



# CALIFORNIA PROFESSIONAL FIREFIGHTERS



## THE VICTIMS OF BANKRUPTCY

*Public safety, taxpayers and retirees pay the price for Chapter 9 filings*

**T**he long and wrenching bankruptcy ordeals of three California cities may finally be approaching their final resolution.

In Stockton, Federal Bankruptcy Judge Christopher Klein rejected the pleas of a high-powered Wall Street brokerage house and approved a negotiated plan to allow that city to exit its two-year bankruptcy;

In San Bernardino, details of a negotiated agreement were revealed that will require the city to continue paying its share of the pension debt;

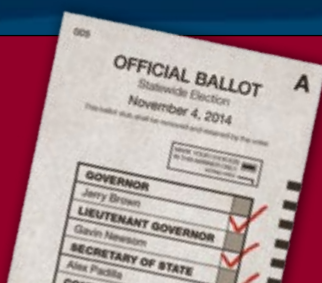
Vallejo, which declared bankruptcy in 2008 and emerged two years later, this year passed its first structurally balanced budget in a decade.

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# CPF AGAIN WINS HONORS IN 2014 IAFF MEDIA AWARDS

California Professional Firefighters' member and public communications are again being recognized with some new hardware after this year's IAFF Media Awards.

CPF's projects were honored by the IAFF in two categories at the 2014 Media Awards, adding to the long list of accolades collected over the years.

Earning top honors this year was the *California Professional Firefighter*, CPF's official quarterly publication, which was named best print publication among unions with circulation of more than 1,000 members. In their comments, this year's judges hailed the paper's informative content and "excellent layout."

"It's an honor to have our communication efforts recognized by our firefighter peers from across the U.S. and Canada," said CPF President Lou Paulson. "Our publications provide a valuable information outlet for our members across the state and we're tre-

mendously proud of the high standard of quality we've established for these publications over the years."

CPF also took home an Honorable Mention award in the "Best One-Time Publication or Project" category for the program developed for the 2013 California Firefighters Memorial Ceremony. The program, which features photos and biographies of fallen firefighters being added to the statewide memorial, was praised as a "beautifully designed keepsake for the families of fallen firefighters." The program is also made available to family members on the website of the California Fire Foundation, at [www.cafirefoundation.org](http://www.cafirefoundation.org).

"The memorial program is a special tribute that's made available to families during their time of loss," Paulson said. "Our staff puts in an incredible amount of hard work to make this project special, and this award is a reflection of that."



## CAPITAL & MAIN

If you've paid much attention to the news lately, you've probably noticed a lot of stories that matter to a few people in high places and not many that matter to you. The national news veers from softball celebrity interviews to mile-wide-and-inch-deep political debate. In local news, well, if it bleeds, it leads. If the perspective of working people and labor is offered, too often it is framed solely in political, "right vs. left" terms.

Changing that perspective is what Capital and Main is all about.

Founded in 2012 as "Frying Pan News," Capital and Main ([www.capitalandmain.com](http://www.capitalandmain.com)) has grown into an influential source of investigative reporting on the real issues that touch the lives of everyday Californians. With a staff that includes Pulitzer Prize-winning journalist Gary Cohn, Capital and Main has helped reveal the stories behind California's economy, as well as exposing special interest agendas on everything from retirement security to basic health and safety.

"The mainstream media are finally paying attention to the decline of the middle class and the rise of the working poor, but the underlying reasons are seldom explored," said Danny Feingold, Capital and Main's publisher. "We see it as our mission to expose how power and politics are shaping the economic realities of

Californians, too often to their detriment."

The news agency's mission is carried in its name, as stories reflect the frequent disconnect between what happens in the halls of power (the Capital) and what's happening on "Main Street." In its short life as an online publication, Capital and Main has already established its bona fides as an investigative news outlet, on everything from retirement security to the minimum wage to education reform.

- Reporting on the hidden influence of big money in the Prop. 32 campaign helped sink it at the polls;
- Coverage of Ventura County's ill-fated measure to eliminate pensions exposed the wider agenda of anti-pension activists and the influence of well-heeled ideologues;
- Coverage on the abuse of enterprise zones had a major impact on reform legislation;
- Cohn's reporting on the use of chemical flame retardants linked to firefighter cancer provided important information that helped win passage of legislation disclosing the use of flame retardants in furniture.

"We are, first and foremost, committed to high-quality journalism – that's why Gary Cohn was the first reporter we



A Capital and Main video story on toxic chemical flame retardants featured Marin firefighter and cancer survivor James Byrnes.

hired," said Feingold. "But we are very clear that we have a point of view, which is that economic inequality poses a direct threat to the well-being of California and the nation."

Telling the stories is only the start. Since its launch, Capital and Main has expanded its reach by partnering with widely-read national outlets such as Huffington Post. Using the power of the Web, the site also adds depth to its stories through online video, creative graphics and illustration. (Disclosure: CPF provides video production and graphic design support for Capital and Main through Firestar Studios and Firefighters Print & Design.)

"It's important that those who wield power are reading our stories, and judging by some of the reactions we've gotten, they certainly are," said Feingold. "But

it's important to reach a broader audience, and our partnerships have helped us gain national exposure for our work."

In the coming year, Capital and Main will be expanding on its mission with a month-long series on income inequality, including videos, audio podcasts, informational graphics and dozens of stories on everything from retirement insecurity to environmental inequities.

"Economic inequality is distorting the California Dream in ways that extend far beyond income disparities," said Feingold. "We hope to offer a comprehensive, yet visceral picture, of how the nation's largest state is confronting an epic challenge, and what can be done to overcome it."

Follow Capital and Main's reporting – [www.capitalandmain.com](http://www.capitalandmain.com) – as well as on Facebook and Twitter. CPF also shares stories at [www.cpf.org](http://www.cpf.org).

# LOOKING BACK, MOVING FORWARD



LOU PAULSON

**T**he dawn of a new year affords each of us a unique vantage point.

On one hand, we're able to look back and recall the accomplishments the past 12 months have borne, while on the other, we can look ahead and know that the coming year will bring many new and unfamiliar challenges.

So it is for our profession and for your union.

As firefighters in California, we are tasked to meet a fire threat that seems to grow more dangerous with each passing year. Chronic drought and tinder-dry conditions turned even modest wildland blazes into potential firestorms. Despite some December rain, there's no reason to expect anything different in 2015.

For California Professional Firefighters, it is also a time of remembrance and recommitment.

This past year marked CPF's 75th anniversary, and we celebrated this milestone with success on many fronts.

In Sacramento, we placed 11 bills on the governor's desk and had seven signed into law, more than any other labor organization in the state.

Included in this count was AB 1035, legislation which relaxed the arbitrary "death clock" that penalized survivors of stricken firefighters and police officers who fought for life beyond the previous

limit of 240 weeks. Because of our action, it is our hope that families will no longer be penalized because their love ones failed to die quick enough.

Our efforts also brought about the passage of SB 1019, which informs consumers about whether or not furniture contains flame retardant chemicals. These chemicals are linked to job-related cancer in countless firefighters, and by informing the public of their risks, we can curb – and hopefully eliminate – their use here in California.

While these successes have been tremendous, we know that 2015 will bring a whole new set of challenges to our doorstep.

In Sacramento, the end of an election cycle brings unfamiliar faces to the Capitol, forcing us to build new relationships to replace the ones we've lost. At the same time, Gov. Jerry Brown is entering a historic fourth term as governor and it's impossible to predict where he might place his focus now that re-election campaigns are off the table.

Obviously, there is always concern about attacks on public employee pensions. There is also renewed concern about the future of retiree health care. These benefits have proven vulnerable in local government bankruptcy proceedings over the last few years, most notably in Stockton and Vallejo.

At the ballot box, we'll likely see an effort to renew the vital funding provided by Proposition 30, while our

enemies – including pension opponents like Chuck Reed and John Arnold – may try to use the new qualification threshold established by last November's historically low election turnout to mount an attack in the form of a statewide ballot initiative.

While these challenges promise to be severe, we will – as we have in years past –

rise to meet them.

Our profession has demonstrated time and time again that, through solidarity, we can achieve amazing things. I fully believe that this year will be no exception, and look forward to the day when we can look back and celebrate an entirely new set of accomplishments.

“ While these successes have been tremendous, we know that 2015 will bring a whole new set of challenges to our doorstep. ”

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“Nearly two-and-a-half years later, a heavy burden has been lifted,” Stockton Mayor Anthony Silva said in a statement last month, quoted in *The Stockton Record*.

By most accounts, these recent developments represent the first bit of good news in the Chapter 9 bankruptcy saga. (Chapter 9 is the federal statute covering municipal bankruptcies). Wall Street insiders, who had pushed cities to use bankruptcy to break their union contracts, failed to convince judges to force cities out of CalPERS, the nation’s largest pension system.

“It turns out that bankruptcy doesn’t work as a way to impair pension obligations to employees,” said Greg Biddle, president of Stockton Firefighters Local 456.

While the courts may be winding down their Chapter 9 cases, the wounds in these communities are deep and lasting, and the final “chapter” has yet to be written.

## BANKRUPTCY: THE ULTIMATE BAILOUT

A few common dysfunctional threads run through all three of the cities that sought Chapter 9 protection:

- **Unsustainable redevelopment debt:** Ill-conceived redevelopment projects drained millions for everything from military base transformation to minor league sports complexes. The dubious bets proved disastrous when the housing market cratered;
- **Finger-pointing politicians:** Hard liners deflected responsibility for their bad decisions by attacking firefighters,

# “I wouldn’t wish bankruptcy on any city.”

– Stockton Mayor Anthony Silva

police and other workers for “lavish” pay and pensions;

- **The Wall St. peanut gallery:** Behind the scenes, the investment community promoted Chapter 9 as a way for cities to break their pension promises so that bondholders can get paid.

“It’s pretty clear to me that the motivation behind these bankruptcy declarations was a desire to break their contracts and break their promises to current and retired workers,” said CPF President Lou Paulson.

## LEGACY OF CHAPTER 9: LAWYERS WIN, CITIES LOSE

The list of “winners” in a municipal bankruptcy can be summed up in one word: lawyers. Taxpayer-subsidized attorney fees for the three cases have run in the tens of millions. In Vallejo, the money spent on legal fees could have closed the original budget deficit that pushed the city into bankruptcy in the first place.

The list of losers is considerably longer.

- **Public safety loses:** Vallejo saw a 40 percent reduction in public safety and closure of half of its fire stations. Stockton and San Bernardino continue to rank among the most dangerous cities in the nation;
- **Retirees lose:** Even though all of the bankruptcy plans protect the pension promise, Vallejo and Stockton retirees lost all or most of their retiree health coverage – a loss of income approaching 40 percent in some cases;
- **Employees lose:** Mass layoffs put dozens out of work, and pushed a crushing workload onto those that stayed. Those that stayed also had to do more for less, as their pay and benefits were slashed;
- **Taxpayers lose:** Taxpayers bear the cost of the process, and have been forced to step up and support tax measures to right the fiscal ships;
- **The community loses:** There’s a stigma that’s hard to shake: People don’t want to live or work in a bankrupt city.

