



CALIFORNIA PROFESSIONAL FIREFIGHTERS



WHAT'S ON YOUR MIND?

CPF members have definite ideas about their profession, their union and their futures

After more than half a decade of budget cuts and economic distress, the “Great Recession” seems finally to be receding. State and local coffers are slowly refilling, laid-off firefighters are finding work and the rush to close or brown-out stations seems to be easing.

The depth of the economic crisis has left its mark on California and firefighters are far from immune from its effects. More than ever, first responders have been the targets of unfair attacks on the pay and secure benefits they’ve earned. CPF members find themselves in political battles to protect basic rights, such as last year’s successful fight against Proposition 32. Additionally, all of this is taking place as a new generation takes the reins and new technologies reign.

The impact of recent upheaval, and the dizzying pace of change prompted CPF to check in on its 30,000 members to find out what was important to them. In a series of focus groups and a statewide telephone survey of members conducted this past summer by respected pollster David Binder, CPF members chimed in on the job, their union, the issues and the future. Their answers will help CPF and its affiliates chart a course that reflects the priorities of the men and women they serve.

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CALIFORNIA FIREFIGHTERS MEMORIAL

I just wanted to say thank you for the beautiful ceremony you put together. I have never been to a memorial like that, I have nothing to compare it to! But I believe my standards of such a ceremony will be high, as nothing will be able stand up to it! My husband who is retired from the Navy has been an Honor Guard for more memorials than I can count, as well as my aunt and her friend (both retired Shasta County Sheriffs) and they have said they have never seen anything so well put together! This has to be one of the most beautiful memorials! I just want to tell you and everyone who has been a part of this process, thank you from the bottom of my heart!

Liz Prince



I want to thank each of you for allowing me the opportunity to photograph what was one of the most poignant events I have ever attended. This was such an amazing experience and I will never forget the day. You all did such an amazing job and you deserve tremendous credit for pulling off a beautifully orchestrated tribute. If any of you should ever need any photographic assistance from my neck of the woods, please do not hesitate to call on me as it would be my honor to contribute in any way I can.

Craig Rose,
San Jose Fire Photographer

Congratulations on being named a Labor Hero Honoree at the UC Berkeley Center for Labor Research and Education's 50th Anniversary Celebration. On behalf of the United Firefighters of Los Angeles City (UFLAC) Local 112, we commend you on your dedication to serving the needs of the brave men and women who selflessly protect lives and public safety.

The 30,000 firefighters and paramedics that California Professional Firefighters proudly represents are fortunate to have you advocate on their behalf. It is crucial to continue to work hard to promote and protect

our members' health, safety and overall well-being. Our members depend on us and we must see to it that their rights and safety are never compromised.

UFLAC is proud to be a member of California Professional Firefighters and we will continue to work hand-in-hand with you to protect the brave men and women who put their lives at risk on a daily basis. Keep up the great work and please do not hesitate to contact me at any time.

Frank Lima, President,
United Firefighters of Los Angeles
City Local 112

On behalf of the Sacramento Metropolitan Fire District, the Board of Directors and members of the Sacramento Area Firefighters Local 522, I would like to extend our sincere appreciation for your part in authoring and guiding AB 1346 through the legislature and to the Governor's desk.

As you know, this legislation was critical to the vesting schedule to PEMHCA, which reflects the terms of the collective bargaining agreement between the District and Sac-

ramento Area Firefighters Local 522 with respect to employer-provided retiree healthcare contributions.

We are proud to have partners like you working with us for the betterment of the fire service.

If there is anything I can do for you in the future, please don't hesitate to ask. Again, thank you for your assistance in this important legislation.

Kurt P. Henke, Fire Chief,
Sacramento Metropolitan
Fire District

CPF HONORED WITH IAFF MEDIA AWARDS

California Professional Firefighters' groundbreaking member and public communications have a few more awards on the trophy shelf. Most recently, CPF's efforts were recognized by the IAFF with its 2013 Media Awards. CPF came out on top at this year's IAFF Media Awards, receiving awards for all four of the entries submitted.

The IAFF's Media Awards – an annual contest honoring CPF affiliates for their work communicating with the public and its members – has again honored CPF with awards in all four of its entry categories.

Topping the award chart in 2013 is the *California Professional Firefighter*, CPF's official quarterly publication, which was named best print publication among unions with circulation above 1,000 members. Independent judges credited the engaging content and easy-to-read format and layout.

Also recognized with first place honors in the "Special Project" category was *Uncommon Courage*, the stunning commemorative book marking the 10th anniversary of the California Firefighters Memorial. The volume tracked the decade-long trek to make the Memorial a reality and its impact on the profession since its unveiling in 2002.

"We are tremendously proud of the quality of all of our publications and various media that we provide for our members. It's an honor to be recognized by our peers, our fellow firefighters across the U.S. and Canada for our communications efforts," said CPF President Lou Paulson.

In addition to its two winning entries, CPF also won 2nd Place for its website, www.cpf.org. The CPF site is a consistent winner in this category, logging upwards of 20,000 visits a month. It was described as "an information hub about the firefighting profession. CPF also won



A moving tribute to fallen heroes, *Uncommon Courage* was honored with the 2013 IAFF Media Award

honors for its "No on Prop. 32" member outreach campaign – a soup-to-nuts outreach program that helped produce a muscular turnout against Prop. 32.

"CPF's communication efforts prior to and during the election were an integral

part of our success in defeating Prop. 32," said CPF President Lou Paulson. "These awards really go to show the hard work our staff puts in for our members and the high quality products that result from their dedication."

A Legacy of
LEADERSHIP
A Future of
PROMISE



LOU PAULSON

This year, California Professional Firefighters marks its 75th year of commitment to making life better for firefighters, their families and their communities. Since its inception, CPF has been a steady, unifying force helping to advance firefighter rights and benefits.

In October of 1938, the United States was still in the midst of the Great Depression and headed toward a world war. That same month, the Federated Fire Fighters of California was established as the State Council for the International Association of Fire Fighters (IAFF). Its mission: make life better for California firefighters and their families. Over the next three generations, that same organization – now known as California Professional Firefighters – has held true to that mission. In the process, CPF has become one of the most innovative and influential labor organizations in the nation.

The story of California Professional Firefighters is really the story of the firefighter labor movement in this state. It is also the story of how firefighting came from an occupation populated mostly by volunteers to a sophisticated and highly-regarded profession. CPF has been at the forefront of virtually every significant advancement in the careers, health and well-being of California's first responders—from collective bargaining and

presumption laws to the Firefighters Bill of Rights.

During the first half of the 20th Century, joining a union was a dangerous thing to do. When the Federated Fire Fighters of California was chartered as the IAFF State Council in 1938, there were only seven active IAFF local unions in the state. After its first three decades of existence, the number of local affiliates increased to thirty and was at the forefront of a signature event in the history of labor in California—the right to organize and collectively bargain. In 1959, FFFC helped to pass Assembly Bill 618, which was the first statute in California to explicitly recognize the right of any group of public employees to organize.

Since then, CPF has continued to expand its leadership in the state, becoming an influential force in the State Capitol. In 1982, Governor Jerry Brown signed CPF-backed AB 3011 into law, the nation's very first firefighter cancer presumption law, and CPF continued to strengthen California's cancer presumption laws throughout the 1990s, into the 2000s and beyond. CPF has won passage of countless other laws for the benefit of California's first responders, including statewide binding arbitration and the Firefighter Bill of Rights and, more recently, Workers' Compensation reform in 2012 and a ban on toxic, flame-retardant chemicals in 2013.

To this day, CPF's leadership continues to leave its mark on the labor movement as a whole, most recently with 2012's successful campaign to defeat Proposition 32. CPF took the lead in the fight against

public pensions, CPF remains "Always Vigilant," standing ready to confront the challenges ahead.

Just like our predecessors, we are constantly defending our rights and preparing

The story of California Professional Firefighters is really the story of the firefighter labor movement in this state.

Prop. 32, which would have eliminated the political voice of all labor unions in the state. Together with our allies in organized labor, we were able to defeat this insidious measure by a larger margin than any of its previous iterations, with firefighters voting No on Prop. 32 at a higher rate than any other labor union. But we could not celebrate for long. With numerous challenges on the horizon including the continued assault on

for the next fight. We have come a long way in CPF's 75 years, but cannot rest on our laurels and must instead continue to press forward if we hope to hold on to what we have gained. It's an honor to lead an organization with such a rich legacy of accomplishment, but our eyes are always fixed on the road ahead. Over the course of the next year, we look forward to recognizing both the successes of our past and the challenges of our future.

LIFE ON THE FRONT LINES

Probably the least surprising finding was that firefighters love what they do. The statewide survey found between 80% and 90% satisfaction with their pay, benefits, hours and job security. Beyond the tangible benefits, most point to the excitement and variety of the job and the ability to make a difference in the world. Almost all said they would encourage their children to pursue the profession.

The one exception to this positive outlook was when it came to staffing, as the era of layoffs has clearly taken its toll. Roughly half of those polled were either somewhat or very dissatisfied with firefighter staffing levels.

Some firefighters – particularly younger members – also felt the strain of political attacks on pay and pension security: While more than 80 percent still believe firefighters are well regarded, more than half think the public's view has changed for the worse in the past half-decade.

"There's a lot of pressure from the general public," said one younger firefighter from Los Angeles. "I feel respected, but there's more negativity towards public employees now."

WHAT MATTERS TO YOU

Understanding the priorities of its members is the key to success for any labor organization, and firefighters are not shy about their opinions.

At the top of the priority list are protecting jobs and protecting retirement. Asked to choose between pay cuts and station closures, only about 1/3 chose closing fire stations. Even stronger was the urge to protect retirees. Asked to choose between pay cuts and reducing retiree health benefits, active firefighters were willing to take the pay cut by more than two-to-one.

