



CALIFORNIA PROFESSIONAL FIREFIGHTERS



THE ROAD AHEAD

Not so long ago – 2003, in fact – California seemed like the epicenter of crazy in politics.

That year, a contentious recall election ousted the sitting governor and replaced him with a Hollywood movie star, after a bizarre recall campaign that featured not one, not two, but 103 candidates. The phrase “Governor Schwarzenegger”, once used as a comedy punch line, was now an official designation.

Times have certainly changed. In 2016, the political seas in California are relatively steady while the national presidential campaign has, at times, played out like a bad Will Ferrell movie.

While California may seem calm, 2016 is only the beginning of a long election road that within two years could bring life-changing consequences for firefighters and their families. In Sacramento and at the local level, decisions will be made affecting everything from on-the-job safety to health care and retirement security.

“Everything that touches our profession is tied to decisions made by elected officials or at the ballot box,” said California Professional Firefighters President Lou Paulson. “As firefighters, we have learned that we can’t afford to be spectators.”

2016 – A year of living dangerously
For firefighters and their families, 2016 started out with several ominous threats looming.

Former San Jose Mayor Chuck Reed and San Diego talk show host Carl DeMaio were gathering forces to qualify two anti-pension ballot propo-

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I wanted to thank you and the Cal-JAC staff for working with Local 1775 Vice President John Bagala to bring the Unified Response to Violent Incidents train-the-trainer program to Marin County. I am confident that the Skywalker facility and the beautiful red velvet seating in the local theatre provided an excellent learning environment for the participants. It's the force, it's Marin!

It has been quite a process to bring the URVI training to Marin. Nearly four years ago an "active shooter" committee was formed and fell apart for various reasons, one of which was getting fire and law to work together.

Last year (January 2015), a new "URVI" committee was formed and chaired by Battalion Chiefs Mike Hadfield – Kentfield FPD and Jeff Whittier – Novato FPD. The committee was made up of the Marin Professional Firefighters, law enforcement and LEMSA representatives.

On December 12, 2015 the URVI

committee's goal was realized when we had 11 out of 11 professional fire agencies, three out of five volunteer fire agencies and eight out of 11 law enforcement agencies attend the URVI train-the-trainer class.

This level of participation is unheard of in Marin. Historically, it has been difficult to have all fire agencies train together and God forbid that we should train to a single standard. So, when you include law enforcement's participation, this is an unprecedented event.

As president of the Marin Professional Firefighters, my first priority is to provide safety for our 380 members that work at 11 different fire agencies. I am confident that the fire and law enforcement agencies in Marin have now taken the first step to prepare for a URVI and raise the level of scene safety for our members.

Bob Briare, President

Marin Professional Firefighters, IAFF Local 1775

The Modesto City Firefighters Association is excited to announce

its most recent victory in politics at home. On December 7, 2015 we endorsed against our incumbent mayor and chose to get behind Ted Brandvold for the position of mayor in our city in a runoff election. Ted is a political newcomer and long-time citizen of Modesto. For years now, we have been having difficulty in coalescing with our current mayor and our membership decided enough was enough. Through weeks of mobilizing our membership and with the help of CPF Political Director Chris Patterson's guidance, we were able to launch a strong campaign against the incumbent.

To capitalize on our campaigning, we reached out to different groups within the city and were able to bring together such groups as the Modesto Police Officers Association and the Modesto Chamber of Commerce to also share in endorsing Mr. Brandvold.

On February 2, 2016, the incumbent mayor's term came to an abrupt end when our endorsed candidate pulled in almost 59 percent of the vote.

The victory comes after some other recent successes for the MCFFA. In the November 2015 general election,

we endorsed three council candidates which were ALL successful and now serve on our City Council. We also endorsed against an Urban Growth Boundary, which was proposed for our city. We were also successful in defeating that measure with the work of our membership and in building relationships with groups within our community. We feel that another big position of our success was attributed to the help and work we received from the Firefighters Print & Design team. CPF and the print and design team assisted us in our campaigns and we could not have made such an effective outreach without their knowledge and expertise. CPF helped us craft a great message to the citizens of Modesto and I have no doubt that we were able to impact this election heavily because of it.

The 2015 election cycle has been very successful for us. We endorsed four candidates and opposed on measure (Urban Growth Boundary), and all went our way. Words cannot express our gratitude to CPF for its guidance and assistance in all of our efforts.

Jair Juarez

President, Modesto City Firefighters Association, Local 1289

BAKERSFIELD FIRE DEPARTMENT, BAKERSFIELD FIREFIGHTERS, LOCAL 246 WORK TO ERECT 9/11 MEMORIAL

The city of Bakersfield will soon be home to the state's newest 9/11 memorial, as members from Bakersfield Firefighters, Local 246 embark on a cross country trip to secure and bring home pieces of the fallen World Trade Center buildings.

The memorial, which will be housed at Bakersfield Fire Station 15, will serve as a memorial to the 343 firefighters who died at Ground Zero during the 2001 attacks. The project is being funded by Local 246, the Bakersfield Firefighters Relief Association (BFRA), the Bakersfield Firefighters Historical Society and donations from the public.

"Bakersfield firefighters are proud to be selected as guardians of a significant steel artifact from the World Trade Center," said Capt. Jeff Heinle, who is helping oversee the project. "It's a solemn privilege to honor those who lost their lives on September 11, 2001."

For more information on the project, including how to contribute to the memorial's construction fund, visit www.bfd911memorial.com.





COMING TOGETHER AT CONVENTION

By the time this article reaches your mailbox, fire station or union hall, the final preparations for California Professional Firefighters 2016 Convention will be well underway.

Every two years, our convention marks one of the busiest and most demanding times for both CPF and its affiliate locals. Over the past few weeks and months, topics and ideas have been floated by local leadership, resolutions have been drafted, and the stage has been set for an exercise that will shape the direction of your statewide union in the coming years.

At times, the pace can seem frenetic, but this process serves an incredibly valuable role for our union.

Since its inception, California Professional Firefighters has been a democratic organization, one which takes its proverbial marching orders from the men and women who make up our state's fire service. Delegates who attend CPF's Convention determine the organization's legislative priorities, and through their service as a representative of their local union, they allow your voice to be heard in that process.

In short, convention provides our members an avenue to affect change at the statewide level.

Many of California Professional Firefighters' priority bills have been born from resolutions presented and approved through a convention vote, with some going on to affect major changes in our profession.

The Firefighters Procedural Bill of Rights, for example, was brought about

through the passage of Assembly Bill 220, a piece of legislation that CPF made its priority following a convention resolution charging us to do so. Today, first responders across California enjoy the most extensive privacy protections and procedural safeguards of any public employees in the state as a result of this legislation, something that may not have existed without our convention process.

Other major legislative efforts, including last year's Senate Bill 239, which protects first responders' seat at the table when public agencies modify fire protection agreements, or this

year's Assembly Bill 1931, which protects EMT-Paramedics from "double jeopardy" proceedings, began their road through the Legislature on our Convention floor.

Through these bills, as well as many others that CPF has helped shepherd through the legislative process, the voice of California firefighters has been heard loud and clear at the State Capitol.

Convention also provides us a unique opportunity to come together, both as a profession and as union brothers and sisters. As firefighters, we know the importance of having one another's

back, and perhaps no other profession knows the value of strength and numbers better than we do.

In the next few weeks, delegates from local unions across the state will have the opportunity to come together and demonstrate the same solidarity that has shaped and strengthened our union for more than 75 years.

California Professional Firefighters has demonstrated time and time again that, through this solidarity, we can achieve amazing things.

I fully believe that results brought about by this year's convention will be no exception.

“ Many of California Professional Firefighters’ priority bills have been born from resolutions presented and approved through a convention vote. ”



PENSION BALLOT ATTACK SHELVED FOR NOW

The architects of a plan to end retirement security as we know it have put their attack into sleep mode, with a wake-up call for 2018.

Citing a lack of interest from potential donors, former San Jose Mayor Chuck Reed and San Diego talk-show host Carl DeMaio have dropped plans to put an initiative on the 2016 ballot that would have ultimately closed down the defined benefit pension system at the heart of firefighters' retirement security.

"People capable of writing significant checks, and it takes a significant amount of money to run a statewide campaign, think that 2018 is a better bet than 2016," Reed said during a panel discussion in Sacramento in early March.

The two anti-retirement activists originally proposed two alternative proposals, with an eye toward gathering signatures on the one that polled the best.