“Being a city that has declared bankruptcy is going to hit us hard going forward,” said Biddle. “There’s going to be a hesitancy

from businesses that might move here or homeowners that might move back.”

## WHAT THE FUTURE HOLDS

Even with the movement in the courts, the bankruptcy sagas in Stockton and San Bernardino are far from over. Stockton’s plan of adjustment, negotiated with all of its stakeholders, still must be implemented and approved by Judge Klein. In San Bernardino, hard line city politicians continue to drag their feet in developing an exit plan, making the road harder and longer. (See “San Bernardino voters send clear message”, page 14).

Are there more Chapter 9s in California’s future? Well, the excruciating Vallejo experience didn’t stop the hardliners in Stockton and San Bernardino from pursuing the same path. And an untested opinion from Judge Klein could leave the door open for Wall Street to continue trying to dismantle public pensions. “There is a fear that there will be a patchwork of cities, going in and out of bankruptcy ... to undermine the entire pension system in California,” said Paulson.

Working against a rush to bankruptcy are several factors, most notably the economic recovery that has helped re-stock budgets and re-staff public safety. More importantly, these cases have reminded California cities about what makes the process something to be avoided at all costs.

“I don’t think it’s time to pat ourselves on the backs,” said Mayor Silva. “I wouldn’t wish bankruptcy on any city.”

## THE LESSONS OF VALLEJO

By 2008, Vallejo had spent years trying to redevelop its way out of the impact felt by the closure of the Mare Island Naval Base. Diversions to the redevelopment fund artificially inflated public safety costs. With the economy reeling, the redevelopment bet failed to pay off.

Egged on by anti-union politicians, then-City Manager Joseph Tanner engineered Vallejo’s bankruptcy declaration in 2008. By the time it emerged from bankruptcy in 2011, the city had renegotiated its labor agreements and spent more than \$8 million in legal fees.

The impact of the bankruptcy process is still being felt today. Half of the city’s eight fire stations were closed and the city lost more than 40 percent reduction of its fire and police staffing. The police and firefighters that stayed took pay cuts approaching 35 percent. Retirees lost most of their retiree health coverage.

Minimum fire staffing was eliminated.

Hailed as a hero by the anti-pension crowd, Tanner was eventually ushered out of town with a taxpayer-financed buyout of nearly \$400,000. Six years after its bankruptcy declaration, Vallejo appears to be turning the corner fiscally, having passed its first structurally balanced

budget in a decade. But the scars linger today.

“Bankruptcy is horribly expensive,” said current City Manager Dan Keen, on the statewide radio broadcast *The California Report*. “It’s a morale killer and its long-lasting effects are pretty devastating. If there’s some way to avoid it, it’s not the best solution.”



Billboard in Vallejo dramatizes the city’s bankruptcy saga. In the end, Vallejo’s public safety took an even bigger hit.

# JUST A JOB?

**F**ifty years ago, most firefighters would tell you that their career was really a "calling." Is this still the case or is it simply a job, a means of providing for your family? Is there still a sense of community within your department, union and the geographical entity that provides your income?

Webster's Dictionary defines "community" as a unified body of individuals; people with common interests living in a particular area. Prior to the 1960's, many departments had residency requirements that forced the firefighters to live in very close proximity to the workplace. Firefighters and their families lived in the communities they protected. Because of low wages, most worked a second job nearby. Their kids attended the same schools, they went to the same churches, firefighters coached the little league teams and civic leaders were their neighbors.

Today, economic conditions, workweek schedules and regionalized fire protection have all contributed to firefighters being

less likely to live within the community they serve.

Firefighters participate in the communities where they live, but usually find it very tough to divide time between two locales. This situation also presents unique challenges to union leaders. Attendance at union-organized social events requires planning and a good deal of promotion in advance. Getting firefighters to participate in political precinct walks, phone-banking and other activities is not easy.

For many locals, even union meeting attendance is suffering. The desire to "beat the traffic" getting home triumphs over the thought of spending 90 minutes at the meeting before hitting the freeway for an hour trip home.

So, why should you care? The answer is simple.

As the sense of community erodes, our stature among those we protect takes a hit as well. Some elected leaders develop the attitude they are merely a paycheck for us, that we are not really invested in the community. But we can combat this

attitude and help our union leadership in the process.

What can you individually do to reignite a sense of community within your local and department? Very simply, volunteer a little of your time. Ask your union leadership what they need. We all know that if every member does a little, spreads the work, it goes better for all.

Sacrifice a little of your time to attend the union meeting. Support the union-planned social events throughout the year.

If you don't enjoy that aspect of the profession, make yourself available to work the shift for someone who wants to be there. During the political season, help with phone banking or other needed work. It all shows that you care about the community you work in.

If you read the above paragraph with indifference or thought "let someone else do it," then your career in the fire service might just be a job.

Don't let it happen!



LEW STONE

## CALIFORNIA PROFESSIONAL FIREFIGHTERS

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# IAFF OFFERS WAY TO CHECK PULSE OF LOCAL FINANCES

When sitting down at the negotiating table or developing long-term objectives, it's important that your local union leadership has a clear picture of your city, county or special district's finances. In collective bargaining, this knowledge can mean the difference between success and stalemate.

The IAFF's Municipal Financial Analysis can provide that clarity.

Across the country, these analyses have helped locals negotiate contracts, resolve short-term issues and develop long-term goals that will go on to benefit their members for years to come, said Michele Shaffer, IAFF's director of labor issues and collective bargaining.

The service, which is free to all IAFF locals, shouldn't be reserved for crisis, Shaffer adds. Even locals operating in the healthiest of jurisdictions can benefit from having a complete financial picture at their fingertips.

"With the right information, we can help locals see where the money is, where it's going and sometimes what management may be trying to hide," said Shaffer.



## IAFF MUNICIPAL FINANCIAL ANALYSIS

Local presidents needing a financial analysis may request one through IAFF 10<sup>th</sup> District Vice President Jim Ferguson

### Necessary Information:

Comprehensive Annual Financial Reports (CAFRs) for the three most recent fiscal years

Budgets for the current year and for two or three most recent fiscal years

### Optional, but preferred:

Monthly revenue and expenditure reports for the current fiscal year

Recent credit analysis from a municipal bond rating firm

Copies of jurisdiction's charter describing the taxing and financial authority of the jurisdiction

# GIVE US YOUR BEST SHOT!



## CPF'S 2014 PHOTO CONTEST

[www.cpfphotocontest.org](http://www.cpfphotocontest.org)

Now with three chances to win!  
Deadline extended to February 28, 2015

➔ Firefighters on the job  
**\$1,000**

➔ Fire Action  
**\$1,000**

➔ Firefighters in the community  
**\$1,000**

Submit your entry to any of our three prize categories and see contest rules at [www.cpfphotocontest.org](http://www.cpfphotocontest.org)

# FIREFIGHTER FRIENDLY BILLS FIND FAVOR IN SACRAMENTO

## *CPF again paces labor in legislative success rate at Capitol*

**T**his past September, the 30-day signing window afforded to Governor Jerry Brown following the Legislature's adjournment came to an end, allowing the ink to dry on the bills passed by lawmakers in 2014. On New Year's Day, hundreds of new laws went into effect.

For California firefighters, this year's legislative session was a strong one.

The governor signed key CPF-sponsored measures aimed at protecting firefighter health and safety on the job, as well as ensuring that EMS personnel hired by private contractors are clearly identified as such, so the public can know who is providing critical care service.

A rundown of measures signed by Governor Brown:

- **AB 2146** (Nancy Skinner, D-Berkeley) - Moves us closer to providing firefighters a greater degree of personal protection by requiring the state to look at NFPA's nationally-recognized PPE standards and determine whether state updates should be made;
- **SB 556** (Alex Padilla, D-Pacoima) – Protects the firefighter image by requiring that uniforms worn and vehicles used by public health and safety personnel denote whether

they belong to a public agency or private contractor;

- **SB 1019** (Mark Leno, D-San Francisco) – Protects consumers and, in turn, firefighters by requiring upholstered furniture to include a disclosure as to whether the product contains flame retardant chemicals, which produce cancer-causing agents when they burn, putting firefighters and the public at risk;
- **SB 1438** (Fran Pavley, D-Agoura Hills) – Directs the state to develop standards and promulgate regulations allowing all pre-hospital emergency care personnel, including firefighters, to administer Naloxone.

The bills signed in the session's final days come in addition to three bills signed before the Legislature's summer recess:

- **AB 1035** (John Perez, D-Los Angeles) – Extends the statute of limitations for filing a

survivor-related workers' compensation death benefit claim in instances where a firefighter succumbs to job-caused cancer, tuberculosis, or a blood-borne infectious disease;

- **AB 1561** (Freddie Rodriguez, D-Pomona) – Extends the sunset date of the state's voluntary California Firefighters Memorial Fund personal income tax check-off;
- **AB 2438** (Bonnie Lowenthal, D-Long Beach) – Clarifies that the training of firefighting equipment operation may be conducted by a firefighter who possesses a Class C license with a firefighter endorsement.

“By seeing seven of our sponsored bills signed into law, CPF has, once again, shown itself to be an advocacy leader within the labor movement,” said CPF President Lou Paulson. “No other organization had similar success in the Capitol, and no other organization works harder to represent the interests of its members.”

### Looking forward to 2015-16

This past month, a new crop of state legislators was sworn in for the 2015-2016 session. As you might expect, the November election has already had an impact on the newly convened session. Historically low turnouts, and the impact of term limits and the open primary, created a number of surprise results in district elections across the state.

The result of all this electoral uncertainty was a large batch of new faces in Sacramento. When the Legislature reconvened, more than half were either brand new or had only two years of experience.