"Retirees don't have as big a voice," said one younger Concord firefighter. "They can't get it back."

Most firefighters give their local, state and national unions high marks: Favorability for the local, CPF and IAFF among firefighters is significantly higher than that enjoyed by most other unions.

Still, firefighters have definite ideas about what they want from their union. Surprisingly, about one in three believe their union's top priority should be working with local officials. That's a higher percentage even than contract negotiations. Educating the public also rated highly as an important function.

THE STATE OF THE STATE

Even though the recession seems to have bottomed out, most firefighters, like most Californians, still are nervous about the future. As of the survey last summer, a majority (54%) think California is still on the wrong track. Many families felt the effects of the economic downturn, with fewer than half describing themselves as "comfortable."

"I'm very worried about health care, the cost of living going up without raises and retirement costing more," said one younger firefighter. "At some point, you just can't pay the bills."

Regarding politics, most firefighters understand the importance of having a voice in the process. Although a plurality, (47 percent) identify themselves as leaning Republican, most say their union's voice matters to them at election time, especially when it comes to ballot initiatives.

"I disagree with the union, but I understand they back the firefighting family," said one active Riverside firefighter. "They have a job to protect us as firefighters."

This economic uncertainty has created a new sense of kinship between firefighters and their brothers and sisters in the rest of the labor movement. Well over half of CPF members say they closely identify with other public and private sector unions. Nine out of ten members believe unions in general are very important to the state and its communities. Nearly the same number – 89 percent – believe that what happens to other labor unions matters to firefighters and their families.

"How can you not feel connected when you know someone is losing their job or their condition is bad?" said one member. "You're a worker just like them."

MAKING YOUR VOICE HEARD

Like any statistical poll, CPF's member survey has a "margin of error" – in this case, plus or minus four percent. Here's your chance to help us fill in that margin.

Email us your comments at feedback@cpf.org. Give us your thoughts on your profession, your priorities and your union. Please keep it clean and respectful. A sampling of your comments will be published in the next edition of *The California Professional Firefighter*.

CPF-BACKED CANDIDATES WIN RE-ELECTION TO CALPERS BOARD



Michael Bilbrey



J.J. Jelincic

CPF is pleased to report that the Secretary of State's Office certified on October 14, 2013, that CPF-backed candidates Joseph (J.J.) Jelincic and Michael Bilbrey have been re-elected to the CalPERS Board of Administration. They will serve four-year terms beginning January 16, 2014.

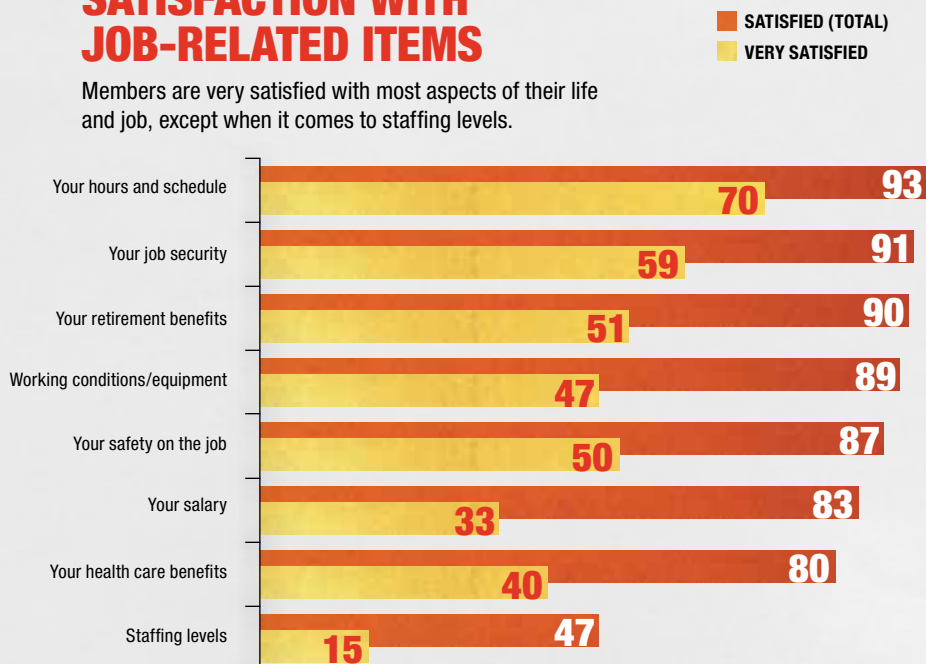
J.J. Jelincic was first elected to the CalPERS Board in 2010. A life-long fighter for retirement security, Jelincic has shown he will stand up for CPF members and all public workers. As a CalPERS investment officer and past president of the California State Employees Association, he has the background to protect CalPERS' fiscal health without sacrificing secure benefits.

Michael Bilbrey was first elected to the Board in 2011. He has a proven record of fighting to ensure that public employees are treated fairly and his fiscal experience managing a multi-million-dollar investment portfolio make him uniquely positioned to help the CalPERS Board meet its future challenges and obligations.

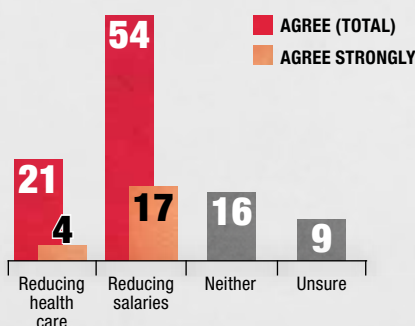
These newly re-elected incumbents join a host of other CPF-backed Board members including President Rob Feckner, Vice President George Diehr, Ex Officio Member John Chiang, Ex Officio Member Bill Lockyer and Public Agency Member Priya Sara Mathur.

SATISFACTION WITH JOB-RELATED ITEMS

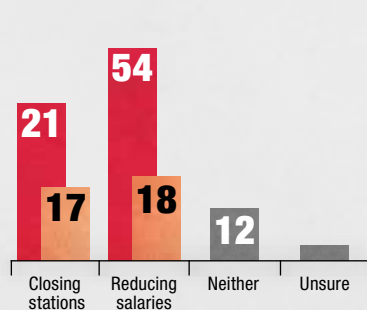
Members are very satisfied with most aspects of their life and job, except when it comes to staffing levels.



RETIREE HEALTH CARE VS. PAY CUTS

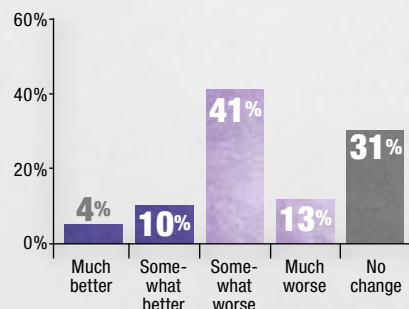


CLOSE FIRE STATIONS VS. PAY CUTS



Given the choice, current firefighters would rather take pay cuts than cut health care benefits for retired firefighters or close fire stations.

CHANGE IN OPINION OVER PAST FIVE YEARS



Many CPF members believe public perception of firefighters has gotten worse over the last five years.

ARE YOU A MEMBER OF "ORGANIZED LABOR?"

How would you answer then following question: "Are you a member of organized labor?" Fifty years ago, you probably would not have needed an explanation or clarification of the question to provide an answer. Back then, more than 35% of all workers were unionized. Today, that number is closer to 12%.

Sometimes we forget that we truly are members of "organized labor," a part of trade unionists. Construction, food, service, communication, education and health services are just a few of our brothers and sisters in the labor movement.

Why do I bring this up? Because the further we move away from the pinnacle of union strength, the more we fail to properly respect and support those in other areas of the union movement. A few of us ignore a picket line at a supermarket. We buy goods from retailers that have a disdain for workers' rights. We fail to see the ramifications of investing in companies that are headquartered outside the U.S. These attitudes all contribute to the erosion of union solidarity.

Why should we care? Because we are much more powerful as a part of

organized labor. Our recent Prop. 32 fight is the prime example of all unions here in California coming together to fight the ultra-wealthy, bent on depriving public sector workers of their collective bargaining rights and pension protections. We need the power that comes with solidarity.

It is amazing how the same retailers that pay the vast majority of their workers the minimum wage will attempt to come alongside firefighters to show us what great companies they are. They want to donate free bikes for our toy drives. They arrive at our fire base camps with truckloads of personal necessities. They enlist our help on bond measures and initiatives, promising us more revenues gathered from their corporate greed.

You might be thinking that this has no application to us, but it does. We already have Walmart attempting to provide volunteer EMS service in rural areas of the U.S. under the guise of being "community-minded." We have all seen the private, non-union "fire protection experts" attempting to insert themselves into California's mutual aid system. We all know that our private EMS competitors rely on a cheap labor force and a hefty profit margin.



LEW STONE

The average living wage in California is about \$22.15/hour for a family of four. Every day we have opportunities to support retailers and corporations that provide wages and benefits to give their employees respect. We could shop for the cheapest deals available, but the goods are more expensive than you think. Calculate the percentage of your tax dollars that are going to those workers who must rely on food stamps and other governmental assistance while working at Walmart. The deal diminishes rapidly.

We have choices to make. Hopefully, we see ourselves as a part of organized labor and we support our brothers and sisters by supporting them with our earnings. Buy the car manufactured by the United Auto Workers. Support nurses in your community when they ask for a fair contract. Don't cross a picket line at the supermarket. Stand behind the other employees in your jurisdiction as they bargain for a fair deal. Let us proudly support and continue to be a vital part of organized labor in this state.

