, which together totaled \$2900.

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

FOUNDATION LAUNCHES LODD RESPONSE ASSISTANCE PROGRAM: CAL LAST



departments and locals with a paid team of individuals who can assist with every aspect of a line-of-duty death funeral. Funding for this program is provided by the Department of Justice.

In a landmark memorandum of understanding, the

CAL LAST BREAKS GROUND BY SUPPORTING PRESUMPTIVE AS WELL AS TRAUMATIC LODD.

California Fire Foundation was designated as the exclusive administrator of this unique and comprehensive line-of-duty death (LODD) assistance program for the state of California.

When a line-of-duty death occurs, it is difficult to think straight, let alone put on a firefighter funeral," said Lou Paulson, president of California Professional Firefighters and chair of the California Fire Foundation.

"We want to help ensure that any fire department in California -- paid or volunteer -- has access to the

resources they need during their difficult times."

In addition to being the first such agreement in the nation, the partnership also breaks new ground by extending support to locals for presumptive as well as traumatic LODDs. Presumptive cancer, heart disease, lung disease and stroke are not recognized by the Department of Justice on a national level. However, the National Fallen Firefighters Foundation and the California Fire Foundation have agreed to treat presumptive line-of-duty deaths in the same fashion as traumatic line-of-duty deaths for this program in California.

"The National Fallen Firefighters Foundation has worked with us to modify its program for our state and we are very grateful for the resources this program will bring to our members and the entire California fire service," said Paulson.

Individual Cal-LAST teams exist regionally throughout the state and are administered by the California Fire Foundation. Initial training was conducted by representatives from the National Fallen Firefighters Foundation, with ongoing training provided by the California Fire Foundation for the duration of the program.

2012 Daniel A. Terry Scholarships

Since 2007, the California Fire Foundation has contributed to the dream of a college education for the children of fallen firefighters through the Daniel A. Terry Scholarships.

Each year, grants of \$2,000 are awarded to the children of those who have paid the ultimate price to help them with college or toward a career in the fire service.

In 2012, the Foundation was proud to award scholarships to 10 students:

Scholarship Recipients

Alex J. Eden
Breanne V. Foster
Jonathan M. Foster
Amanda P. Gee
Hanna J. Hone
Grace E. Keck
Kate V. Lynn
Ryann R. Murray
Alayna M. Petretto
Shannon C. Smith

Fallen Firefighter

David Eden
Craig H. Foster
Craig H. Foster
Terrence Gee
Jack Hone
Matthew S. Keck
Scott Monroe Lynn
John Hansen Murray
Gary Petretto
Richard T. Smith

Local

Santa Barbara County
Los Angeles County
Los Angeles County
Sacramento Metro
Santa Monica
El Dorado Co.
Cal Fire
Sacramento Metro (Folsom City)
Palo Alto
Ontario



CALIFORNIA FIREFIGHTERS MEMORIAL CEREMONY 2012

Continuing a solemn autumn tradition, the California Firefighters Memorial added the names of 40 California firefighters who fell in the line of duty. Located in historic Capitol Park, adjoining the California State Capitol in Sacramento, the Memorial carries the names of more than 1,200 firefighters who died in service since California became a state in 1850.

Seventeen firefighters who died from traumatic injuries or job-related illnesses in the past year and a half were honored on Saturday, October 20, 2012. Twenty-three others from earlier years, whose names came to the California Fire Foundation's attention in 2012, were also added to the Memorial Wall.

The previous evening, October 19, a special candlelight tribute was held marking the 10th Anniversary of the California Firefighters Memorial. Lieutenant Governor Gavin Newsom and Attorney General Kamala Harris joined hundreds of firefighters and family members in a solemn candlelight march through Capitol Park, after which they heard reflections on the creation of the Memorial and its meaning to the families of fallen firefighters.



“By placing this memorial on this site, California is declaring that it will never forget their sacrifice. As a firefighter, and as a father, thank you from the bottom of my heart.”

Redlands Fire Chief Mel Enslow (ret.)
father of fallen firefighter Kenneth Enslow



Tim Strack CPF 1st District Vice President

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

DISTRICT REPORT

PERB RULES AGAINST SAN DIEGO ANTI-PENSION INITIATIVE

San Diego's firefighters and other public workers won a huge victory in the fight to overturn last year's pension-slashing initiative, Proposition B.

The California Public Employment Relations Board (PERB) ruled this week that Proposition B – which effectively ended defined benefit pensions for new San Diego employees – violated the collective bargaining rights of San Diego workers and should be invalidated.

"The people behind Proposition B tried to pull a fast one on San Diego's firefighters and other public workers," said Frank DeClercq, president of San Diego Firefighters Local 145. "This thorough, well-researched ruling calls out the deception."

Measure B eliminated defined benefit pensions for all new employees except police officers, and imposed new restrictions on existing workers. It was placed on the ballot by then-Mayor Jerry Sanders, who sought to get

around collective bargaining law by filing the measure as a "private citizen." Shawn Cloughesy, PERB's chief administrative law judge, wasn't buying it.

"The Mayor, under the color of his elective office ... undertook to launch a pension reform initiative, raised money in support of the campaign, helped craft the language and content of the initiative, and gave his weighty endorsement to it, all the while denying the unions an opportunity to meet and confer over his policy determination," wrote Cloughesy in the 58-page ruling.