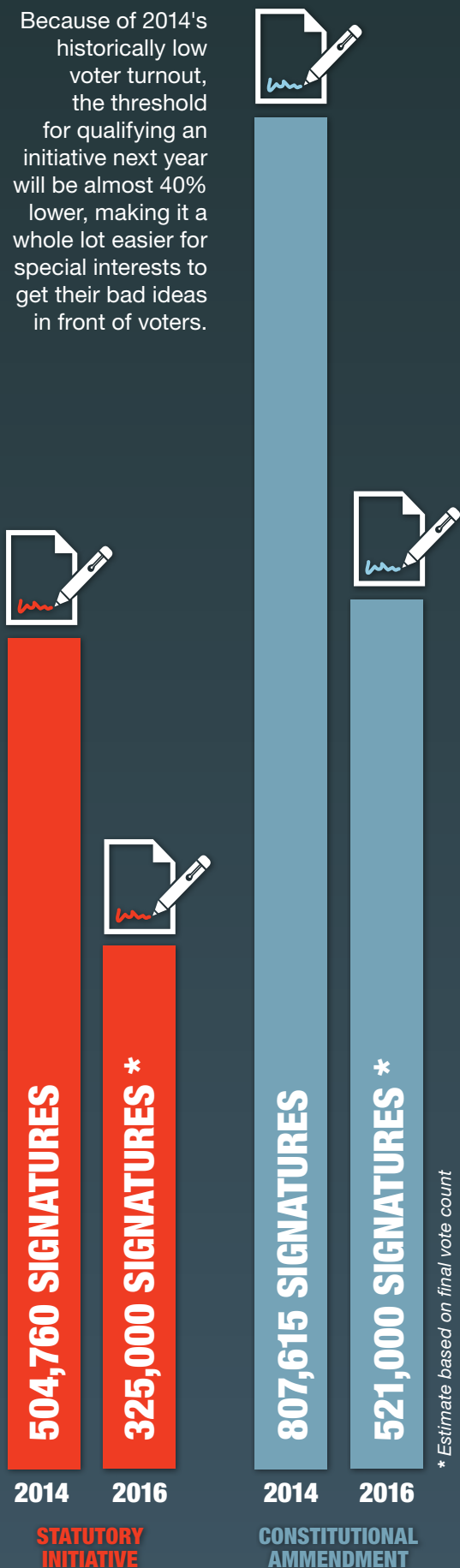
Preparing for the coming two-year session, CPF is poised to push a robust legislative agenda aimed at protecting our members' interests on the job and off. As it has in the past, CPF's legislative agenda will focus on critical public safety issues, such as funding for first responder services and fire service apprenticeship training, along with issues that affect your pocketbook, such as retirement security, retiree health and municipal bankruptcy.

To keep up to date with CPF's sponsored bill package and other news from the Capitol, please visit [www.cpf.org](http://www.cpf.org).



THINK SITTING OUT 2014 IS NO BIG DEAL?  
**THINK AGAIN**

Because of 2014's historically low voter turnout, the threshold for qualifying an initiative next year will be almost 40% lower, making it a whole lot easier for special interests to get their bad ideas in front of voters.



# NATIONAL GOP WAVE STOPS AT CALIFORNIA, VOTER APATHY DOMINATES ELECTION HEADLINES

*CPF-backed candidates prevail around the state*

**N**avigating elections in California is always a challenge, even under the best of circumstances.

However, managing campaigns and making political calculations in the midst of “mid-term” elections and the lowest voter participation in California history made the 2014 election cycle perhaps the most unpredictable on record – at least that’s what pollsters and top level political operatives were left saying after this past Election Day.

Lacking the draw normally provided competitive big-ticket races, the November 2014 election saw only 40 percent of voters statewide casting a ballot. This mark shattered previous low point, which was 50.6 percent in 2002.

Yet, when the dust finally settled, California remained solidly blue, with Democrats continuing their hold on every major state constitutional office, nearly two-thirds of the state Legislature and 39 of the 53 House seats – even managing to pick up one additional seat in the 31st Congressional district.

### FIREFIGHTER CANDIDATES WIN FAVOR

California Professional Firefighters managed to orchestrate the same type of success, with the overwhelming majority of firefighter-backed candidates punching their tickets to Sacramento after Election Day.

All told, CPF-backed legislative candidates, Democrats and Republicans, won 90 percent of the time. CPF-backed candidates managed a near clean sweep of the 12 statewide constitutional offices – including priority contests for state controller, superintendent of public instruction and secretary of state. CPF was also the prime force behind the passage of Proposition 42, a landmark statewide ballot measure strengthening the state’s open records act to hold local governments accountable for their actions.

The stakes in the race for controller made it a top priority in 2014. Among the many responsibilities of the office, the controller sits on the CalPERS Board of Directors and is in a key position to help protect retirement security for firefighters. CPF took a lead role in the state independent expenditure campaign that helped Betty Yee pull off a commanding victory against her well-funded, anti-union opponent Fresno Mayor Ashley Swearingin.

In the race for secretary of state, CPF played a key role in maintaining the integrity of our state’s political process by helping to elect a firefighter champion as California’s elections chief – State Senator Alex Padilla.

And finally, in the year’s hardest fought and most expensive battle, CPF helped return State Superintendent of Public Instruction Tom Torlakson to office.

The race was, by far, the closest of all the statewide contests with Torlakson receiving 52 percent of the vote, compared to challenger Marshall Tuck’s 48 percent. Tuck was heavily backed by business interests seeking to undermine labor unions in the state’s education system and take steps toward privatization.

CPF made Torlakson’s election a priority not only because of the historic role his office has played in firefighter training, but also as a way to send a message to those who would push to privatize critical services.

As it has throughout more than three quarters of a century, CPF maintains a “firefighters first” philosophy in judging political candidates. Whether Republican or Democrat, CPF makes its assessments on the basis of how a candidate stands on the issues that matter to our members: resources, retirement security, health and safety, training and job security.

While the action from Election Day may have faded, it hasn’t entirely gone away. With some sitting legislators headed for higher office, the early part of 2015 will see a few selected special legislative elections.

### STORM CLOUD OVER 2016

Longer term, the historically low turnout could still throw a wrench or two into California’s political engine.

The threshold needed to qualify an initiative for the statewide ballot is determined using the turnout of the previous gubernatorial election. Last November’s dismal showing means that those hoping to rewrite the state’s laws can potentially qualify for the 2016 or 2018 ballots with as few as 325,000 signatures, compared to the more than half-million needed for 2014.

What does this mean for firefighters? It could mean a lot. San Jose’s outgoing mayor, Chuck Reed, has been actively raising money to try again to qualify a statewide initiative to roll back pensions for public workers. Other ideologues are mulling yet another attempt to silence your strong united voice in the political process.

A lower vote threshold means it will cost these hard liners a whole lot less to get their ideas to market. It could also mean new pushes for ballot initiatives to increase (or reduce) the minimum wage, tweak Proposition 13, legalize marijuana or repeal the new plastic bag ban.

In other words, buckle up. We could be in for a wild ride.

# What's in a bug?

Take a look at the page to the right. Do you see it? The union bug subtly tucked away below the text? Maybe you missed it – today and possibly even dozens of times in the past – but that tiny graphic packs a huge amount of importance, and carries with it history that dates back to the late 19th century.

But what exactly does it mean? Today, the union label, or “bug,” for the Allied Printing Trade Council is used to signify that a printed work product was created in a union shop – one that pays its employees a fair wage, promotes ethical work practices and creates the type of high-quality product that buyers have come to expect from union labor.

The newspaper you hold was produced by one such union shop – Firefighters Print & Design, owned and operated by CPF.

The data within the label itself tells the customer exactly where the product came from, with the lower arc of the bug designating the shop's geographical region. The number placed alongside the bug is assigned to a specific shop at the time of its organization.

The use of union bugs has a good deal to do with developments that took place in the field of printing, as well as the labor movement, shortly after the Industrial Revolution.

Since the day that Gutenberg stamped his first Bibles in the 1450s, printing was a business in the Western world. It wasn't until the advent of the rotary press in the mid-1800s, however, that it became a highly specialized trade, one that required a skilled and trained workforce.

As the industry grew, so too did the need for unionized labor, and in the early 1850s, the National Typographical Union – later renamed

the International Typographical Union, or ITU – became the first organized printing union in the United States, representing workers across all phases of the printing process.

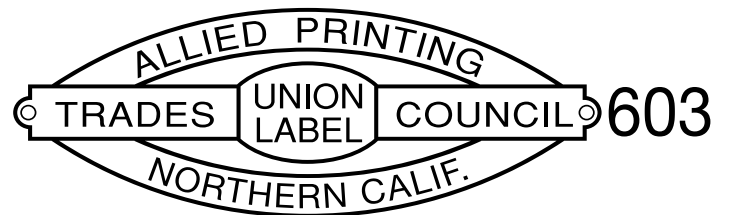
As technology advanced, however, the type of labor required to complete each phase of the printing process became increasingly specialized. Before long, bookbinders, pressmen and pressman's assistants, stereotypers and electroplaters, lithographers and photoengravers had all formed separate unions. During the infancy of union printing in America, bugs were used not only as a way to designate union versus non-union products, but also as a way to identify products created by these sometimes competing unions.

It wasn't until 1911 that the various unions representing different phases of the printing process – five in all – came together to form the International Allied Printing Trades Council, which has remained the leader in union printing ever since.

Today, the allied union logo comes with a guarantee of quality products, quick turnaround, competitive prices and unparalleled customer service. This year, Firefighters Print & Design produced millions of printed pieces for dozens of clients all around the state, all produced with creativity and the commitment that comes with being part of the labor movement.

“For us, owning a union print shop is about more than solidarity,” noted CPF President Lou Paulson. “Firefighters Print & Design offers its customers high-quality, personal service and a sense of purpose that you can't buy anywhere else. Everything we print bears the bug with pride.”

Next time you or your local has printing needs, get behind over 100 years of history and look for the bug.



Label of the International Allied Printing Trades Association as redesigned and adopted in 1897 by the Tripartite Alliance Issued by the Allied Printing Trades Council of the city or town in which the printing is done.

## EMBLEM & LABELS

<p>Present emblem of the Int'l Printing Pressman &amp; Assistants Union (IPP&amp;AU). First emblem adopted in 1892. Altered in 1898 to include assistants; redesigned in the 1920s.</p>	<p>Original label of the Int'l Printing Pressman Union (IPPU). Adopted 1893, but rarely used after introduction in 1896 of the Allied Printing Trades Council label.</p>	<p>Printing Pressman and Assistants label, IPP&amp;AU. Adopted 1940. Issued to union plants where there is no Allied Printing Trades Council.</p>
<p>Printing Specialists and Paper Products label, IPP&amp;AU. Adopted 1940. Issued to union specialty plants in the absence of the Allied Printing Trades Council label.</p>	<p>Printing Inks and Roller Products label, IPP&amp;AU. Adopted 1940. Issued to union plants.</p>	<p>Offset Printing label, IPP&amp;AU. Adopted 1955. Issued in the absence of the Allied Printing Trades Council label for offset work performed exclusively by members of the IPP&amp;AU.</p>

## 'FIREFIGHTERS ON YOUR SIDE' ROLLS OUT NEW FIRE SAFETY CAMPAIGNS IN SAN DIEGO



Doug Perry, deputy chief and fire marshal for the San Diego Fire and Rescue Department, discusses the importance of fire safety outreach campaigns such as Firefighters on Your Side, while publicly unveiling the program last November.

As part of its mission to educate traditionally underserved communities throughout California, the California Fire Foundation launched the Firefighters on Your Side program. Last year, the Foundation worked with San Diego City Fire Fighters Local 145 and San Diego Fire-Rescue Department

to help bridge language barriers in the state's second-largest city.

