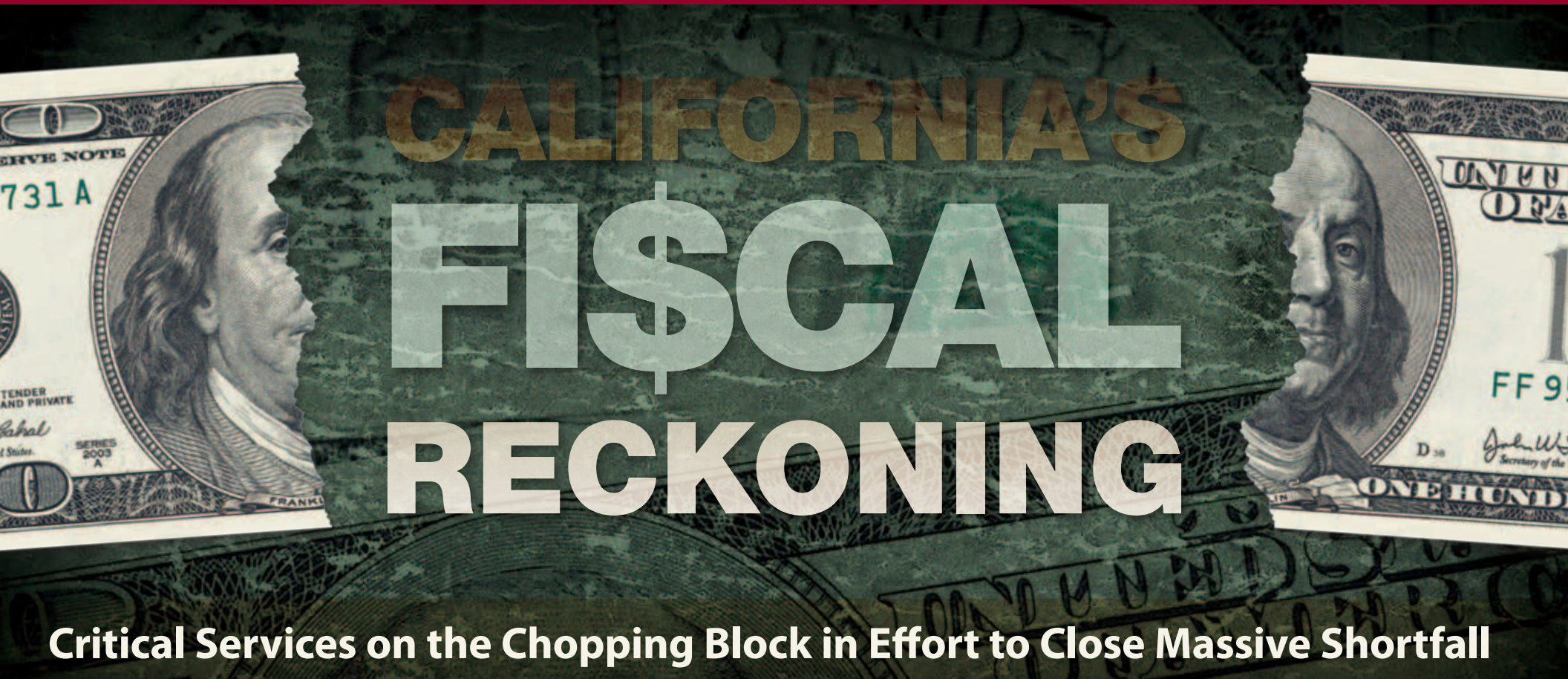




CALIFORNIA PROFESSIONAL FIREFIGHTERS

State Council of the International Association of Fire Fighters • California Labor Federation • AFL-CIO | Volume 19 No. 1 First Quarter 2011



CALIFORNIA'S FISCAL RECKONING

Critical Services on the Chopping Block in Effort to Close Massive Shortfall

When Jerry Brown was elected governor in November of 2010, he vowed to put every bit of time and attention into fixing the state's broken budget and closing a cavernous \$26 billion budget shortfall. Rebuilding the state's fiscal house honestly and without gimmicks was, said the new governor, his first and most difficult challenge.

Turns out the job was every bit as daunting as he expected.

As summer approaches, Californians are being asked to make stark choices about the level of government they are willing to pay for at the state and local level. In January, Gov. Brown proposed a new budget that combines deep spending cuts with a special election asking voters to extend a range of temporary tax increases. Much of the spring was spent debating that budget, with an eye

toward an ambitious target: A March budget and a June special election.

"Although our state's economy has started to recover, we will not create the jobs we need unless we get our financial house in order," Brown said in his January State of the State address.

The Makings of a Fiscal Crisis

By most accounts, most of the responsibility for the state's current budget deficit can be laid at the door of the economic recession at the national and state levels.

According to State Treasurer Bill Lockyer, tax revenues in the state are running \$50 billion below where they were expected to be – more than the entire amount California spends on public education. According to the non-partisan California

Budget Project, spending in the current budget is \$11 billion less than it was three years ago. Public education funding has dropped by more than \$1,000 per student.

"California is at a crossroads," wrote the Budget Project's Jean Ross wrote recently in the *San Francisco Chronicle*. "A balanced approach is the only way to preserve the public structures essential to California's prosperity."

Brown's Plan – A Balanced Approach

Under the governor's proposal, half of the state's budget gap would be closed by deep, difficult spending cuts – about \$12 billion worth. The plan then calls upon voters to approve a five-year extension of temporary sales and income taxes enacted in 2009. These would help

avert another \$14 billion in expected cuts and help rebuild the state's depleted budget reserve. The budget earned praise for its balance and for the lack of quick fixes and accounting gimmicks that have plagued past budgets.

"It's an honest approach," said Treasurer Lockyer. "No more 'tooth fairy' financing."

Absent approval of these tax extensions, Brown vowed to implement a budget built entirely on cuts. According to the non-partisan Legislative Analyst, that means deep disruption to public safety services, larger class sizes, a shorter school year and substantial increases in hidden taxes, such as UC and CSU tuition.

"The impact of California's fiscal crisis is already being felt in our fire stations, our

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Continued from page 1

classrooms and our communities," said **California Professional Firefighters President Lou Paulson**. "With California's future at stake, the voters deserve the chance to be heard."

Why it Matters to Firefighters

For California's first responders, the stakes in this year's budget fight are enormous. Governor Brown's budget plan provides an important safety net for critical local services by eliminating redevelopment agencies, which currently divert nearly \$6 billion in property-tax revenue away from local general funds. The governor's plan would return billions directly to local school districts, fire districts, counties and cities. Fire districts alone could see up to \$65 million in the first year.

"The governor's redevelopment plan is a lifeline for local government, helping them protect the core services that keep our streets safe and prepare our children for the future," said Paulson. "We applaud the governor for a bold reform that makes government more accountable as it protects critical local needs."

But even though the governor's approach is balanced and has an upside for firefighters, there are considerable concerns. The governor's proposal for an "all cuts" budget if the tax extensions aren't approved would almost certainly mean deeper reductions in funding

for CAL FIRE, on top of cuts already proposed.

More ominously, such a budget could ultimately mean a breakdown of the state's mutual aid response system, as local reimbursements would shrink.

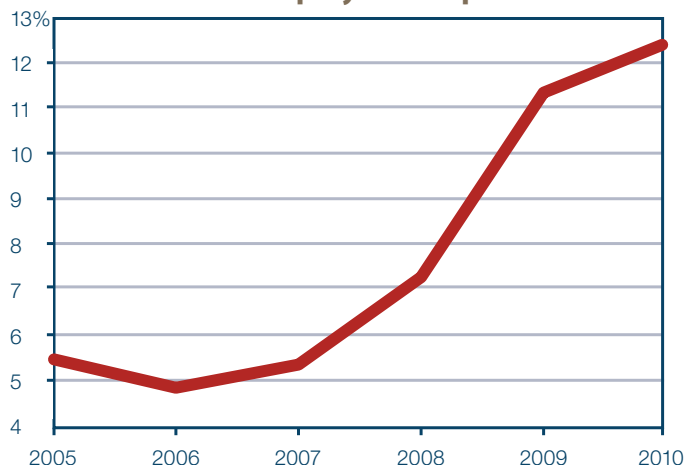
Through the spring, the governor and lawmakers also were negotiating on legislation to implement what are being termed "reforms" to the state's public retirement system. Given recent attacks on collective bargaining rights in other states, CPF is closely monitoring these reform proposals to insure they do not intrude on the fundamental rights of firefighters to negotiate.



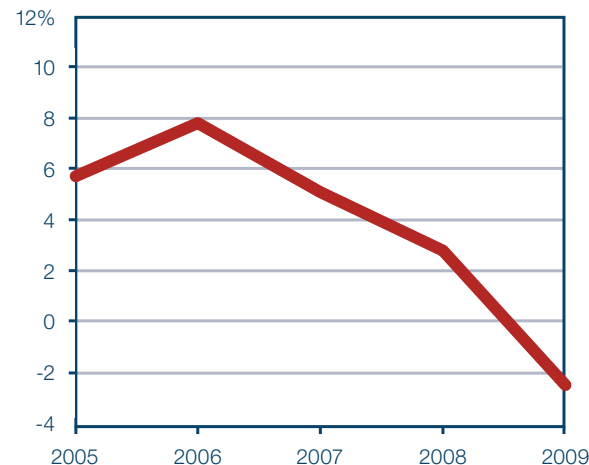
Governor Jerry Brown has proposed a new budget that combines deep spending cuts with a special election asking voters to extend temporary tax increases.

ANATOMY OF A BUDGET CRISIS

Unemployment Up



Personal Income Down



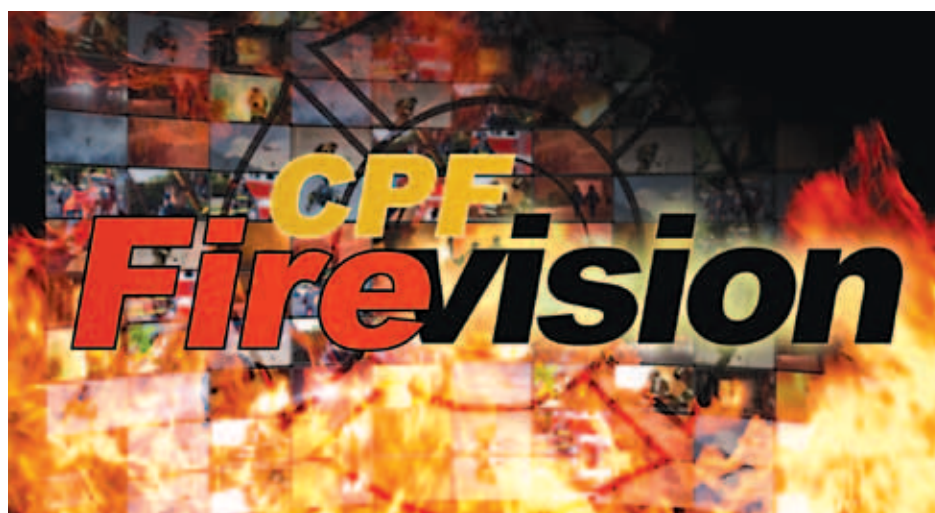
More News You Can Use with CPF Firevision

Over a year ago, **California Professional Firefighters** again broke the mold with the launch of **CPF Firevision**. The twice-monthly video news feature has since brought California's firefighters online access to the stories and issues that matter to them.