- One measure would have shut down secure pensions for all new public workers hired after 2019. Analysts say the move would have ultimately starved the system to existing employees.
- The second proposal would have capped employer contributions to all employee benefits, including health care, pushing the resulting burden entirely onto the backs of employees. The effective pay cut resulting from this proposal could have approached 40 percent for CHP officers.

In his remarks in Sacramento, Reed said his supporters were banking on lower voter turnout in 2018, as well as an economic downturn that, he believes, will re-ignite pension envy in voters.

"It's pretty sad when politicians are rooting for lower turnout and a bad economy to help them attack working people's retirement security," said CPF President Lou Paulson. "Really the height of cynicism."

Reed and DeMaio had also been counting on a case before the U.S. Supreme Court – *Friedrichs vs. CTA* – which would have allowed non-union employees to "ride free," getting all the benefits of union membership without paying their fair share of the cost of representation. The death of Justice Antonin Scalia has, for the moment, sidetracked the "kill

the unions" strategy, as the remaining justices split evenly on the issue in a late March decision. The deadlock left the lower court's more favorable ruling intact.

Even though the pressure is off for 2016, Reed and DeMaio are hardly going away. Reed has just formed a new front group for anti-pension advocates, the "Retirement Security Initiative." Financed by hidden donors, the group seeks to sound pro-retirement even as it pushes to eliminate secure pensions.

"Even though the pressure is off this year, we can never rest because our opponents never rest," said Paulson. "What is important is that we continue to work to elect pro-firefighter, pro-retirement leaders at the local and state level. They are our best firewall against the likes of Reed and DeMaio."

CONVENTION AND OUR CORE



The California Professional Firefighters' Biennial Convention starts on April 19th in San Jose, and you may or may not have heard about it. Every two years, most of CPF's active locals send delegates elected by that local's membership. The number of delegates from each local coming to convention is determined by the number of members in that particular local.

This year, the delegates will assemble in San Jose and set the direction in which CPF will head for the next two years. We expect some 400 plus delegates to be in attendance.

While the delegates assemble, many of our members around the state remain confused as to what our mission is.

CPF's guiding vision, as specified in our preamble of our Constitution and Bylaws, is "to build a better life for California firefighters and their families. This vision is achieved by working for a secure work environment, safety on the job, health care and retirement security, and the resources needed to

protect the safety of the public and its first responders."

Our vision becomes reality through strong political and legislative work. This is our core.

CPF works hand in hand with the IAFF. The IAFF deals with federal issues and provides services to locals. For example, if a union official is the subject of unwarranted discipline, the IAFF comes to the local's aid. While the IAFF performs a wide array of servicing functions to the membership, the focus of the CPF is primarily working with California's legislature to achieve our goals through strong political action and expert work in all legislative matters.

Our work comes with a price tag. We believe in a "pay as you go" mentality when we look at what we provide to our 30,000 members. Currently, from the dues each of you pays to your own local, \$13.50 per month is forwarded to the CPF for the work we do on your behalf. At convention, many new ideas have a cost. We calculate how much the new or enhanced program will cost and then it's

in the hands of the delegate body. Often, the idea, written as a "resolution," can be accomplished with existing monies.

For those resolutions that contain a cost, delegates vote on whether or not they want to increase the amount of "per capita tax" they send to the CPF to fulfill the resolution's intent. During the nightmare of 2012, aka "Prop 32," we had a special convention in which the delegates voted to assess every CPF member \$100 over a ten month period in order to fight against the passage of an initiative that would have decimated our pensions. The assessment was combined with money from all of organized labor and we prevailed! Once the campaign was won, the temporary dues increase went away as promised.

We adjust the CPF per capita tax July 1st of each year. We take into account the

current cost-of-living (COLA), and the total increase is dictated by the resolutions passed with a cost factor. How your union deals with the increase is a matter decided by your individual local. Some pass through the increase directly to the membership. For example, if the total increase is 32 cents, the local increases each member's union dues an additional \$0.32 per month. Other locals pay the increased per capita tax with existing revenue sources. It is a local decision, not one left to the CPF or IAFF.

Our convention is representative government in action. Take the time to listen to what your union's delegates have to report upon their return from the convention. Read through the resolutions that pass and see how CPF makes our vision a reality. Engagement in this process is every member's obligation.

CALIFORNIA PROFESSIONAL FIREFIGHTERS

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CPF LAUNCHES INTO SECOND YEAR OF LEGISLATIVE SESSION

The second year of the California Legislature's two-year session is up and running, and California Professional Firefighters is working to advance a host of issues on behalf of our members, their families and the profession as a whole. Many bills seen in the 2016 legislative package are the product of resolutions adopted at previous CPF Biennial Conventions or via Executive Board directives.

Here's a rundown of how things stand following the Legislature's "bill introduction" deadline in late February. You can track these and other bills of interest as they move through the process this year on the CPF website under "Issues and Legislation"

AB 898 (Lorena Gonzalez, D-San Diego)

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

A previous version of this bill was approved by the Assembly, and later amended to contain our issue. It's cur-

rently working its way through the Senate. If approved by the Senate, the bill will travel back to the lower house for a vote to approve the aforementioned amendments.

AB 2164 (Patrick O'Donnell, D-Long Beach)

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

This bill was introduced in late February and is currently working its way through the Assembly committees.

AB 1980 (Jacqui Irwin, D-Thousand Oaks)

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

This bill was introduced in February and is currently working its way through the Assembly committees.

AB 1931 (Freddie Rodriguez, D-Pomona)

This bill would enact a disciplinary oversight system for firefighter-paramedics that is similar to that currently applied to EMT-IIs and EMT-IIIs. In doing so, this bill promotes and maintains a statewide coordinated EMS delivery system -- one that is not only guided by consistent and clear standards, but remains consistent with the policy applicable to other EMS personnel, which was approved by the Legislature and governor in 2007.

This bill was introduced in February and is currently working its way through the Assembly committees.

AB 2028 (Jim Cooper, D-Elk Grove)

Ensures that certain CalPERS members, including local firefighters, who are wrongfully terminated, have their credit for service and compensation earnable include the amount of service that would have been credited had the employee not been wrongfully terminated. The bill also requires the employer of the wrongfully terminated employee to notify the CalPERS Board of the final decision ordering reinstatement of the employee.

This bill was introduced in February and is currently working its way through the Assembly committees.

SB 1163 (Mark Leno, D-San Francisco)

This bill harmonizes certain provisions of the Firefighters Procedural Bill of Rights (FBOR) to align more closely

with the provisions of the state's EMS Act, thereby ensuring that if a firefighter, paramedic or EMT is subject to discipline on the job, he or she will in fact be protected in all circumstances by the due process protections contained in FBOR.

This bill was introduced in February and is currently working its way through the Senate committees.

AB 2493 (Toni Atkins, D-San Diego)

This bill would extend the up to one year paid leave of absence presently provided under Labor Code Section 4800 to all rank-and-file and supervisory firefighters of CAL FIRE. A safety employee's eligibility under Labor Code Section 4800 is dependent, in part, upon the employer recognizing that the employee's injury or illness was job-caused.

CPF is co-sponsoring this legislation along with CAL FIRE, Local 2881.

This bill was introduced in February and is currently working its way through the Assembly committees.

SB 763 (Mark Leno, D-San Francisco)

This bill would apply disclosure requirements regarding flame retardant chemicals to certain children's products. During the 2015 legislative year, this bill received hostile amendments that narrowly applied the labeling requirement only to manufacturers who add flame retardant chemicals to their product.

As a two-year bill, SB 763 is currently pending on the Assembly Inactive File.

SB 897 (Richard Roth, D-Riverside)

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

This bill was introduced in January and is currently working its way through the Senate committees.