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Photo by Robbie Panco

PREPARING FOR CAMPAIGN SEASON

CPF's latest round of district meetings and workshops gave both new and veteran local union leaders the chance to touch base on issues of mutual importance, to train on PAC reporting and compliance rules, to get introduced to the new digital campaigning frontier and to have their questions answered by CPF's expert team.

CPF held two district meetings in

October: one in Northern and one in Southern California, both of which included workshops on PAC compliance and campaigning with social media. CPF is pleased to report that this latest round District Meetings and PAC/Campaign Workshops were a resounding success.

In order to have the best, most complete resources available, CPF combined the Fall District Meetings with some special seminars on social media

campaigns and PAC reporting and compliance issues. This included sample social media policies and the CPF PAC Guide, a complete guide prepared exclusively for CPF local affiliates by Olsen, Hagel & Fishburn, LLP. These workshops helped local union leadership learn what the PAC rules mean, the impact on their locals and how to make them work best for union members and their families, not to mention learning how to

win campaigns in the modern era using social media.

California Professional Firefighters remains "Always Vigilant," continuously preparing for the challenges ahead. The two regional District Meetings and workshops in October were again successful at bringing together local union leadership from throughout California to stay informed, in-touch and ahead of the curve.

THEY'RE AT IT AGAIN STATEWIDE BALLOT MEASURE SEEKS TO GUT RETIREMENT SECURITY

With an Enron profiteer in his corner and a small cheering squad of hard line local officials, San Jose Mayor Chuck Reed has launched a statewide campaign this past fall to cut the heart out of retirement security for millions of firefighters, teachers and other public workers.

Seeking to extend his legally suspect San Jose pension slashing measure, Reed has submitted initiative language that will make it possible to eliminate vested pension benefits for current workers, allow local governments to break contractual commitments on firefighter retirement security and enforce an expensive funding standard that could ultimately be the death knell for secure pensions and critical local services.

"Mayor Reed hopes to do at the state level what he has, so far, failed to do in San Jose – break the promises made to current employees to the benefit of Wall Street special interests," said CPF President Lou Paulson.

Reed has become a celebrity in the anti-pension world after ramming through a pension "reform" package specifically written to be unconstitutional. San Jose's

Measure B openly attacked the legal, vested benefit rights of public employees, prompting what has already been an expensive, and likely futile, legal fight.

"After wasting millions on legal fees, all the while knowing that his Measure B was unlawful, Reed now wants to change the Constitution so that he can break promises made to city workers," said San Jose Fire Fighters Local 230 President Robert Sapien.

Almost as soon as it was proposed, the pension initiative came under fire for overreaching and deceptive hidden tricks. As originally proposed, the measure essentially eliminated the right to bargain for retirement benefits and made state taxpayers the deep pocket for all legal issues arising from its passage. The flaws forced the ideologues to re-draft their measure.

The effort to gin up local government support also fell flat. Within weeks of its introduction, nearly two-dozen local mayors – Democrat and Republican alike – urged the mayor to drop his initiative. More bad news came for Reed in December, when key portions of his San Jose Ballot measure were struck down by the state courts.

THE BROKEN PROMISE INITIATIVE

- **ELIMINATES CONSTITUTIONAL PROTECTION** for pensions and health care
- **LETS AGENCIES BREAK CONTRACTS** to cut pensions for current workers
- **MILLIONS FOR LAWYERS** to defend unconstitutional measure
- **COSTLY NEW RESTRICTIONS** threatening retirement and vital services

So far, California voters do not appear to be impressed by Reed's idea. New polling information indicates Californians are reluctant to break the promises made to their employees. By overwhelming margins, Californians oppose taking retirement away from those who have earned it and strongly support resolving pension issues at the bargaining table, rather than the ballot box.

Despite these setbacks, Reed's initiative is expected to benefit from the bankrolls of deep pockets from outside of California. Texas billionaire hedge fund manager John Arnold, who made his

name as an Enron trader, has made clear his desire to roll back public employee retirement security. His foundation contributed \$200,000 to help research Reed's proposal and helped convene a campaign strategy session on the proposal earlier this year.

"Californians have constantly shown their distaste for measures put on the ballot by Texas's interests and secret out-of-state contributors," said Dave Low, chair of Californians for Retirement Security – a CPF-backed coalition supporting pensions. "We expect this flawed proposal to be no different."

LEGISLATIVE UPDATE:

California Professional Firefighters' legislative scorecard for the 2013 session boasts six significant measures. Of the nine sponsored or co-sponsored bills that CPF was successful in getting approved by the Legislature and sent to the Governor this year, six were signed into law and three were vetoed.

At the top of this list is SB 594, which closed the loopholes allowing quasi-public, non-profit agencies to spend taxpayer dollars on political campaigns. Since 2003, more than \$17 million of campaign money has been spent from these "non-public funds" – anonymous accounts run by taxpayer-financed non-profits.

SENATE BILL 594 (Senator Jerry Hill, D-San Mateo) opens the books on millions of campaign dollars paid out by so-called "non-public funds" from taxpayer-financed non-profits like the League of California Cities and strengthens state law to ensure that public dollars are not paying for ballot initiative campaigns.

- It imposes tough new disclosure requirements, ensuring full disclosure of non-public funds when spending rises above a nominal threshold.
- It reinforces the state's determination that the "marketing fees" derived from bond sales are, in fact, public dollars and off limits for political mischief.
- It establishes new oversight and auditing requirements through the Franchise Tax Board.

The legislation sparked a unique alliance between good government groups, organized labor and anti-tax organizations. In the end, the measure won the support of the California State Association of Counties and numerous other smaller groups. SB 594 was signed into law on October 12, 2013.

In addition to SB 594, five other CPF-sponsored bills take effect January 1, 2014:

ASSEMBLY BILL 312 (Bob Wieckowski, D-Fremont): AB 312 reduces the time a firefighter's name must remain on the CFFJAC displaced firefighter hiring list from 48 to 36 months and removes the requirement that placement on the list be determined by length of service.

AB 410 (Reggie Jones-Sawyer, D-Los Angeles): This bill protects retirees of PEMHCA participating employers from a reduction in their health care benefits when they return to active employment with a public employer for a period of time before re-retiring.

AB 537 (Rob Bonta, D-Oakland): AB 537 improves local employer-employee relations by strengthening the Meyer-Milias-Brown Act (MMBA), which is the law that has been used since 1968 to help resolve disputes regarding wages, hours and other terms and conditions of employment between public employers and public employee organizations.

AB 1346 (Richard Pan, D-Sacramento): This bill, which only applies to the Sacramento Metropolitan Fire District, reflects the terms of a collective bargaining agreement between the SMFD and Sacramento Area Firefighters Local 522 and adds an alternative vesting schedule to PEMHCA with respect to employer-provided retiree health care contributions.

SB 311 (Alex Padilla, D-Pacoima): SB 311 requires measures that propose to convert a general law city to a charter city and certain charter amendment proposals to be placed only on the general election ballot.

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

The Legislature reconvened on January 6, 2014 for the second year of its two-year session. At that time, numerous other CPF sponsored and co-sponsored bills may experience a breath of new life.

2014 EARLY ENDORSEMENTS

Bipartisan list spotlights strongest candidates on first responder issues

STATE CONSTITUTIONAL OFFICERS:

Lieutenant Governor: Gavin Newsom (D)
Attorney General: Kamala Harris (D)
Insurance Commissioner: Dave Jones (D)
Secretary of State: Alex Padilla (D)
Controller: John Perez (D)
Treasurer: John Chiang (D)
Superintendent of Public Instruction: Tom Torlakson (D)
Board of Equalization 02: Fiona Ma (D)
Board of Equalization 04: Jerome Horton (D)

STATE SENATE:

SD 12: Anthony Canella (R) SD 24: Kevin de Leon (D)
SD 20: Norma Torres (D) SD 26: Ted Lieu (D)
SD 22: Ed Hernandez (D) SD 30: Holly Mitchell (D)
SD 40: Ben Hueso (D)

STATE ASSEMBLY:

AD 01: Brian Dahle (R) AD 39: Raul Bocanegra (D)
AD 05: Frank Bigelow (R) AD 41: Chris Holden (D)
AD 08: Ken Cooley (D) AD 43: Mike Gatto (D)
AD 11: Jim Frazier (D) AD 44: Jeff Gorell (R)
AD 12: Kristin Olsen (R) AD 46: Adrin Nazarian (D)
AD 13: Susan Eggman (D) AD 48: Roger Hernandez (D)
AD 14: Susan Bonilla (D) AD 49: Ed Chau (D)
AD 18: Rob Bonta (D) AD 50: Richard Bloom (D)
AD 19: Phil Ting (D) AD 51: Jimmy Gomez (D)
AD 20: Bill Quirk (D) AD 52: Freddie Rodriguez (D)
AD 21: Adam Gray (D) AD 57: Ian Calderon (D)
AD 22: Kevin Mullin (D) AD 58: Cristina Garcia (D)
AD 23: Jim Patterson (R) AD 59: Reggie Jones-Sawyer (D)
AD 24: Rich Gordon (D) AD 60: Eric Linder (R)
AD 27: Nora Campos (D) AD 61: Jose Medina (D)
AD 29: Mark Stone (D) AD 63: Anthony Rendon (D)
AD 30: Luis Alejo (D) AD 65: Sharon Quirk-Silva (D)
AD 31: Henry Perea (D) AD 66: Al Muratsuchi (D)
AD 32: Rudy Salas (D) AD 69: Tom Daly (D)
AD 35: Katcho Achadjian (R) AD 75: Marie Waldron (R)
AD 36: Steve Fox (D) AD 76: Rocky Chavez (R)
AD 37: Das Williams (D) AD 78: Toni Atkins (D)
AD 38: Scott Wilk (R) AD 79: Shirley Weber (D)
AD 80: Lorena Gonzalez (D)

SUPPORT OUR FALLEN



It's been almost twenty years since the California Firefighter license plate made its debut on California's highways and byways. The California Firefighter license plate program was designed and created by the California Professional Firefighters. Using an image from the box office hit "Backdraft," the California Firefighter license plate has become an

iconic symbol within the fire service. More than 30,000 of the striking plates are on the road in California. Only active and retired firefighters may purchase these plates to display on their automobiles, trucks, trailers and motorcycles. The California Firefighter license plate program is administered by the California Fire Foundation - CPF's non-profit, charitable organization, which uses a portion

of the proceeds from the sales of these specialized license plates to maintain the California Firefighters Memorial, located in Sacramento's historical Capitol Park. So, if you haven't already, you can purchase one or more of these iconic California Firefighter license plates and support a cause that is close to all our hearts: the California Firefighters Memorial.