The latest campaign was designed to educate local Vietnamese and Spanish speaking communities on what to do in the event of a house fire. The fire safety Public Service Announcements, produced as part of the Foundation's "Firefighters on Your Side" program, began airing on

radio and television stations in English, Spanish and Vietnamese this past November. This is the first ever Vietnamese fire safety PSA produced under the program.

"The California Fire Foundation believes that it is vital for fire safety education to reach all audiences," said Lou Paulson, President of the Foundation. "Unfortunately language barriers have

been shown to increase the likelihood of fire-related injuries and death. Through this effort, we hope to enhance awareness of fire safety and save lives."

San Diego has the fifth largest Vietnamese population and the ninth-largest Hispanic or Latino population in the nation, according to the 2010 U.S. Census.

"I come from the San Diego Vietnamese community, so this project is particularly meaningful for me," said Firefighter and San Diego native Anthony Le. "Education is critical to saving lives in a fire, and we're hoping more families will be better prepared as a result of these PSAs."

Both the Spanish and Vietnamese PSAs emphasize the importance of planning fire escape routes in the event of a house fire.

The most recent campaign was made possible by the generous support of San Diego Gas & Electric. Previously, the organization reached out to the Spanish speaking community in Fresno and elderly people in California.

All of the PSAs created through Firefighters on Your Side are ready and available to any local or department for use in their area. Customization options are available.

For more information on Firefighters On Your Side, please visit [www.FireFightersOnYourSide.org](http://www.FireFightersOnYourSide.org).



## SUPPORT THE FOUNDATION

### CHECKOFF CA

Supporting the Foundation is as easy as checking a box.

You can contribute to the California Fire Foundation when you file your state income taxes. California law allows taxpayers to contribute money to one or multiple funds by checking a box on their state income tax return. When completing your state tax form, find the California Firefighters Memorial Fund and indicate the amount you would like to donate.

When you file the following year, you will be able to count your contribution among those allowable for charitable causes.

### FIREFIGHTER LICENSE PLATE

Sold only to active and retired firefighters, the iconic California firefighter license plate lets you show your pride on cars, trucks, trailers and motorcycles. Proceeds from the sales benefit the families of fallen brothers and sisters.

### AMAZONSMILE

When shopping Amazon, shop through AmazonSmile instead, and the AmazonSmile Foundation will donate 0.5 percent of your purchase price to the California Fire Foundation.

### DONATE ONLINE

You can make a donation online anytime at [www.CAFireFoundation.org](http://www.CAFireFoundation.org)

For more information about the Foundation and how you can support our programs, visit [WWW.CAFIREFOUNDATION.ORG](http://WWW.CAFIREFOUNDATION.ORG) for more details.



## 2014 DANIEL A. TERRY SCHOLARSHIPS



Maggie Long, daughter of fallen firefighter Russell Long, receives her Daniel A. Terry Scholarship Award with members of Santa Cruz City Firefighters Local 1716.

The California Fire Foundation launched the Daniel A. Terry Scholarship program to ensure that children of firefighters who have fallen in the line of duty receive the support they need to achieve their dreams.

Through the program, recipients receive a \$2,000 college scholarship to help them pave their path for the future.

Since its inception, the Daniel A. Terry scholarships, which are funded through the California Fire Foundation Endowment, have paved the way for 73 students to attend the college or university of their choice.

In 2014, the Foundation was proud to award scholarships to 10 students.

### SCHOLARSHIP RECIPIENT

Daniel Hein  
Maggie Long  
Matthew Mazzocco  
Samantha Murray  
Lauren Olsson  
Lucas Reiner  
Austin VanWormer  
Kaylee Wells  
Leanne Westcott  
McKenzie Wolf

### FALLEN FIREFIGHTER

Larry Alan Hein  
Russell O. Long  
John Mazzocco  
John Murray  
Michael Olsson  
Eric F. Reiner  
Robert E. VanWormer  
Emmett J. Wells  
Patrick George Henry  
Brian R. Wolf

### DEPARTMENT

East Contra Costa Co.  
Santa Cruz  
Los Angeles Co.  
Folsom  
San Mateo  
Los Angeles City  
CAL FIRE  
Orange Co.  
CAL FIRE  
Downey

## FOUNDATION



## PARTNERSHIPS

### PARTNER WITH THE FOUNDATION

Select the California Fire Foundation as a beneficiary for your next fundraiser and we can help you promote your event. For more information, contact **Foundation Executive Director Hedi Jalon** at **800-890-3212** or **hjalon@cpf.org**.

#### EVENTS

Proceeds from the following events support the mission of the California Fire Foundation.

Visit [www.CAFireFoundation.org](http://www.CAFireFoundation.org) to purchase your tickets today!



### FIRE ON ICE

#### WHO

Ontario Professional Firefighter Association, Local #1430

#### WHAT

Fire on Ice - Hockey Doubleheader and Chili Cookoff

#### WHERE

Citizens Business Bank Arena  
4000 E Ontario Center Pkwy  
Ontario, CA 91764

#### WHEN

March 21, 2015 at 1:30 PM



### AUTO CLUB SPEEDWAY FIRST RESPONDER APPRECIATION NIGHT

#### WHO

California Fire Foundation

#### WHAT

NASCAR Auto Club 400

#### WHERE:

Auto Club Speedway  
Fontana, CA

#### WHEN

March 22, 2015



# 2014 CALIFORNIA FIREFIGHTERS MEMORIAL

**U**niformed firefighters, family members, and dignitaries from throughout California gathered on the grounds of the State Capitol on Saturday, October 11, to pay tribute to those who gave their lives to protect the state and its citizens.

Last year's ceremony, which took place on the hallowed ground near the center of Sacramento's Capitol Park, saw fifteen names added to nearly 1,270 fallen firefighters on the California Firefighters Memorial.

"We come here to honor our brothers, your loved ones. To let you know that we will never forget them," said Lou Paulson, chair of the California Fire Foundation and president of California Professional Firefighters. "Like the other brothers and sisters on this wall, we have a bond with them that is eternal."

Lt. Governor Gavin Newsom and California Attorney General Kamala Harris were among those paying their respects at the ceremony, which featured a solemn procession of uniformed firefighters and the presenta-



tion of flags to representatives of the fifteen honorees.

"It's a remarkable gift – their readiness to respond, and it is accompanied by little reward or fame," Newsom said of the fallen firefighters. "And it is too often darkened by unthinkable risks and unavoidable tragedy."

During this year's ceremony, Santa Fe Springs

Department of Fire-Rescue Captain Robert Mora, whose brother Armando Mora, Jr. lost his own battle with job-related cancer this year, paid tribute to the families of those whose loved ones have paid the ultimate price.

"Each of these men taught us that every day we are able to wear this uniform and serve is a blessing, so it is incumbent on all of us to remain mindful of their sacrifices and to honor their lives by treasuring our own," Mora told the families. "If my brother were standing here with me, he would end by saying that we really are so fortunate for what we have, and for what we do."

Unveiled in April of 2002, the California Firefighters Memorial features two stunning statues and a dramatic Memorial Wall on which the names of 1,283 fallen firefighters are engraved. The Memorial was created without any state funding through private contributions to the California Fire Foundation, most of them directly from firefighters.

Save the date for the 2015 Memorial which will be held on Saturday, October 17<sup>th</sup>. For additional information, visit [memorial.cafirefoundation.org](http://memorial.cafirefoundation.org)







## Tim Strack CPF 1<sup>st</sup> District Vice President

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



## SAN BERNARDINO VOTERS SEND CLEAR MESSAGE TO CITY HALL

**T**his past November, despite facing an opposition campaign clinging to political scapegoat tactics, San Bernardino City Firefighters, Local 891, successfully defeated a ballot measure that put firefighter salaries squarely in its crosshairs.

The initiative, known locally as Measure Q, would have undone a long-standing charter provision that set salaries by averaging ten comparably sized cities. The move, said Local 891 President Jeff

English, would have given city officials almost complete control over what they pay their public safety employees.

San Bernardino has a long history of governmental dysfunction and finger-pointing, which has reached new heights during the city's contentious bankruptcy process. Measure Q was viewed by many – including voters – as the latest attempt to blame police and firefighters for the city's fiscal woes.

"The city was trying to inject politics into the process of setting our salaries,"

English said, adding that the "Yes" campaign attempted to mislead voters by claiming that the current charter provision guaranteed pay raises to police and firefighters, even in tough economic times.

Local 891 members took to the streets, with members knocking on doors and walking precincts to tell voters that Measure Q was more about finger pointing than it was about finances.

Throughout the campaign, local members noted that Measure Q was placed on the ballot despite both the city manager and the charter review chairman publicly stating that the charter provision in question had no financial impact on the city's bankruptcy. Despite statements such as these, local officials have continued to

blame first responders for the bankruptcy despite strong evidence of mismanagement and overall poor decision-making.

Ultimately, a majority of voters in one of the Inland Empire's largest communities saw through City Hall's shell game and rejected Measure Q by a roughly 56 percent to 44 percent margin.

"Residents sent a clear message that they do not support the administration's 'cut their way back to solvency' plan, and that it's time to stop blaming firefighters and police officers for the city's financial problems," English said. "San Bernardino residents are clearly more interested in revenue generation and economic development than they are compromising the safety of their community."

## LOCAL 2744 DISHES OUT THRILLS AT COMMUNITY HALLOWEEN EVENT



Firefighters Local 2744. "We're giving people a safe, fun event on Halloween, as well as an opportunity to have a connection with the people who keep their city safe."

Back in 2007, Local member Ben Garcia approached the union with the idea of transforming the department's new training tower into a haunted house. Hosting such a large-scale function is no small task, and members of Local 2744 donate hours of their time developing concepts, building all of the necessary props and physically guide guests through the haunted house on the night of the event.

**F**or the seventh year running, residents of National City were treated to thrills, chills and a healthy portion of free Halloween candy at Local 2744's "Tower of Terror" Halloween event.

The event, which sees Station 34's training tower transformed into a haunted house, was born out of the local's desire to provide the community with a safe and fun location to enjoy Halloween and has since grown into a major regional attraction, drawing participants and media coverage from across the greater San Diego area.

"Community engagement is really what the event is all about," said Mark Beverage, president of National City

Members of the community also get in on the fun. Students from Sweetwater High School serve as the "actors" inside the tower itself. Southwest College also provides volunteers for the night, while AMR paramedics give attendees lessons on "sidewalk CPR".

The "Tower of Terror" was originally supported and paid for by the labor union, but over the years, the city and labor group have created a collaborative arrangement to fund and support this very worthwhile community event.

"This event is a prime example of how labor and management can work together," Beverage said. "And at the end of the day, it's the community that's the real winner."