City officials immediately announced plans to appeal the decision, and vowed to press ahead with implementing Proposition B's onerous provisions on current employees. DeClercq said he is disappointed but not surprised by the city's action and expressed confidence that the ruling would be upheld.

"This initiative was rammed through as a purely political exercise, to benefit a failed mayoral candidate,"

said DeClercq. "We believe it is unconstitutional and are confident the courts will agree."

The decision on Proposition B is the second major setback suffered by San Diego's pension-slashing ideologues. In November, voters rejected Prop. B author Carl DeMaio's campaign for mayor, in large measure, thanks to an extraordinary effort by San Diego Firefighters. Local 145 members assessed themselves and worked tirelessly to defeat DeMaio and elect former Rep. Bob Filner. In one of his first public pronouncements, Filner vowed to "end the era of demonizing public workers."

"Local 145 members took a stand, and as a result, we have a new, more constructive attitude in the mayor's office," concluded DeClercq. "But we're not going to stop fighting to get Proposition B off the books. We're in it for the long haul."

SMALL LOCAL LEAVES BIG IMPRINT IN PROP. 32 FIGHT



National City Firefighters Local 2744 hosts No on 32 Barbecue at Mission Bay with fellow SD County firefighters.

What can 35 firefighters in suburban San Diego County bring to the table in a high-stakes \$100 million statewide "Battle Royale" over the future of union political rights?

When the membership is informed and motivated, it turns out they can do quite a bit.

National City Firefighters Local 2744 is far from the largest firefighter local in California. But that didn't stop them from becoming a regional player in the fight to

defeat Proposition 32, the statewide Special Exemptions initiative seeking to strip labor of its political rights.

"I've been a firefighter for 23 years and I've never seen such a blatant attack – not only on the fire service but on all of the working class," said Mark Beveridge, president of Local 2744.

Beveridge said the urgency of the Prop. 32 fight hit home for him at the CPF Special Convention in January, 2012. "President Paulson made it clear that this is one

that we don't lose," he said. Even though the local went into the 2012 elections looking to protect a majority with two local council elections, the local's membership committed itself to a matching effort against Prop. 32.

"We had 100% member buy-in," said Beveridge. "If they weren't walking precincts for our candidates, they were walking or calling on Prop. 32."

Faced with the limited resources of a small local, National City Firefighters joined forces with other San Diego County affiliates, including San Diego City Firefighters Local 145, to spread the word. On weekends, the local parked its barbecue trailer at Mission Bay. CPF members from throughout San Diego County came down to hand out burgers and dogs and get the word out.

Even as it pushed hard against Prop. 32, the local kept its commitment to maintain a supportive council majority. Precinct walks on behalf of its candidates were augmented by walk pieces produced through Firefighters Print & Design and candidate "photo ops" with firefighters using turnouts purchased by the local. They also used candidate precinct walks to further spread the word about Prop. 32.

In the end, it was a clean sweep. Council majority ... check. Prop. 32 ... check. And they even still had time to organize their annual "Tower of Terror" Halloween fund raiser.

"If we stay quiet ... if we don't have a 'chip in the game' ... we lose out," said Beveridge. "If we're not involved, we're not doing our job."



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.

DISTRICT REPORT

CALIFORNIA DEFIES NATIONAL TREND: INCREASES UNION MEMBERSHIP

A recent Bureau of Labor Statistics report showed an overall decline in union membership across the country, but with a few notable exceptions. California is one of those exceptions, showing instead a modest increase from 17.1% to 17.2%. Looking at the details of the report it's easy to see some of the reasons why.

As in the past, public employees continue to hold a much larger percentage of union membership than the private sector. Yet public sector unions have been under consistent and coordinated attacks by those that would just as soon see them go away. Legislatively those attacks have sought to take away rights from union members.

They have tried to take away everything from our right to participate in the political process to our right to collective bargaining.

In some states they have had success. Take a look at Wisconsin where they took collective bargaining from most public employees. We all heard about the negative impacts to public workers, even firefighters and cops who were supposedly exempt.

An unfortunate byproduct of that loss of rights has been a drop in union membership that contributed to the overall national decrease at a rate that is out of proportion to other states. Wisconsin' union percentage dropped from 13.3% to 11.2%, which translates to a

membership decrease of more than 15%.

Enter Prop 32. In California we faced the same type of attempt to take away key union rights; specifically our ability to participate in the political process. Unlike Wisconsin we were able to see what had happened there and in Ohio and learn from their experience. With that knowledge we laid out a plan and executed it.

In District 2 we contributed our time and our money to meet and exceed what was needed. Collectively we contributed more than was asked, and the result was a historic win that not only preserves our union rights, but helped California buck the national trend and actually gain union membership.

The preservation of our rights is directly linked to the endurance of union membership and unionism as a whole. The labor statistics report proves that. As locals, as a district, and a California union we should all be proud of what we contributed to the cause.

– Chris Mahon

LONG BEACH CITY STAFF PLOTS SHELL GAME WITH FEDERAL TRANSPORT MONEY

California fire agencies that conduct transport services will soon be able to get federal money to reimburse the cost for transporting Medi-Cal patients. But if Long Beach city officials have their way, the department that is actually delivering the service won't benefit from those new dollars.

At issue is CPF-sponsored legislation from last year – AB 678 by Assemblyman Richard Pan. The measure cleared the way for local agencies to apply for federal reimbursement of up to 50 percent of their uncompensated Medi-Cal transport costs. At the time it was passed and signed, state legislators clearly indicated their intent that these new dollars should flow back to the fire agencies themselves, to support critical public safety staffing and services.