The plates cost \$50 (sequential) and \$98 (personalized). Renewal costs are \$35 (sequential) and \$73 (personalized). Also, \$35 from each renewal goes to the California Fire Foundation and is tax deductible. For more information about ordering your very own California Firefighter license plate, call (800) 890-3213 or e-mail Kaitlin Conrad at kconrad@cpf.org.

2013 DANIEL A. TERRY SCHOLARSHIPS



Megan Burton accepts her scholarship from members of Contra Costa County Firefighters, Local 1230.



Jacobs Otto accepts his 2013 Daniel A. Terry Scholarship, alongside his mother and members of San Luis Obispo Firefighters Local 3523.



Clint Troncale accepts his 2013 Daniel A. Terry Scholarship.

With the rising costs of tuition, students across the state are finding it more difficult to afford a college education.

The California Fire Foundation contributes to the dream of a college education for the children of fallen firefighters through the California Fire Foundation Endowment.

The Daniel A. Terry Scholarships help to ease this burden for children whose parent was a California firefighter whose name appears on the California Firefighters Memorial Wall.

Each year, in the form of Daniel A. Terry Scholarships, grants of \$2,000 are awarded to the children of those who have paid the ultimate price to help them pay for college.

So far, the Daniel A. Terry scholarships have paved the way for 62 students to attend the college or university of their choice.

In 2013, the Foundation was proud to award scholarships to the following nine students:

Scholarship Recipients	Fallen Firefighter	Local
Megan Burton	Matthew Burton	Contra Costa Co.
Kyle Costamagna	Larry Costamagna	Fremont
Jordan Keck	Matthew S. Keck	El Dorado Co.
Savanah Loutzenhiser	Mark A. Loutzenhiser	USFS
Branden Moore	Matthew Moore	Murrieta
Trenton Moore	Matthew Moore	Murrieta
Jacobs Otto	Gregory M. Otto	San Luis Obispo
Clint Troncale	Andy M. Troncale	Arcadia
Michael Walsh	Robert Walsh	Redwood City

IN MEMORIAM

CPF Second District Vice President Emeritus

JOHN TENNANT

California Professional Firefighters join Pasadena Firefighters Local 809 and the fire service in mourning the passing of CPF Second District VP Emeritus and former State Fire Marshal John Tennant. Tennant died mid-December after an extended illness.

Brother Tennant began his public safety career in 1972 with the Pasadena Fire Department. In 1985, he was elected President of Pasadena Firefighters Local 809, a post he held for over 14 years. He was elected as CPF 2nd District Vice-President in 1994, and his plain-spoken demeanor and knack for “cutting to the chase” earned him the respect of the entire firefighter family.

Throughout his career, Tennant was a leader in his community and the fire service. He served his profession as an expert on ladder truck safety and a labor instructor in the fire chiefs’ training curriculum. John also served as special assistant to State Senator Cecil Greene, helping draft legislation to strengthen the state building codes.

In 2001, John Tennant was appointed as the California State Fire Marshal. In that role, Brother Tennant earned a reputation for strict enforcement of the state’s fire safety building codes. In the aftermath of 9/11, Tennant helped secure \$1 million in funding from the state’s Workforce Investment Act to finance the CFFJAC’s Terrorism Consequence Management training program – the nation’s first post-9/11 terrorism-response training to focus on the fire service.

“Throughout his career, John Tennant made a difference for our profession, whether it was as a firefighter, labor president or as state fire marshal,” said CPF President Lou Paulson. “Although he excelled at building bridges with management, there was never any question that his heart and his commitment always stood with the men and women on the front lines.”



CPF Second District VP Emeritus and former State Fire Marshal John Tennant (1948-2013)

CPF LOCAL SUPPORTS

CALIFORNIA FIRE FOUNDATION

A CPF local affiliate – San Ramon Valley Firefighters Local 3546 – was inspired to do something positive that would allow neighboring fire departments, friends, family and local bands to participate. In 2012, Local 3546 created “Rock to Remember,” a benefit concert for the California Fire Foundation Endowment Fund.

The event’s success last year convinced Local 3546 to hold a 2nd Annual “Rock to Remember” concert this year, on October 19, 2013. Featuring musical performances by AudioDub, Conscious Souls, Calm & Chaos and the Slim Chances, the event

was once again a huge success. The event also included a performance by the San Ramon Valley Pipes & Drums. Everyone in attendance had a great time and was able to support a great cause, with proceeds totaling \$5,121.

Organizing an event like Local 3546 put together can be a great way to bring people and communities together, to have a good time and to support a cause that is near and dear to the heart of the profession.

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



A FIRST FOR THE NATION

California's Groundbreaking Cancer Presumption Law

On the evening of April 6, 1973, Whittier firefighters Richard Rowland and Porter Griggers were called out to mop up a hazardous materials spill in a nearby shopping center. An overturned tanker was leaking an extremely toxic chemical soil fumigant containing dichloropropene, a probable human carcinogen.

Six years later, Rowland and Griggers – now working for L.A. County Fire – were both diagnosed with diffuse histiocytic lymphoma – an extremely rare form of lymphatic cancer. Within six weeks of each other, in late 1980, the two men died of their illness. Yet despite a seemingly obvious connection between the incident and their cancer diagnoses, it would be two years before their widows would win a workers' compensation judgment.

By then, cases like these were all too familiar to firefighters and their families. Repeated exposure to toxic chemicals, coupled with often-inadequate (or unused) lung protection, was producing cancer rates among firefighters up to three times the average.

In the fall of 1980, at the Federated Fire

Fighters of California (FFFC) convention in Anaheim, delegates unanimously passed Resolution #19 – Presumptive Cancer Legislation for Fire Fighters.

"We'd had the presumption for heart disease, pneumonia and hernia since (1939)," CPF President-Emeritus Dan Terry recalled a quarter century later. "But nobody had gotten it for cancer."

With resolution in hand, Terry and the FFFC's legislative advocate Brian Hatch approached Art Torres, a labor-friendly state assembly member who would go on to become a powerful senator and, eventually, chair of the California Democratic Party. Torres agreed to carry the bill, despite pitched and active opposition from the League of California Cities and the County Supervisors Association of California (now known as the California State Association of Counties).

"Their approach was not that much different from what it is on anything else that benefits our members – put up an inflated cost figure and try to scare lawmakers," recalled Terry.

Hatch and Terry hand-carried the legislation to every legislative office at

the Capitol, assisted by firefighters from up and down the state, including 2nd District Vice President Dallas Jones. For Jones, the issue was personal – he had been President of Whittier Firefighters when brothers Rowland and Griggers were exposed to the toxins that would take their lives. In a remarkable display of unity, advocates for the California Fire Chief's Association (CSAC) and what was then known as the California State Firemen's Association also lobbied on behalf of the presumption law.

With the League and CSAC throwing up roadblocks to the groundbreaking measure, Hatch rallied firefighter allies in the legislative leadership, notably Senate President David Roberti and Assembly Speaker Willie Brown and shepherded the measure through both houses of the Legislature and to the desk of Governor Jerry Brown.

But though Brown was a longtime supporter of firefighter causes, his signature was not a slam dunk.

"When it was still going through the Legislature, the governor said, 'Dan, I need to see some statistics on this ... we need proof,'" Terry recalled. "That's why we put a five-year 'sunset' clause in the bill and started the Personal Exposure Reporting system."

On September 29, 1982, Brown signed AB 3011, making California the first state to enact a firefighter cancer presumption law.

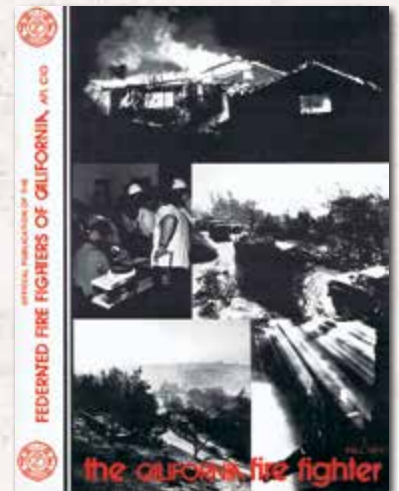
The legacy of that event continues to reverberate throughout the fire service. Today, more than 40 other states have enacted firefighter cancer presumptions. In California, the presumptions have been broadened to include chemical and biological toxins and MRSA. Most recently, the Dallas Jones Firefighter Cancer Presumption Act extended the amount of time past retirement that stricken firefighters could qualify for workers' compensation benefits.

"We felt like we won a victory when the Legislature adopted the bill," Rowland's widow Guyla told the *Orange County Register* at the time of AB 3011's passage. "For that, I am really thankful."



1975

FFFC works with Brown administration during Santa Barbara, San Francisco public safety strikes to prevent use of strikebreakers



CALIFORNIA PROFESSIONAL FIREFIGHTERS

1970 - 2000

Throughout a turbulent era, Federated Fire Fighters of California built a reputation as a powerful force helping to build firefighting in our state into a modern, well-respected profession. Evolving as the profession evolved, FFFC became California Professional Firefighters.