In 2010, CPF Firevision covered the gamut, from spotlights on retirement security and the 2010 elections to features on fire season, terrorism consequence management and the California Firefighters Endowment.

The skill and creativity of FireStar Productions has given CPF Firevision a level of quality several cuts above the typical "viral" video.

A broad distribution network – including YouTube, iTunes, Facebook, Twitter and a dedicated Web page (www.cpffirevision.org) – continues to bring CPF Firevision to any computer or smartphone. With thousands of individual viewings, CPF Firevision is truly firefighter news for the digital age.



We want to hear from you!

Does your local have a story that you'd like featured in a future episode of CPF Firevision? Let us know! Drop us a line at cpffirevision@cpf.org

President's Perspective

FIREFIGHTERS AND THE **FIGHT FOR** **COLLECTIVE BARGAINING**



Lou Paulson

It's often said that you don't truly appreciate something until you think it might be going away. If that saying is true, every one of us should have a new appreciation for collective bargaining.

Over the course of a momentous spring, we watched as tens of thousands of working men and women in Wisconsin took a stand for their right to negotiate fair pay, benefits and working conditions. Gov. Scott Walker's legislation to obliterate the collective bargaining rights in the name of "budget correction" galvanized working people across the nation.

Wisconsin's firefighters stood shoulder-to-shoulder with their brother and sister union members, despite Walker's craven attempt to drive a wedge through labor by "carving out" firefighters and police from his union-busting measure. Once again, our brothers and sisters have proven that commitment and solidarity are not for sale to the highest bidder.

Walker's power grab, and that of other Midwest governors, was a sobering

reminder of how close we came to facing the same frontal assault right here in California.

In her campaign for governor, billionaire Meg Whitman supported ending collective bargaining for public employees. She would have almost certainly taken it up had she been elected. But in Jerry Brown, California voters elected a governor who respects and believes in the fundamental negotiating rights of firefighters and other public workers.

With Brown as governor and a labor-friendly Legislature, it is easy to think, "It could never happen here." Don't bet on it.

This spring's budget fight in Sacramento has been suffused with backdoor ... and front door ... attacks on collective bargaining. Everything's on the table: Mandatory retirement rollbacks for current employees, lower tiers for future retirees, imposed health care costs, even flat-out elimination of bargaining.

At the local level, we have seen "Walker-lite" proposals tossed on the bargaining

table or, in some cases, imposed by local government. Whereas past attacks have sought to shield public safety, the new crop of ideologues is going after us with a vengeance.

At CPF, we have taken up these attacks with everything at our disposal. Our participation in the statewide retirement security has led to fresh energy and push-back in the media and around the state. CPF's legislative team is ceaselessly working in the trenches to block efforts to weaken our security and to support measures that will bring desperately-needed dollars back to local governments.

Despite all of these efforts, some of our attackers are hitting their mark with a recession-weary public, who have seen their own path to job and retirement security short-circuited by Wall Street's greed. These same financial predators are stalking public employee retirement for the same reason they stole private-sector retirement – it represents untold billions in fees and profits.

When these forces load their guns and aim them at the middle class, the one institution that has taken the fire and

fought back is organized labor. Our tool: Collective bargaining.

Collective bargaining isn't just about pay. It is through collective bargaining that your union helps protect your safety on the job. It is through collective bargaining that you protect your grievance rights, so that management can't attack you without cause. And it is collective bargaining that helps secure your retirement from a dangerous and demanding profession.

This basic right to a voice in your future is at stake ... yes, even here in California.

As firefighters, we tend to identify much more strongly with the job than we do with our status as union members. But we are in a moment in history where we can't afford to take a "me-first" approach. Solidarity is what helped us win against the 2005 attack on our retirement, and it will help us win again this time.

If we do not stand together as working people to protect our most important protections, they will go away. And once they're gone, we won't get them back.

Letters to the President

Memorial Ceremony 2010

Please know that we are grateful for the ceremony that was conducted to honor my husband and Sophia's father this past September. The tribute and honor that was shown was very much appreciated.

Loressa and Sophia Quinones

Wife and daughter of fallen LA County firefighter Arnie Quinones

Gratitude from the Election Trail

Thank you for your generous support during my campaign. Being a firefighter changed my life and prepared me for whatever the future holds as a councilmember for the City of Healdsburg.

Steve Babb

Healdsburg City Councilman

CFFJAC Supports Endowment

As you are aware, the **California Fire Fighter Joint Apprenticeship Committee (CFFJAC)** has been enjoying great success at our three **CPAT Testing Centers**. While the downturn in the economy has certainly had an impact on the fire service, there continues to be firefighter candidates who are competing for a career in this noble profession. In addition to the growth our CPAT Centers have experienced, the CFFJAC has had an increasing number of departments that accept our CPAT Card of Completion and we have truly become the "gold standard" in California.

It is with great pride and enthusiasm that we have the pleasure of sharing our success with the **California Fire**

Foundation. Effective January 1, 2011, we are allocating \$2 per paid candidate to the **California Firefighters Endowment**.

The Fire Foundation and the Memorial have always been near and dear to my heart. It is extremely gratifying that we have the ability to be part of the great work you are doing in recognizing the courage of California's fallen firefighters and with your various public education and victim assistance projects. We feel the JAC's contribution sends an important message to future firefighters by ensuring they know our commitment to these very worthy projects and the value of the California Fire Foundation.

On behalf of the CFFJAC, thank you so much for continuing the Foundation's critical work. The CFFJAC looks forward to being a growing part of the California Firefighters Endowment and all that it offers California firefighters and the citizens they serve.

Dan Terry

CFFJAC Chair/Administrator

Words of Thanks

On behalf of the Sacramento Metropolitan Fire District, I would like to acknowledge with deep appreciation your contributions as we honored our fallen firefighter **Jim Saunders**. At this difficult time for our organization, we are comforted by the support and generosity of our partners in public safety.

Your support is greatly appreciated by both the Saunders family and the Metro Fire family.

William B. Sponable

Retired Sacramento Metropolitan Fire Chief

I just wanted to send CPF a short note sharing my appreciation for what they stand for, and the work they do for the fire service. Although I've been retired for a couple of years and live out of state, I still keep tabs on the California fire service. It is very disturbing how bad the economy is, and in many cities, the local politicians and city managers are vilifying public employees. Often firefighters are taking the brunt of the punishment. From what I can see, CPF still has credibility in Sacramento.

As a retired deputy chief, I'm proud to have had the opportunity to be a former member, and to have had the opportunity to work with CPF during my time with the California Fire Chiefs Association.

Keep up the good work!

Bob O'Brien

Retired Deputy Chief, Fremont Fire Department

Recently the Los Angeles Fire Department suffered the tragic loss of one of our brothers, firefighter/paramedic **Glenn Allen** in a structure fire on the morning of February 17, 2011. This was a loss felt by not only our family within the department but also felt by the citizens of Los Angeles.

Before the dust had even settled, CPF members were volunteering, using their expertise and supporting our department financially to assist us in both grieving and also honoring our fallen brother. Without your tremendous commitment we would not have been able to honor our Brother Allen as he deserved.

On behalf of all the members of **United Firefighters of Los Angeles Local**

112 and the entire Executive Board, I would like to extend my sincere and much deserved thank you to the CPF Executive Board for all that they did. Please also pass along our gratitude to the **CPF Pipes and Drums** for an outstanding, moving and honorable performance. You are all a true example of the realization that the "Fire Family" does not stop at a city boundary, but extends worldwide.

Adam W. Knabe

Secretary, United Firefighters of Los Angeles City, Local 112

I just worked out a print issue and a personal license plate with CPF staff member Cynthia Clark, and as usual, it was easy and pleasant. Your staff should be congratulated for their dedication and friendliness. In an angry world where we are painted the bad guys, it's great to have CPF on our side. I'm glad to have paid my dues to you guys for the past 23 years.

Doug Estill

Foster City Fire Department

Thank you for the proclamation presented to me on behalf of the California Professional Firefighters (CPF) at my retirement dinner last month. I sincerely appreciate your recognition and your attendance at the dinner. We were able to raise \$8,000 to benefit the Alisa Ann Ruch Burn Foundation Camp.

I have enjoyed working with you and the CPF over the years and thank you again for your thoughtfulness. I will have fond memories thanks to you and all that you have done for the Los Angeles County Fire Department.

P. Michael Freeman

Retired LA County Fire Chief



POINT AND SHOOT!

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

Secretary-Treasurer's Desk

PREPARING FOR TOUGH TIMES

As firefighters, we pride ourselves in being prepared for any type of emergency situation. We train "for the unexpected." Every "what if..." becomes a scenario for a tabletop discussion. Ironically, most of us do not plan our personal lives with the same level of detail.

It is obvious to all that our economy will take many years to recover and it remains to be seen what the "new economy" will look like. Our profession will undoubtedly look different in the years to come. Our enemies will try, under the pretext of "efficiency," to eviscerate our hard-fought wages and benefits. Jealousies will drive those who used to gloat about their profit sharing to make sure our pensions are a fraction of what they have. Your union is the bulwark against this onslaught.

So, what should we consider in preparing ourselves for the times to come? And in reality, if you have not already considered many of the points below, it could be almost too late. While we could call this "Family

Budgeting 101," sadly many firefighters are denying the possibility that they could be affected. Denial is a powerful defense mechanism, but unfortunately it does not stand up in the face of reality.

First, there is huge value in drawing your family into the conversation about what is going on with your employment. What does the next year look like? The next five years? How will your earnings stack up against real purchasing power? If your spouse and children understand how things might be different (without dwelling on the negative) it sends a signal that we must watch what we spend money on.

Calculate what your take-home pay would be with a percentage reduction in salary. Be realistic. If you have supplemented your income with overtime, etc., what would losing some or all of those supplements do to your standard of living?

If things are going to be extremely tight, consider consulting a financial



Lew Stone

expert. Have that person look at items such as deferred compensation or other long-term investments. Do an analysis of what the tradeoff would be in taxes versus a deferred comp reduction.

Then there are those big ticket items (and the monthly payments that go with them). How much of your income is going into "depreciating assets?" Can you get rid of some of them? There

might be a short term hit, but long term advantage in downsizing the fleet. Don't wait until your back is against the wall.

Hopefully, as you have read this, you are ahead of the curve. Your financial situation is flexible and ready to adjust to further bad news. If you are not, then it's never too late to take positive steps to gain a measure of financial stability.

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CPF Legislative Update

CPF's LEGISLATIVE AGENDA

The following was approved by the CPF Executive Board in January for advancement during the 2011-2012 legislative year. These issues are the product of resolutions adopted by delegates to the 2010 CPF Biennial Convention, as well as previously adopted resolutions and/or issues that have since been brought to CPF's attention.