But even though they can't officially apply for the money yet, Long Beach city officials are already planning a fiscal shell game by taking an estimated \$3.6 million in general fund dollars out of the fire department. And where would the money go? According to reports, \$1.8 million would go to police overtime and another \$1.8 million for "gender accommodation retrofits."

"The intent of AB 678 was to provide a net benefit for fire departments, but the Long Beach City Council is instead planning on bringing the money in the front door and taking it out the back," said Rex Pritchard, president of Long Beach Firefighters Local 372. "This

leaves our already depleted department with no net gain."

For Long Beach, the issue is more than just academic. Over the last eight years, the city has cut 30 sworn positions in the fire department, with levels not seen in four decades. This year alone, the city has closed at least one engine company and has already made plans to lay off another 21 firefighters as part of a \$4.8 million cut. Should these cuts go through, Long Beach Fire Department will be responding to nearly 50,000 calls a year with the smallest firefighting force in nearly a century.

"With \$4.8 million, you're looking at approximately two fire engines and a paramedic rescue unit, so you are talking about station closures," said Pritchard. "It makes zero sense to take that money without addressing our staffing levels. They want to spend money to fill potholes and plant trees and yet close fire stations. It baffles me."

The proposed shell game is similarly baffling to the legislators who voted to pass AB 678. Three state senators from the area – Alan Lowenthal, Ted Lieu and Roderick Wright – all wrote letters to the City Council reinforcing the legislative intent that these federal dollars should be used to pay for fire services ... not tree planting.

"The passage of AB 678 was clearly intended to give fire departments a net gain in their respective budgets and was intended to help support fire department staffing levels," Lieu wrote. "It was my understanding that

the passage of this legislation would help restore desperately needed Long Beach fire department sworn staffing levels."

Local 372 isn't letting the council off the hook, either for its AB 678 shell game or on the larger concerns about fire service cuts. The local is in the midst of a public information campaign targeting individual council members over reductions that will affect the response times in their districts. "If this is allowed to stand, I expect the summer budget will result in longer response times," said Pritchard. "The citizens need to be aware of what's at stake."

In the meantime, the struggles being experienced by Local 372 are a reminder of the importance of staying on top of the AB 678 process and to begin working today to ensure that these dollars go where they're supposed to go. CPF has been working closely with state officials on finalizing the process for applying for these federal dollars. But ultimately, it is local agencies that will submit the applications and receive the dollars. CPF affiliates are advised to start communicating now with their council members to make it clear that you won't stand by while these dollars are siphoned away.

"Although many fire departments and locals in California are overwhelmed, especially with the down economy, it is imperative that they stay vigilant and make sure these dollars are being spent appropriately," said Pritchard.



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.

DISTRICT REPORT

UC DAVIS FIREFIGHTERS JOIN CPF

After breaking away from UC Firefighters Local 4437, the UC Davis Firefighters formed Local 4920 to include just UC Davis and joined CPF's 3rd District with 51 members on November 1, 2012.

Located on the UC Davis campus, Local 4920's single station fire department has a campus HazMat unit, a ladder truck and three fire engines, including one OES engine. UC Davis comprises 5,300 acres and 964 buildings totaling 11.4 million square feet with over 32,000 students (6,300 residing on campus) and 21,000 employees. The campus also contains one of the

largest research centers using radiation, as well as many other laboratories and research facilities. In addition to the campus and educational activities associated with UC Davis, there are also almost 8,000 annual events on the campus with an additional 5.8 million attendees.

UC Davis Firefighters Local 4920 deliver all-hazard emergency response to the campus and neighboring communities, including response to medical emergencies, fires, hazardous materials releases and natural disasters. UC Davis Firefighters also try to mitigate risk through public education and outreach events such as Fire Day on the Quad and Picnic Day. Local 4920 members serve the student community academically by providing subject matter expertise and research support for classes and thesis projects. UCDFD personnel also

support opportunities for faculty and staff to gain life safety training, such as CPR.

The UC Davis Fire Department employ students throughout the department, from student fire administrative support assistants to UCDFD's student resident firefighters. Started in 1955 to teach firefighting skills to groups of students who live and work at Fire Station 34, The Student Resident Firefighter program is one of the most unique features of the UC Davis Fire Department and one of only three such programs in the United States.

UC Davis is the lead agency for Yolo County's Multi-Agency Hazardous Materials Response Team whose role is to eliminate the immediate threat of exposure from the release of biological, chemical or nuclear agents. With the institution's many research and educational laboratories, this program is essential to the well-being of the campus community and the protection of its critical infrastructure.

LOCAL 522 MOURNS PASSING OF BURN INSTITUTE FOUNDER

Sacramento Area Firefighters Local 522 is remembering the legacy of one of its own, whose profound impact extended well beyond his profession and his community.

Retired Local 522 member Cliff Haskell, who died at home in Sacramento in February, was the driving force behind the creation of the Firefighters Burn Institute. The Institute – co-founded by Haskell and Local 522 – has raised millions of dollars regionally to build up the Sacramento area's burn treatment response, help train burn unit staffing and support fire survivors.

"He made a difference, not just locally but regionally and nationally," said Brian Rice, president of Sacramento Area Firefighters Local 522. "Without Cliff Haskell, we would not have definitive burn care in this area."