A PLACE OF SOLEMN REMEMBRANCE, FOR DECADES TO COME

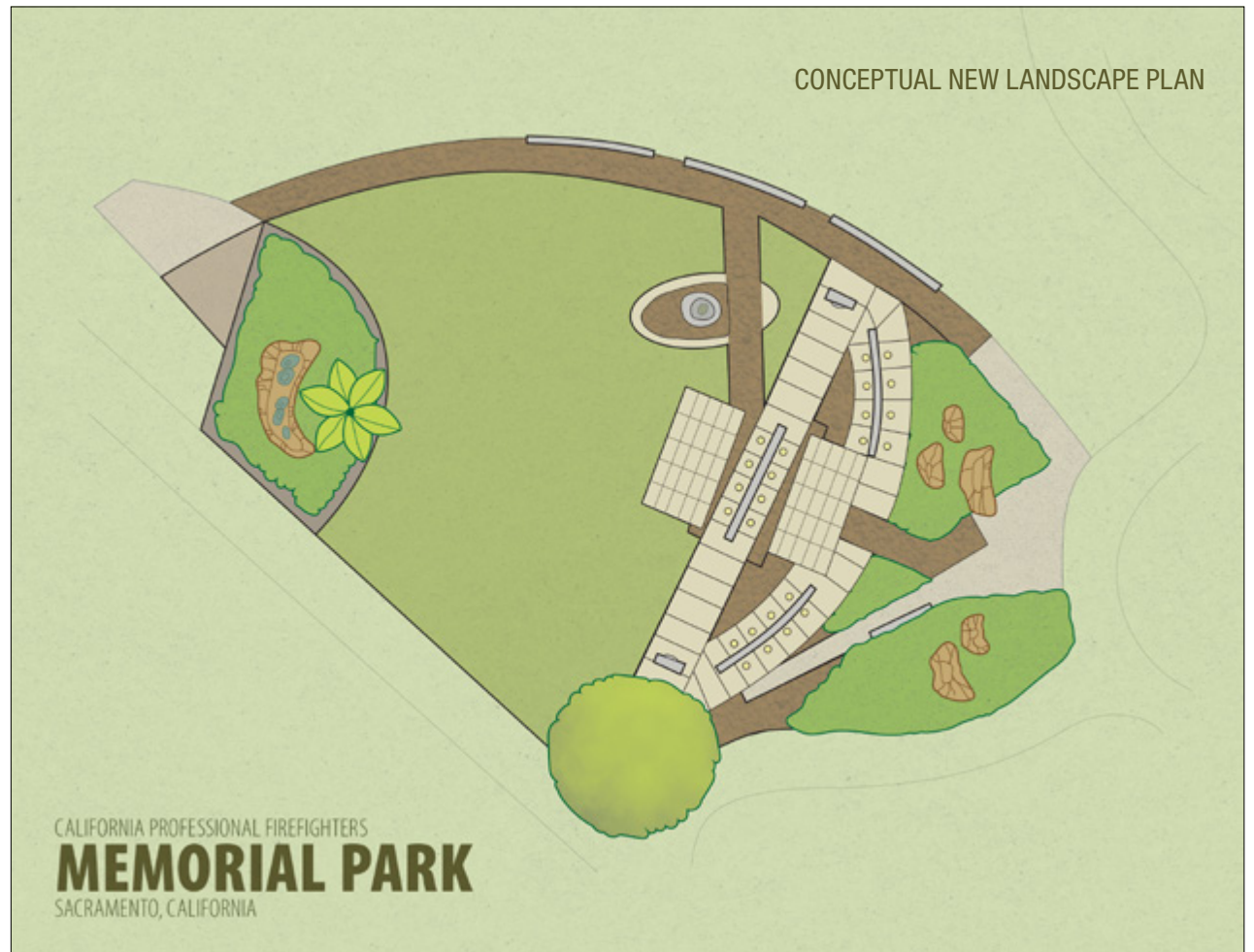
Since its dedication in May of 1995, the California Firefighters Memorial has represented solemn ground for California firefighters, a place where the names of fallen friends and loved ones will remain eternally etched into the polished limestone of the Memorial Wall.

Sadly, room on the Memorial Wall is now running out.

Today, the Memorial Wall bears the names of roughly 1,300 firefighters who have died in the line of duty since California became a state in 1850, and at the current rate of a little more than a dozen names per year, the wall is expected to be filled within the next decade.

To remedy this problem, California Professional Firefighters is sponsoring Assembly Bill 1980, authored by Assemblymember Jacqui Irwin, which would modify the existing Memorial in a way that would ensure that additional names of fallen firefighters can be added to the Memorial Wall for decades to come.

“The California Firefighters Memorial is solemn ground for our state’s first responders, a place we can come together and remember those we’ve lost,” said CPF President Lou Paulson. “We’re happy to be working with Assemblymember Irwin to ensure that we can continue to pay respect to our fallen for years to come.”



CPF-SPONSORED LEGISLATION AIMS TO CLARIFY TUITION WAIVER FOR CHILDREN OF FALLEN FIREFIGHTERS

After a long-standing statute was called into question, California Professional Firefighters is working to ensure that the children of fallen firefighters receive the benefits they deserve.

Since the early 1970s, California’s Education Code has waived tuition for children of fallen firefighters attending schools within the University of California and California State University systems. The benefit, which was expanded to the California Community College system in the early 2000s, has afforded countless young people higher education opportunities that otherwise, might not have been available.

“The tuition waiver has been a long-

standing benefit offered to those whose parent had died in the line of duty,” said CPF President Lou Paulson. “It’s a benefit that’s been widely respected and, until recently, has never been challenged.”

In early 2015, representatives from California Professional Firefighters and the California Fire Foundation began hearing reports of students having tuition waivers denied on the grounds that their parent had not died as the result of a traumatic on-the-job injury, but rather as the result of a job-related illness.



“All firefighters know that the risk of the job doesn’t end once the fire is out,” Paulson said. “Job-related illnesses such as cancer and heart disease are major risks, and we want to make sure

children who lose parents to these illnesses are treated no differently than those whose parent was claimed by a traumatic injury.”

As a solution, California Professional Firefighters is sponsoring Assembly Bill 2164, authored by Assemblymember Patrick O’Donnell, which clarifies that the existing tuition waiver applies to those whose parent “died as a result of an industrial injury or illness arising out of and in the course of active law enforcement or fire suppression and prevention duties.” The bill is currently working its way through the Legislature.

“Children of fallen firefighters shouldn’t be punished based on the manner in which they lost their parent,” Paulson said. “This bill will ensure that California law is interpreted the way it was meant to be back when it was written. We’re happy to be working with Assemblymember O’Donnell on this important piece of legislation.”

For more information on this, or any of CPF’s sponsored bills, visit www.cpf.org.

Continued from page 1

sitions, including one that could have eventually shut down the entire public pension system. Bad polling numbers caused Reed and DeMaio to push their pension attack to the 2018 election (*see story, page 4*).

At the same time, a controversial case that could have gutted the ability of unions to effectively bargain and advocate for their members – *Friedrichs vs. CTA* – had been argued before the U.S. Supreme Court. The sudden death of Justice Antonin Scalia in February left the court in a 4 to 4 deadlock. The court's 4-4 split affirms the ruling of the lower court. Proponents have pledged to re-file when the court returns to full strength.

The apparent reprieve on pensions and union rights is only temporary, which raises the stakes for this year's elections. One hundred legislative seats will be up for a vote – all 80 Assembly seats and 20 state Senate seats. Additionally, there is the prospect of a record number of ballot propositions on everything from minimum wage to criminal justice to legalizing marijuana. There will also be

hundreds of local offices up for a vote – city councils, boards of supervisors and special districts.

Given the attacks on firefighter retirement and staffing, electing pro-firefighter officials at the state and local levels makes a big difference.

"We've been very fortunate to have strong pro-firefighter majorities in Sacramento in both political parties," said Paulson. "With the attacks on retirement security, safe staffing and equipment, and our on-the-job rights, that backstop is more critical now than ever."

2018 – A critical challenge

As important as the 2016 elections are for firefighters, 2018 shapes up to be an even bigger test.

That year, California will elect a new slate of statewide office holders, including a new governor, as incumbent Jerry Brown is term-limited out of office. Whomever he or she may be, the next governor figures to call the tune on a slew of issues critical to the well-being of firefighters: secure pensions, EMS

regulations, Worker's Comp laws, PPE standards and survivor benefits for the families of fallen firefighters.

"The governor holds most of the cards in Sacramento," said Paulson. "As we learned from the Schwarzenegger days, a governor that isn't sympathetic to the core issues of our profession can do a lot of damage in a short amount of time."

Currently, several prominent elected officials are eyeing a run. Democrats include Lt. Gov. Gavin Newsom, Treasurer John Chiang, former Los Angeles Mayor Antonio Villaraigosa and venture capitalist Tom Steyer. On the Republican side, San Diego Mayor Kevin Faulconer, Fresno Mayor Ashley Swearingen and former presidential candidate Carly Fiorina have been mentioned as possible candidates.

The 2018 elections could also be where the deferred battles of 2016 will be fought. Mid-term contests tend to have reduced voter turnout, which provides fertile ground for those who would use the ballot box to roll back the hard-fought victories of the last few decades.

The Reed-DeMaio pension attack will almost certainly be back. There are also rumblings of a renewed effort to muzzle the voice of firefighters and other workers by re-introducing the thrice-failed "paycheck deception" initiative.

Your best defense: Your vote.