SPONSORSHIP BILLS

AB 210 (Jose Solorio, D-Santa Ana) – Requires an emergency medical care committee to be established in each of California's 58 counties to ensure a statewide coordinated approach to the delivery of emergency medical services.



AB 678 (Dr. Richard Pan, MD, D-Sacramento) – Authorizes counties on behalf of fire departments who provide Medi-Cal transport to apply through the state for reimbursement under an existing federal program for previously un-reimbursed actual costs incurred as a result of transporting Medi-Cal patients.



AB 936 (Ben Hueso, D-Chula Vista) – Separate from the Governor's state budget proposal to eliminate redevelopment agencies and in light of the passage of Prop. 22 in 2010, CPF continues pursue legislation to modify the state's redevelopment law in a manner that ensures more transparency and accountability, while at the same time protects or in some cases augments fire department revenues. *See page 7 for background on why the redevelopment issue matters to firefighters.*



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



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



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



AB 1245 (Das Williams, D-Santa Barbara) – Requires all EMR personnel to submit to a background check prior to employment or appointment in a public safety capacity rendering care in an emergency.



CO-SPONSORSHIP BILLS

AB 183 (Fiona Ma, D-San Francisco) – Prohibits the sale of alcoholic beverages via a self-service checkout system, thereby reducing the purchase of alcoholic beverages by minors, as well by those who may already be intoxicated.



WATCH THE VIDEO!

Take a photo of this barcode with your smartphone to see the latest CPF Firevision about CPF's 2011 legislative agenda.

THE FIGHT OVER REDEVELOPMENT

As part of his plan to close a \$26 billion budget shortfall, Governor Jerry Brown proposed elimination of an entire layer of government – local redevelopment agencies. California Professional Firefighters supports the governor’s proposal as a way to bring dollars directly back to local agencies for use in fire and other vital services. CPF is also sponsoring AB 936, which aims to reform the process by which RDA budget decisions are made.

Because the issue is complicated, we’ve put together a little background on RDAs and why the issue matters to firefighters.

What is a redevelopment agency?

Redevelopment agencies (RDAs) were created in the 1950s as a means of insuring that local property taxes would be used to end blight. Almost entirely run by city councils, RDAs currently divert approximately 12% of all property taxes – \$6 billion – into these agencies – almost all for subsidies to developers.

What’s wrong with redevelopment agencies?

Since their creation in the 1950s, redevelopment agencies have distorted their original anti-blight mandate and have been used to finance projects that should be paid for by private enterprise, not taxpayer dollars. RDA money is used to finance ballparks, arenas, auto malls, parking lots and swanky night spots, often in some of the most affluent, least “blighted” areas of the city. At the same time, RDAs keep draining more and more money away from vital services, such as fire protection and public education. RDAs have almost no oversight, and operate with little accountability, and in some cases are openly corrupt.

Don’t these redevelopment projects provide an economic benefit to the area?

Not a lot. According to non-partisan Legislative Analyst, there is no credible evidence of economic benefit, either for a region or for the state. The Public Policy Institute of California (also non-partisan) concluded that RDAs don’t generate enough additional tax revenue to offset the taxpayer cost. Some jobs

are created, but far fewer than those claimed by RDA backers.

We’ve seen a lot of deep cuts to public safety and schools. Why can’t cities just use some of this money to protect vital services?

In theory, they could, but in practice they have stubbornly refused to do so. A long succession of court cases and ballot initiatives – most recently Proposition 22 – have essentially locked down these funds. In Vallejo, the city council actually acted to boost the solvency of redevelopment revenues at the same time the city was in bankruptcy court!

What does the governor’s plan do?

Under Gov. Brown’s proposal, redevelopment agencies would be abolished and their nearly \$6 billion would be reallocated directly back to school districts, counties, cities, fire districts and other special districts. Any debt that a redevelopment agency has incurred up until now will be honored. As the debt is paid off, those funds will be redistributed to local agencies. In the first full year, that will mean upwards of \$2 billion more for schools, cities, counties and special districts, including California’s cash-starved fire protection districts.

Why does this make a difference to firefighters?

Across California, local agencies have been closing fire stations, implementing rolling station closures, cutting back vital personnel, and reducing core services, putting public safety at grave risk. Similar cutbacks are being imposed



In Sacramento, the RDA spent \$7 million in taxpayer subsidies to the developer of a “mermaid bar” in the downtown corridor. PHOTO CREDIT: Lezlie Sterling/Sacramento Bee

on law enforcement agencies and our schools. At the same time core services are threatened, more taxpayer money is diverted to redevelopment agencies. We believe that public money is better spent on schools, public safety and critical care services than on taxpayer subsidies to developers, no matter how valuable they may seem.

My city manager says this is another bid to steal local money to balance the state budget. Is it?

Every property-tax dollar not spent on paying off RDA debt will be sent back to local governments. In the first year only, the state will reduce the amount of state tax revenue sent to local governments by \$1.7 billion. Basically, for that one

year, local governments will continue to get all of “their” money ... they’ll just get less of the state’s.

My city “does redevelopment right.” Why should we be punished?

Eliminating redevelopment agencies doesn’t eliminate the option of subsidizing redevelopment. Under the governor’s plan, debt incurred for existing projects will continue to be paid off, and local governments will have the option of creating their own local redevelopment entity. Cities can still pay subsidies for developers – they’ll just have to explain to voters why it’s a higher priority than schools, public safety or care for the aged.

RIDE FOR 9 11

a ride for honor

The Los Angeles Firefighters Athletic Organization will be cycling across the United States to honor those whose lives were lost 10 years ago on September 11 and those who continue to fight for our freedom and safety. The Ride for 9-11 will commence July 24, 2011 in Downtown Los Angeles and end in New York City at the FDNY Firefighters Memorial on September 9, 2011. The Ride for 9-11 will be raising money for two very special charities, **The Leary Firefighters Foundation** and the **Wounded Warrior Project**.

join and follow us


Become a Spectator


Support our 2 causes by helping spread the word.
www.ridefor9-11.org/register

Become a Rider

Cycle along with us as we pedal across America.
www.ridefor9-11.org/register

Follow Us

 facebook.com/ridefor911

 twitter.com/RideFor911

the ride



3308.46 miles total from Los Angeles to New York City. Below are some of the cities we will visit on our ride after leaving LA Live in Downtown Los Angeles:

- Scottsdale, AZ
- St. Louis, MO
- Hagerstown, MD
- Albuquerque, NM
- Chicago, IL
- Washington DC
- Amarillo, TX
- Akron, OH
- Trenton, NJ
- Oklahoma City, OK
- Pittsburgh, PA
- Philadelphia, PA
- Tulsa, OK
- Shanksville, PA
- New York City, NY

Los Angeles Firefighters Athletic Organization
6107 Paseo Canyon Drive, Malibu CA 90265
t: 310.457.6325 | www.ridefor9-11.org
LAFAO Inc. Tax ID: 20-8610473



Sign up for CPF's ***BREAKING NEWS ALERTS***

Whether it's the latest news on pension reform, local government funding or safety standards, you need to know how you will be affected.

California Professional Firefighters provides its members with the news they can use.

To register, you must be an active CPF member, Callback member or retiree in good standing.

Don't miss out...

Visit www.cpf.org and click on the Sign Up for Breaking News Alerts button at the bottom of the page.

SAVE THE DATE

CALIFORNIA FIREFIGHTERS MEMORIAL CEREMONY

OCTOBER 1, 2011

www.memorial.cpf.org

Connect to



CALIFORNIA PROFESSIONAL FIREFIGHTERS

As one of the first fire service organizations to have a web presence, California Professional Firefighters continues to expand its communications.

facebook

Official CPF page features links to latest news, videos, photos and incident updates.

twitter

Quick updates on latest news, with links, communicated in 140 characters or less.



CPF's Breaking News RSS feed grabs headlines the moment they are posted.

YouTube

Dedicated CPF Firevision video channel includes an archive of all previous episodes.

California Fire Foundation

CALIFORNIA FIREFIGHTERS ENDOWMENT NEEDS YOUR HELP

During CPF's Winter District Meetings, the **California Fire Foundation** presented detailed information on how CPF members can get involved in the new **California Firefighters Endowment**.

The California Firefighters Endowment was formed after CPF staff and membership identified the need to increase the amount of scholarship money for children of firefighters who've fallen in the line of duty in the state of California.

The California Fire Foundation currently gives a \$2,000 scholarship to children of fallen firefighters and hopes to increase that amount to \$10,000 by raising \$2 million in five years. To reach this goal, the California Fire Foundation has launched a comprehensive fundraising campaign. Initial donors to this campaign include professional golfer Fred Couples and the San Francisco Giants.

Firefighters and local unions are invited to become involved in the effort and be among the first to donate, as well.

Giving levels are listed on the California Fire Foundation website (www.cafirefoundation.org) under the "Donate Now" section.

Additionally, the Foundation is looking to expand their donor base to the general public. If you know of any individual or corporation that may be willing to help, please drive them to the Foundation's website or contact Foundation Director Vanessa Errecarte at verrecarte@cpf.org or 916-921-9111 for assistance.

With your help, we can reach our goal and help children of fallen firefighters in California achieve their dreams, despite the loss they have suffered.



WATCH THE VIDEO!

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

Come support the California Fire Foundation at the San Francisco Giants' Firefighter Appreciation Night



Save the Date!

7:15 pm - July 6, 2011

Giants vs. Padres at AT&T Park

Please stay tuned for more information about this event and check back frequently at www.cafirefoundation.org

This event is being sponsored by the San Francisco Giants, 2010 World Champions!



Making a Difference

Firefighters are Making a Muscle and Making a Difference at MDA “Boot Camp”

Southern California Boot Camp

With a record breaking number of attendees, locals from Central California all the way to San Diego joined MDA in Anaheim to celebrate their 2010 Fill the Boot successes. Abbey Umali, MDA National Goodwill Ambassador, welcomed the crowd and introduced **CPF Secretary-Treasurer Lew Stone**.

MDA Goodwill Ambassador Caleb Gold along with Secretary-Treasurer Stone presented the 2010 fundraising awards to the following locals:

- Most Dollars Raised - 700+ members – **CDF Firefighters CAL FIRE Local 2881**
- Most Dollars Raised - 100 or less members – **Rialto Professional Firefighters Local 1354**

- Top Dollars Raised by a Member - \$770 per member – **Loma Linda Professional Firefighters Local 3603**
- Most Improved Over Previous Year – **CDF Firefighters CAL FIRE Local 2881** (Dollars over previous year) & **Kings County Professional Firefighters Local 3747** (Percent over previous year)
- Rookie of the Year – **Crest Forest Professional Firefighters Local 4105**

Santa Fe Springs Firefighters Local 3507 President Robert Mora and Fire Chief Alex Rodriguez spoke to the crowd and reassured everyone that Local 3507 would be back filling the boot in 2011. “It’s an important cause that means a lot to us. We’ll be back filling the boot,” stated Chief Rodriguez.



Riverside Firefighters attended MDA’s Southern California Boot Camp.