Haskell worked as a Sacramento firefighter for more than two decades before retiring as a captain in the mid-1990s. In 1972, he was working for Sacramento City Fire Dept. when a jet taking off from nearby Executive Airport crashed into a Farrell's ice cream parlor, killing 22 people – including 12 children – and injuring another 25. Many of the injured suffered severe burns.

"Sacramento didn't have reasonable burn care. ... no one did in that day," noted Sacramento Metro Battalion Chief Michael Daw in a message to SMFD personnel. "Cliff, Local 522 and area firefighters recognized the need. They organized and did what firefighters do. In December, 1973, the Burn Institute was formed."

Over three decades, the charity has had a profound impact on burn care, not just in Sacramento but throughout the nation. The Institute raised more than \$1 million dollars to help create the UC Davis Medical Center's Firefighters Burn Institute Regional



Retired Local 522 member Cliff Haskell (shown with his wife, Tillie) was a driving force behind the Firefighters Burn Institute in Sacramento. Brother Haskell died Feb. 11.

Burn Center. The 12-bed state-of-the-art unit is considered one of the top such facilities in the nation.

Haskell was also actively involved in making life better and safer for firefighters on the front lines. He served on IAFF Health and Safety committees and represented front line firefighters on early National Fire Protection Association safety committees and helped develop the NFPA standards for structural firefighter protective clothing.

"He was passionate about firefighter safety," said Rice. "The turnout our members wear and much of the other safety equipment is a result of the work Cliff

did through NFPA."

Haskell's work earned him a national reputation in the burn support community. He has received numerous awards from the American Burn Association, the Phoenix Society for Burn Survivors, and the International Association of Fire Fighters for his work and life-long dedication to improving burn care.

"Cliff's commitment to burn survivors and firefighters was second to none," said Jim Doucette, executive director of the Firefighters Burn Institute. "He leaves behind a huge legacy, and we're honored to continue his work."



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.

DISTRICT REPORT

THE END OF AN ERA

The Tony Spitaleri era has come to an end for Palo Alto Firefighters Local 1319. Spitaleri is stepping down as president of Local 1319 after over 40 years of service and is moving on to the next chapter of his life.

"As president of Local 1319 I was determined to improve the lives of the firefighters I had the privilege of representing," Spitaleri said. "In the past 40 years, along with many of the members who served with me on the union board, I feel we've achieved that goal."

In 1972 Tony was elected president of the Stanford University Fire Fighters at age 28. In 1976 the Palo Alto and Stanford University Fire Departments merged, creating the current Palo Alto Fire Department. A few short months later, Tony was elected president of the Palo Alto Fire Fighters and has been performing the requisite duties ever since. Tony retired from the Palo Alto Fire Department in 2003, but continued to serve as President of Local 1319 until 2012.

Looking back on his career, Tony recalls "the good years when working conditions, wages and benefits were not under attack like they are today." He also remembers "the really rough years when firefighters across the country went on strike and gambled with their security



so today's firefighters could have it better." Through both the good times and the bad, Tony has certainly sacrificed and accomplished a great deal during his fire service career.

The very first contract Tony negotiated in 1972, successfully reduced hours from 69 hours a week to 56, increased staffing from one on an engine to three, went from two battalions to three, hired 15 new firefighters

and secured a 15% wage increase, which was the highest at the time.

Another major accomplishment was securing binding arbitration to settle contracts as well as securing full health care benefits for retirees and dependents. Not only did he lead the campaign to secure binding arbitration rights for Local 1319, he successfully managed binding arbitration campaigns for eleven other locals throughout California.

During his tenure as president, Tony paved the way for open relationships with management, facilitated communication with his Council members and provided encouraging words to keep his members committed to the job and the community.

"I would stand up for each and every one of the members anytime, anyplace and I was always a phone call away day or night," he said.

The payoff has been significant. Today, Local 1319 has 100% membership in the IAFF and the local remains politically influential in the community.

In 2006 Tony was elected to the Sunnyvale City Council, in 2008 he was elected to a two year term as Mayor and he was elected to another term as Mayor last January. In his role as an elected official, Tony understands that many elected officials make decisions without accurate information about labor. He was also appointed to the Employee Relations Committee of the League of Cities and continues to work with elected officials and League members to educate them and help them to make better-informed decisions about labor issues. Tony is proud to have played his part in making the firefighter profession a safer, more diverse and better respected one.

SAN JOSE MAYOR RELISHES NATIONAL EMPLOYEE-BASHING REPUTATION

New Year's Day in San Jose found that city's mayor Chuck Reed paying "goodwill" visits to some of his city's fire stations. With media in tow, the mayor sought to portray himself as a supporter of public safety services – services that have been decimated under his watch.

Based on the history between Reed and first responders, few are buying the act.

For more than two years, San Jose's mayor has been the California evangelist for a multi-pronged attack on public employee retirement and collective bargaining. In tone and tactic, Reed's approach mirrors that of numerous anti-labor governors, in particular Wisconsin's Scott Walker.

"In a way, Walker is the more honest of the two," said San Jose Firefighters President Robert Sapien. "At least he told everyone he intended to end collective bargaining. Chuck Reed just stopped bargaining."

Reed's primary mission has been to directly challenge decades of case law protecting the vested rights of

current employees. Historically, courts have ruled that when you're hired, you have the right to expect the benefits you were promised. In other words, a deal is a deal.