1970

After five-day fire and police strike in 1969, Vallejo voters pass local binding arbitration

1974

FFFC forms first firefighter PAC

1977

FFFC launches quarterly magazine, The California Fire Fighter

1973

FFFC emerges from year-long receivership; Modesto FF Daniel A. Terry chosen as president

1970

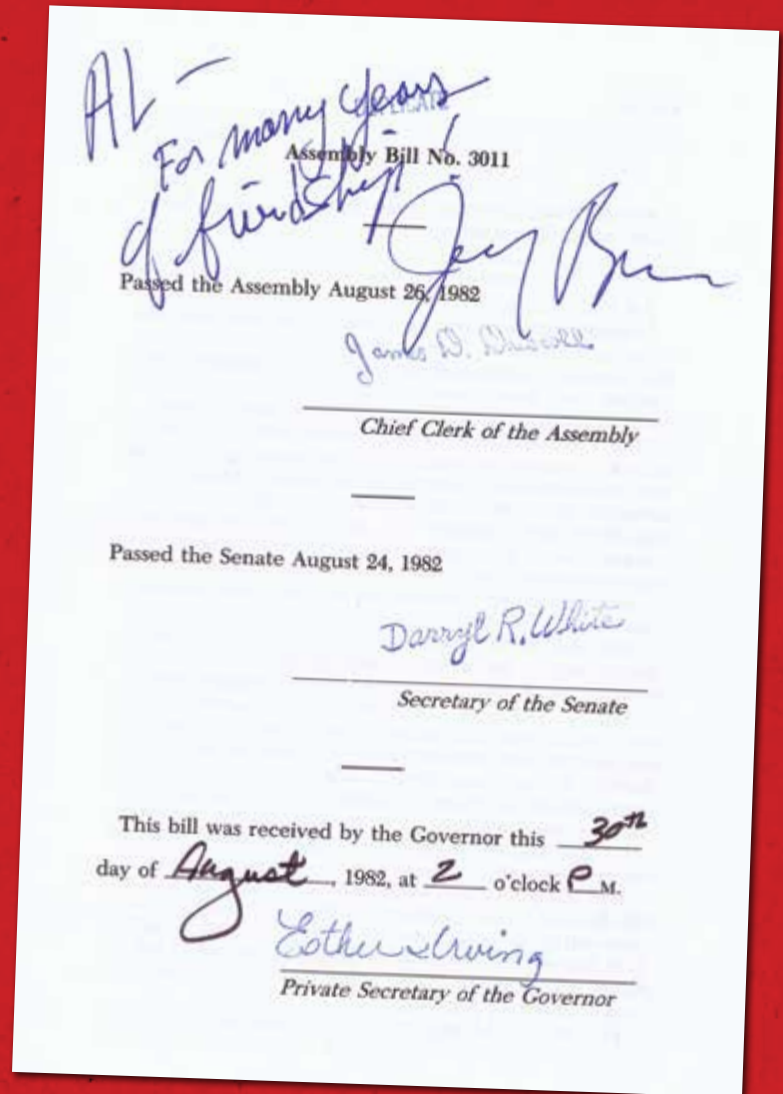
1980





Governor Jerry Brown signs AB 3011 into law with Dan Terry (right), President of the Federated Fire Fighters of California and legislative advocate Brian Hatch.

Original, hand-signed copy of AB 3011, the nation's first firefighter cancer presumption law.



1978

Proposition 13 passes; FFFC engineers legislation protecting fire district funding



1984

First-ever Personal Exposure Reporting system established

1988

FFFC changes name to California Professional Firefighters; Firefighter Print & Design established



1992

CPF-backed legislation authorizes California Firefighters Memorial; Firestar Studios established

1999

AB 539 strengthens cancer presumption law; CFFJAC establishes CPAT; CPF-backed legislation allows bargaining for 3% at 50/55 retirement benefit



1982

Gov. Jerry Brown signs AB 3011, the nation's first firefighter cancer presumption law; California Fire Fighter Joint Apprenticeship Cmte. established

1987

California Fire Foundation established to meet needs of fallen firefighter families

1995

Memorial site dedicated on grounds of Capitol

2000

Gov. Gray Davis signs SB 402, first statewide binding arbitration law





California Firefighters 2013 MEMORIAL

Governor Jerry Brown and Attorney General Kamala Harris joined uniformed firefighters, family members and dignitaries from throughout California on the grounds of the California State Capitol on Saturday, October 5, 2013 for a solemn tribute to those who have given their lives to protect the state and its citizens.

In a midday ceremony steeped in fire service tradition, the California Firefighters Memorial added the names of 22 California firefighters who fell in the line of duty. The Memorial, located in the heart of Sacramento's Capitol Park, carries the names of nearly 1,250 firefighters who died in service since California became a state in 1850.

"On this solemn occasion, we're reminded of what it takes to keep our communities safe," said Governor Brown. "These 22 firefighters truly exemplify the meaning of service."

The ceremony, conducted by the California Fire Foundation, honored eighteen firefighters who died from traumatic injuries or job-related illnesses in the past year and a half. Four others from earlier years, whose names came to the California Fire Foundation's attention in 2013, were also added to the Memorial Wall.

"Through this memorial, 22 more names are timelessly etched on these walls in the shadow of the Capitol of this great state," said Lou Paulson, Chair of the California Fire Foundation and President of California Professional Firefighters. "They will forever be bathed in the glory of a life of duty, honor, courage and sacrifice."

The most recent California firefighter to fall in the line of duty, CAL FIRE Engineer Christopher Douglas, was struck by a vehicle and fatally injured July 5, 2013 while

responding to a traffic accident. Douglas' friend and battalion chief Mark Williams paid tribute to his fallen friend and to the families of those whose loved ones have paid the ultimate price.

"There isn't a day that goes by when I don't think of Christopher and I know it is the same for each of you," Williams told the families. "Because of this beautiful memorial, these special people will always be remembered and honored for what they gave."

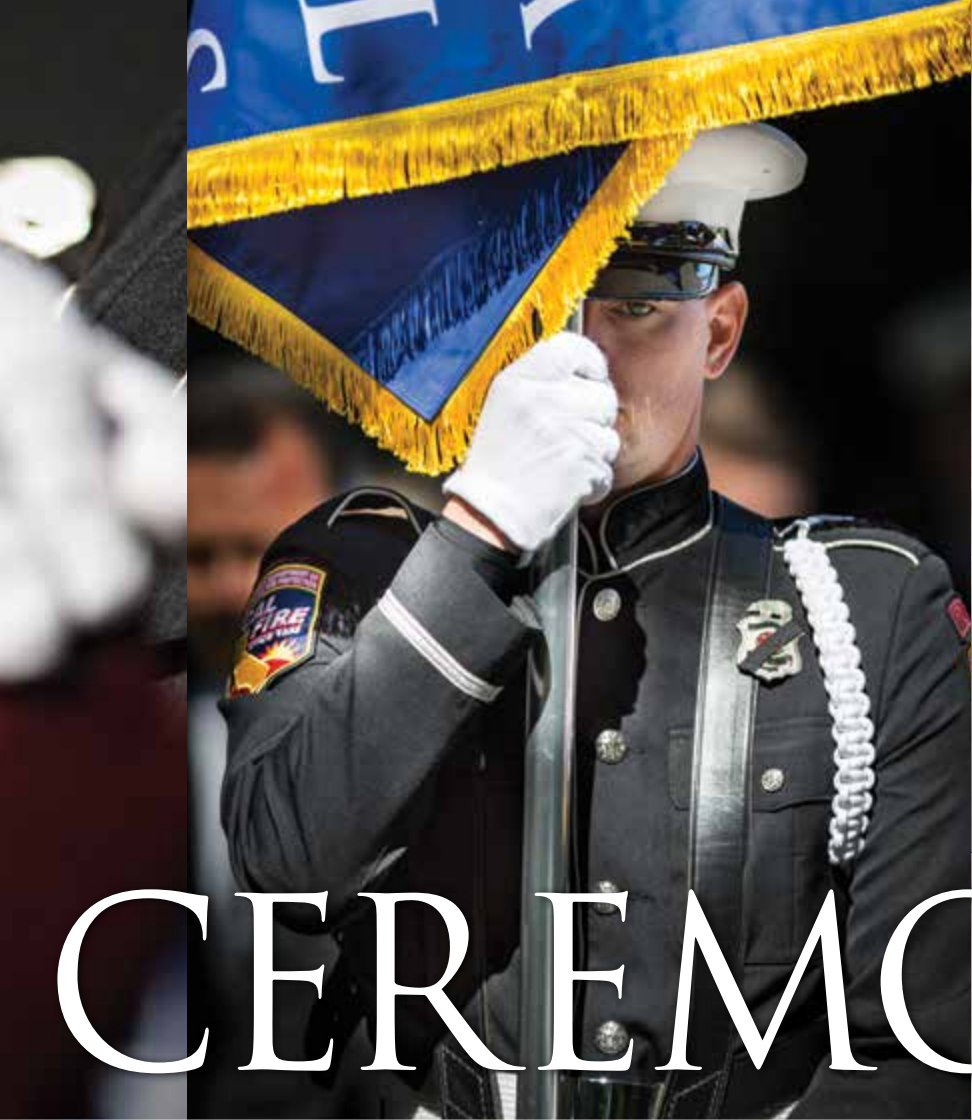
The centerpiece of the ceremony is the presentation of flags to the families, friends and representatives of every one of the individuals being honored. The tribute also featured a solemn

uniformed firefighter procession and the traditional "Last Alarm" ceremony, in which a fire bell is rung to signify a fallen firefighter's final call to duty.