Lew Stone with MDA National Goodwill Ambassador Caleb Gold.

Several MDA families were in attendance to say thanks to the firefighters for providing them the opportunity to attend MDA-sponsored clinics, support groups and summer camp. MDA client Andrew Shelley shared his documentary “Beyond the Chair” describing his backpacking trip around the world in his wheelchair. After a standing ovation, Lew Stone and IAFF MDA National Director Ron Kuley made Andrew an honorary firefighter.

Abbey said it best. “Fill the Boots are my favorite event because I get to spend time with all of the firefighters. You all work so hard to make sure kids like me have what we need. I love you guys.”

Northern California Boot Camp

Firefighters had the opportunity to meet MDA California State Goodwill



Contra Costa Firefighters Local 1230 with California State Goodwill Ambassador Kayla Claudio.

Ambassador Kayla Claudio, a 9-year-old girl from Livermore with Charcot Marie Tooth (CMT). Kayla told the group about the fun she had at summer camp and thanked the firefighters for all they do for MDA families. Mike Ortelte, a former South Marin Firefighter who was recently diagnosed with ALS, thanked the firefighters for their efforts to support one of their own as he battles neuromuscular disease.

Northern California locals celebrated a significant increase in dollars raised over last year. Congratulations to the following locals:

- Top Fill the Boot in California - **CAL FIRE Local 2881**
- Bay Area Rookie of the Year – **Watsonville Professional Firefighters Local 1272**
- Top Fill the Boot with Fewer than 100 Members: **Seaside Fire Local 1218**
- Top Fill the Boot with 100-499 Members: **Contra Costa County Local 1230**
- Top Fill the Boot with 500+ Members: **CAL FIRE Local 2881**
- Top Fill the Boot Over the Last Two Years: **San Mateo County Firefighters Local 2400**

Thank you California firefighters! Because of you, the families served by MDA have hope. Best wishes for a safe and successful 2011.

UNDERSTANDING CALIFORNIA'S

The State's Top Fiscal Officials Weigh In

Even as California slowly emerges from the deepest recession in decades, state policy makers are wrestling with cavernous state and local deficits. Few have a better perspective on the budget issues facing our state than its top two elected fiscal officers: State Treasurer Bill Lockyer and State Controller John Chiang.

In an effort to help CPF members better understand the fiscal situations facing state and local governments, the California Professional Firefighters interviewed Lockyer and Chiang, both of whom were decisively re-elected to their posts in 2010.

CPF: We've been hearing a lot about the state's critical fiscal situation. How bad a hole are we in?

LOCKYER: The anticipated revenues before the economic recession were 123 billion ... and we're at 83, so that gives you a sense of what the gap has been. That gap hits everybody. The recession hit us very hard in California. The housing sector was hit especially hard, and over a million Californians have lost their jobs. We feel that in the economic and revenue consequences. Added to that problem is that we've had these budgets for the past several years that were not honestly balanced. About three-quarters of the gimmicks that have been employed over the past few years just haven't worked.

CHIANG: California has been operating in the red since July 12, 2007. We have to pay back, at any given moment, \$10 billion to \$20 billion in internal borrowing. And we haven't fully funded education. The schools still haven't received their full payment. So when you add all that up, it's a staggering amount of money that's still owed. Obviously, we've been dealing with difficult economic times, but you need to have political leadership that understands economics and finance to make the appropriate adjustments. Unfortunately, the decisions are not easy. Whether you choose to cut education or public safety or raise taxes, it's a choice not easily made down the street at the Capitol or in the streets of California.

CPF: As the treasurer, Mr. Lockyer, you sell the state's bonds. How bad is California's credit rating and why does it matter?

LOCKYER: Our credit rating is the

lowest of the 50 states. I think it reflects some unfairness in the way the rating agencies operate. They missed all the offshore mystery investments that cost everybody trillions of dollars, but somehow or other they think that because we have these budget fights in the summer, that those optics were the basis for downgrading California. The credit rating matters because it costs taxpayers hundreds of millions of dollars in extra interest charges that would be avoidable if we didn't have this problem because of a poor credit rating. That's money that would be available for other important needs.

CPF: Mr. Chiang, two years ago you had to issue IOUs to pay some of the state's bills because of the lack of a budget. Are we at risk of a similar cash crisis this year?

CHIANG: It's not as bad as it was in 2009, but the potential is there. Today, relative to where we were two years ago, I am paying back tax refunds. Two years ago, I had to hold back for 23 days paying back over \$3 billion in tax refunds. The state was so short of cash I wasn't able to give students their Cal grants. We could get to the same situation if the governor and the legislature don't come to agreement and we are into the next fiscal year, which begins on July 1st. Clearly my responsibility is to not let the state run out of cash, so (if there's no budget), I'll take action prior to the beginning of the fiscal year. That could mean deferrals of some payments or IOUs.

CPF: So what is your perspective on the governor's budget proposal to combine deep spending cuts with an extension of the 2009 temporary taxes?

LOCKYER: First of all, it's honest ... that's a good start. We just have to have



As state treasurer, Bill Lockyer is California's chief investment officer. Lockyer was elected treasurer in 2006, and reelected in 2010, and previously served as the state's attorney general.

real discipline, balanced budgets and not a lot of 'tooth fairy financing.' So I'm delighted that he's leading the 'reality caucus.' It's what Pete Wilson and others did: half tax solution, half painful cuts in services. It's 50-50. That's what most voters think is the fair way to address these downturns.

CHIANG: I am for an honest, solid budget. We have to get out of debt. We cannot continue to put our kids and grandkids in further financial jeopardy. He's offered an approach, and I think he's going to get something close to that package, but the sooner the better.

We don't want to get into a situation where we were two years ago, when I had to issue IOUs. That means the state can't pay its bills.

CPF: One component of the governor's plan was the elimination of local redevelopment agencies. What is your view of this layer of government?

CHIANG: My office recently did a review of 18 redevelopment agencies throughout the state of California – north, south, urban, rural, suburban – and we had some common findings.

BUDGET CRISIS\$



As state controller, John Chiang is California's accountant. Chiang was elected controller in 2006, and reelected in 2010. He previously worked as a tax law specialist and attorney in the controller's office.

They failed to file their financial reports. There is not a common methodology by which they would articulate how jobs are created. And some areas of so-called blight deserve further investigation. Down in Palm Desert, you have a four-and-a-half star golf course where they were using some of the RDA money to upgrade greens and bunkers. I'm not sure in these times that we ought to be focusing precious few taxpayer dollars on fixing greens at a four-and-a-half star golf course.

LOCKYER: In the state budget, debt represents about 6% of total revenue.

For redevelopment agencies, it's about 38% of the revenue that goes by. They are debt machines. And only 6% of all commercial development in the state is attributable to redevelopment. It raises the question as to whether this is some sort of special interest cottage industry. They take money from everyone else ... they take it from the counties, they take it from the cities, they take it from the schools, they take it from special districts like fire districts, and they use it for these redevelopment deals. Some of which have great value. Many of which don't.

CPF: Both of you sit as members of the CalPERS Board of Directors, and have certainly heard a lot of dire predictions about the health of the state's pension system. Is the pension system in crisis?

CHIANG: We were doing very well until 2008 – the year that took everybody under. When you look at investment, the most important decision is asset allocation. Well, with all that was happening with the global recession, most, if not all, investment categories went down. So we're behind, but we've been coming back, and we're going to have to continue to be very smart to make sure we fulfill our responsibilities to beneficiaries.

LOCKYER: The studies we see, inspired by Gov. Schwarzenegger and his gang, are phony. They assume that your investment returns are going to be about 4% ... like investing all of your money in a treasury bond. In fact, historically, it's twice that. When you claim your investment's going to grow at a smaller rate, you wind up with a ballooning deficit that's phony. It makes you cut benefits now. We don't need to do that. The average CalPERS retiree receives about \$2,300 a month. I don't know anyone who would say that this is a 'rich' retirement.

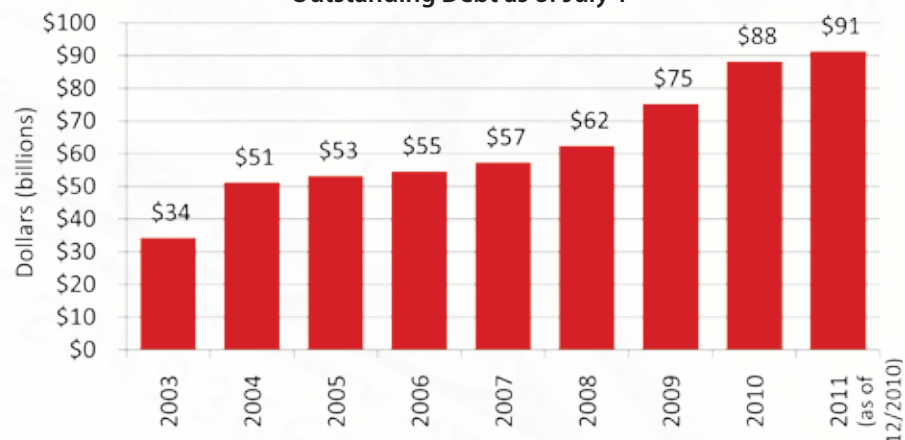
CPF: There are a lot of pundits back East who are ready to write off California. What do you think the future holds for our state?

LOCKYER: This is the 8th largest economy on the planet. It's not just Hollywood and Silicon Valley. It's oil and agriculture and tourism and trade ... the list goes on and on. Our GNP is significantly higher than the national average and higher than the competitive state of Texas. We grow faster, better, smarter than these other places that are critical of us. We need to keep investing in education, because we have to make sure our workforce is prepared for the future. But I'm hopeful. We've got the most diverse population on the planet. That enriches our culture and makes us stronger as we reach and succeed in the global economy.

CHIANG: I'm the oldest son of immigrants who came to this country with very little money. They realized that if you come to the United States, you can get great education, you work hard, the opportunities are abundant and you can change your path. That's what we all need to do. We have to keep that in mind whether times are good or times are hard, let's focus in on what's important, let's do the hard work and let's continue to make California a very special place.

CALIFORNIA'S INCREASING DEBT

Outstanding Debt as of July 1



California's Credit Ratings (as of 12/6/2010)

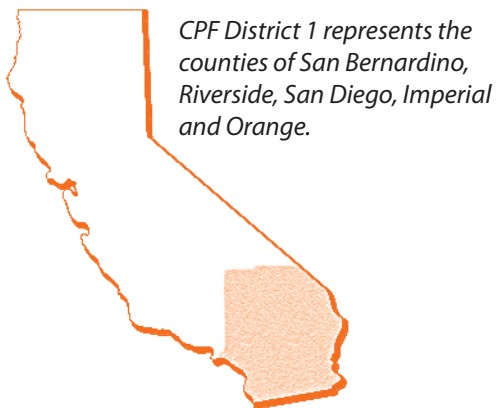
GO Ratings of the 10 Most Populous States

State	Moody's Investors Service	Standard & Poor's	Fitch Ratings
Georgia	Aaa	AAA	AAA
North Carolina	Aaa	AAA	AAA
Texas	Aaa	AA+	AAA
Florida	Aa1	AAA	AAA
Ohio	Aa1	AA+	AA+
Pennsylvania	Aa1	AA	AA+
New York	Aa2	AA	AA
Michigan	Aa2	AA-	AA-
Illinois	A1	A+	A
California	A1	A-	A-

Source: California State Treasurer's Office

Tim Strack

CPF 1st District Vice President



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

Ontario Firefighters Hit the Ice in Charity Hockey Game

Ontario firefighters and New York Fire Department firefighters faced off at the Fire On Ice charity hockey game in January, hosted by the **Ontario Professional Firefighters Local 1430**. Over 2,000 attendees flooded Citizens Business Bank Arena in Ontario to watch their hometown heroes take on the FDNY in a charity game to raise money for the Muscular Dystrophy Association.