With the encouragement of the pension privatization movement, however, Reed pushed through a ballot measure – Measure B – that rolls back not only future benefits, but also those of current employees. The action not only is a direct attack on pension rights, it is an assault on the bargaining process itself.

In the aftermath of Measure B, Reed has been a hot commodity on FoxNews and the Wall Street Journal, news organizations that have editorialized heavily against public pensions and firefighters. Most recently, Reed was in the presidential battleground state of Iowa, lobbying the governor to help him get a federal waiver to allow his pension-slashing measure to proceed.

"There was a political agenda from the start," said Sapien. "We've found online video showing Mayor Reed agreeing to be part of testing the law. And (anti-pension crusader) Marcia Fritz is out there saying that 'the great

Mayor Reed is going to help us challenge the law."

The impact of Reed's grandstanding on retirement has been devastating for the citizens of San Jose. The contraction of law enforcement services has left the city without the ability to effectively investigate robbery. The homicide rate in the city has spiked. While SAFER grants have allowed the city to hire back some of the dozens of firefighters laid off in 2011, Sapien says the city has still not added back any of the engine companies that were cut.

Local 230 has joined with numerous other unions in the city to challenge Measure B. Meanwhile, there's reason to believe that the "evidence" used by Reed to justify the measure and the city's deep public safety cuts is unraveling. In late January, the city's fire department revealed that response time information used to make staffing and budget decisions was incomplete and inaccurate.

"Politics in San Jose are driving up crime and driving up fire department response times," said Sapien. "San Jose residents deserve better than what they are getting."



Michael Massone

CPF 5th District Vice President

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



Vandenberg Firefighters Score with MDA "Fill The Boot" Drive

The International Association of Fire Fighters has been raising money for the Muscular Dystrophy Association for 54 years. MDA covers 43 neuromuscular diseases, including ALS (Lou Gehrig's Disease), and provides services such as: clinic visits, equipment loan program and repair allowances, flu shots, a free summer camp for kids and life-saving research. Last year the group received \$23 million from firefighters in the United States and Canada.

This year, the Vandenberg firefighters continued the tradition with their annual Fill the Boot fundraiser benefitting MDA. Using a Lompoc Fire Department ladder truck in the parking lot of a nearby gas station to help attract attention, about 12 volunteers stood between the lanes of a busy intersection in Lompoc, holding out their boots and collecting donations from motorists stopped at the traffic light.

"Every year Vandenberg Air Force Base firefighters 'borrow' the Lompoc community to help raise awareness for Muscular Dystrophy and the various other diseases championed by the Muscular Dystrophy Association," said Michael Provincio, president of Vandenberg Firefighters Local F-116.

According to Provincio, "Lompoc is a community of only about 45,000 residents and is the closest city to the Air Force Base for which we work." In 2011 the Fill the Boot event raised about \$12,000 for MDA, but the success of the Vandenberg firefighters did not give way to complacency.

According to Andrew Klein from Vandenberg Firefighters Local F-116, the event and the monetary donations received seem to grow in size each year. In fact, for 2012 they set their sights high and produced unprecedented results. The group of Vandenberg firefighters zealously pursued their goal of raising \$30,000 and, over 3 days, they came remarkably close with a total of \$29,518.36 in donations.

"We truly appreciate the Lompoc community for showing us their support and helping us break our own personal record for funds raised year after year," said Provincio. All of the funds raised will be used locally in the Tri-Counties area to help the Muscular Dystrophy Association. The incredible success of Local F-116 is sure to affect the lives of people with muscular diseases.



Firefighters from Vandenberg and Lompoc join forces to "Fill the Boot" for MDA. The joint Boot Drive raised nearly \$30,000.



Palmdale USAF Plant Local Joins CPF

CPF is proud to welcome a new federal affiliate. U.S. Air Force Plant 42 Federal Firefighters Local F-314 represents the firefighters who work for the U.S. Air Force Plant 42 Federal Fire Department in Palmdale.

The two-station department responds to an average of 350-400 emergency calls per year. It is a federal department that proudly serves a military aircraft production and test facility whose customers include some of the industry's largest aircraft manufacturers.

Although there are no residents or housing on the plant, it employs up to 9,000 people and produces spare parts for military aircraft and maintains and modifies such aircraft as the C-130, B-2 bomber and F-117 stealth fighter. All of the space shuttles were also built at the Palmdale plant. While the department's primary mission is ARFF, it is a fully functional department that responds to structural and medical emergencies, hazardous materials releases, as well as technical and confined space rescues. It also has a mutual aid agreement with LA County to assist with wildland fires, traffic accidents and water supply issues.

U.S. Air Force Plant 42 Federal Firefighters Local F-314 joined CPF with 31 members on December 1, 2012 to provide further protection and assistance for their membership. "As a local, our number one priority is the safety and success of our members and we are confident that CPF can help us achieve this," said James Scheu, Vice President of Local F-314.

The biggest challenge currently facing Local F-314 is trying to maintain its staffing levels, which are established by the United States Air Force based on various aspects outside the department's control. Low manpower on the plant affects vehicle staffing and makes meeting response requirements extremely difficult. Most recently, the local has adopted a Collective Labor Agreement and has successfully negotiated a Local Supplement contract as well as participated in the restructuring of many of the department's SOGs.