"This Memorial is not simply about the empty space we feel at the loss of these heroes. It is also about how they filled that space in life and the legacy they leave for future generations," said Paulson.

Unveiled in April of 2002, the California Firefighters Memorial features two stunning statues and a dramatic Memorial Wall on which the names of 1,246 fallen firefighters are engraved. The Memorial was created without any state funding through private contributions to the California Fire Foundation, most of them directly from firefighters.





CEREMONY





Tim Strack CPF 1st District Vice President

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



REDLANDS FIREFIGHTERS *Bowl for Burns*

On November 9, 2013, Redlands Professional Firefighters Local 1354 held its first Bowling for Burns Tournament to raise funds for the Inland Empire Fire and Burn Foundation. The event quickly sold out, with numerous regional fire agencies participating in the tournament including San Bernardino County, Corona, Riverside City, Ontario and Rancho Cucamonga. Teams of five took over the 24-lane bowling venue for the event, which included trophies made from bowling pins, 50/50 drawings, raffles, a costume contest, live music and more.

“It was a tremendous success, everyone I talked to had a blast,” said Bill Conway, President of Redlands Professional Firefighters Local 1354. “It was a really fun way to help a good cause—just five hours hanging out and having a good time with friends and fellow firefighters.”

Last year, in a similar effort to raise money for the Burn Foundation, Local 1354 built a golf cart that was eventually auctioned. The project was a success, raising \$10,000, but took about a year and a half to complete and required ample time and energy. They were looking for a quicker and easier way to raise money



Promotional flyer for Bowling for Burns Tournament.

this year, when Firefighter Paramedic Steve Leverette and Engineer Matt Ley came up with the idea to hold a bowling

tournament. They promptly met with Will Mossonette, owner and operator of Empire Bowl, who agreed to lend his venue to the effort.

The bowling tournament turned out to be a great way get local businesses involved and support the Inland Empire Fire and Burn Foundation. All together, \$11,700 was raised for the Burn Foundation. It took about four months to prepare for the event, but it cost about the same as building the golf cart and lasted only one night and involved far less planning. Another advantage of a bowling tournament is that it is held indoors and is thus immune to weather complications.

Redlands Professional Firefighters Local 1354 hope to build on the tournament’s success and make this an annual event. “It was a huge success but we hope to make it even bigger and better. We had a lot of participation from other CPF locals and would like to get even more locals involved in the future,” said Conway. “Now we have the foundation laid and know what we need to do to improve the event for years to come.”

CHANGES ABOUND FOR COSTA MESA FIREFIGHTERS

In the early 2000’s, Costa Mesa had six fire stations and 36 floor personnel per day. When constant staffing was acquired via negotiations, that number fell to 32. In 2010, the City issued pink slips to every employee city-wide with the threat of outsourcing all services. The Costa Mesa Firefighters Association Local 1465 gave up constant staffing in exchange for no layoffs, no salary reductions and no change in working hours through 2017.

With staffing now in the hands of the City, recently departed interim fire chief Tom Arnold designed a reorganization plan that called for the closure of a fire station, a new model for delivering services and a decrease in staffing to 28 through attrition.

At the end of 2012, the interim chief’s plan was to reduce staffing, reduce fire apparatus and re-assign paramedics to newly purchased ambulances. These apparatus are due to arrive in January 2014 and will not be transport units—



transportation will continue to be done by a contracted private ambulance company. At the end of the reorganization, Costa Mesa will have three BLS engines, two truck companies and four paramedic ambulances, totaling 24 personnel per shift.

On December 2, 2013 Dan Stefano started as the new Fire Chief of Costa

Mesa. Chief Stefano is stepping into a department that has not had a full time deputy chief, no fire marshal, no training officer, no EMS supervisor and currently has ten vacancies within its ranks. There are, however, plans to test for firefighter-paramedics early in 2014.

More than ever, Local 1465 has been



Costa Mesa Firefighters Association Local 1465’s popular BBQ Trailer.

focused on staying involved with the community by attending various local events and fundraisers. Local 1465 recently purchased a BBQ trailer, which is becoming a popular item in the community and its Santa Letters Program has grown more than ever expected. Local 1465 also participated in its very first MDA Fill the Boot fundraiser December 21-22, 2013.



Chris Mahon CPF 2nd District Vice President

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



BIG WIN FOR VENTURA CITY

With four seats on the Ventura City Council up for election in November, the Ventura City Firefighters Association Local 3431 saw all three of its endorsed candidates elected this year. Local 3431 joined forces with the city's police union, built teams and interviewed all of the candidates. Representing public safety for the city, the coalition elected to endorse three candidates for the open seats: Incumbents Mike Tracy and Jim Monahan, and newcomer Erik Nasarenko. Local 3431 was successful in getting all three candidates elected.

When the final votes were tallied, challenger Erik Nasarenko had the most votes with 18.13% of the vote, followed by Mike Tracy, and incumbents Neal Andrews and Jim Monahan, respectively.

Both Tracy and Monahan were incumbents with an abundance of name recognition within the community. A

retired Ventura City Police Chief, Tracy has always been a strong proponent of public safety and received the second highest number of votes. Jim Monahan has been on the council for over 30 years and has always been a friend of firefighters and public safety in the city. Monahan, however, won by a much slimmer margin, edging out candidate Richard Francis by a total of only 41 votes.

The biggest challenge and the most significant triumph for Local 3431 was getting Erik Nasarenko elected. As a District Attorney, Nasarenko already had a general knowledge of public safety issues and a decent amount of exposure to the public, but faced an uphill battle as the political newcomer. After Nasarenko threw his hat in about four months before the election, Local 3431 kicked into gear and devoted the majority of its time and effort to getting his name out there.

"If you are going to be involved in a



Firefighters and Police pose with three endorsed candidates: (left to right) Jim Monahan, Erik Nasarenko and Mike Tracy.

city council race, you first need a good, electable candidate," said Benny Davis, President of the Ventura City Firefighters Association Local 3431. "Erik was a great candidate that people really liked. His campaign and message reflect what is best for our city."

Local 3431 worked with CPF to put together an effective campaign for the relatively unknown candidate in a very short time frame. With CPF to help with targeting and strategy, Local 3431 was not only successful in getting Nasarenko elected,

but helped him amass more votes than any of the other nine candidates vying for the four open council seats.

"We have always been active in local politics. We have good working relationships with our council members and have worked a long time to develop those relationships," said Davis. "I think we endorsed the best people for the job, candidates that have a proven track record of supporting public safety. We look forward to working with them to keep the City of Ventura safe."

UNDER FIRE: DOWNEY FIREFIGHTERS TURN TO THE VOTERS

The Downey Firemen's Association Local 3473 is under attack from all angles. Underfunded and understaffed, Local 3473 has spent many months lobbying for the city to consider contracting with Los Angeles County for fire protection services because L.A. County's regional approach will likely provide better services at a lower cost.

But even fully investigating the possibility has proven arduous. Although a preliminary study showed the potential cost savings of contracting with L.A.

County, Downey Fire Chief Lonnie Croom came out hard against the option and has manipulated the City Council into following suit.

The preliminary study showed that L.A. County could provide fire protection to Downey at \$12.1 million a year, about \$5 million less than the \$17.2 million currently spent to run the depleted Downey Fire Department. Local 3473 then offered to pay the \$30,000 cost of conducting a comprehensive survey that would give a more detailed analysis of the cost and level of service provided by L.A. County, but the City Council voted 5-0 NOT to conduct the survey.

"We just want the city and the citizens to have all the information available," said Steve Davis, President of Downey Firefighters Local 3473. "The preliminary study already showed the cost savings. I can't understand why the council and the chief wouldn't want all the facts, especially since we would have paid to get them."

With tensions running high and an

apparent impasse, all 49 active Downey firefighters signed a "Vote of No Confidence" certifying that they believe the fire chief is incapable of properly performing his duties. But their cries for help fell on deaf ears. Rather than supporting the unanimous opinion of its firefighters, the council opted to support its divisive fire chief.

"When all 49 firefighters sign something like that, the city needs to take notice," said Davis. "But apparently the opinion of every single Downey firefighter doesn't mean anything to this council."

Since the vote, Chief Croom has threatened retaliation. He has already told the Downey Firemen's Association that unless they revoke their no-confidence vote, he will stop promoting from within the department and even went so far as saying that he would further retaliate during the next round of contract negotiations.

With both the City Council and the Fire Chief hell-bent on keeping the Downey Fire Department intact despite

its glaring deficiencies and turning a blind eye to other viable options like contracting with L.A. County, Local 3473 wants to let the voters decide for themselves.

Currently, the city's charter stipulates that any proposal to contract public safety services must receive a 2/3 vote of the people. This vote, however, is merely advisory and leaves the decision to the City Council at the end of the day. So, in 2012, Local 3473 collected 12,024 signatures, far exceeding the necessary 7,500, to get a charter amendment on the ballot to lower the vote threshold to a simple majority and make it compulsory: so the voters' choice is final.

"It needs to go to a vote of the people, and they need to know everything—the real facts. The city needs to either financially support and sustain the department or they need to give it up," said Davis. The charter amendment will be voted on in June but, regardless of the outcome, the future remains uncertain for the firefighters and citizens of Downey.



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.



STOCKTON STRIVES FOR SOLVENCY

Dilapidated by the economic crash, a collapse in real estate prices, a spike in foreclosures, unmanageable debt and the issuance of ill-advised bonds, Stockton has struggled to find a way out of bankruptcy. With the passage of a new tax, however, Stockton firefighters and city officials are starting to believe the city has weathered the storm and is now on the road to recovery.