## VOTERS RESCUE HEMET FIRE DEPARTMENT ON ELECTION DAY

**T**his past November, after serving their community for more than a century, firefighters in Hemet were the ones calling for help.

Less than two months after their City Council had voted to disband the city's historic fire department and contract fire protection services out to the Riverside County division of CAL FIRE, Hemet City Firefighters Assn. Local 2342 were given a last-ditch opportunity on Election Day, one that essentially boiled down to life or death for their home department.

"The stakes could not have been higher," said Local 2342 President Steve Sandefer. "For the first time in more than 100 years, firefighters in Hemet picked up the phone and dialed 9-1-1, and our community answered."

To keep the department open, Local 2342 heavily engaged in two City Council races, endorsing incumbent Linda Krupa – who had previously voted against contracting out services – as well as Paul Raver, a political newcomer and officer on the local Public Safety Coalition.

In order to be successful, the local needed Raver to unseat current Mayor Larry Smith.

"We used social media, we did mailers, we knocked on every door in the city of Hemet. If they were a voter, they heard from us," Sandefer said, noting that the local received political support from the IAFF, as well as locals in San Bernardino County, Riverside City, San Diego City, Murrieta, Ontario and Corona.

In the end, both Krupa and Raver rolled to victory, receiving a combined 51 percent of the vote in a seven-candidate field. Mayor Smith finished fourth, nearly 1,700 votes behind second-place finisher Raver.

"The community had told (Smith) several times that they didn't want to see fire services contracted out," Sandefer said. "On Election Day, they told him again."

Following the vote, things turned around sharply.

In early December, the new City Council reversed course on contracting, voting instead to retain local control and rescind the previous council's decision.

"It's been a long road for our brothers and sisters in Hemet," said CPF First District Vice President Tim Strack. "Thanks to some excellent political advocacy, the 106-year-old Hemet Fire Department will be around to see Year 107."



## Chris Mahon CPF 2<sup>nd</sup> District Vice President

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



## SAVE PROGRAM AIDS LONG BEACH FAMILIES AFTER THANKSGIVING DISASTER

It's the kind of sad story that often turns up at holiday time: four families left homeless after an early morning fire on Thanksgiving Day. Fortunately, Long Beach Firefighters, Local 372 and the California Fire Foundation's SAVE program, were able to supply some small degree of comfort.

At about 3:30 a.m., a fire broke out in the complex,

completely destroying two units, while significantly damaging another two. As a result, four families were left homeless at the worst possible time.

"It's never an easy thing to go through, but it magnifies the emotions since it's Thanksgiving," Jake Hefflin of the Long Beach Fire Department told the media that morning. "It's not something you want to be thinking

about going into the holiday season."

"This is exactly the type of situation for which the Foundation's Supplying Aid to Victims of Emergency, or SAVE, program was designed," said CPF President Lou Paulson. "On-scene and immediately after the fire was out, Long Beach firefighters were able to hand out \$100 SAVE card to the affected families, allowing them to take the first steps toward recovering from this tragic episode."

*(To learn more about SAVE, see the story on page 24)*

## A CLEAN SWEEP IN SANTA PAULA



Firefighters from the City of Santa Paula ran the table on election night this past November, unseating a pair of city council incumbents on their way to winning all three available seats.

Success at the ballot box was the result of a massive grassroots campaign spearheaded by Ventura County Professional Firefighters, Local 1364, which also represents firefighters in Santa Paula, a city in the central portion of Ventura County. Coordinating with SEIU, members walked precincts, staffed phone bank and interacted with voters as much as possible before Election Day.

After the last ballots had been counted, candidates John Procter, Ginger Gherardi and Jenny Crosswhite sailed into office, while incumbents Ralph Fernandez and Bob Gonzalez were denied their respective bids for a third term.

"The success is almost overwhelming," said Nick Bacigalupo, shop steward for Local 1346 and a firefighter with the city of Santa Paula. "We backed these candidates simply because we believe they will listen to us and be willing to let us be part of the conversation once again."

Santa Paula has long been plagued by staffing shortages within both its police and fire departments, a problem Bacigalupo attributes to a "systematic failure" within City Hall to secure funding and develop cre-

ative solutions for moving the city past the effects of the recession.

"For years, we've been facing a 'wall of no' from City Hall," Bacigalupo said, adding that the city's default solution for these staffing woes was to revert to a combination department, supplementing vacancies with volunteers.

Procter, Gherardi and Crosswhite hammered on the issue of staffing and public safety during their respective campaigns, each noting the need for Santa Paula to hire more firefighters and maintain staffing at levels that would allow professional firefighters to be put in all three engine seats at each of Santa Paula's stations.

"Our priority has always been retaining staffing, with salary and benefits coming second," Bacigalupo said.

Local 1364's campaign efforts were also bolstered by their work with Firefighters Print & Design, which created mail pieces, as well as CPF, which helped with the targeting and strategy of the direct mail campaign.

With these new candidates now sworn in, our brothers and sisters in Santa Paula are looking forward to a hopefully bright new future.

"We really couldn't have asked for anything more, and we're so appreciative to the public and their willingness to listen to us," said Bacigalupo. "We went out and said that it was time for something new. The people agreed and they showed it."

## LOCAL 2020 PICKS UP TWO COUNCIL SEATS

Santa Maria Firefighters, Local 2020 exercised some new found political strength this November, successfully backing both council candidates in a race for two available seats.

With the last ballots counted, the candidates, Santa Maria Planning Commissioner Etta Waterfield and incumbent Jack Boysen, picked up 34 percent and 25 percent of the respective vote, landing Local 2020 a friendly "3-2" council for the first time in years.

Victory on Election Day was the result of hours of precinct walking on the part of the local, as well as some well targeted direct mail put together in conjunction with Firefighters Print & Design.

"Our members are saying they've never seen our union this politically strong," said Anthony Morales, president of Local 2020. "It's reaping benefits for us, because now we feel like we have a voice."

That voice, Morales said, will be particularly valuable in the coming months, as Local 2020 prepares to enter a new series of contract negotiations with the city in 2015. The local has also spent months educating council members about their issue areas heading into this process, something that isn't particularly easy in the traditionally conservative city of Santa Maria.

Local 2020 leaders believe these efforts will pay dividends at the negotiating table.

"We feel it's going to be a different approach to negotiations this time around," Morales said, "For the first time in a long time, we feel like city leadership is willing to listen."



## Bobby Weist CPF 3<sup>rd</sup> 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.

# 3<sup>rd</sup>

DISTRICT REPORT



## PERB DECISION PROTECTS UNION LOGOS AT WORK

**C**alifornia's top labor board recently dealt a major blow to jurisdictions hoping to stifle union solidarity by prohibiting union logos being worn on-duty.

In a decision issued this past October, California's Public Employee Relations Board (PERB) ruled that public employees have a legally protected right to wear union logos while on-duty, and that any attempt by government agencies to prohibit this activity are a violation under the Meyers-Milias-Brown Act (MMBA).

The issue arose, in all places, at the Sacramento County airport. The Aircraft Rescue & Firefighting Division, represented by Sacramento Area Fire Fighters, Local 522, was informed by management in 2011 that clothing bearing union logos was prohibited while on duty. Up until this point, union logos had been

occasionally worn with Class B uniforms – mainly in the form of hats and t-shirts under Class B long sleeves – as there was no enforced policy prohibiting it.

After management instructed captains to begin reprimanding any firefighter seen wearing apparel with union insignias, a complaint was filed with PERB.

"This was the industry norm," said Captain Steve Loza. "Up and down the state and across the country, and even departments in the region, they're all able to wear union logos on their class B duty shirts."

In addition to being contrary to standard practice, a prohibition on union logos was viewed by many as a blatant attack on union solidarity.

"We've fought long and hard to become members of this organization," Loza said. "We wanted to show solidarity with our union brothers and sisters. That's what we were after here."

While PERB's ruling was ultimately favorable for Local 522, the decisions didn't come easy.

In its initial proposed ruling, PERB found that there was precedent that allowed employees to wear pins and buttons bearing union insignia, but that the protection did not extend to apparel. Local 522, represented by Mastagni Law, took exception to the ruling, arguing that there was no basis for such a distinction.

The final decision echoed Local 522's sentiment, finding that, through wearing union apparel, "they are able to demonstrate, in a visible and positive manner, their union solidarity and pride."

"This was a major win for our members," said Brian Rice, president of Local 522, adding that victory would not have been possible without the efforts of Mastagni Law. "They worked their tails off to get this for us."

## LOCAL 522 EARNS CONTRACT, SETTLEMENT WINS



**S**acramento Area Fire Fighters, Local 522 notched a pair of wins in recent months, both coming as the result of some excellent advocacy on behalf of their members.

The first win came at the negotiating table, where after roughly a year and a half of negotiations, Local 522 reached a four-year contract agreement with the City of Sacramento.

The process, despite being strung out over 18 months, ultimately yielded positive results, including a pay increase that amounts to 12 percent over the first three years, as well as automatic reopening of negotiations on wages coming in the fourth. Local 522 was also able to maintain retiree healthcare for new hires, while also preventing any decrease in healthcare benefits for existing employees.

"It was long and frustrating process, dealing with the city," said Brian Rice, president of Local 522. "Ultimately, we're pleased with the result and the work we

were able to do on behalf of our members."

In addition to city opposition, the negotiation process was hindered by the city of Sacramento's concurrent negotiations with the city's police union, which had to be settled in arbitration, Rice said.

Local 522's second recent victory came in the form of a roughly \$5.2 million settlement stemming from a Fair Labor Standards Act (FLSA) grievance that the local brought to the Sacramento Metropolitan Fire District's attention in early 2014.

The settlement, which corrects pay for district employees following an inaccurate FLSA adjustment made during previous contract negotiations, not only brings about a positive result for members, but also spares both sides the headache of a long, and potentially costly, legal fight.

"We feel that the settlement agreement was a good resolution for both the members and the fire district," Rice said. "It essentially made the members whole."



## Randy Sekany CPF 4<sup>th</sup> District Vice President

CPF District 4 represents the counties of Sonoma, Napa, Solano, Marin, Contra Costa, Alameda, San Francisco, San Mateo and Santa Clara.



## WORKERS' COMP FIGHT THREATENS "4850 TIME" IN SANTA ROSA

Workers' compensation benefits have come under attack in Santa Rosa, where city officials are standing on shaky legal ground as they try to chip away at "4850 time."

For years, jurisdictions throughout California have calculated workers' compensation benefits extended to police and fire – outlined in Section 4850 of the Labor Code and widely referred to as "4850 time" – using an hourly model. Under this interpretation, employees injured on the job are eligible for 2,080 hours (52 weeks x 40 hours) of fully paid injured leave, which has allowed employees to return to work in the form of "light duty" and extend the benefit through the duration of their recovery.