As the firefighter voice in California, CPF makes recommendations in statewide and legislative races, in close consultation with local affiliate leadership. Both Republicans and Democrats receive recommendations, with decisions made solely on the basis of where they stand on the issues directly affecting your hours, benefits, working conditions and rights on the job. You can find information on the 2016 list on page 9.

"We're not in the business of telling our members how to vote, but it is our job to let you know who stands with you on the issues that matter to your job, your career and your retirement," said Paulson. "Your vote matters, so use it to help insure that your voice is heard in the halls of power."

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THE FIREFIGHTER AGENDA



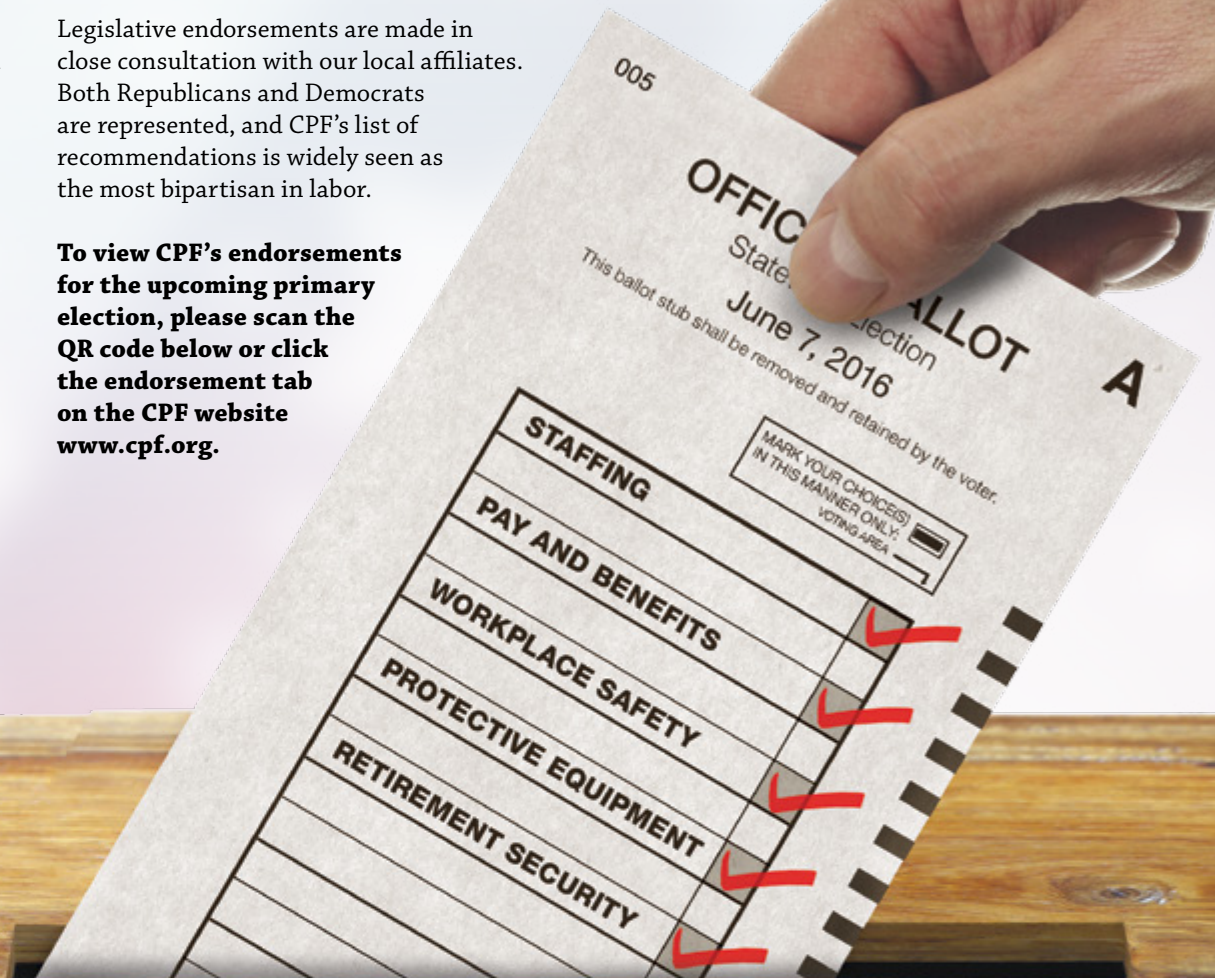
CPF recommendations focus on firefighter issues, not party labels

California Professional Firefighters makes recommendations in the statewide contests based entirely on where candidates and causes impact the lives and livelihoods of first responders:

- ✓ **Better staffing and equipment on the job**
- ✓ **Reasonable pay and benefits for doing the job**
- ✓ **Workplace protections for those injured on the job**
- ✓ **Security for the families of those who give their lives on the job**
- ✓ **Reasonable retirement security for a lifetime of service**

Legislative endorsements are made in close consultation with our local affiliates. Both Republicans and Democrats are represented, and CPF's list of recommendations is widely seen as the most bipartisan in labor.

To view CPF's endorsements for the upcoming primary election, please scan the QR code below or click the endorsement tab on the CPF website www.cpf.org.





FOUNDATION PARTNERS TO **TAKE THE FIELD** THIS SUMMER

Whether they play on the diamond or the pitch, professional sports teams from throughout California are coming together to support the California Fire Foundation and its mission of serving firefighters, their families and the communities they serve.

Two long-standing Foundation partners, the Los Angeles Dodgers and the San Francisco Giants, will

each be holding firefighter appreciation nights this summer, with a portion of proceeds going to benefit the California Fire Foundation.

Also supporting the Foundation this summer will be five-time Major League Soccer champions the Los Angeles Galaxy who will be hosting their first Firefighter Appreciation Night on August 7, 2016.

LOS ANGELES DODGERS FIREFIGHTER APPRECIATION NIGHT

The Los Angeles Dodgers vs.
The Washington Nationals
June 21, 2016

Dodger Stadium, 1000 Elysian Park Ave,
Los Angeles, CA

SAN FRANCISCO GIANTS FIREFIGHTER APPRECIATION NIGHT

The San Francisco Giants vs.
The Cincinnati Reds
July 25, 2016

AT&T Park, 24 Willie Mays Plaza,
San Francisco, CA

LOS ANGELES GALAXY FIREFIGHTER APPRECIATION NIGHT

The LA Galaxy vs.
The NY Red Bulls
August 7, 2016

Stub Hub Center,
Carson, CA



For more information on any of these events, please visit
www.cafirefoundation.org

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SUPPLYING AID TO VICTIMS OF EMERGENCY ROLLS OUT

Two of the nation's largest fire departments have joined the California Fire Foundation's innovative program to provide on-the-scene support to victims of fire and natural disaster.

Late last year, leadership from both labor and management came together to announce the launch of the Foundation's Supplying Aid to Victims of Emergency within both the Los Angeles City and County fire departments.

"Supplying Aid to Victims of Emergency, or SAVE, does just what the name suggests. It offers immediate, short-term financial assistance to families and individuals who face a catastrophic loss from fire or natural disaster," said CPF President and Foundation Chair Lou Paulson.

In announcing their participation in the program, leadership from local unions representing employees in both departments emphasized the program's ability to give firefighters yet another way to lend a helping hand.

"We go in there and do our job, put the fire out in people's worst time of need, and then we're able to hand them something monetary that has immediate impact in their lives," said Frank Lima, president of United Firefighters of Los Angeles City Local 112.

With the addition of the more than 8 million people served by the Los Angeles City and County fire departments, more than half of all of California's residents



are now served by a department participating in the SAVE program. Since the SAVE program's inception in 2014, it has assisted more than 1,500 families throughout California.

These victims include Rafael Rodriguez and his family, who received a SAVE card after their home was destroyed in a Thanksgiving Day blaze.

"They were extinguishing the fire as soon as we got there," Rodriguez said during the program's formal unveiling in Los Angeles. "They showed us a lot of moral support, and then afterwards, the SAVE card, the donation that they gave

us was just incredible."

"We can't rebuild everything in their world, but right then and there, when they're looking for something to turn the corner and start with the repair of their life, it is imperative that we be able to provide a tool to help them do that," said Dave Gillotte, president of Los Angeles County Firefighters, Local 1014. "The SAVE program is just such a tool."

For more information about the SAVE program, including open enrollment deadlines, visit SAVE.cafirefoundation.org.