At last year's charity game, FDNY beat Ontario. This year, Ontario firefighters made their hometown proud. Not only did they beat New York by 5 - 4 in a heart-stopping game that went into overtime, but they raised over \$18,000 for MDA.

After the game, attendees hit the parking lot for another competition – a chili cook-off with proceeds once again benefiting the MDA – before heading back to the arena to watch some more hockey. This time, minor league hockey team Ontario Reign took on the Bakersfield Condors.

"It was a great success," said **Local 1430 President Ryan Lewis**. "This was the third year that we've held this charity hockey game and we are going to make it an annual event every year."



Ontario Firefighters beat New York Firefighters by 5 - 4 at this year's Fire On Ice hockey game.

Vista Loses Ambulance Despite SAFER Grant

In an effort to close a \$9 million budget gap, the City of Vista shut down one ambulance in January, despite having SAFER grant funds that would have paid for nearly the entire cost of its operation.

"They shut it down because they didn't think it was worth shelling out the remaining \$157,000 that it would've taken to keep it operating," said **Vista Firefighters Local 4107 President Keith Kaumeyer**. "With the loss of the ambulance, we're losing 25 percent of our transport capability and our department also loses six full-time firefighter/paramedic positions."

Last November, the Vista City Council voted 3-2 to shut down one of the city's four ambulances in an effort to save more than half a million dollars a year. But the City of Vista received \$1.5 million in SAFER grant monies three years ago and had already spent \$1 million of that to open two fire stations. A half million dollars of that grant was still untouched, which could have been used to keep the ambulance running.

Instead, the City of Vista has opted to cancel their SAFER grant, which de-obligates the city from paying back the remaining funds from their award.

The City of Vista was a three-ambulance town until voters approved a half-cent sales tax in 2006 to add an additional ambulance to reduce response and transport times to local hospitals. Now Vista is back to the pre-2006 level of service, despite seeing increased population growth in town.

Borrego Springs Joins CPF

In February, **Borrego Springs Firefighters' Association Local 4160** joined CPF's proud 1st District, bringing 12 new members into the CPF family.

Local 4160 joined in February after the San Diego County Council of Firefighters recommended that they join.

Located in northeast San Diego County, Borrego Springs Fire Protection District responds to 390 calls each year. They have one station, which serves its 2,900 residents year round, which increases to 10,000 residents during snow season.

Recently, the district obtained a 2010 Freightliner water tender and are in the bidding process for a new Type 1 engine. They are also looking into opening a second fire station and offering advanced life support to residents of some of their neighboring towns.

Borrego Springs has long provided

ALS EMS, while surrounded by a sea of volunteer BLS fire agencies.

"It is unfair that their residents can get treatment for asthma, heart attacks and diabetic reactions while a few miles up the road, people are having bigger heart attacks and dying from bee stings," said **Local 4160 President Jim Higbee**.

In addition, the local's current goal is to change the face of fire and EMS in San Diego County, which is the only large county in the state without a unified fire department. Instead, 58 fire agencies serve 18 cities and the unincorporated areas of the county. It's already proven to be a recipe for disaster.

"During the 2003 firestorms that raged through the San Diego County backcountry, 17 people died and 2,600 homes were destroyed. The 2007 firestorms killed 10 people and destroyed 1,700 homes. Counties such as Los Angeles may lose hundreds of homes in a massive wildfire but not thousands. This is not acceptable," said Higbee, who notes that San Diego County residents average \$153 each year for fire protection, while LA residents pay \$219 and Orange County residents pay \$190. "Taxpayers in Los Angeles and Orange Counties are helping to fund San Diego County's fire protection by providing mutual aid on large wildfires."



The City of Vista has shut down one ambulance in January, despite having SAFER grant funds.



Borrego Springs Firefighters at work. Borrego Springs Local 4160 joined CPF in February.

Chris Mahon

CPF 2nd District Vice President



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

SLO Firefighters Boycott Chamber's Public Safety Luncheon

For the past 18 years, San Luis Obispo's Chamber of Commerce has held a Public Safety Appreciation Luncheon to honor the working firefighters and police officers that serve their town.

Not this year.

The **San Luis Obispo City Firefighters Local 3523** and San Luis Obispo Police Officers Association have boycotted the event, in response to the year's worth of attacks by Chamber leadership. The luncheon has since been cancelled.

"We're fed up with the hypocrisy of honoring us one day and then attacking us the other 364 days a year," said **Local 3523 President Erik Baskin**, who sent out letters to every Chamber member to explain their boycott. "Ninety-nine percent of the Chamber is supportive of us. It's the one percent that runs the Chamber that we had an issue with."

That one percent was behind the Fiscal Sustainability Task Force, a 32-member committee created last July to look at the economic sustainability of the city now and for the future. The group was touted as representing a cross-section of the San Luis Obispo community but in reality, it was comprised heavily of Chamber and ex-Chamber leaders (over half of the task force were not even San Luis Obispo residents) headed by the new City Manager Katie Lichtig. Both Baskin and SLO POA President Matt Blackstone were invited to join the task force at its inception, but they both dropped out after it was clear that the group had an anti-labor agenda from the start.

The task force released its report in January, using public safety as a scapegoat for the city's economic woes

and calling for reduced staffing and the elimination of binding arbitration.

"The truly sad part is that we were really rebuilding and fostering good relationships with the previous administration and cooperatively working to help the city with its fiscal problems," said Baskin. "In the past 12 month since the new city manager has taken over, that's all been eroded."

Vernon Firemen's Association Joins CPF

After a 30-year absence, **Vernon Firemen's Association Local 2312** re-joined the IAFF this February and joined

CPF for the first time.

"It was long past due for us to re-join these organizations that have been fighting for our wages, benefits and working conditions," said **Vernon Firemen's Association President Dean Richens**, who brings 70 members into the CPF fold. "We anticipate that we will be valuable members of CPF and hope to make positive contributions in the years ahead."

Located in South Los Angeles, the Vernon Fire Department is comprised of four fire stations, which serves a working population of 50,000 and responds to an average of 1,600 calls each year. They have four engines, one truck, USAR and Haz-Mat units as well as a paramedic squad.

Some of Local 2312's recent successes have been successfully bargaining for enhanced medical benefits for its members, despite the current economic climate, as well as raising money for MDA and Children's Hospital Los Angeles.

Montebello Struggles to Stay Afloat

It's gone from bad to worse in the City of Montebello. Not only does the city have a \$14.3 million budget deficit with no reserve, but they can't find a bank that will lend them any money.

What's more, the Los Angeles County

District Attorney's office opened an inquiry in February after two bank accounts were discovered that were off-the-books. One Union Bank account was discovered that held more than \$1 million back in 1999 and now only has \$5,000. Another Banco Popular contained \$240,000, which is thought to be mishandled funds from the City's community redevelopment agency. The investigation continues.

Meanwhile, Montebello Fire Department has gone from staffing of 20 per day in 2008 to its current staffing of only 12 per day half of every month. Response times have increased as they've browned out one station, which is one of three paramedic units. Neighboring Monterey Park Fire Department has stopped responding to their calls and it's been taking its toll on LA County Fire Department, which surrounds the City of Montebello.

"We responded to 48 calls on Friday and Saturday. LA County Fire came in six times and Downey Fire has been responding more into Montebello, as well," said **Montebello Firefighters Local 3821 President Craig Barker**. "Our city will continue to rely on these outside agencies to supplement staffing."

But something has got to give and Montebello Firefighters are currently in talks with bankruptcy lawyers to find out their options if Montebello can't get a bank loan by the end of March.



The Vernon Fire Department is comprised of four fire stations, which serves a working population of 50,000 and responds to an average of 1,600 calls each year.

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.

Injured Modesto FF Returns to Work

Last New Year's Day 2010, Modesto firefighter Jim Adams's life was forever changed when the roof he was ventilating collapsed, dropping him into the heart of the fire.

Thankfully, he was wearing his mask – it was what saved his life – but he suffered third degree burns over 48% of his body and was unconscious for the first three weeks. Multiple surgeries and extensive rehabilitation followed.

In the days, weeks and months that followed Adams' fall, there was some doubt that he would survive, much less return to Modesto Fire Department. In his darkest hour, **Modesto Firefighters Local 1289** and **Sacramento Area Firefighters Local 522** were there to support Adams and his wife, making hospital visits, cooking meals and offering assistance to their family. Many other fire departments and individual citizens also gave support and contributions.

But what a difference a year has made. In February, Adams returned to work full-duty at Station 5 resuming his duties as a truck engineer.

"It was absolutely awesome," said Adams, who now wears protective turnouts specially designed to meet his needs. "It was my biggest goal to come back full duty. Accomplishing that has gone a long way towards putting the last year behind me and moving on."

Adams has not only returned to Modesto Fire Department but has returned as a paying union member of Local 1289, after leaving the local 10 years ago.

"The support I received and that my family received was very instrumental in my rejoining the union. All political differences were put aside and it was a rebirth of the brotherhood of



Jim Adams, left, with Local 1289 President Tim Tietjen at Station 5, where Jim has returned to work.

firefighters," said Adams, who has been a firefighter for 24 years.

"We all came together," said **Local 1289 President Tim Tietjen**. "Jim was a firefighter brother and even though he wasn't in the union, we knew it was the right thing to do to help him and his family with whatever they needed."

Adams is also grateful for all of the support that he has received from the City of Modesto as well as the Modesto Fire Department. Early on, they made it clear to him that he would have a job with the department in whatever capacity he was able to work.

But his return to his rig, Truck 5, has been

nothing short of a dream come true.

"Coming back and sitting in the seat helped make the last year fade away. Everything just came back quickly like I had never left," said Adams.

SAFER and AFG Grants Benefit Santa Cruz FFs

Despite the current economic climate, **Santa Cruz City Firefighters Local 1716** has found a way to increase staffing and add a new rig to their department: SAFER and AFG grants.

Last September, the City of Santa Cruz was awarded a SAFER grant for \$753,000, which enabled them to hire

five new firefighter positions. The Santa Cruz Fire Department is now back up to full staffing. The city has also been awarded an AFG grant for equipment worth \$657,000, which will be spent on a new ladder truck to replace the aging 1994 truck that is currently in operation.