Roughly a year ago, the city of Santa Rosa informed an injured police officer who was receiving workers' compensation at the time that her benefits were good only for 365 calendar days, despite the fact that the officer had returned to "light duty" during her recovery. At the end of the 365-day period, the officer would begin receiving a reduced salary under long-term disability benefits.

After a series of arguments and appearances before a workers' compensation appeals board, a panel of judges upheld the city's position. Shortly after, the city

informed management for both police and fire that this was how "4850 time" would be administered moving forward.

Local union leaders were understandably alarmed.

"This is a major benefit change," said Tim Aboudara, president of Santa Rosa Firefighters, Local 1401, who added that the local had engaged with the city and would likely be filing a grievance with PERB if the meet and confer stage proved unsuccessful.

Meanwhile, the ruling by the workers' compensation appeals board has since reached the desk of the California Supreme Court, after a lower appellate court declined to take the case. The likelihood that the state Supreme Court would take up the matter increases dramatically if parties can point to a judgment that directly conflicts with the one currently on the court's desk.

Local 1401 is actively looking for such cases, Aboudara said, and is asking locals across the state to join in the cause.

"Labor leaders need to be on the lookout for this," he said. "This isn't something you want to find out about as your member is losing their benefits."

Those wishing to contact Local 1401 regarding any rulings that could be helpful in the matter can contact Tim Aboudara at [tim.aboudara@srff.org](mailto:tim.aboudara@srff.org).

## SAN JOSE'S 'MEASURE B' DEALT A MAJOR BLOW

*Proposed PERB ruling invalidates city's anti-pension measure*

Pension opponents in San Jose took a beating in the final months of 2014, when California's Public Employment Relations Board (PERB) ruled not once, but twice, that the city violated state law when it put Mayor Chuck Reed's pension-slashing Measure B on the ballot.

In the ruling, an administrative law judge for PERB ruled that San Jose had acted illegally when it failed to meet and confer in good faith with San Jose Firefighters Local 230 when it placed Measure B on the June 2012 ballot. The decision was almost a mirror image of one issued earlier to International Federation of Professional and Technical Engineers, Local 21.

Both proposed rulings would require the city to rescind Measure B from San Jose's city charter.

"I think the word for how we're feeling is 'ecstatic,'" said Joel Phelan, president of Local 230. "It's a positive affirmation of what we've been saying all along – that what the city did in process on Measure B was illegal."

While the ruling was a major victory for public employees, the city – as expected – was quick to appeal the decision and now has until late January to submit its written response to PERB.

As the appeal moves forward, Local 230 remains optimistic about their chances of having the ruling upheld. Meanwhile, a lawsuit filed by the city's police office association is currently working its way toward the Santa Clara County Superior Court, where a favorable ruling could provide the one-two punch needed to put down Measure B for good.

"This decision benefits all city employees," Phelan said, adding that multiple legal opinions looking to invalidate Measure B are helpful when working with the administration of newly elected Mayor Sam Liccardo, who has long supported Measure B.

"It provides a tool, or lever, when working with the mayor and new council members," he said. "It's something that demonstrates the need for us to sit down and fix this once and for all."

Phelan added that the decision also hammers home the idea that a solution to the city's economic troubles must be reworked from the ground up, and that piecemeal solutions to the framework of Measure B won't help.

"The city wants to make small fixes and call it a victory, but this is something that needs to be fixed in its entirety," Phelan said. "This is a global fix."

## FIREFIGHTER'S SEARCH BRINGS HONOR TO FALLEN MARE ISLAND CHIEF

When Mark Hutchings began his career as a fire inspector at the Mare Island Naval Shipyard, all he knew of Chief James Greig was that an on-base fireboat bore his name.

Now, after pouring months of research into the life of a fellow firefighter, Hutchings' efforts not only saw Grieg's name added to the California Firefighters Memorial wall, but also played a major

part in uniting some distant family members for the first time.

"I thought he deserved to be on this wall," Hutchings said, while attending the memorial ceremony last October.

Grieg, who spent more than 40 years with the Mare Island fire department and was the base's first chief, died in November of 1965 after suffering a massive heart attack while on-duty. His death made major headlines throughout

the Bay Area, all of which might have been lost to time had it not been for Hutchings' digging.

Early on, Hutchings determined that the circumstances of Greig's death made him eligible to be added to the memorial, but without the exact date of death, he couldn't submit an application. After a long search that involved a chance encounter with Greig's former secretary, Hutchings was eventually able to track down the date of death and verify the information using a front-page obituary printed the day after Greig's death.

"I took the article and put it in with the application and that was what got him on

the wall," he said.

While already having given an admirable effort, Hutchings sleuth work was far from done.

Over the subsequent months, he was able to locate and contact Grieg's niece, granddaughter and grandson, some of which had never spoken before being put in touch by Hutchings.

In October, many of these relatives gathered at the memorial grounds to take part in a tribute that was more than 50 years in the making.

"He loved Mare Island," said Christine Beck, Grieg's granddaughter. "You've got to be proud of him."



## Michael Massone CPF 5<sup>th</sup> District Vice President

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

# 5<sup>th</sup>

## DISTRICT REPORT



## LOCAL F-85 STEPS UP TO SUPPORT WILDFIRE VICTIMS

**A**fter dozens of May wildfires wrought havoc in communities throughout San Diego County, Camp Pendleton Professional Fire Fighters, Local F-85 were some of the first to help victims get back on their feet.

Less than a month after the fires were fully contained, Local F-85 headed up a major fundraising event for victims. Held at Stone Brewing World Bistro & Gardens, the event featured a silent auction and the collection of donated items and funds to help those displaced by the fires.

Stone Brewing Co. pledged to donate 50 percent of restaurant sales collected throughout the day, donated multiple items to the auction, offered free meals to victims of the fire and set aside two of the brewery's shipping trucks to collect donated furniture and other household supplies. The brewery also put together a special release beer for the occasion – the “Phoenix Rising” pale ale – and heavily marketed the event beforehand.

“It was amazing,” said Ron Pickett, secretary and the de facto charity organizer for Local F-85. “For Stone to volunteer all of that was insanely generous. Without

them, we never would have had the type of success that we did.”

All told, the silent auction, cuts from restaurant and store sales, and furniture donations penciled out to roughly \$50,000 raised for fire victims in a single day. In addition to Local F-85, support for the event came from other locals through the San Diego County Council of Firefighters.

To ensure the funds reached fire victims in a fair and beneficial way, all proceeds from the event were donated to the Community Recovery Team, a non-profit that allows fire victims to file claims based on their losses and provides funds based on that need.

The so-called “May Fire Siege” that ravaged San Diego County burned nearly 30,000 acres and forced the evacuation of tens of thousands of residents. Particularly hard hit were the North County San Diego communities of Escondido, San Marcos and Carlsbad, all of which happen to share Stone Brewing Co. as a neighbor.

“This is our community, as well as theirs, and we felt that we needed to do something for the people that lost their homes,” Pickett said. “We never could have imagined this type of success.”

## LOCAL F-33 HOSTS ACTIVE SHOOTER TRAINING

**W**hen it comes to being prepared for an active shooter scenario or other violent incident, San Diego Federal Firefighters, Local F-33 is emerging as a national leader.

Last October, Local F-33 put together a hyper-realistic Rescue Task Force (RTF) training exercise, utilizing the CFFJAC's Unified Response to Violent Incidents curriculum. The training scenario was a response to an active shooter – in this case, a hidden rooftop sniper. The scenario also involved discovery of a secondary device.

“What we're doing with the RTF is having fire move in, and work in tandem, with law enforcement to go in and get these victims evacuated and treated as soon as possible,” said Joe DeAngelo, an engineer with Local F-33.

The exercise, held at San Diego's Stu Segal Studios, brought together fire and law enforcement personnel from Federal Fire San Diego, NAS Lemoore and Federal Fire Dept. - Naval Base Ventura. Local actors in full, gruesome makeup were brought in to lend realism to the scene.

“When we do this stuff at the station,

we don't have people yelling, we don't have people screaming, we don't have people actually bleeding. We don't have explosions and gunshots going off,” DeAngelo said. “The realism brings it all together.”

While the scenario exercises were the centerpiece of the curriculum, classroom components were held in the months leading up to the exercise, addressing topics such as unified command and operations, tactical considerations and shared terminology between fire and law enforcement first responders.

Outside the classroom, the training is able to recreate an active shooter situation

in chilling detail, something that will better prepare participants in the event that the unthinkable happens.

“Because the CFFJAC curriculum is so well designed, it's something that we can use not just in California but apply across the country,” said Mike Massone, CPF 5th District Vice President and president of Local F-33.

The rest of the country is clearly listening: Within a month of the exercise, the Navy's Southwest Region approved CFFJAC's URVI as the core curriculum for unified response to violent incidents. (See story, page 22).



## Mike Lopez CPF 6<sup>th</sup> District Vice President

CPF District 6 represents CAL FIRE Local 2881.

6<sup>th</sup> DISTRICT REPORT

# FIREFIGHTERS UNITED

**T**he reason that many employees choose to work in the public sector is that pension benefits have always been a core element of the total compensation package. There is not a single professional firefighter within CPF who did not consider a defined-benefit retirement as one of the fundamental reasons for doing the job we do. It is unconscionable that hard-working firefighters must spend both their limited time and rare resources to engage those – and there is no delicate way of saying this – who want to break the contract made with public employees and demonstrably weaken their pension.

We have shown a willingness to work with two governors, from opposite sides of the aisle, toward substantive pension reform, but that is not enough for those who are making political hay out of our contracts.

We are proud that the leadership of CPF, in concert with departments statewide, is saying with absolute clarity that we will defend the ability of firefighters to retire with a responsible and reliable pension after thirty years on the job. Our daily tasks are onerous and require extraordinary sacrifice on behalf of our families. Our message continues to be that the place to negotiate wages, benefits and conditions is at the bargaining table.

## THE LONG, HOT FIRE SEASON

There are kids of a certain age who must've been surprised by the deluge that engulfed California in December. The drought is a long way from over and it is now clear that our definition of fire season will never be the same. Three years of drought means we are providing critical services every month of the year. That new reality needs to be incorporated into an understanding of our mission.

In 2014, CAL FIRE Local 2881 participated in more fires and the protection of more acreage than any other time in our history. At the end of the day, the men and women who make up our union became increasingly adept at protecting our neighbors under the most dire conditions.

## THE LEGISLATURE

Unlike most of our brothers and sisters within CPF, the California Legislature serves as our regulating body. The infrastructure that makes our work possible and the MOU that decides our livelihood is all resolved in the Senate and Assembly.

We have a new president of the Senate, Kevin de León. He replaces Darrell Steinberg who had a 20 year career in elective politics and moves on to private life. De León is an exciting, on-the-rise political leader who is remaking the Senate into a leaner entity with an eye for being responsive to the importance of

California workers and to the economic health of the state.