CPF PHOTO CONTEST



1st Place
**FIREFIGHTERS
ON THE JOB**

**ALFRED
MALDONADO**



1st Place
**FIREFIGHTERS
IN THE
COMMUNITY**

**TENAYA
FLECKENSTEIN**

2015 WINNERS



1st Place
FIRE ACTION

MIKE MEADOWS

RUNNER UP



Firefighters in the Community
ANNE PAZIER



RUNNER UP

Firefighters on the Job
JON ADROWSKI



RUNNER UP

Fire Action
TOD SUDMEIER



Tim Strack CPF 1st District Vice President

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



PERB RULING CASTS DOUBT ON SAN DIEGO PENSION CUTBACK

California's Public Employee Relations Board dealt a major blow to San Diego's pension-gutting Proposition B, providing hope that the city may one day be rid of the measure that has devastated retirement security for public employees.

In late December, PERB ruled that San Diego's Measure B was placed on the ballot illegally and ordered the city to retroactively create pensions for the more than 2,000 employees it had hired since the measure passed in 2012.

For members of San Diego City Fire Fighters, Local 145, the ruling comes as welcome news.

"Proposition B has been devastating to the San Diego Fire Department, specifically in the area of recruitment," said Local 145 President Allan Arrollado. "Right now, there are recruits out there who are looking to join departments, and they're choosing not to join the San Diego Fire Department."

The issue over Proposition B, which replaced defined benefit pensions with 401(k)-style retirement plans for new city employees, centered around then mayor-Jerry Sanders illegally circumventing state labor law to place the measure on the ballot.

In the run-up to the election in 2012, Sanders consistently described Proposition B as a "citizens' initiative" but used his position as mayor to help gather the signatures needed to place the pension-slashing measure on the ballot. Under state law, city involvement with the measure would have required negotiations with the city's employee unions.

Local 145 had taken issue with this conflict from the get-go.

"We've said from the beginning that the mayor is the mayor. He can't suddenly put on his private citizen hat, while still using the power and influence of his office to get something placed on the ballot," Arrollado said.

To that end, Local 145 expected PERB to rule in favor of San Diego employees, just as they expected to appeal the ruling to the Fourth District Court. In the days following PERB's decision, city officials indicated they would do just that.

"We anticipated the appeal, and we anticipated this going to the district court," Arrollado said. "We also anticipate being successful there, and eventually seeing Proposition B removed from the City of San Diego's charter."



COSTA MESA COUNCIL SCUTTLES PUBLIC-PRIVATE AMBULANCE BID

The Costa Mesa City Council recently balked at the idea of implementing a public-private ambulance partnership, a move that local firefighters say is only the most recent example of a long trend of disingenuous behavior on the part of city leadership.

The most recent controversy came to a head back in January, as the City Council voted 3-2 to reject a public-private ambulance model despite recommendations from both city staff and the Costa Mesa fire chief that they move forward with the plan. By blocking the recommendation, the council majority preserves a private contractor, CARE Ambulance, as the sole provider of emergency medical transport in the city.

The partnership, which was also supported by the Costa Mesa Firefighters Association, Local 1465, would have allowed the city to begin generating revenue from ambulance transport, and was included as part of a 17-point reorganization plan adopted by the city back in 2013. City officials estimated that the option could have generated as much as \$2.5 million annually, roughly \$1.8 million more than what the city currently receives now from ambulance cost recovery.

Local 1465 President Rob Gagne notes that also included in the 2013 plan was the purchase of six new department ambulances for roughly \$1.6 million, three of which sat idle since the day they arrived in Costa Mesa. These costs were expected to be recovered through a public ambulance program.

In the eyes of the local union, as well as many political observers, the council's rejection of the public-private partnership had little to do with costs and/or potential benefit associated with the proposal but was instead completely driven by anti-public employee sentiment among the council majority.

"To have politics get in the way of progress — after the citizens have purchased six ambulances with the intent of transporting, after the 17-point reorganization plan is nearly completed and after the entire city staff, including the CEO, supported and recommended a cost-recovery option — it is disheartening to witness the council majority's inability to move forward," Gagne said.



Chris Mahon CPF 2nd District Vice President

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



ARCADIA FIREFIGHTERS LEAD FIGHT AGAINST DANGEROUS BALLOT MEASURE

A tea party-inspired, anti-union group is looking to gut the City of Arcadia's general fund, but Arcadia Firefighters Association, Local 3440 is leading the fight against the destructive proposal.

In mid-April, voters in Arcadia will be asked to weigh in on Measure A, which if passed would repeal the city's utility use tax and blow a roughly \$7 million hole in the city's budget. The measure is being pushed by the California Tax Limitation Committee, a tea party-inspired group with the publicly stated objective of crippling California's public employee unions.

Should it pass, Measure A would prove devastating to public safety within the City of Arcadia.

"That \$7 million accounts for roughly 12 and a half percent of the city's general fund," said Local 3440 President Brian Ursettie. "We've been told by our city

manager that, if the cuts were applied evenly to all departments, police and fire are looking at a 15 percent cut. At that point, we're looking at shutting down an engine."

Recognizing the magnitude of this fight, Local 3440 has rallied city employees to the cause, launching a "No on Measure A" campaign that has been embraced by the community.

"We've been really well received. We got together with all of the labor groups in the city and everyone's pitching in," Ursettie said. "We've pretty much hit every continuous registered voter in the city, and people are understanding how important this campaign is to the city's public safety services."

Voters will decide the fate of Measure A on April 14. For an update on the issue, visit www.cpf.org following the election.



OXNARD FIREFIGHTERS SHED LIGHT ON SKYROCKETING CONSULTANT COSTS

The old saying that "sunshine is the best disinfectant" looks to be playing out in coastal Southern California, where Oxnard Firefighters Association, Local 1684 has dragged millions of dollars in no-bid contracts out into the light.

In late February, Local 1684 President Jeff Donabedian took to the dais during the public comment section of an Oxnard City Council meeting to raise questions about the nearly \$9 million that the city has spent on outside financial consultants since fiscal year 2013-14. That figure came directly from information supplied by the city

in response to a public records request filed by the local.

"We're paying 15 different consulting firms, all of which have ties to the California League of Cities upward of \$8.6 million," Donabedian said. "At one point, our city was \$26.8 million in the hole, yet city leadership thinks this is the most appropriate use for public funds."

A large portion of these no-bid contracts have gone to Management Partners and Renne Sloan Holtzman Sakai LLP, a pair of financial and legal firms that have a long history of cutting

safety to the bone while collecting millions of dollars in consulting fees from cash-strapped local governments.

"These are the same people that were in Stockton, that were in Vallejo and that are now in San Bernardino," Donabedian said. "They've pretty much killed the Central Valley."

Local 1684 first raised issue with the solutions being proposed by these first in the Summer of 2015, when Oxnard City Council approved a budget that browned out two engines, greatly reducing coverage throughout the city and jeopardizing the safety of the public.

Later, an independent financial expert obtained by the local found that the city was running a roughly \$110 million surplus only a few months before those cuts were made.

While Local 1684 has been crying foul about the toll these outside consultants have been taking on Oxnard's finances for more than a year, they've recently gained traction with some of the city's elected officials.

Recently, two members of the Oxnard City Council submitted requests to the state auditor, asking that the office look into the city's finances. Meanwhile, the Ventura County District Attorney's office stated in March that the city broke the law when it issued a \$60,000 payout to a former fire chief without approval from the City Council.

"We've gone from being the angry union guys to the financial experts of the city," Donabedian said, noting that he hopes these recent revelations will help put Oxnard back on the right fiscal path.



Bobby Weist CPF 3rd District Vice President

CPF District 3 represents the counties of Del Norte, Siskiyou, Modoc, Humboldt, Trinity, Shasta, Lassen, Mendocino, Tehama, Plumas, Lake, Glenn, Butte, Colusa, Sutter, Yuba, Sierra, Yolo, Placer, Sacramento, El Dorado, San Joaquin, Amador, Calaveras, Alpine, Stanislaus, Tuolumne, Mono, Merced, Mariposa, Monterey, Santa Cruz, San Benito, Fresno, Kings, Madera, Nevada, Tulare and Inyo.



MODESTO FIREFIGHTERS RUN TABLE IN MOST RECENT ELECTION CYCLES



The Modesto City Firefighters Association, Local 1289 notched an impressive string of victories during the 2015 election cycle, unseating its incumbent mayor, electing a majority on its council and successfully blocking a ballot measure.

The electoral success began with the November 2015 general election, where Local 1289 endorsed three candidates for City Council and came out in opposition of an Urban Growth Boundary initiative that had been proposed for

the City of Modesto.

After the ballots had been counted, Local 1289 stood a perfect four-for-four on election results.