The USAF Plant 42 Fire Department has a long proud history of supporting the United States' interests in military and commercial aircraft as well as space exploration and Local F-314 endeavors to continue this legacy well into the 21st Century.



Mike Lopez

CPF 6th District Vice President

CPF District 6 represents CDF Firefighters, Local 2881.



CHANGING OF THE GUARD

It is true that time does not stand still for anyone, and that includes those of us who care so deeply about CDF Firefighters.

Bob Wolf, the longest serving president in CDF Firefighters' history, retired after a 10 year tenure at the helm. President Wolf served during one of the most vibrant periods in firefighting history. He was responsible for overseeing a Memorandum of Understanding (MOU) that allowed firefighters to retire with dignity after 30 years on the job. He is responsible for the change of our name to CAL FIRE; the restructuring of how we provide the tools necessary

for us to do our job; and he took our association from a small building on the east side of town into beautiful new headquarters within walking distance of the Capitol.

Most of all, Bob Wolf will be remembered for his absolute dedication to all firefighters. He will be the model on which all future leadership is based.

We also saw the retirement of our longtime Treasurer, Art Smith. It is remarkable to think that many of our firefighters weren't even born when Art Smith took over the financial responsibilities of our union. He has been the Treasurer for CDF Firefighters

for 27 years. His extraordinary counsel and firm hand will be missed, although he has generously agreed to manage the transition.

Also leaving the Board after a remarkable 20 years of service at the executive level is Tom Gardner. Tom served as our president in the past and was a popular and active grassroots leader throughout his career. He, too, will be missed greatly. We wish him the best.

LEGISLATURE

Unlike our brothers and sisters throughout the state of California, CDF Firefighters deal with the California Legislature in the same manner that others deal with their Boards of Supervisors and City Council. Our MOU, as well as the budget, are promulgated through legislation at the state level and are ultimately signed by the Governor.

This year, the new freshman class in the California State Assembly is the second largest in California history. Thirty-eight of the 80 members will be freshman and while they bring extraordinary diversity and energy to the job, they also have a daunting learning curve. California is an extraordinarily complex state to govern.

The challenge for CDF Firefighters Local 2881 is to meet with the new members and share with them the work we do and the critical role we play in the public safety paradigm of our state.

FUTURE GOALS

The transition for CDF Firefighters is not going to be easy, but our priorities haven't changed: protect and enhance the wages, benefits, and conditions of our membership.

We also think it is of real importance that we revisit the testing and hiring process within CAL FIRE. The confusion that is inherent with the candidates doing self-evaluation should be evident and needs to be addressed.

It is interesting to note that 30 years ago CDF Firefighter engines had a 5-0 staffing level. Unfortunately, during the economic downturn it was not unheard of for 1- staffing to be seen. It is very important that we revisit staffing levels and hopefully convince the Legislature that full staffing makes the best sense.

We also plan to revisit our communications plan so that internally our purpose as union leadership will be clearly understood by all of our membership.

Finally, the success of turning back Proposition 32 highlights for all of us the benefits of solidarity and the importance of workers being protected by a union. We look forward to working with all California firefighters to make 2013 a great year.



IAFF General President Harold Schaitberger stops by Hollister Air Base to visit with Local 2881 members during statewide tour last fall.



Local 2881 held weekly phone banking on Prop. 32 at its Sacramento headquarters.



Dave Gillotte CPF 7th District Vice President

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



Welcome to the 7th District of the California Professional Firefighters—Los Angeles County Fire Fighters, Local 1014. Los Angeles County Fire Fighters' 10 member Executive Board was elected by acclamation and installed at the first General Membership Meeting of January 2013.

I will have the pleasure and the privilege to return for another term following a decade of service as the President of Local 1014 and the 7th District Vice President, after logging 4 years as an Executive Board Member. Time flies when we're battling so many assaults on our members and our issues.

I am joined by 1st Vice President Dave Lopez, 2nd Vice President Dave Morse, Treasurer John Smolin, and Executive Board Directors Will Pryor, Lew Currier, Pat Dolan, Andy Doyle, Al Mc Connell and Steve De Witt. We say goodbye to Director John Tuck as we welcome newcomer De Witt, and we thank "Tuck" for his selfless service to the members as he plans to spend more time with his family in 2013.

I am proud to serve as leader of one of the finest executive boards in the nation and we have been together for over a decade representing our nearly 3200 members including firefighters, paramedics, FSA's, pilots, fire prevention engineers, safety forestry members, dispatchers, health and Haz-Mat professionals and heavy equipment and dozer operators, covering over 400 square miles of Los Angeles County and including 58 contract cities.

We are proud of our union members' strong tradition of stepping up to work alongside all of California's professional firefighters and paramedics to help protect and secure our wages, hours and working conditions for our profession.

We have had many battles and successes in 2012 including the effort to kill Proposition 32, which would have effectively silenced our voices and our votes. We have survived workers compensation reforms and pension reforms, and while we have much work to do to right the wrongs, we contained what could have been much more damaging legislation.

Local 1014 members face negotiations as our contract expired at the end of 2012. We also entered into a workers' compensation carve out agreement for our members as we try to improve treatment and speed up the return to work of our injured employees that have suffered under a broken state workers' compensation system.

We will continue to maintain a very robust political action and legislative program at the state and local levels. We will be targeting a legislative and regulatory remedy for major EMS issues to include double and triple jeopardy issues, accreditation and licensing issues, as well as protections for our 201 rights to provide exclusive service to the citizens we serve.