The Assembly also has new leadership. Speaker Tony Atkins of San Diego is an accomplished leader with local government experience and she is both popular and admired by her colleagues and staff. We look forward to working with her.

## STAYING THE COURSE

We choose to stay active within CPF because they are a proven leader within California's labor movement. We are not going to escape without battles and challenges being levied against pub-

lic employees. We need to speak with a united voice and do all we can to fairly and honestly share with policymakers, and the public, the contributions we make toward keeping our neighbors safe.

Firefighters take charge of protecting others as a sacred oath. Every day we go to our shift committed to doing everything necessary, including placing ourselves in harm's way, to help those who rely on our expertise, training, respect for our neighbors and the visceral dedication we have to our job.

It is an honor to be a firefighter.



Photo by Mike Gagarin



## Dave Gillotte CPF 7<sup>th</sup> District Vice President

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

# 7<sup>th</sup>

DISTRICT REPORT



# HAPPY NEW YEAR FROM LOS ANGELES COUNTY FIRE FIGHTERS, LOCAL 1014



Left: 1014 members gather before a philanthropy event in 2014

Right: 1014 members participate in the "Homeless Heroes Walk" benefitting homeless veterans.

**F**rom our membership to yours, we hope that you all found the end of 2014, and beginning of 2015, filled with hope and blessing, and that we've adequately prepared ourselves to meet the challenges of the New Year.

Local 1014 finished out the year strong, and is happy to announce two new additions to our executive board. Michael Jones and David Baumann will be joining the board, replacing Will Pryor and Al McConnell, who are moving on to the respective ranks of battalion chief and "retiree."

Thank you to Brother Pryor and Brother McConnell for their tireless and selfless service to our membership over the years. While their service will be missed, they will both be very close by to help with business at hand, especially regarding retirement issues and Los Angeles County Employees Retirement Association (LACERA), as one continues to serve on the LACERA board, while the other begins receiving his well-earned checks.

Local 1014 closed out the year with huge success in our political advocacy efforts, notching major victories in the

Board of Supervisors contests.

Through the action of our members, we helped elect Hilda Solis and Sheila Keuhl to the seats vacated by long standing Supervisors Zev Yaroslofsky and Gloria Molina. Both served for multiple decades and we thank them for their years of service. Our campaigns were dynamic, expensive and labor-intensive, involving messaging on television, social media, print and even in-person.

Together, with our labor partners, we came out victorious.

While our success is encouraging, we know that our work is far from finished. In 2016 we will have two more seats being vacated by Don Knabe and Mike Antonovich due to term limits, and we've already begun preparing for those races.

We look forward to our relationship with a new Board of Supervisors, one that we hope will be a dynamic "outside-the-box" thinking group, possessing a new view toward labor and fire service issues moving forward. Local 1014's contract is set to expire at the end of this year, and we will begin 2015 by bargaining a new contract, an issue which promises to be our top priority.

On other fronts we would like to thank the CFFJAC staff for their support in helping Local 1014 host its recent "1014 CPAT Testing Day."

The event drew more than 100 qualified candidates coming in the hopes of earning their CPAT card.

Despite recent media criticism regarding family members pursuing jobs in the fire service, we maintain our belief that having a child follow their parent's footsteps into the fire service represents the highest form of flattery. This is especially true in a public safety careers such as the service or law enforcement, where candidates are required to earn every ounce of success through a demanding recruitment process.

Local 1014's CPAT Testing Day was of particular importance to candidates coming from poor and disadvantaged economic areas, who were able to have their testing fees covered by the local on the day of the event. Thanks again to CFFJAC for helping put this together... you rock!

On the theme of giving back to our communities, Local 1014 also recently co-sponsored the American Red Cross' "Annual Heart Walk" and participated

in the "Turkeys and Toys Holiday Drive" and "Homeless Heroes Walk," both organized by the Los Angeles Labor Federation. Finally, we closed out the year by holding our "Spark of Love" toy drive for Christmas.

It has been a pleasure to lend our efforts to these, and many other, local charity events over the course of 2014. Thank you to our members for your willingness to help others in our community.

We know that 2015 will present a new set of fights and challenges. Continued pension attacks are coming, and it now looks as though retiree health care could also be threatened. Local 1014's members look forward to partnering with our brothers and sisters in CPF as we stand strong, stand united and stand up for our proud profession.

The 7th District is strong and ready to do our part – and then some – to make it all come together. With all of our hard work, we are confident we will once again remain a strong component of the overall battles that labor and public safety will fight in 2015.

Stay the course and continue to be safe in your service throughout 2015!



## Frank Lima CPF 8<sup>th</sup> District Vice President

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

# 8<sup>th</sup> DISTRICT REPORT

## AN EVENTFUL YEAR

**O**ver the past several months, here in Los Angeles City, the board of the United Firefighters of Los Angeles City, Local 112 (UFLAC) has been engaged in many ongoing matters proudly representing the rank-and-file's interests with City Hall and department leadership.

Since the last issue was released, the Los Angeles City Fire Department (LAFD) has welcomed a new fire chief, graduated its first new class of firefighters in more than five years and our union's negotiating committee has secured a historic and symbolic contract for our membership during these tough financial times.

While we are pleased to report that 58 rookies entered our ranks in June – and that our department has been given the green light to hire new firefighters and activate the drill tower academies – the LAFD continues to lose personnel to attrition and retirements faster than it can grow. Even with 58 new firefighters placed in stations, there was a net loss of nearly 600 firefighters in our communities during the last five to six years.

We have a major problem in our department with understaffing and we are simply not moving fast enough to ensure that the department has the bodies it needs to be fully staffed. The union continues to lobby for more recruit training academy classes with the City Council as we move into a new budget season.

UFLAC continues to insist on a fair and impartial process without lowering the hiring standards for all individuals who apply to become firefighters in the city of Los Angeles. UFLAC is extremely disappointed in the so-called "lottery system" that has been utilized in Los Angeles to determine who will be tested, and ultimately hired, for these critical positions.

In other news, UFLAC has made positive inroads with Los Angeles' new fire chief, Ralph Terrazas, and his leadership team.

I had the pleasure of working with then-Captain Terrazas at Fire Station 94 in the Crenshaw area as a young firefighter. He and I have fought fires together and built a friendship of 20-plus years.

We trust and respect each other, which ultimately leads the organizations we both proudly represent to have the same trust and respect.

Our union has been meeting and communicating with department management on a regular basis, which ultimately benefits our membership. We have made significant progress in starting to resolve some outstanding discipline issues and arbitration cases, and continue to discuss issues such as the city's hiring process, budget issues, coded assign hire and dispatch protocol. We have agreed to keep an open dialogue between management and our union, and we are looking forward to an excellent partnership for many years to come.

One of our proudest accomplishments here at UFLAC is that we recently negotiated an excellent contract for our members with the City of Los Angeles.

This two-year contract was embraced by both sides as evidenced by the Los Angeles City Council unanimous vote of approval, the mayor's endorsement, and our UFLAC membership voting 97.16 percent in favor of the proposal – the highest MOU ratification vote in UFLAC history. UFLAC is proud to be the first major union in Los Angeles to reach an agreement during this negotiating cycle.

The agreement honors the dignity and difficulty of our work, focuses on the health and wellness of our members and better protects LAFD families with improved provisions for widows and children left behind.

In October, we fought hard for, and received the permanent return of, our Vacation FLSA (credit for hours worked) for our membership. The contract also includes increases in longevity pay, life, health and dental subsidies, plus the establishment of a professional and state-of-the-art annual wellness program, and



Los Angeles City Council member Paul Krekorian (left) and Paul Koretz (right) stand with UFLAC President Frank Lima at a press conference announcing approval of the new labor agreement

increased employee protections related to grievance matters and union representation for our members.

In addition, there is a letter of agreement to provide additional salary and benefit increases when the LAPD Police Officer's bargaining unit negotiates such increases. The goal of this contract has been to bring LAFD Firefighters into parity with LAPD police officers. Unequal pay with the LAPD has been an issue for LAFD Firefighters since the 1980s, and receiving equal pay for equivalent classes of work has been important to our membership. This contract was only accomplished through our strong relationships, vigilant bargaining, fighting for equality and political action.

The strength of this contract, and the ratification vote, is an example of the positive results that can be gained when our firefighter unions demonstrate a reasonable willingness to work with city leaders and present a united front. At UFLAC, we continue to forge relationships and make inroads with our elected officials.

This is a continuing education campaign to inform them about the difficult and dangerous aspects of our profession, so that when we engage with them on major

policy items such as a contract, we are starting from a place of mutual understanding and respect.

I wanted to thank our interim Fire Chief James Featherstone, who led our department during a tumultuous time. I had the privilege to serve on the UFLAC Executive Board with Chief Featherstone years ago, and I still consider him a true union brother. On another note, I want to thank the membership for re-electing me as their president by acclamation – something that has not happened at our union for approximately 20 years. It could not have been possible without the support of my family and the rest of our executive board.

I'm also proud to announce that all of the principle officers at UFLAC have been re-elected by acclamation as well (Tony Gamboa-1st VP, Chuong Ho-2nd VP, Brian Hishinuma-Treasurer, and Freddy Escobar-Secretary). The true meaning of "TEAM UFLAC" has never been so strong. I am humbled to continue leading the 8th District in the CPF and UFLAC while we maintain our simple philosophy:

"Treat us good and we will treat you better; but never mistake our kindness for a weakness."

# U.S. NAVY ADOPTS CFFJAC ACTIVE SHOOTER TRAINING



**F**or decades, the California Fire Fighter Joint Apprenticeship Committee has set the course for the California fire service in realistic, standards-based training.

Now, it looks like even the U.S. Navy is getting on board.

This past November, CFFJAC's Unified Response to Violent Incidents (URVI) training was approved to become the core curriculum for U.S. Navy Region

Southwest, which includes the states of California, Nevada, Utah, Arizona, Colorado and New Mexico. The decision came after a full-scale training exercise organized by the San Diego Federal Fire Department and underwritten by the Navy.

"This is a fantastic program," said Frank Montone, regional fire chief for Navy Region Southwest, adding that the labor-management partnership embodied by CFFJAC was instrumental in bringing

the training to the Navy. "Management wasn't aware this training was available until our labor leaders proposed it."

For the military, the need for increased collaboration between fire and law enforcement first responders has been highlighted by an increase in violent incidents in recent years, including active shooter incidents at the Washington Naval Yard and Fort Hood, Texas.

"The Navy Shipyard shooting really brought this issue of fire and law enforcement working together to the forefront," said Mike Massone, CPF 5th District Vice President and president of Local F-33.

URVI's curriculum calls for fire department and emergency medical personnel to enter the so-called "warm zone" through collaboration with law enforcement on-scene. Getting firefighter/paramedics into this zone allows rescue victims to receive treatment much earlier and will ultimately save more lives.