"We're grateful to have received these grants to improve staffing levels and our response in Santa Cruz, particularly in times like these when so many departments are downsizing," said **Local 1716 President Rob Oatey**.

In other news, Local 1716 was also a winner in the November election, having endorsed three candidates that have been elected to the City Council.

"Political action is key and we're pleased by the election results. We now have a solid four out of seven council members on our side," said Oatey.

Patterson FFs Shave Heads for Charity

Patterson Firefighters Local 4577 have answered the call once more to help children fighting cancer by hosting their second annual St. Baldrick's head shaving event.

With clippers and the desire to help, firefighters lined up March 6th to have their heads shaved at Mil's Bar and Grill in Patterson. Firefighters exceeded their goal of \$5,000 with all proceeds benefiting the St. Baldrick's Foundation, a volunteer-driven charity that funds more in childhood cancer research grants than any organization outside the U.S. government.

"Shaving our heads was the least that we could do to stand in solidarity with children battling cancer," said **Local 4577 President Mike McLaughlin**. "We're proud that so many of our brothers and sisters could attend and show their support for this organization."

Randy Sekany

CPF 4th District Vice President



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



San Jose Binding Arbitration Gutted

In 1980, binding arbitration was voted into the city charter by the citizens of San Jose. In one fell swoop, Measure V effectively changed arbitration rights for firefighters and police last November.

It was just one more union-busting measure by San Jose Mayor Chuck Reed, who sponsored the initiative, which was ramrodded onto the ballot last summer with little opportunity for public discussion.

San Jose Fire Fighters Local 230 will be speaking out to other locals facing similar measures to let them know that these tactics can and will be used again.

"It was a very deceptive campaign and was calculated to mislead the public. The real details of the initiative were buried deep on the website so you couldn't easily find it," said 4th District Vice President Randy Sekany. "If you read the ballot statement, it said it would provide fiscal stability. Who doesn't want fiscal stability? It didn't make it clear that it would essentially eliminate arbitration altogether because it would tie the hands of arbitrators and limit what an arbitrator can award."

San Jose Fire Fighters Local 230 had 70 days to campaign against the initiative. Members approved a dues increase and raised \$500,000 in that short time frame (the police officers union also raised \$500,000 towards the No on Measure V campaign). They knocked on doors and walked precincts, explaining what Measure V was really about and when they did, the average citizen did not agree with the measure. Unfortunately, they couldn't reach everyone and Mayor Reed had an ally in the *San Jose Mercury News*, which endorsed the measure and never gave the firefighters' perspective a fair shake.

"There's a calculated game plan to remove binding arbitration across the state. What worked in San Jose will be tried in other cities. We want to let other locals with binding arbitration know what to look out for. Hopefully we can teach them the lessons we learned the hard way," said Sekany.

Station 10 Reopens in Livermore

Livermore-Pleasanton Fire Department reopened Fire Station 10 in February, seven months after it was shuttered.

The station, which serves northwest Livermore as well as Livermore Municipal Airport and part of Interstate Highway 580, was closed last July to save \$1.4 million from the city's bottom line. Three captain positions and three engineer positions were eliminated, but the department was able to shift Station 10 personnel to other fire stations so no one lost their job.

A task force was created shortly after the station closure to begin response time studies and service impact studies for those who lived and worked in the station's vicinity. The study results revealed that the department was not meeting the city's standard seven-minute response time in that area 90 percent of the time.

Station 10 needed to be reopened but the budget still called for cuts and layoffs weren't an option.

"Our guiding principle was that we would ensure that everybody could keep their job," said Livermore-Pleasanton Firefighters Local 1974 President Jason Solak.

Instead, they eliminated the fourth person on every engine company in the city of Livermore (they were able to keep their four-person truck company) and also utilized captains and engineers to be the primary paramedics on shift.

Alameda County pays fire departments in their county for every unit that provides ALS so they were able to make money in this change, which was effective in February.

In their side letter, the city acknowledged that the decision to cut staffing was financially driven and recognized the need to look at the city's finances to create four-person staffing once more. As call volumes in Livermore have increased at a rate of 4.3% every year since 1997, 4-0 staffing will be readdressed once the economy improves.

Now that Station 10 has reopened, the residents in that station's area are getting the same service as the rest of the city once again.

"We're glad to have Station 10 back in operation," said Solak. "Response times in Station 10's vicinity were poor and we were forced to rely on mutual aid with Alameda County more than we would otherwise. Now residents are seeing an improvement in our response."

Newark, Union City Merge with Alameda County FD

It's been nearly a year since the Newark and Union City Fire Departments merged with Alameda County Fire Department.

Since then, the department has added 85 employees, seven fire stations and created another battalion. Newark joined Alameda County last May and Union City joined in July. For both of them, the move to merge has been an overwhelming positive in the face of steep budget cuts and layoffs that may have been in their future.

Prior to the fire merger Newark had brownouts and had shut down equipment. Union City had six

firefighter jobs on the chopping block. Once the merger took place, all firefighters were able to keep their jobs.

"It's a real success story," said Alameda County Firefighters Local 55 President John Torres. "It worked out very well for Newark and Union City firefighters and has improved service and response time for the citizens they serve. All contract cities have saved a lot of money in the merger and it has worked out well for everyone involved. It's been a win-win overall."

Half Cent Sales Tax Measure Supports Public Safety

El Cerrito residents have safeguarded against cuts to City services including public safety, after passing Measure R in last November's election.

The half-cent sales tax measure will protect and maintain City services including fire prevention and emergency services as well as neighborhood police patrols for the next seven years.

A labor coalition, led by Contra Costa Firefighters Local 1230, campaigned hard in the run up to the November election to educate citizens about the initiative and what it would mean for public safety in their town.

If the measure hadn't passed, the City would have laid off one fire department position in their fire prevention unit. The City was also considering other staffing reductions to the El Cerrito Fire Department to help cover their city's budget deficit.

"The citizens of El Cerrito have spoken," said Contra Costa Firefighters Local 1230 President Vince Wells. "It's clear that public safety is not something that can be put on the backburner. The citizens are willing to support it with their tax dollars."



Fire Station 10 in Livermore is now reopened.

Michael Massone

CPF 5th District Vice President



CPF District 5 represents federal firefighters across the state of California



Just when I thought things could not get worse, it has.

The previous attacks on retirement, staffing and pay were just a testing of the waters. The real agenda has finally been made known: abolish collective bargaining and abolish labor unions. The house of labor is being torched by the arsonists of Wall Street and corporate fat cats who have given the gasoline and matches to emboldened public servants who have turned their backs on the middle class and will stop at nothing in order to increase their corporate profits and cash in on the backs of hardworking Americans.

In Washington, DC, Senator Jim DeMint has introduced a bill to make the United States a right to work country, abolish collective bargaining, strip states' rights and, most importantly, strip our rights to collectively bargain.

While Wisconsin and Ohio are actively working to strip collective bargaining, you can bet every other state in the union is watching and waiting before introducing their own version of union busting. I encourage everyone to visit the IAFF and CPF websites to learn the truth about unions and take a moment to learn the history of unions and then envision an America without the protections and basic right to sit and negotiate with our employers over wages, hours, working conditions and safety.

Despite all of the rhetoric and attacks on union members and their families, there are still public servants that we can call our friends; individuals who stand with us regardless of party affiliation or how unpopular the trade labor movement has become and introduces legislation that is necessary and needed. Like Congresswoman Lois Capps who has once again agreed to author our presumptive disability legislation and Senators Webb and Lieberman, Reps. Lynch, Norton,

Connolly and Gallegly who co-authored our trade time bill H.R. 987 and S. 531.

Here in California, Assemblyman Mike Morrell has authored AB 398, which will allow reciprocity between DOD certification and CSFM standards. President Paulson, your Executive Board and CPF staff have all been actively engaged in the transition of our new governor as well as offered solutions and advice to the state's budget crisis and provided accurate and truthful information to our affiliates and their members.

While it is still very early in the Congress and Assembly, we will be actively pursuing resolution to these bills and many others that affect the lives and livelihood of our members and their families.

"If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool." - Abraham Lincoln, 16th US President

Stay strong, stay safe, stay union, Mike

Matthew Moreno Memorial

It is with sadness and deep regret that **Federal Firefighters Local F-33** announces the passing of Brother Matthew Moreno, who died off-duty at the age of only 26.

Moreno was an active member of Federal Fire San Diego and Local F-33 since 2008.

A memorial with full firefighter honors was held on Feb. 26 in Chula Vista, with the help and coordination from the City of Chula Vista, **Chula Vista Firefighters Local 2180, Federal Firefighters Local F-33, Federal Fire San Diego and the San Diego County Council of Firefighters.**

"All the different agencies got together and made it happen in a week," said 5th District Vice President Mike Massone. "It's amazing what a bunch of firefighters can do with the latitude of management. Everyone was on board from the beginning."

For example, when the Moreno family made the request to meet some of the firefighters, many worked together to coordinate a visit to the family's home. Departments sent their members and equipment by, others picked up members in their engine and made a quiet procession to their family's home the very next day. The family was overwhelmed by the outpouring of support from firefighters who knew and worked with their son.



Local F-33 member firefighter Matthew Moreno passed away off duty at his home in Chula Vista. He was 26.

"That just happened organically," said Massone. "It's just one example of how quickly coordination happened because firefighters were all on board to do whatever they could to meet the needs of the family."

A task force in San Diego was recently formed to explore a countywide line-of-duty death policy for active members, off-duty member deaths and retirees. Moreno's passing proved to be an informal trial for agencies working together within the county to test the line-of-duty death protocols that have been drafted.

The memorial was a moving tribute to the young firefighter, complete

with a procession of apparatus to the graveside services.

"There was great communication between the agencies and the locals," said Massone. "We've identified a lot of issues and needs that we still need to work on, but the coordination and communication between all agencies have been very positive."

Donations may be made to the family of Brother Moreno at Union Bank of California, Account #0071843478, Payable to Federal Firefighters Local F-33. They may also be mailed to Federal Firefighters Local F-33, P.O. Box 131378, San Diego, CA 92170. Donations may also be dropped off to any union officer at FS 17.

Displaced Firefighter List

Many brothers and sisters firefighters who have been laid off from federal fire departments are still available to hire from the Displaced Firefighter List.

In recent months, more firefighters have been added to the list, but fire departments continue to hire and seek qualified career firefighters.

To qualify for the Displaced Firefighter List, the firefighter:

- Must be/have been a permanent career firefighter in good standing in a California state or local fire department. Civilian federal firefighters whose job was eliminated may also qualify.
- Must be terminated, or slated for termination, because their job was eliminated.
- Must have completed all required training as a full-time paid firefighter.

"The Displaced Firefighter List provides a win-win situation for candidates and departments," said **CCFFJAC Program Director Yvonne de la Peña**. "Departments can not only save a firefighter's career but gain an experienced firefighter in their department."

Participating fire departments can request a copy of the list at any time. For more information, visit www.cffjac.org and click on the Displaced Firefighter List button.