We also see the workers' compensation, pension and healthcare arenas as hotbeds for CPF legislative efforts



President Gillotte swears in the new Local 1014 Executive Board.

in 2013 as we seek to find a remedy for the harm our new members will suffer as a result of AB 340 and the impact of PEPR.

We also believe that revenue streams to include state, federal and local monies such as Federal grant monies and former redevelopment agency agreement monies that are due to fire agencies will be rich targets for our collective state political action and legislative efforts as part of the CPF team.

We look forward to working together with all of California Professional Firefighters on the challenges

and issues facing us in 2013 and 2014 as we convene to conduct the business of the CPF at the Annual Convention in Glendale.

Strong political and legislative action through the solidarity and strength of our united professional firefighters unions will be critical to our success as we continue to work to survive the economic and political realities of our landscape.

Thank you to all of the CPF's members for the commitment to protecting our members and our collective union voice. We are ready to get it done in 2013!



Local 1014's headquarters was a hive of phone banking activity during the fight against Prop. 32.



Frank Lima CPF 8th District Vice President

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



Historic Times for Los Angeles

Greetings. A couple of months ago I had the distinct honor of running and being elected as President of United Firefighters of Los Angeles City (UFLAC), IAFF Local 112. As such, I now have both the opportunity and the responsibility to serve as Vice President for the CPF in the 8th District. This is my first report:

As a union official for the last several years, I have joined many others throughout this state who have come together ... at CPF Conventions, CPF District meetings, IAFF functions, and, most recently, in the great effort we all made to defeat Proposition 32. I have learned so much from so many of you in this great organization and look forward enthusiastically to continuing to play a part in something that we all so very much believe in. Relationships go a long way in this profession.

As we move forward, UFLAC is running on a simple philosophy, "Treat us well, and we'll treat you better. And never mistaken our kindness as a weakness." This will apply to our managers and politicians.

Without re-hashing all of the things that all of us in CPF did to defeat the real enemies of California's normal working families in our anti-Prop 32 campaign (you all know and can be proud of how well you answered the call), I will say that members and officers of Local 112 were proudly active in planning, strategy, publicity,

and phone banking in the fight.

We should never be shy about reminding our members of what they accomplished last November. That way, we'll be better ready for the next round - as it will inevitably come. Our PAC account took a big hit to fight Prop 32, however we will be looking into rebuilding our PAC and becoming a major player in the political arena.

The biggest change so far is the increased member participation. The executive board is very talented, hard working, and on the same page working as a team. Our membership uniting together is something special to see. The UFLAC membership has been through very tough times with permanent closures to 22 Trucks, Engines, Ambulances, as well as firefighters and our inspectors.

With that said, TEAM UFLAC is going to get through things together, united. Everybody is welcome at their union hall, everyone has been included, everyone has had a voice at every meeting, and we are seeing new faces every meeting.

In December, we faced the possibility that a man who took the life of one of our brothers might be set free. An arsonist, who was convicted of murder for setting the 1981 North Hollywood fire that took the life of Apparatus Operator Tom Taylor (and seriously injured several other firefighters), was recommended for parole by the State Parole Board. UFLAC and others

were successful in persuading the Governor, supported also by a prison psychologist's report, to overrule and veto the parole board and keep him in prison, citing "... negative factors that demonstrate he remains unsuitable for parole."

City elections this spring in Los Angeles are "wide open" to put it mildly. Term limits have operated this year so as to insure that we will have a new Mayor and nine City Council seats are open (in a 15 seat body). Also, the offices of City Controller and City Attorney will be contested in open, competitive races as the current Controller runs for Mayor and the current City Attorney faces a stiff challenge.

To date, Local 112 has held membership endorsement interviews of candidates in nine races on nine different days at special meetings well attended by our membership. We have endorsed several members coming from the Legislature who are seeking a City Council spot (see www.uflac.org for details).

Most significantly, we have endorsed Wendy Greuel, the current city Controller, to serve as L.A.'s next mayor. The decision was difficult, but we believe Wendy will provide solid leadership for our city.

It has been a lot of work, but UFLAC is heading in the right direction. I am humbled to serve as the UFLAC President and as a Vice President for the CPF.



UFLAC Local 112 members taking an active stand in the upcoming Los Angeles elections in their support of Councilwoman Wendy Greuel for mayor.



CALIFORNIA PROFESSIONAL FIREFIGHTERS

2012 PHOTO CONTEST

WINNERS



1st Place **Rick McClure**

Rick McClure dedicated 39 years to the California fire service, retiring just last year as a Captain with United Firefighters of Los Angeles City Local 112. He started out chasing fire engines and snapping pictures from his bicycle at only 8 years old and now has been shooting the "Emergency Scene" for over 40 years in the greater Los Angeles area. Rick also frequently contributes to numerous fire publications as well as the LA Times, Daily News, AP Photos and others.



2nd Place **Craig Rose**

Craig Rose is a longtime South Bay fire photographer, serving three locals including San Jose Fire Fighters Local 230, Santa Clara City Fire Fighters Local 1171 and Santa Clara County Firefighters Local 1165. His images have appeared in a wide variety of publications and media outlets, both print and online, ranging from the San Jose Mercury News, NBC Bay Area, KGO-TV San Francisco, Fire Engineering Magazine, FireFightingNews.com, Firehouse.com and many others.