The training is being promoted as the national model for coordinated police and fire response to mass shootings. Navy Region Southwest's endorsement, while still in its early stages, could eventually lead to the training being expanded nationwide, as well as to other branches within the

Department of Defense. In late December, top military officials with the DoD's Fire and Emergency Services Working Group were filled in on the program.

"What we're doing right now is briefing it up the chain," Montone said. "The response has been very positive."

URVI, which was developed under a grant from Cal OES, is a train-the-trainer course that prepares participants to conduct joint-training classes and exercises for fire service and law enforcement first responders at active shooter and other violent incidents.

"Cal OES looked to the JAC because we have the video production facilities, the subject-matter experts and the labor-management partnership that really brings it all together," said Yvonne de la Peña, CFFJAC's program director.

The training's curriculum, which utilizes information and best practices identified by FEMA, FIRESCOPE, the National Fallen Firefighters Foundation and the IAFF, covers topics including Rescue Task Force, EMS skills, tactical considerations and the development of unified terminology between fire and law enforcement first responders.

In addition to the Navy's adoption, the URVI training is provided to fire and law enforcement first responders across California. Departments interested in receiving the training should submit an interest form, located in the Training section of CFFJAC's website, [www.cffjac.org](http://www.cffjac.org).



## FCTC WRITTEN TEST COMING IN 2015

*Beta testing is underway, first live tests to follow*

**T**he vision of unified candidate testing for California's fire service has become a reality, with the CFFJAC's Firefighter Candidate Testing Centers (FCTC) preparing to offer their first written tests to candidates in early 2015.

The test, which is fully validated and administered on-site to assure the integrity of the results, is set to undergo beta testing in late January. This process will allow current fire personnel an opportunity to provide feedback, as well as ensure that candidates will be given a clear and fair test that accurately assesses their readiness for a career in the fire service.

If the test passes its own test, it could be administered to potential candidates as early as February.

"FCTC's comprehensive approach, which now includes both written and

physical testing, falls directly under JAC's mission of building a well-qualified, well-trained fire service for our state," said CFFJAC Chair Daniel A. Terry. "We're proud to offer this service to California fire departments."

Since 2004, CFFJAC has served the needs of departments and firefighter candidates through its CPAT testing centers, which have become the acknowledged standard for candidate physical ability testing. With the addition of the written test, FCTC is poised to become a "one stop shop," offering an integrated, secure service that makes it easier to match qualified candidates with the departments who need them.

*For more information about CFFJAC's Firefighter Candidate Testing Centers, as well as the written testing component, check out [www.cffjac.org](http://www.cffjac.org).*

# 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:



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### Alameda Fire Fighters Union, Local 686

Richard Bennett  
Daren Olson  
James Ritchey

### Alhambra Firefighters Association, Local 1578

Robert D'Ausilio

### Berkeley Fire Fighters Association, Local 1227

Malcolm Greene

### Burbank Fire Fighters, Local 778

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### CAL FIRE Local 2881

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Guyld Vincent  
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### Camp Pendleton Professional Firefighters, Local F-85

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### Carlsbad Firefighters Association, Local 3730

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### Modesto City Firefighters, Local 1289

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### Monterey City Fire Fighters Association, Local 3707

Kirk Napier

### Mountain View Professional Firefighters, Local 1965

Dale Kuersten  
Richard Ring

### Newport Beach Firefighters Association, Local 3734

Randall Smith

### Oakland, Alameda County, Emeryville Fire Fighters, Local 55

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Ralph Johnson  
Tom Lueder

Alex Mathews

Eldon Parker II  
Bradley Pieraldi

### Oceanside Firefighters Association, Local 3736

Kenneth Love

### Ontario Professional Fire Fighters Association, Local 1430

Clifton Chandler  
Ralph Des Lauriers  
Rick Lebel

### Oxnard Firefighters Association, Local 1684

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Eugenio Castillo  
Daniel Lindsey  
Leland Taylor III

### Pasadena Firefighters Association, Local 809

Larry Divan

### Piedmont Fire Fighters, Local 2683

Martin Ensrud

### Redlands Professional Firefighters, Local 1354

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James Drabinski  
Joe Pompa Jr

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John Jones  
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Leo Palumbo

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Dennis Grogan  
Jack Holman  
Michael Lannen

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Albert Smith  
William Sowersby

### Alhambra Firefighters Association, Local 1578

Paul Curtis  
Robert Daugherty

### Berkeley Fire Fighters Association, Local 1227

Clinton Beacham

### Burbank Fire Fighters, Local 778

Hans Jenner

### CAL FIRE Local 2881

James Laughlin  
James Mortensen  
Joseph Poole  
James Wagner

### Camp Pendleton Professional Firefighters, Local F-85

Awilda (Willy) O'Brien

### Contra Costa Professional Firefighters, Local 1230

Steven Babcock  
Scott Bamford  
Anthony Gatson  
Robert Nelson  
Martin O'Connell  
Charles Price  
Thomas Thiering

### Daly City Firefighters, Local 1879

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George Panellis

### Davis Professional Firefighters Association, Local 3494

Ray Brouette

### Fallbrook Firefighters Association, Local 1622

Steven Theis

### Firefighters Local Union 1186

Herbert Jones  
Kenneth Malito  
Mitchel Whorton

### Glendale Fire Fighters, Local 776

Johnston Wray, III

### Hayward Fire Fighters, Local 1909

Mike Henderson  
Lester Thompson

### Hunter's Point Fire Fighters Local F159

Wallace, Paul

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Steven Thompson  
Dennis Walker

### Livermore-Pleasanton Firefighters, Local 1974

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Ray Gibson  
Charles Lyon  
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Victor Caldwell  
Ronald Conway  
James Holdridge Jr  
Thomas Little  
Dave Walizer

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Lawrence Martinez  
James Stephenson

### Merced City Firefighters Association, Local 1479

Albert Gonella, Jr.

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Richard Davis  
John Greenstreet  
Phillip Lee  
Lawrence Thompson

### Monterey City Fire Fighters Association, Local 3707

Chris Miller

### Mountain View Professional Firefighters, Local 1965

Clifford Del Carlo  
Robert Jonasson

### Oakland, Alameda County, Emeryville Fire Fighters, Local 55

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William Hughes  
Thomas Kenton  
Kenton King  
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Joseph Strawn

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### Palm Springs Professional Firefighters, Local 3601

Christopher Kramer

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Carl Schilling  
David Shum  
Ronald Weaver

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Richard Barry

### Petaluma Firefighters, Local 1415

Charles Gantt  
Robert Hickox

### Redlands Professional Firefighters, Local 1354

Robert Forsythe

### Redondo Beach Fire Association, Local 2787

Allen Allred

### Riverside City Firefighters Association, Local 1067

Robert Linden

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### San Bernardino County Fire Fighters, Local 935

Thomas Nichols

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Chuck Gluck  
Gregary Grenfell  
Jeffrey Hunter  
David Jimenez  
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James McClure  
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William Kucharski  
Kevin McDowell  
David Meghinasso  
Rawn Pritchard

### San Ramon Valley Firefighters, Local 3546

Michael Hann  
Karen (Straub) Kiiskinen  
Ronda Ross-Leen

### Santa Barbara County Firefighters, Local 2046

James Petersen

### Santa Clara City Firefighters, Local 1171

Kenneth Hamlin Jr.  
Michael Maloney

### Santa Clara County Firefighters, Local 1165

Douglas Allen  
Bruce Dahl  
Michael Eash  
Lido Gemignani  
Charles Sanfilippo  
John Thompson

### Santa Rosa Fire Fighters, Local 1401

Verne Avila

### Torrance Fire Fighters Association, Local 1138

Julian (Mack) Oetting  
Breal Rowe  
Mary Steiner

### United Firefighters of Los Angeles City, Local 112

Russell Collier  
Barry Englestad  
Robert Karger  
Samuel Lostutter  
Bruce Norman  
Steven Ventura  
Robert Young

### Vacaville Firefighters, Local 3501

Dennis Miller

### Ventura City Firefighters, Local 3431

David Hilty  
Roger Morgenthaler

### Ventura County Professional Firefighters Association, Local 1364

John Wade

### West Covina Fire Fighters, Local 3226

Thomas Hazelleaf



# SAVE PROGRAM LAUNCHES, ASSISTS DOZENS OF FAMILIES ACROSS CALIFORNIA



In the wake of a devastating fire or natural disaster, victims desperately need comfort and financial assistance.

Easing that burden is what SAVE is all about.

Created and funded by the non-profit California Fire Foundation, Supplying Aid to Victims of Emergency (SAVE) provides participating departments and local unions with MasterCard gift cards that can be activated at the scene so victims can purchase a hot meal, buy some clothes or maybe someplace to stay the night.

"As first responders, we're in a unique position to offer a little extra 'arm around the shoulder' at a very tough time," said Michael Duree, chief of the Long Beach Fire Department. "SAVE lets us offer that support."

Late last year, the California Fire Foundation took the message behind this program statewide, holding media events around California in an effort to increase awareness about this unique form of victim assistance.

"In the first 24 hours after a fire or disaster, victims need a lot of things in a short amount of time," said Lou Paulson, chair of the California Fire Foundation and CPF president. "SAVE gives firefighters a way to help people through what is often the worst day of their lives."

The \$100 SAVE cards are carried by incident commanders to every residential fire and disaster call. If occupancy loss is 25 percent or more of total value, a SAVE card can be activated right at the scene. The program, which was officially rolled out in the fall by

more than thirty California fire departments had assisted over 70 families by the year's end.

"We've all been in those situations where it's three in the morning and a family is standing outside at the curb watching their whole life go up in flames," said Tim Strack, a Riverside fire captain and president of Riverside City Firefighters Association Local 1067. "We can't bring back everything

they've lost, but with SAVE, we can help them through those first difficult 24 hours, and maybe help them feel a little less lost and alone."

Funding for SAVE comes entirely from the California Fire Foundation through individual and corporate donations—no taxpayer dollars are spent. Chevron, Inc is a major contributor to the program.

Enrollment for the SAVE program is open

twice a year. The next deadline for enrollment is July 1, 2015. To enroll in the program, the fire chief and the head of the corresponding firefighter bargaining unit, or association, must agree to the guidelines of the program and sign a Memorandum of Understanding.

For more information on SAVE, go to [www.cafirefoundation.org](http://www.cafirefoundation.org).

## Los Angeles Times

**LONG BEACH FIRE DEPARTMENT  
GIVES VOUCHERS TO FAMILIES  
DISPLACED BY EARLY-MORNING  
FIRE ON THANKSGIVING DAY**

## San Jose Mercury News

**Firefighters use  
credit cards to aid fire,  
disaster victims**

## THE PRESS-ENTERPRISE

**New program gives victims  
immediate financial help**

## THE ORANGE COUNTY REGISTER

**Area fire departments join  
victim aid program**