Bob Wolf

CPF 6th District Vice President



CPF District 6 represents CDF Firefighters, Local 2881



Budget

There is a scare for every public employee when the budget deficit is so extraordinary. While we supported Governor Brown in his election, and continue to be supportive of him in his effort to bring sensibility to our spending, we are also concerned that prioritizing public safety gets lost in the new formula. The governor has been attentive, but he has also made it clear that in order to cut the first \$12.5 billion, there will be no sacred cows. We have given. The 4-0 staffing that clearly makes a difference in the way confront an emergency has fallen by the wayside. We will now lose one firefighter on every engine. It was a decision that had to be made for economic reasons and, honestly, at the expense of efficacy. However, everyone is tightening their belt and we are in a position where we are going to have to do more with less.

A second idea that did not float was one pulled from the pool of past budget suggestions. There is always a concern that individuals building in the State Responsibility Area (SRA) are not paying the freight when it comes to services. The end result is over the past decade, there have been efforts to force new fees or taxes on these individuals. Unfortunately, it is too often overlooked that 70% of those who live in the SRA already pay for fire and emergency services. In fact, they are also an integral part of our mutual aid system and the broadcloth approach to force new fees on them ends up being a double hit. While the governor initially proposed a 250 million dollar realignment of the SRA it has ultimately rescinded.

These are very tough times. We are willing to work with this governor, who is very straightforward, and entirely committed to getting California moving forward again, as he willingly tackles the ugliest possibilities.

Ron Yank

Our longtime lawyer, the estimable Ron Yank, who retired several years ago, was drawn back into the fray by Governor Brown. He has taken on the task of running the Department of Personnel Administration (DPA). Ron is one of the most honest individuals with whom we have ever worked, and he will bring both his integrity and his work ethic to the bargaining table on behalf of the Administration. He understands his role as a member of the Governor's team. We wish him the best.



Ron Yank

of the department. He is admired by his firefighters, and respected by the environmental and business community. We are strongly supporting his elevation to a permanent post.

Fire Season

There is a dearth of information on the nexus between the investment in staffing and infrastructure and the overall ability of firefighters to accomplish their tasks. This fire season, **CDF Firefighters, Local 2881**, have decided to support an independent study that uses established scientific protocols to study firefighters in the course and scope of doing their job. We look forward to receiving and sharing the data.



Ken Pimlott

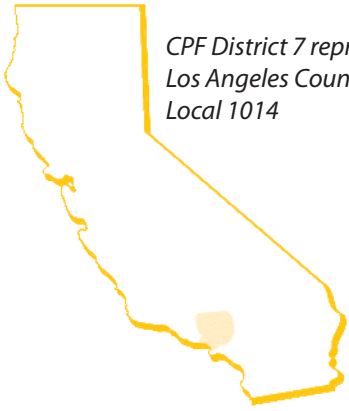
Del Waters Retires

Del Waters retired without much warning. He was a lifelong CDF firefighter and an honorable and respected leader of the department. His departure leaves us in a situation where we have an interim director instead of a fulltime director. However, the good news is that the interim is Ken Pimlott, who is also a lifetime CAL FIRE firefighter and he brings a wealth of knowledge on entire fabric



Dave Gillotte

CPF 7th District Vice President



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



Local 1014 started this year off with a bang. Our fire chief of 21 years finally hung his hat up and rode off into the sunset. Chief P. Michael Freeman was our department's eighth fire chief and one of the longest serving fire chiefs in the state, if not the nation. Although we have had many ups and downs and several heated disagreements where we went to guns, the local, both under Dallas Jones and through our tenure, has always had a common thread of respect that allowed us to get the work done.

The local membership and CPF and IAFF members also benefited from Chief Freeman's understanding that unions should be partners to keep our department and members properly taken care of with regard to funding, pay and benefits, codes and ordinances, politics and legislation. We wish him well in retirement. As his wife said, "Local 1014 is my union now" because her two sons are on the job and she asked us to keep them safe and protected.

We were quite active in the exam process to replace Chief Freeman and were successful in keeping the selection in-house. We believed that during this economic crisis, stability in leadership would be key in surviving the future. We had good capable officers, who could compete for the position and if selected, could build off of the good work of the local and the department and keep the relationship between labor and management strong and respect-based moving forward.

The Board of Supervisors selected Chief Daryl Osby to become the ninth sitting

fire chief and the first African American fire chief of the Los Angeles County Fire Department. Local 1014 has worked with Chief Osby for many years and we have an established relationship that will pay dividends and will withstand the strain that will come during times of disagreement. Chief Osby has served for over 27 years in virtually every position we have to offer. He started as a fire explorer and once hired as a firefighter, he worked as a paramedic, engineer, captain, battalion chief, assistant chief, deputy chief in four bureaus and as chief deputy of both business and emergency operations before making fire chief. He has truly earned the position the old school way, ascending through the ranks over time.

Politically we have been very active in Monterey Park and other contract cities to keep elected officials in place who care about firefighter issues. On March 8th, we had success at the polls after another grueling and expensive campaign to get it done. Local 1014 members, including the Monterey Park Fire Fighters who are represented by Local 1014, hit the streets and our phone banks and we were on TV and in print getting our message out. In over a dozen races, we maintain vote count in those areas with firefighter friendly officials. And we are not quite done. We, along with other affected locals from the South Bay and UFLAC 112, will be working hard with the IAFF to elect Janice Hahn to the United State Congress to replace retiring Jane Harman. Janice is a current LA City Councilwoman and daughter to the late Los Angeles County Board of Supervisor James Hahn, one of our greatest supporters. We look forward to

a victory for this great friend of labor.

Having elected officials you can work with is a reality of the day, and we only need look nationally and statewide for reminders of how quickly that can change. Los Angeles County Fire Fighters have buttoned up our salary contract for one year again, and our benefits contract for two years. With the pension and healthcare assault in full swing, that is key. We are working off savings and containment of non-critical costs to fix the budget shortfalls resulting from property tax revenue reductions. This will not last beyond 2013 and we are making plans to amend our special fire assessment to help in the out years. We are also acutely aware of the Governor's realignment proposal, the redevelopment issue and any of the state budget items that could affect our budget, and will remain engaged to see that to a positive finish.

We are also being inundated with requests for surveys to annex to the County Fire District. We are helping the affected locals with their efforts, and as always, we will analyze the feasibility and where it works assist the IAFF and CPF locals with their wishes and intentions regarding their work jurisdictions. The South Bay, San Gabriel Valley and Vernon all come to mind. We will support all of their efforts to maintain or move to what they want for their members, where financially sustainable for the district and the Local 1014 membership.

CPF and IAFF have been key in fighting the attacks that have fallen on all of us and through our collective work

statewide and nationally, we see legislation and initiative stability in California. It is by no accident that we are where we are. Make no mistake about it, the attack could land right here as it did in Wisconsin and Florida, but our work at the Capitol and in the governor's office, our alliances and our political and legislative program is holding back the flood waters.

We have instituted the Fire Ground Survival Training for our members this quarter. The IAFF member-produced survival training has proved invaluable already in our own department in various near-miss fires we have had. Thank you to the IAFF and our local members who stepped up big to put this vital training in play. This program is endorsed by the IAFC and our department and we hope to see it adopted as the state fire service training program, as well.

Local 1014 looks forward to the hard work ahead for CPF and the IAFF and we remain committed to bring our resources and bodies to the fight again. All locals in the state must band together more than ever and maintain a show of solidarity and strength to the people, the elected officials and the governor. We can survive the storm by being smart, strategic and loyal to our fundamental principles.

Be you liberal or conservative, moderate or undecided, you should be concerned enough to become more active in your union and the politics of keeping your salary, pensions and healthcare intact. So much can be undone in a matter of minutes, if left unintended.

Pat McOsker

CPF 8th District Vice President



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



On February 16th at a residential structure fire in the Hollywood Hills, four LAFD firefighters and two Los Angeles County firefighters were injured when a large section of unusually heavy drop-ceiling failed suddenly, falling directly upon them, and trapping two men beneath it.

LAFD Firefighter Glenn L. Allen was among them and was pinned for several minutes under the center of the debris mass. As an "emergency traffic" call went out, his coworkers and others coming on scene began working frantically to free him using chainsaws and their bare hands. After several minutes of intense effort, they reached and extricated Brother Allen who was now no longer breathing on his own. CPR was initiated immediately as firefighters and paramedics worked feverishly to revive him and get him to a hospital many miles away.

For 36 hours, Glenn Allen fought valiantly for his life in the Intensive Care Unit of Cedars Sinai Hospital. In the end, the damage to his brain was just too great. With his wife Melanie, his daughter Rebecca and son-in-law Brandon by his side, Firefighter/Paramedic Glenn Allen passed away on February 18, 2011.

The Lord works in mysterious ways. The very next day Glenn's only child, daughter Rebecca, found herself back in the hospital for a much happier purpose. There she delivered a healthy baby boy. Her son, Nathaniel, is the first grandchild of Glenn and Melanie Allen.

One week later, the Allen family was joined in loving support by hundreds of LAFD firefighters, Los Angeles County



The casket of firefighter Glenn Allen stages on Main Street before the procession and funeral service. Photo Credit: Ifan Khan / Los Angeles Times

firefighters, firefighters from all across California and beyond, numerous dignitaries including Governor Brown, the **CPF Executive Board** and **President Lou Paulson** and many other caring citizens and people from throughout the family of labor for a moving memorial tribute to the life of Glenn Allen. The tribute was held at the Cathedral of Our Lady of the Angels in downtown LA.

The service there began with a procession of thousands of uniformed firefighters from Los Angeles City Hall to the Cathedral several blocks away. The procession route was lined by fire apparatus from throughout California, in front of which stood the ramrod-straight firefighters assigned to those rigs tendering a salute to

those who marched past. At the head of the procession marched the **Pipes and Drums of the California Professional Firefighters**. Their proud and mournful music set the tone for what became one of the most beautiful and respectful memorial services ever conducted.

The **United Firefighters of Los Angeles City, Local 112**, wish to thank all those who attended this service, all who were there in spirit, and the many sister and brother firefighters from throughout California who sent words of encouragement and offers of assistance in the days following this tragedy. We especially thank the sisters and brothers of the Los Angeles County Fire Department and **Local 1014** for their tireless efforts helping to plan and

pull off the massive endeavor that is a memorial service of this magnitude. They have more than repaid kindness now mutually given as the two organizations have worked together to honor members killed in the line of duty these past two years.

Local 112 must also thank President Paulson, the Executive Board and the entire staff of the California Professional Firefighters. Their response to our tragedy was greatly appreciated. Lou and his team came forward with every offer of help and assistance, not the least of which was the Pipes and Drums band. That team and their music – men gathered from all across our great state and membership – is perhaps the most moving and fitting tribute that can be bestowed on a fallen firefighter. We are eternally grateful for their gift and all that CPF did for us, and we see these things as further examples of the immeasurable reward of full participation in the sister and brotherhood of union firefighters.