“We were active on four issues in that election and all went our way,” said Local 1289 President Jair Juarez.

Further success came only a few short months later, when the local made the decision to endorse against its incumbent mayor and get behind candidate Ted Brandvold.

“Ted was a political newcomer, but

longtime citizen of Modesto,” Juarez said. “For years now, we have had difficulty in coalescing with our current mayor and membership decided enough was enough.”

Knowing that strong coalitions often make the difference in major local races, Local 1289 joined with Modesto Police Officers Association and the Modesto Chamber of Commerce in endorsing Brandvold. The local also partnered with Firefighters Print & Design to create and produce campaign materials, while seek-

ing advice from CPF’s political team on how to best resonate with voters.

“The CPF print and design team assisted us in our campaigns and we could not have made so much effective outreach without their knowledge and expertise,” Juarez said. “CPF also helped us craft a great message to the citizens of Modesto, and I have no doubt that we were able to impact this election heavily because of it.”

ROCKLIN FIREFIGHTERS, LOCAL 3847 WINS ARBITRATION

Rocklin Firefighters, Local 3847 recently won in arbitration, as city management arbitrarily removed one of its members from service on the grounds that he was unfit for duty.

The issue began back in late 2015, when management pulled a Rocklin firefighter from the line and placed him on unpaid leave after they determined he was physically incapable of completing his job duties. The removal came without any physical assessment or recommen-

dation from a medical professional.

“Management basically just told him he was unfit to do his job,” Hertel said. “This was something they determined on their own, without any sort of evaluation.”

In order to be reinstated, the firefighter in questions was asked to complete a series of physical assessments – a requirement which the union notes was not mutually agreed upon as an assessment standard.

“We don’t have an agreed upon standard for physical fitness, let alone for any of the tests they were requiring,” Hertel said.

Citing the arbitrary nature of the city’s decision, Local 3847 took the matter to arbitration, and in March received a decision finding that the city had erred in removing the member from service and should be required to pay the back wages to make him financially whole.

While Rocklin’s arbitration process

is unbinding, the city manager recently stated that they would be complying with the arbitration’s findings.

“That’s great as far as the union goes. That’s what we wanted,” Hertel said, noting that, had the decision gone the other way, it could have set a dangerous precedent for the future. “If this had been allowed to go through, it would basically have said that a fire chief could have pulled any firefighter off the line for whatever reason, just like that.”



Randy Sekany

CPF 4th District Vice President

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

4th DISTRICT REPORT



Logo credit: National Football League

BIG GAME REQUIRES BIG EFFORT FROM SANTA CLARA FIREFIGHTERS

The Super Bowl is often billed as the biggest sporting and television event in the country – if not the world – and this year, members of Santa Clara Firefighters, Local 1171 got an up-close look at what it takes to pull off that most super of all Sundays.

“It took an enormous amount of effort,” said Local 1171 President Michael Barnes. “We basically had our entire membership involved in a process that stretched back nearly a year and a half before the game itself.”

As most know, Santa Clara’s Levi Stadium recently hosted the National Football League’s Super Bowl 50, an event that saw more than 71,000 fans

in attendance, with an additional 111.9 million watching the festivities at home. For area first responders, the sheer magnitude of the event posed some unique logistical challenges.

“When it comes to serving the stadium, it’s typically just our department, but there were also mutual aid resources from neighboring communities,” said Capt. and Local 1171 Vice President Jenn Da Cunha. “On top of that, you had local police, sheriff departments, the FBI and Department of Homeland Security all coordinating efforts.”

Da Cunha, who was involved in the emergency operations and security planning for the event, noted that, in

addition to the festivities being held at Levi Stadium, the NFL was also holding a host of series events in neighboring communities, specifically in San Francisco, which required an added level of regional coordination.

“Most of the time, police and fire are used to working in their own jurisdictions,” Da Cunha said. “For something like this, it wasn’t just coordinating with neighboring communities, but also regional and national entities.”

On the actual day of the event, Da Cunha served as part of a host committee for police and fire representatives from Houston and Minneapolis, which will be hosting Super Bowl 51 and 52, respec-

tively. Those cities, specifically Houston, have significantly larger workforces than the City of Santa Clara, further illustrating the level of effort required from the fewer than 200 members that make up Local 1171.

With the event now having come and gone, and being regarded as a major success, those involved in the process can look back and say it was easily one of the largest undertakings of their career in the fire service.

“A few years back, Santa Clara hosted the Northern California Firefighter Olympics, and we thought that was a lot of work. This was probably 100 times the amount of work,” Da Cunha said, noting that the union took extraordinary measures, including voluntarily agreeing to forego vacation days in the days leading up to the event.

“It was all hands on deck,” she said. “Every member of the local stepped up and did their part.”



Michael Massone

CPF 5th District Vice President

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

5th

DISTRICT REPORT



IMPROVEMENTS COME TO CPF INSURANCE TRUST'S LTD PLAN

The CPF Insurance Trust's Long Term Disability Insurance Plan underwent some changes in the new year, with the plan now fully insured by an outside partner.

Nearly 40 years ago, the CPF Insurance Trust created its Long Term Disability Insurance Plan due to a need expressed by its members. When looking for long term disability coverage, California firefighters were having a hard time finding affordable and adequate plans in the existing market. At that time, almost all existing plans were geared toward the average working person, so prices proved exorbitant and unaffordable to firefighters, due to the unique circumstances and risks to which they are exposed.

In the early 1980s, the CPF Insurance Trust looked into the matter and decided to create a self-funded plan to provide this coverage to CPF members at an

affordable price. While the plan was always funded and possessed adequate reserves, some members remained leery of its self-funded nature, and in recent years the Insurance Trust began searching for a partner to fully fund the plan.

"We were looking for something that was competitive with what we were offering, in terms of both benefit and price," said Ken Bryant, chair of the CPF Insurance Trust. "For many years, we were met with very little interest or success in achieving that."

Recently, however, that search intensified, as one of the Insurance Trust's competitors found itself embroiled in a federal lawsuit, where in the Department of Labor claimed it was underfunded somewhere in the range of 10 to 12 million dollars. As locals who had previously partnered with that company began to look for a new insurance provider, some

were reluctant to use the CPF Insurance Trust due to its self-funded nature.

"Our plan didn't have any of the same problems that our competitor's did. You weren't comparing apples to apples, but for some, the perception was that they didn't want to go from one self-funded plan to another," Bryant said.

To ease these concerns, the CPF Insurance Trust recently partnered with Fickewirth Benefits Advisors and entered into an agreement with Reliance Standard, to fully insure its Long Term Disability Insurance Plan. The agreement, which began in on January 1, 2016, will allow the CPF Insurance Trust to continue offering a high level of coverage to firefighters across California.

"The benefits of the plan are very similar to what we were offering before. Virtually identical," Bryant said. "In addition, it's now fully insured and underwritten by

Reliance Standard, which has satisfied many of the concerns we were hearing over the self-funded plan."

During the transition, the Insurance Trust's main priority was to seamlessly transition existing customers into the fully funded plan. With that process now complete, the Insurance Trust is reaching out to other locals, emphasizing some of the unique benefits of the new plan, including its ability to calculate disability benefits using the previous year's W2, which would include overtime earnings.

"To date, we've gotten a significant amount of interest in the plan," Bryant said, noting that presentations at CAL FIRE, Local 2881's Convention and recent CPF District Meetings were met with a positive reception. "Once the word starts to spread, I think we'll start to see a migration from other plans over to ours."



Mike Lopez
CPF 6th District Vice President
CPF District 6 represents CAL FIRE, Local 2881.



Photo by Angela Prado

CONSEQUENCES OF THE DROUGHT, ELECTIONS PRIORITIES FOR THE NEW YEAR

THE DROUGHT AND RECENT RAINS

Governor Jerry Brown has been particularly good about guaranteeing that the budget reflects the increased demands on firefighters due to the consequences of the drought. The infrastructural enhancements have included not only new and long overdue equipment replacements, but increased staffing levels.