3rd Place **Wes Schultz**

Wes spent more than three decades in the fire service, retiring in December of 2000 as an assistant chief in Sacramento. Wes now volunteers as a photographer for CAL FIRE out of their Sacramento headquarters. He started shooting as a hobby around 1995 to help improve the firefighter image and today his photos have been used by National Geographic, several books on firefighting, various magazines and several fire agency websites.



honorable mention



Jason Velez



Jesse Smith



Jeff Lindgren



Mike Meadows



CPF CALLBACK ASSOCIATION PAC CONTRIBUTORS

As a member of the Callback Association, Gold and Silver Circle members make a valuable contribution to the California Professional Firefighters' Political Action Committee (PAC), which help us back legislative leaders and candidates – on both sides of the aisle – who stand up for firefighters.

On behalf of the CPF Executive Board, a special thanks to the following Callback members:

GOLD CIRCLE

Alameda City Int'l Assoc of FF Local 689

Richard Bennett
James Ritchey

Burbank Fire Fighters Local 778

Monte Osborn

Camp Pendleton Prof. Firefighters Local F-85

William Harvey

Carlsbad Firefighters Assoc. Local 3730

Richard Fisher

CDF Firefighters Local 2881

Paul Graham
James Mortensen
Dennis O'Brien
Guylid Vincent
Hank Weston

Contra Costa County Prof. FFs Local 1230

Jennifer Abrahamson
Nils Anderson
Richard Carpenter
William Cullen
Richard Del Fiorentino
Robert Eason
Thomas Egan
Gerald Goss
Russell Greenlaw
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Edward Kruse
Ronald Moomey
William Rabska
Bradley Seiter
Jack Walker
Wayne Zimmerman

Davis Prof. Firefighters Assoc Local 3494

Richard Jett

Edwards AFB Firefighters Local F-53

Thomas Van Trease

El Segundo Firefighters Assoc. Local 3682

Gary Preston

Fed. Firefighters, San Diego Local F-33

William Roy

Fire Fighters Local #1186 Local 1186

Kevin Purnell
Mary Wood

Glendale Fire Fighters Local 776

Neil Kingsley

Kern Co. Fire Fighters Local 1301

Gary Frank
George Welch
Charles Wimmer

Livermore-Pleasanton FF's Local 1974

Raybert Thornton, Jr.

Long Beach Firefighters Local 372

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Charles Pillsbury
Terrell Porter

Los Angeles Co. Fire Fighters Local 1014

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Richard Land
Edward Murrieta
John Price
Virginia Wiest

Marin Prof. Firefighters Local 1775

Charles Onorato
Eric Stroud

Modesto City Firefighters Local 1289

Charles Giles

Mountain View Prof. FFs Local 1965

Dale Kuersten

Newport Beach FF Association Local 3734

Jeffrey Remmele
Randall Smith

Oakland/Alameda Co FFs Local 55

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James Hayworth
Ralph Johnson
Thomas Lueder
Alex Mathews
Howard Meyer
Eldon Parker II
Jack Passadore, Sr.
Herbert Soares Jr.
Patrick Stranahan
Joseph Strawn

Oceanside Firefighters Assoc. Local 3736

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Ontario Professional FF Assoc. Local 1430

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Ralph Des Lauriers
Rick Lebel
Larry Steeber

Oxnard Firefighters Local 1684

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Thomas Waller

Palo Alto Professional FF's Local 1319

Tim Bettencourt
Robert Brouchoud
Judith Jewell

Pasadena Firefighters Local 809

Richard Barry

Piedmont Fire Fighters Local 2683

Martin Ensrud

Redlands Professional Firefighters Local 1354

James Drabinski
Joe Pompa Jr

Riverside City FFs Association Local 1067

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John Jones
Charles Luna

Sacramento Area Fire Fighters Local 522

Charles Bader

San Bernardino City Prof. FF Local 891

Sammie Fitts
Charles Martinez
Thomas Parlett
Leslie Pompa

San Bernardino County FFs Local 935

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Michael Potter

San Jose Fire Fighters Local 230

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Michael Curcio
Arthur Dundon
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Gregory Martell
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Douglas Potter
Vincent Sciortino

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Dennis Grogan
Jack Holman
Michael Lannen

Vacaville Firefighters Local 3501

Dennis Miller

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Clinton Beacham
Stephen Howell
Dan Salter
Richard Watters

Burbank Fire Fighters Local 778

Hans Jenner

Camp Pendleton Prof. Firefighters Local F-85

Awilda (Willy) O'Brien
Doug Smith

CDF Firefighters Local 2881

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Rodney Dykhouse
David Edwards
Randolph Gibson
Charles Lyon

Los Angeles Co. Fire Fighters Local 1014

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Victor Caldwell
Ronald Conway
James Holdridge Jr
Thomas Little
William Sturm
James Tollefson
Dave Walizer

Marin Prof. Firefighters Local 1775

Jim Hopkins
Dana Luce
Lawrence Martinez
James Stephenson

Modesto City Firefighters Local 1289

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John Greenstreet
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Lawrence Thompson

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Palo Alto Professional FF's Local 1319

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Jack Webb
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San Bernardino County FFs Local 935

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Santa Barbara Co. Firefighters Local 2046

James Petersen

Santa Clara City Firefighters Local 1171

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Stockton Firefighters Local 456

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United Firefighters of Los Angeles City Local 112

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