May our fallen brother, Glenn L. Allen, forever rest in peace. He died just a few short months before he was set to retire from active duty. He lived a life filled with service, dedication, goodness and kindness. He will be missed by his coworkers, his friends and his loving family. Though for the most part they will not know it, he will be missed, too, by the citizens of Los Angeles who have lost one of the finest, most long-serving firefighter/paramedics to ever don the LAFD uniform. Glenn L. Allen lived, worked and served his fellow man in ways that inspired us all and will never be forgotten by those who loved and admired him.

For Our Retirees

HELPS II May Expand Health Care Benefit Coverage

Since 2006, retired public safety personnel can withdraw up to \$3,000 a year from their retirement plan to pay for eligible healthcare costs, following the passage of the Healthcare Enhancement for Local Public Safety (HELPS).

But many who should be eligible for HELPS still cannot receive their benefit, particularly those retirees whose employers do not automatically deduct their employees' healthcare premiums from their retirement checks.

It's a problem that the IAFF is still

seeking to correct. The HELPS II bill was introduced in the last session of Congress but it was not considered by the House Ways and Means Committee and died when Congress adjourned. The newly elected Congress is expected to be a much more difficult environment for proposals of this type, especially given the continuing debate over health care reform. The IAFF is considering reintroducing the bill this legislative session in order to keep the issue alive.

For up-to-date developments, visit the IAFF's website at www.iaff.org.



To learn more about the HELPS benefit, visit IAFF.org.

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

Protect Yourself!



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

In short, you need proof!

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

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

Your Online Fire Service Connection



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

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

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

Up-To-Date: Directory is updated monthly

Searchable: Search by county or department name

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

www.cpf.org

CALIFORNIA PROFESSIONAL FIREFIGHTERS
1780 CREEKSIDE OAKS, SUITE 200 SACRAMENTO, CALIFORNIA 95833

CFFJAC

ARE YOU PREPARED?

TCM Tanker Truck Incident Teaches First Responders to “Expect the Unexpected”

In the aftermath of a large scale terrorist incident, California’s first responders must be well-prepared to face life-threatening and unforeseen challenges on the front line. To meet these demands, the **California Firefighter Joint Apprenticeship Committee (CFFJAC)** is bringing vital training to all firefighters across the state with its latest web-based terrorism consequence management (TCM) training modules.

The latest training scenario depicts an incident involving multiple fire and law enforcement agencies responding to an over-turned tanker truck that has collided with a passenger vehicle on a congested freeway. Because it’s a traffic incident, CHP makes its way on scene – along with firefighters racing to pull victims from inside the vehicle that is pinned underneath the tanker truck.

An already dynamic scene intensifies as firefighters make their way over to the driver of the jack-knifed rig only to discover an explosive device strapped underneath.

The “Tanker Truck” incident is just one of several scenarios encompassed in 10 modules of the TCM web-based training program. These programs will be available through the CFFJAC website portal to Kaplan University. Subjects include response training for CBRNE incidents as well as current trends in terrorist threats and tips to improve response during terrorist actions.



The latest TCM training scenario depicts an incident involving an over-turned tanker truck that has collided with a passenger vehicle on a congested freeway.

“When creating this scenario, we felt it was important to start from the ground where everyone’s familiar – response to a typical 9-1-1 call – and then demonstrate how it could escalate,” said **LA County Firefighter Simon Sage**, a CFFJAC advisory committee member that helps to develop TCM training programs and scenarios.

“We need this kind of training so we are prepared to effectively bring an intense and chaotic situation under control,” added **LA County Fire Department Battalion Chief Greg Hisel**, who is also part of the CFFJAC advisory committee. “We need to be able to deal

with any kind of situation.”

With the assistance of the **Los Angeles County Fire Department and LA County Firefighters Local 1014**, the CFFJAC and its in-house video production studio, **FireStar Productions**, set up this complex scenario at the Del Valle Regional Training Facility operated by the LA County Fire Department.

The California Highway Patrol was also on scene to assist with this quick-paced, high drama, night time shoot.

“This was a major production,” said

CFFJAC Program Director Yvonne de la Peña. “Our team of experts in the fire service developed a constructive and very realistic scenario for this particular TCM module. We are truly grateful to the dozens of firefighters, CHP personnel and volunteers who participated in this video shoot. Because of this collective effort, we were able to pull off this production without a hitch.”

No matter the size of a fire department - or jurisdiction - every California firefighter has access to terrorism response training both in the classroom and on the web – at no cost.

Displaced FF List Continues to Put FFs Back to Work

The Displaced Firefighter List continues to put career firefighters back to work, thanks to the fire chiefs who have hired from the list.

In the past year alone, Alameda County Fire Department, Palo Alto Fire Department, Moraga-Orinda Fire District and Southern Marin Fire Protection District are just a few that have hired from the Displaced Firefighter List, which connects fire departments with experienced state and local firefighters, who have been

terminated in California as a result of job elimination.

The list is maintained by the CPF-sponsored **California Fire Fighter Joint Apprenticeship Committee (CFFJAC)**.

“With our current economic challenges, it’s been a good opportunity to take a look at individuals who have already passed the rigorous standards in California and have successfully been hired. It’s provided us with a pool of very qualified candidates who have a high probability of success,” said Alameda County Fire Chief Sheldon Gilbert.

Gilbert was instrumental in hiring five firefighters from the list in February. These were former San Jose firefighters who were laid off last summer.

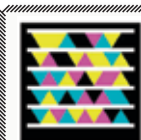
“All of them have been extremely motivated and very appreciative of the list and of us pursuing firefighters from the list to come work for us,” said Gilbert.

Firefighter Sunny Johnson-Gutter was laid off from San Jose Fire Department last August and was hired by Palo Alto Fire Department in January.

“I would highly recommend the list to

any firefighters who get laid off,” said Johnson-Gutter, who has been in the fire service for over five years. “Once I got on the list, I was contacted by many fire departments that were hiring. I’m very glad that Palo Alto hired from the list. It’s been great to get back to work.”

For more information about the Displaced Firefighter List, visit www.cffjac.org and click on the Displaced Firefighter List button.



FREE RESOURCE!

Take a photo of the barcode with your smartphone to get further information about the Displaced Firefighter List.

PLEASE POST ... PLEASE POST ... PLEASE POST

KNOW YOUR RIGHTS

Making the Firefighters Procedural Bill of Rights Work For You

For two decades, California Professional Firefighters has worked to bring firefighters the same fundamental employee rights afforded to peace officers. In 2007, firefighters won the fight with passage of CPF's AB 220 – The Firefighters Procedural Bill of Rights.

YOU HAVE THE RIGHT ...

- To know the nature of any investigation and who will be conducting it
- To representation before answering any questions
- To record all interrogations and proceedings and have copies of all transcripts
- To be questioned in a reasonable manner, without threats or bullying
- To be questioned on-duty at a reasonable time
- To a written offer of immunity from criminal prosecution*
- To refuse a lie detector test (unless mandated by court order)
- To be reassigned only to another normal department job during any probe
- To review and sign any adverse personnel comment and submit a reply before it's added to your file.
- To appeal any discipline through a process conforming with the Administrative Procedures Act or a local grievance arbitration appeals process.

UNDERSTANDING YOUR RIGHTS CAN SAVE YOUR JOB

IF YOU ARE EVER ASKED QUESTIONS THAT MIGHT CONCEIVABLY LEAD TO DISCIPLINE ...

DO

- Ask if you are at risk of disciplinary action.
- Ask the nature of any investigation and/or possible charges.
- Insist on union representation before answering **any** questions.
- Insist that any statement be recorded.
- Insist on a written offer of immunity from criminal prosecution.

DON'T

- Volunteer to take a lie-detector, alcohol or drug test.
- Reveal any personal financial information without a court order.
- Respond to any verbal abuse, threats or other attempts to compel answers.
- Answer questions off-duty, unless fully compensated for your time.
- Lie, mislead or otherwise fudge the truth during any interrogation.

QUESTIONS AND ANSWERS ABOUT THE FIREFIGHTERS BILL OF RIGHTS

What do I say if I get asked a question that sounds like it's related to discipline?

Ask a simple question: "Is this an issue that could possibly lead to disciplinary action or prosecution?" If the answer is "yes" (or "maybe", "possibly", "I don't know", "probably not", "we don't have to go there, do we?", etc.), **stop the conversation and invoke your right to representation before answering any questions.**

What if they say that answering the questions will not lead to disciplinary action?

Get the answer on tape, or otherwise on the record. If possible, record the questioning. Leave the tape recorder running during the questioning. NOTE: Even in these circumstances, it's strongly advisable to have a representative.

Can they just start fishing around and asking me questions without telling me what it's about?

No. Before any questioning, the employer must tell you the nature of any investigation, the specific charges for which you are being investigated and the name(s) of those who are conducting the investigation.

What if I am ordered to answer questions without representation?

Get a tape recorder, or insist that one be provided, and read the following statement: "**I am making**

this statement involuntarily, in compliance with a direct order made under penalty of sanction and/or termination. In compelling my statement without representation, you are in violation of the California Government Code, Sections 3250 through 3262, and are subject to civil penalties prescribed by law. I do not waive any of my rights under this law, our current union contract, any other local, state or federal law, or my right to remain silent under the Fifth and Fourteenth Amendments of the United States Constitution."

What if they tell me that I'm not being investigated, but someone else is?

Management can compel your testimony against another employee, but only if they confirm, on the record, that the questions will not result in discipline against you. In most cases, you are still entitled to representation, since the very fact that you're being questioned could put you at risk of discipline if your answers are deemed untruthful. Best practice: get your rep on the phone, and find a tape recorder.

Can management search my locker or personal space?

Your locker or "other place for storage" can be searched, but only if it is assigned to you and owned or leased by your employer and you are either notified beforehand or are present. Your employer may search without prior knowledge or consent only if they have a valid search warrant.

Can I be forced to disclose personal financial information?

You may not be forced to disclose personal financial data unless it is explicitly required by law, or as a result of a court order.

Can they just string out the investigation indefinitely?

No. Under the Firefighters Procedural Bill of Rights, the employer has a year to complete the investigation. If they're not done in a year, you can't be punished.

What are my rights of appeal?

Under the law, you are entitled to a formal appeals process that conforms with the state Administrative Procedures Act or your local grievance arbitration appeals process. That means that you must have fair representation and have your discipline heard by an impartial 3rd party. For more information on the Administrative Procedures Act, go to www.cpf.org.

Does this apply to what I do off-duty?

The Firefighters Bill of Rights strengthens your rights to participate in lawful, off-duty activity, including political action and union activity. In conjunction with existing law and your current MOU, lawful off-duty behavior is protected. If you think off-duty conduct may lead to job-related discipline, contact your representative.

What if I do something wrong while I'm off duty?

The Firefighters Bill of Rights is not a "Get Out of Jail Free" card. If you are charged with unlawful conduct off-duty, the law doesn't shield you from discipline. However, its protections do help guard against being sanctioned multiple times for the same offense.

REMEMBER ... ALWAYS ASK: "CAN THIS LEAD TO DISCIPLINARY ACTION?" IF THE ANSWER IS "YES," GET A UNION REP BEFORE YOU ANSWER!

* Pending further litigation per Spielbauer v. County of Santa Clara