Even with the new rains at the end of March, the challenges remain significant. We are working with the budget committees to establish staffing standards that are more permanent. Here are some items of note:

- * **Staffing** – The Governor proposes an increase of \$74.5 million General Fund and \$2.9 million State Responsibility Area Fire Prevention Fund to continue firefighters’ surge capacity, retain seasonal firefighters beyond the normal budgeted fire season, provide additional defensible space inspectors, and enhance air attack capabilities to suppress wildfires during the 2016 fire season.
- * **Fire Protection Operational Enhancements** – An increase of \$24.6 million (\$24 million General Fund) to improve the efficiency and effectiveness of CAL FIRE’s emergency response capabilities, including:

- **Emergency Command** - \$17 million General Fund and 95.9 positions to increase staffing levels in CAL FIRE’s 21 Emergency Command Centers, along with the two regional and Sacramento Command Centers, to address the increased volume of emergency calls during periods of historic increased fire activity.
- **Resource Allocation** - \$7.6 million (\$7 million General Fund) and 12.8 positions to acquire, install, and support Automated Vehicle Location and Mobile Data Computer devices in all CAL FIRE emergency response equipment. This capability will allow CAL FIRE to more efficiently and accurately locate equipment and resources while in transit, improve the ability to respond with the closest available resources, improve firefighter safety and reduce the negative impact from wildfires.
- **Professional Standards Program** – An increase of \$4.4 million (\$4.1 million General Fund) and 14 posi-

tions to establish a dedicated unit responsible for implementing a comprehensive program addressing personnel investigations and adverse actions. Several incidents in recent years have demonstrated the need to strengthen CAL FIRE’s ability to address department-wide personnel issues. A centralized unit will improve the quality of investigation and written adverse actions through dedicated, trained investigators, and provide centralized oversight resulting in coordination and consistency in adverse actions, penalties, and investigative materials.

CAMPAIGNS

We are working closely with CPF in meetings with candidates for the Assembly and the Senate. The leadership of Lou Paulson has been significant as we discuss with future policymakers our view of the public safety fabric and the efforts needed to keep it viable.



Dave Gillotte CPF 7th District Vice President

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

7th DISTRICT REPORT

THE WORK IS NEVER DONE

Three-year contract done. All good. We can rest now, right? Not likely. As with all unions in California, the work is never done, and the fights are but skirmishes in a much greater war.

REGIONAL UNION MEETINGS - TAKING THE SHOW ON THE ROAD

Local 1014 members came together in Calabasas to talk shop at a Regional Union Meeting. With Los Angeles County Fire Fighters covering such a large area and being comprised of 22 battalions, Local 1014's executive board takes the union meeting on the road, allowing us to meet with members and get everyone up to speed on the issues, while also giving the opportunity to discuss region-specific issues. The latest Regional Meeting was in Calabasas. Frank Lima, president of UFLAC, Local 112 joined Local 1014 members to talk regional issues, while members also had a chance to ask questions of payroll about paycheck errors and other such items affecting our membership. We plan to host at least one regional meeting per quarter, each year.

NFORS - NATIONAL FIRE OPERATIONS REPORTING SYSTEMS SYSTEM - IAFF PILOT PROGRAM

Los Angeles County Fire Department and Local 1014, in a partnership along with another 10 departments nationally, will lead the way in a pilot program designed to develop software that will collect the much-needed data to justify staffing levels, grant money compliance and populate NFIRS data, while also giving us a scientific method to measure our effectiveness in providing public safety with regard to staffing and resource locations.

Union presidents and fire chiefs from the 10 participating agencies met in Washington, D.C. to establish goals, objectives and parameters necessary to craft a custom data-entry software that will hopefully auto populate data from the CAD dispatch, our EPCR's and NFIRS seamlessly, and also allow us to capture never before studied data, such as first time to water with various crew sizes,

knockdown times, and other operational issue need assessments that will help us chase funding and justify staffing levels.

We look forward to this challenging, but sorely needed, project.

IT'S NOT JUST THE RAMS THAT ARE RETURNING TO INGLEWOOD! FIRE STATION 172 IS BACK IN BUSINESS!

Local 1014 members were proud to re-open Fire Station 172 with Engine 172 and Paramedic Squad 172 in the City of Inglewood.

Budget difficulties and economic downturn issues caused the City of Inglewood to close engine 172 for the last three years. Local 1014 worked hard to elect candidates who cared about public safety and worked with us to demonstrate care for the Inglewood economy. We have been working hard on a few projects with the City Council of Inglewood and our partners in the Los Angeles Federation of Labor.

Bringing back the Rams and The Forum were two economic projects that are critical to the success of Inglewood's economy. The City Council worked with us to secure a SAFER grant and locate the additional monies need to re-open engine 172, just three short years after its closure.

We are proud to have worked with the department and the City of Inglewood as partners to accomplish this task, increasing public safety and securing the staffing levels needed to protect our members and better serve the citizens of Inglewood.

This was a great victory and clearly illustrates the power of political action.

INMATE CREW MEMBER PAYS THE ULTIMATE SACRIFICE

As a reminder for all of us regarding how dangerous our job is, we recently



Representatives from Los Angeles County Firefighters, Local 1014 and the Los Angeles Fire Department join with 10 other departments and locals from across the country to discuss the National Fire Operations Reporting Systems pilot program.

lost inmate crew member Shawna Lynn Jones, at the age of 22 years old, due to injuries sustain in the line of duty. Our inmates are low level offenders trying to get their lives back on track and serve their time protecting our communities while they complete their sentences. While battling a brush fire in Malibu, she was struck by a boulder and died shortly after being air lifted to the regional trauma center. She donated her organs to others in a last act of giving. We honor her service to both our crew and our communities. May she rest in peace.

LOCAL 1014 HOSTS CPF SO CAL DISTRICT MEETING

During the most recent rounds of CPF's District Meetings, Local 1014 was proud to host local affiliates from Districts 1, 2, 5, 7 and 8 at the Alfred K. Whitehead Labor Center - home to Local 1014. Well over 200 sisters and brothers descended upon Local 1014's union hall to discuss the issues affecting our memberships. Great education and discussion on the issues facing our memberships, as well as the great networking between local's, made the meeting a huge success for CPF's Southern California affiliates.

LOCAL 1014 HOSTS UNITED STATES SENATE CANDIDATE KAMALA HARRIS AND LA COUNTY BOARD OF SUPERVISOR HILDA SOLIS IN TOWN HALL MEETING

Attorney General and United States Senate Candidate Kamala Harris and Los Angeles County Board of Supervisor Hilda Solis came to the Alfred K. Whitehead Labor Center to take part in a town hall forum with Los Angeles County residents, getting up close and personal with folks and hearing about issues affecting their communities. The intimate setting allowed residents to meet with two of the most powerful women in politics and discuss items of concern in their communities. Attorney General Kamala Harris and Supervisor Solis, who previously served in the State Assembly and Senate, United States Congress and as Secretary of Labor, have always been grassroots in their approach to serving the people for which they work. A great event enjoyed by all.

What's Next? See you all at the Alfred K. Whitehead Legislative Conference in D.C. and the CPF Convention, where we will all get busy with the important work that we do to protect our members, our craft and profession.

Take Care, and Be Safe.



Frank Lima CPF 8th District Vice President

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



REST IN PEACE – BROTHER A. MIKE MULLANE

Let me first say that we should all take a moment to, once again, reflect on the life and legacy of our dear friend, Michael Mullane, who we lost on January 1st of this year. As a longtime leader with the IAFF 3rd District, as well as the Boston and Massachusetts Firefighters, Mike was a passionate advocate for the men and women of the fire service. He was

smart, funny and had a way of connecting with just about everybody he met. He was a mentor to me personally, as well as hundreds of other union officials throughout the years. Most of all, Mike Mullane cared about people. That will be his enduring legacy and he will be sorely missed. UFLAC showed up in force to pay respects at the services.



Circa 2006 – Ed Kelly, President of Professional Firefighters of Massachusetts, Frank Lima, CPF District 8 Vice President, and Mike Mullane (RIP IAFF 3rd District Vice President)

SIGNIFICANT INCIDENT RESPONSE TEAM (SIRT)

In the Los Angeles region, United Firefighters of Los Angeles City (UFLAC) Local 112 has gotten off to a very busy, but productive, start to 2016. UFLAC is proud to announce a victory in a long-fought battle for firefighter safety and helping to prevent a death, serious injury, or a near miss to our firefighters in the future. UFLAC has remained vigilant on demanding thorough investigations with union oversight in the wake of significant incidents. We pushed hard to get what used to be referred to as a Significant Incident Investigation Team (SIIT) into our current Memorandum of Understanding (MOU). The formation of an LAFD Serious Incident Response Team (SIRT) is the result of UFLAC's constant vigilance for our member's safety and a collaborative effort between our union and LAFD management.

Investigating a firefighter line-of-duty death or serious injury is, without a doubt, one of the most difficult and most important tasks that a fire department and local union can undertake. As Los Angeles City firefighters, this issue is especially near and dear to us. Our brother Glenn Allen, died at a structure fire when an illegally constructed indoor fireplace led to the collapse of the ceiling. Adding insult to this tragedy, the LAFD never conducted a SIIT report in the aftermath of this line-of-duty death, in attempt to cover up mistakes, and therefore nobody learned valuable lessons.