Stockton declared fiscal emergencies in 2010 and 2011, cancelling annual pay increases for city workers. City services were decimated, hundreds of city employees were laid off and many retirees lost the lifetime health coverage they had been promised. Firefighters alone made numerous concessions prior to bankruptcy, suffered staffing reductions and company closures, cut or stopped filling administrative positions, lost health coverage for its retirees and still had 36 members laid off.

Having executed extensive benefit and service cuts, renegotiated debt with its creditors and passed a sales tax increase (from 8.25% to 9%) in November, Stockton is on its way to solvency. The passage of the tax measure has created new hope for the city, representing both a way to pay off its debt and to bolster its understaffed police force. The sales tax is estimated to produce \$28-\$30 million in revenue each year for the next decade and the city plans to use about half the money to hire 120 new cops over three years and the other half to pay down its debt. Following this plan, the city hopes to be out of bankruptcy by late-spring or early-summer 2014.

"We're optimistic about the Council's plan, now we can see a light at the end of the tunnel. The tax increase will be a huge help, but the city still needs to find other sources of revenue to sustain us into the future," said Greg Biddle, President of Stockton Professional Firefighters Local 456. "We would have liked more accountability with the tax measure, but since the revenue goes to the general fund, it is important that we monitor the city's spending to make sure they allocate the money appropriately and don't revert back to the poor fiscal decisions that got us into this mess."

CHICO FIREFIGHTERS THINK OUTSIDE THE BOX

With the number of fires on the rise and insufficient resources available, Chico firefighters are finding innovative and unprecedented ways to best protect their city. The six-station Chico Fire Department covers a 31-square mile area, responds to about 15,000 calls a year and the department currently operates only one truck—that's one truck for a jurisdiction with about 90,000 residents.

About four years ago, the Chico Fire Department suffered major budget cuts, forcing it to make some tough choices. Forced to eliminate either the engine or truck company at Station 1, firefighters elected to keep Chico's only truck, leaving just a truck company at the city's busiest station.

"Obviously we should have a fully staffed truck and engine downtown, but we definitely needed the truck," said Steve Harrison, President of City of Chico Firefighters Local 2734. "So we proposed something pretty much unheard of, but we stand behind it and our chiefs stand behind us."

Chico's truck is now fully staffed and fully equipped with everything the four-person truck company might need. When the truck company is first in, it has no water and must wait for an engine to arrive from another station. If it is safe to do so, they can perform a quick rescue while they are waiting, but the engines usually arrive

right away.

"So far this model has worked out," said Harrison. "The truck has a staff of four with extensive truck company training, eliminating any role confusion. We often already have guys on the roof by the time the engines arrive."

More recently, in June 2013, further budget cuts prompted another unique trade off. The fire chief suggested that the only way to implement these cuts was to close Station 3, which would have meant laying off firefighters and closing the airport. So, again Local 2734 pushed through a novel solution: Station 3 is now running only a one-person ARFF (Aircraft Rescue and Fire Fighting) rig to keep the airport open and protect all aircraft. If you don't already know, the ARFF vehicle can fight fire from the interior cab using joysticks.

"We understand that it can be dangerous to have one firefighter staffing this very complex machine," said Harrison. "For safety purposes, the one person at the airport can no longer fight structure fires and is not permitted to exit the cab of the ARFF rig."

City of Chico Firefighters Local 2734 is making the best of a bad situation. Local 2734 hopes these drastic changes are temporary, but will continue to adapt and provide the best possible fire protection to its citizens regardless of the circumstances. Currently awaiting the result of a SAFER grant that could re-staff two engines, hope could be on the horizon.

STRENGTH *in* NUMBERS

In January 2012, the Santa Cruz City and UC Santa Cruz fire departments began the process of merging into one department in a proactive effort to increase efficiency, fiscal responsibility and quality of service. According to an April 2013 feasibility study, the merger will save money for both departments and improve fire coverage and response times. Fully integrating the departments has proven complicated and difficult, but firefighters as well as city and university officials are optimistic that the merger is advantageous for both departments and will only get better moving forward.

"The merger should provide better coverage and improved service to both

the city and the university," said Josh Coleman, Secretary of Santa Cruz City Firefighters Local 1716. "Ultimately, we will have more personnel on an incident quicker. Once all the training and procedures are the same, our fire service will be much more efficient."

One year into the merger, the departments have consolidated at the management level but are still in the process of merging operationally. So although they share a single fire chief, UCSC's Chief Jeff Trapp, the departments still have separate unions, SOPs and MOU agreements. The next step, operational consolidation, has been much more challenging to implement.

The integration of policies and procedures across the two departments has proven substantially more difficult than with a traditional merger because the university operates under completely different policies than a municipality. Because the two jurisdictions are so different, one being a city and the other a university, developing a single set of SOPs has been a strenuous process, riddled with complexity. Similar problems have also arisen in drafting a contract to share personnel and equipment, as well as to develop standardized training.

Despite these challenges, operational integration has picked up steam in the last few months. As the city and university work on a legal agreement to finalize the merger, the departments have started to swap firefighters and learn to work together. Chief Trapp has even started requiring UCSC firefighters to work

off-campus, so they are forced to work in the city and learn the ropes.

"We want to get firefighters inter-mixed on each other's units. The next step is getting our guys on their rigs and their guys into our stations, getting trained on each other's equipment and station operations and eventually have the same set of SOPs," said Coleman.

A November memo from Chief Trapp to all Santa Cruz and UCSC personnel outlined a number of operational changes to be implemented on January 1, 2014.

"The merger will be firing on all cylinders on January 1st," said Coleman. "Operational integration has been gaining momentum over the last six months and, since receiving Chief Trapp's memo, I'm very confident that this will be successful. We hope to be under the same MOU within six months."



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.



HAYWARD FIREFIGHTERS ON FOREFRONT OF NEW EMS DELIVERY FRONTIER

Community paramedicine is a new and evolving form of community-based health care in which paramedics function outside their normal emergency transport and response roles to facilitate more efficient and appropriate use of time and resources. People are increasingly looking to community paramedicine to improve EMS care, including the federal government which aims to reduce costs by decreasing repeat hospital visits.

Organizations throughout the country are now trying out different models of community paramedicine. One such organization is the Hayward Fire Department. Along with Alameda City, Hayward was selected as one of only two departments in Northern California and eight in the entire state. The Hayward Fire Department hopes to launch its community paramedicine pilot program in October 2014.

Community paramedicine programs

are varied in nature and are typically designed to address specific local problems. These problems include overuse of the 911 system, the need for alternative means of managing patients who do not need to go to an emergency room, repeat visits to the emergency room and limited capacity for short-notice home visits.

In its three-year pilot study, Hayward has been tasked with addressing two major problems: mitigating follow up care from hospitals and reducing abuse of the 911 system. "The idea is to create an EMS delivery model that would allow us to reach people prior to activation of the 911 system," said Jason Livermore, President of Hayward Fire Fighters Local 1909. "There will be a PR piece to let people know how to contact the com-

munity paramedics, a way to flag frequent 911 abusers and a plan to provide effective follow-up care after discharge from the hospital."

With tight budgets across the state, it is important for the fire service to continue finding new ways to stretch its resources. "Firefighters are always being asked to do more with less and community paramedicine is a potential way for us to do just that. It is important for us to continue creating ways to help the public despite our limited resources," said Livermore. "The system will inevitably experience growing pains, but firefighters are resilient and have to adapt all the time. This has the potential to be part of the future of the fire service and we are excited to be involved."

LIVERMORE-PLEASANTON FIREFIGHTERS MOURN FALLEN BROTHER

It is with great sadness and deep regret that Livermore-Pleasanton Firefighters Local 1974 announces the passing of retired Livermore-Pleasanton Fire Captain Paul Chenkovich in the line of duty.

Paul started his fire service career with the U.S. Forest Service and spent 10 years at the El Dorado Hills Fire Department before joining the Livermore-Pleasanton Fire Department (LPFD) in 2000, eventually earning the rank of captain.

On November 5, 2013, Brother Chenkovich lost his three-year battle with occupational brain cancer, just eight months after he retired and was named Firefighter of the Year. Paul was 48 years old and leaves behind a wife and two children.

Paul was a highly respected member of the LPFD and Livermore-Pleasanton Firefighters Local 1974, including many years of service on the Local 1974 Executive Board. During his career, Paul worked tirelessly to improve firefighter and community safety through his work on the front lines and the various programs he was involved with.

A memorial with full honors was held on November 15, 2013 in his home town of Pleasanton, with the help and coordination of Local 1974, San Ramon Valley Firefighters Local 3546, El Dorado Hills

Fire Department and the CPF Pipes & Drums. Numerous other agencies also chipped in—with all LPFD stations closed, 10 other stations covered shifts for the Livermore-Pleasanton firefighters attending the service.

Nearly a thousand people, including local dignitaries, fire and law enforcement personnel, students from nearby schools and other members of the community, lined the route of a funeral procession that included apparatus from more than 10 fire agencies. "It was a moving experience to see the streets packed with people who came out to honor Paul," said Gregg Stanford, Vice-President of Local 1974.

"It was the first time we've had to put on a funeral service like this, but everything turned out really well," said Stanford. "We had no idea we'd receive the kind of support we did. It was truly amazing to see the whole community come together to pay their respects."

Donations for the Chenkovich family may be made through any Bank of America branch and donating to the Chenkovich Family Account, #164110012484. Donations and remembrances can also be mailed to: Livermore-Pleasanton Firefighters Foundation, Attn: Family of Paul Chenkovich, 4847 Hopyard Road, Suite 4 PMB 303, Pleasanton, CA 94588.

TURMOIL IN RUSSIAN RIVER

Recent turmoil within the Russian River Fire Protection District has awakened the public and put a spotlight on the actions of its fire board. After countless questionable dealings by members of the Russian River Fire Board, the public and Russian River & Bodega Bay Firefighters Local 3051 are taking action to fix their broken fire board.