UFLAC negotiated language into our MOU stating that the department shall conduct a timely and thorough post-incident investigation every time

there is a death or serious injury to an employee at work, or there is a near-miss, with the union involved from the initial phone call.

The SIRT committee reached out to the Los Angeles County Fire Department and our brothers and sisters from IAFF Local 1014 to partner on a regional program. This is where relationships truly matter because this collaboration effort has allowed us to build a standardized regional SIRT capable of producing complete, accurate, objective and conclusive reports if any of our departments should suffer a significant incident resulting in a death, serious injury or near-miss of a firefighter.

Our brothers and sisters from CAL FIRE have had a Serious Accident Response Team and an effective system in place for many years. Tapping into our strong relationship with CAL FIRE Local 2881, we were able to have training provided by the CAL FIRE team in our LA City Training Facility. UFLAC, the LAFD, Local 1014, and LA County Fire are also very fortunate that CAL FIRE and Local 2881 agreed to work with us to develop a SIRT training course that is tailored specifically to our needs.

The purpose of the program is to provide our firefighters with a comprehensive factual report in order to educate them on lessons learned from investigating these incidents that will help to prevent future deaths and injuries both within the department that experienced the loss as well as throughout the fire service.

The training for SIRT members was held earlier this year at the Frank Hotchkin Memorial Training Center with eight CAL FIRE Instructors and over 85 students from the LAFD,

LaCoFD, Long Beach Fire Department, Monrovia Fire Department and union officials. The long term goal of this team is to create a cadre of all Los Angeles area fire departments working with labor representatives to review serious incidents. Also, UFLAC is demanding that when members get interviewed after a death, serious injury, or near-miss, that they will be granted amnesty from discipline. UFLAC is changing the old LAFD management culture of discipline first with a hammer, to a "learn-first" approach in order to prioritize protecting our members.

I want to personally thank Mike Lopez, President of CAL FIRE Local 2881, and Dave Gillotte, President of LA County Fire Local 1014, for coming to the training and speaking alongside myself and LAFD Chief Ralph Terrazas. Additionally, I would like to thank the lead labor representatives: Tony Gamboa from UFLAC and Pat Dolan from Local 1014 for their hard work in several committee meetings with LAFD and LA County Fire management to make this training possible as well as the UFLAC representatives that attended the training: Domingo Albarran, Andy Ruiz, Freddy Escobar, and John Libby.

Most importantly, I want to express my gratitude to all of the CAL FIRE instructors who traveled great distances to come to Los Angeles and deliver this training.

ELECTIONS

As we move closer to the critical United States presidential election and US Senate, congressional and state legislative elections, let's remember that our strength comes from our unity as firefighters. Our pensions will continue to be

under attack for the foreseeable future, but we have been down that road before and fought off attacks against our hard earned victories. Let's elect people at the local, state and national levels who won't just show up for photo opportunities with firefighters when it's convenient, then turn and run when we need them for an important vote. Our positive public image as firefighters should not be taken for granted ever by an elected official. Hold them accountable.

LOS ANGELES PENSION UPDATE

As a charter city in Los Angeles, we have our own pension system that we share with the Los Angeles Police Protective League (LAPPL), known as the Los Angeles Fire and Police Pensions (LAFPP). There was a successful meeting that was going to study the long term cost-neutrality of our Deferred Retirement Option Plan (DROP). I testified alongside Corina Lee from the LAPPL as to how the DROP program has been cost-neutral, essentially has eliminated disability pensions, continues to be a great retention/recruitment tool, and is a manager's dream, making it very predictable when members will be leaving the job. The Executive Employee Relations Committee (EERC), the most powerful Committee in the City voted to take no action on our DROP program, and we will continue to stay vigilant on that matter.

As always, stay safe out there on the front lines, and continue to fight the good fight for our members' safe working conditions and benefits. Contact me any time if I can be of assistance. It is an honor to represent professional firefighters in California as the 8th District vice president.



FCTC OFFERING CPAT AT NEW SAN DIEGO LOCATION

Thanks to the Firefighter Candidate Testing Center (FTCT), the gold standard in physical assessment for firefighter candidates is now available in the state's second largest city.

Beginning in late January, FCTC began administering its written test and the Candidate Physical Ability Test (CPAT), in San Diego, using the facilities at Miramar College's School of Fire Technology. The testing dates marked the first time that the CPAT was offered south of Orange County. Only a few months later, representatives from

San Diego County held a media event at the new testing facility to celebrate the area's new resource.

"This center will allow our local recruits and firefighters to stay here to earn their certification and their annual re-certification," said San Diego County Supervisor Dave Roberts.

The new center furthers FCTC's mission of providing a one-stop shop for both candidates and departments looking to fill vacancies within the state's fire service.

"Southern California makes up a

large chunk of our state's population, and having the facilities available to test and recruit future firefighters goes a long way toward creating a qualified, diverse and well-equipped workforce for the fire service," said Yvonne de la Peña, executive director of the California Firefighter Joint Apprenticeship Committee. "We're thrilled to be able to now offer the CPAT to residents of San Diego and its surrounding cities."

FCTC's expansion into the San Diego market comes in addition to the testing

center's existing operations in Orange, Livermore and Sacramento, all of which currently offer the CPAT, as well as FCTC's fully validated written exam.

By offering both written and physical ability testing, FCTC can compile a list of qualified, eligible candidates that can be made available to fire departments throughout the state.

"The men and women on FCTC's statewide eligibility list could one day be standing alongside our current firefighters at the scene of an emergency," de la Peña said. "Part of FCTC's mission is to ensure that they're as qualified as possible for that responsibility."

For more information on FCTC, the CPAT or the new statewide eligibility list, visit www.FCTCOnline.org.

CAL-JAC CONDUCTS URVI TRAININGS AROUND CALIFORNIA

Beginning in December 2015, the California Firefighter Joint Apprenticeship Committee, once again, took its groundbreaking Unified Response to Violent Incidents training to fire and law enforcement departments around California.

Through five separate training dates, dispersed throughout each of California's major population centers, Cal-JAC supplied its train-the-trainer coursework to more than 70 fire departments and their law enforcement counterparts across the state. Cal-JAC's URVI course

prepares participants to conduct joint training classes and exercises for their local Fire/EMS and Law Enforcement personnel at active shooter and other violent incidents.

"Firefighters respond to unpredictable, and sometimes violent, situations.

It's a fact that we're reminded of all too often in today's world," said Cal-JAC Executive Director Yvonne de la Peña. "Cal-JAC's URVI training allows fire and law enforcement first responders to know that, should those worst-case scenarios arise, they'll be ready to act accordingly."

For more information on the Unified Response to Violent Incidents training, visit the training section of the Cal-JAC's website at www.cffjac.org.

KNOW YOUR RIGHTS!

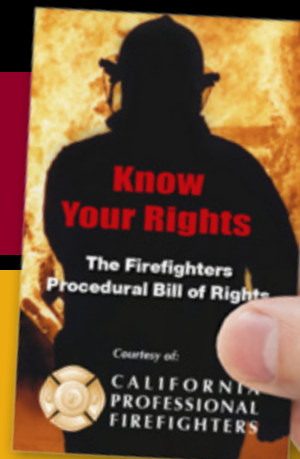
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Access to these video and print resources gives you the strongest workplace protections in California.

- The right to representation
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- Many other protections in disciplinary procedures

**TO PROTECT YOUR RIGHTS,
YOU HAVE TO KNOW YOUR RIGHTS!**

CARRY IT WITH YOU: CPF's Firefighters Bill of Rights wallet card puts the basics into your pocket. Talk to your local union to get a copy or find it on the CPF App.



WATCH AND LEARN: Over the past months, CPF Firevision has presented a series of instructional videos to help you understand your rights ... and responsibilities ... under the Firefighters Bill of Rights. Videos are now online as part of the Firefighter Bill of Rights resource center.



**CPF Firevision ...
Your Online Video News Service
www.cpfvision.org**



SAVE *the* DATE

CALIFORNIA FIREFIGHTERS MEMORIAL CEREMONY

SATURDAY, OCTOBER 15, 2016 • CAPITOL PARK, SACRAMENTO

California Firefighters Memorial is currently accepting applications for names that will be added to the memorial wall in 2016.

Applications must be completed by a recognized firefighters' association, union representative or fire department administration representative.

For more information, please visit memorial.cafirefoundation.org