Troubles hit a boiling point on August 5, 2013 with the sudden firing of popular Fire Chief Max Ming, less than two years into a seven-year contract to share a chief with the neighboring Forestville Fire Protection District. Ming's firing outraged firefighters and outspoken community members and, in response, they have launched a recall campaign to oust Board President Kevin O'Shea and Vice President Linda Payne.

"He was a firefighter's fire chief who supported both labor and management. He was extremely popular among firefighters and the public, and we were all frustrated and confused when he was suddenly dismissed," said Ryan Lantz, President of Local 3051.

Recall supporters maintain that board members have micro-managed the department and have taken a confrontational position against firefighters instead of constructively working through issues. According to Lantz, "the board is taking action when it shouldn't be. The board is primarily for appeals and most actions should go through the fire chief, but it seems like the board is trying to get involved with day-to-day operations of the firehouse."

In November, the board finally voted to reinstate Chief Ming, but the whole process has made the public all too aware of the problems on the board. "The recall has a good shot at being successful. Everyone we've talked to, including neighboring agencies, are very supportive," said Lantz. "After Chief Ming was dismissed we reached out to local media and launched a campaign to get the information out to the public. They took it and ran."

Local 3051 has been collecting signatures to get a recall on the ballot and has received an enormous amount of public support. They hope to hold the recall election by April 2014.



Michael Massone

CPF 5th District Vice President

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

5th

DISTRICT REPORT



PRESUMPTION LAW FOR FEDERAL FIREFIGHTERS: THE FIGHT CONTINUES

In 1982, California passed AB 3011, the nation's first public safety cancer presumption law with the support of CPF. Since then, 39 other states have followed suit and enacted firefighter presumption laws of their own. But federal firefighters, many of whom work in these states, have somehow been excluded from this important occupational protection.

Federal firefighters are regularly exposed to various chemicals, sustain industrial injuries, contract occupational diseases and endure job-related stress while protecting our national interests at military installations, nuclear facilities, VA hospitals and other federal facilities. Although numerous studies have found heart disease, lung disease, certain cancers, and other infectious diseases to be occupational hazards of firefighting,

federal firefighters are still required to pinpoint the precise incident or exposure that caused the illness before it can be considered job-related.

According to California Congresswoman Lois Capps (D-CD 24), current author of the Federal Firefighters Fairness Act (FFFA), "Our firefighters at the state, county and municipal levels get the 'benefit of the doubt' that their disabilities are connected to their exceptionally hard profession—a job that requires courage and clearly puts one at risk. However, most Americans would surely be surprised to find out that our federal firefighters don't have the same access to those disability benefits. This is a clear injustice."

First introduced in the United States Congress in 2001, as the result of a CPF Resolution adopted at the IAFF Convention, the FFFA seeks to extend the same

presumptions enjoyed by local and state agency firefighters in states throughout the country to their brothers and sisters employed by federal departments. Despite ample data proving the link between firefighting and cancer, and despite the numerous states that have already recognized that fact by enacting cancer presumption laws, Congress has yet to pass this common sense legislation. But, as firefighters always do, we continue to fight.

Fighting beside us since the beginning has been Representative Capps. She has always been a huge supporter of the bill—co-sponsoring the bill since arriving in Congress and becoming its co-lead author when it was re-introduced in 2005. Representative Capps started authoring the bill in 2007, and has re-introduced it every session since. She has also built bipartisan support around the bill, coordinating

with several Republican co-leads and co-sponsors. She is re-introducing the bill again in 2014 with the help of Republican co-lead Rep. Pat Meehan from Pennsylvania (R-CD 7).

"I authored the bipartisan Federal Firefighters Fairness Act to correct this unacceptable gap in benefits and support our federal firefighters," said Capps. "Together with my colleague Representative Meehan, we will work tirelessly to advance it at every opportunity until it becomes law." We commend Congresswoman Capps' efforts and will continue to stand with her to get this important law passed.

"I am proud to join with Representative Lois Capps as she fights to secure this long-overdue benefit for federal firefighters," said IAFF General President Harold Schaitberger. "Our nation's federal fire fighters hold some of the nation's most sensitive and dangerous jobs in the country protecting military installations, nuclear facilities and VA hospitals. The Federal Firefighters Fairness Act will ensure that these brave men and women receive the benefits and compensation they deserve."

NEW AND IMPROVED PYI PLAN

Almost 40 years ago, the CPF Insurance Trust created the Long Term Disability Insurance (Protect Your Income) Plan because members were having trouble finding affordable disability income protection coverage in the existing market. Such plans were geared toward the average working person, so prices were exorbitant and unaffordable because of the unique circumstances and risks that firefighters are exposed to.

The CPF Insurance Trust looked into the matter and decided to create a self-funded plan to provide this coverage to CPF members at an affordable price. This required a fair amount of risk to begin with, but the reserves have built up over time and the plan has proven itself sound.

Over the last 20 years, other players

have gotten involved in the market and concerns have arisen about the validity of those plans. CPF Members voiced concerns that competing self-insured plans didn't have sufficient reserves and worried that the CPF PYI Plan was also unsustainable. Although the CPF Insurance Trust has adequate reserves to fund the plan, the members of the Trust decided to pursue a way to address concerns about the self-insured aspect of the plan while maintaining its affordability.

In order to accomplish this goal, the Trust formed a new association with MetLife, one of the largest insurance companies in North America. Under this agreement, the CPF Insurance Trust will pay claims out of its reserve for the first two years of a claim and MetLife will underwrite the claims after that. So, although it is highly unlikely, if a claim

were to go on for 40 years, the underwriting agreement means that after two years MetLife would pay out the claim.

"To address the concerns of our members, we created this workable agreement with MetLife, enabling us to offer the same plan with added security but still with an affordable price," said Ken Bryant, Chair of the CPF Insurance Trust. "Because the plan does not rely solely on our own reserves, it gives members the comfort and security of knowing that their claims will always be paid."

Unlike other insurance companies, the CPF Insurance Trusts exists to help you. It is constantly adapting to meet the needs of our members and provide a top-notch product geared toward firefighters. For instance, even under the new agreement with MetLife, a member can appeal directly to the Insurance

Trust if there is a dispute over a claim. The Trust then reviews the claim/appeal, erring to the benefit of the member—something you will *not* get from another insurance company.

The Trust hopes to start making the plan available in January 2014. Any eligible member in good standing will be able to enroll during the open enrollment period, with no exclusion for preexisting conditions. Existing members will automatically be enrolled in the new plan, maintaining any coverage already in place with the addition of the new underwriting feature.

"We believe this new and improved PYI Plan is going to address any concerns about the self-insured aspect of the plan while allowing us to continue providing the best possible product to our members at an affordable price," said Bryant.



Mike Lopez

CPF 6th District Vice President

CPF District 6 represents CAL FIRE, Local 2881.

6th DISTRICT REPORT

The 48th Annual CDF Firefighters Local 2881 Convention was held in the second week of December in Sacramento, California.

The extraordinary changes that have taken place over the past half century are evident by the passage of a convention resolution to change the name of the association.

The same organization that began as the California Department of Forestry Employees Association (CDFEA), and evolved into CDF Firefighters Local 2881, will now be known as CAL FIRE Local 2881.

The resolution states that, when appropriate, we will also be known as CAL FIRE Firefighters.

The convention also saw the election of Tim Edwards from the Riverside Chapter as the new Rank and File Representative.

Representation from the IAFF began at the top with General President Harold Schaitberger delivering a stirring speech on the opening day of the convention.

The topic was the continuing inequity of the federal government's involvement in the battling of wildland fires and the handling of almost 33 million acres of federal land in California.

Schaitberger wisely said that the federal government needs to move their policy from that of being only green to also being red.

The prioritization of firefighting goes beyond politics to the bold reality of how eleven of the greatest fires in California have taken place in the last twelve years.

The budget for federal firefighting was barely over a billion dollars and the actual expenditures fell far below even that amount.

CPF President Lou Paulson also delivered a passionate speech that highlighted for everyone at the convention the importance of all firefighters standing together.

The safety and social challenges of privatization serve as a grim risk for communities that believe that firefighting can be done cheaply.

All of us, respecting the jurisdictional boundaries of firefighters and understanding the importance of solidarity, can take a leadership role in providing high-level, professional safety response to all of our communities in California.

FAREWELLS

Ken Hale, who served just two months shy of ten years as the Rank and File Representative for CAL FIRE Local 2881, retired not only from the union, but from



Photo by Jeff Zimmerman

34 years of service with the department.

Hale was a fiery protector of the wages, benefits and conditions of our members. He loved being a firefighter and was respected for his work in the field.

Additionally, Ken was also willing to sacrifice an enormous amount of time with his family and his profession in order to protect the firefighters who admired him and continued to elect him to his post.

Tom McConnell stepped down from the board.

Tom was a helicopter pilot during the Vietnam War and he brought unflappability to his profession and to the discussions in the boardroom with his peers.

We would be hard-pressed to find a more popular member of our association than Tom. His calm, gentle approach to difficult issues made him a source of

believability.

He will be missed.

Thirty-three years ago, under the presidency of Ray Snodgrass, CAL FIRE Local 2881 became affiliated with the CPF.

Now, after more than three decades, Ray Snodgrass has retired from his leadership positions within our union.

He was a firefighter who was twice awarded the Firefighter of the Year Award in his local community and at the same time, served our association not only as president, but as the chief deputy director with the department.

Ray has a memory for detail and a hard grasp of firefighter and labor history that cannot be matched.

There were tears shed at the convention as Ray walked away from the podium for the last time.

ISSUES AROUND

Fire seasons are getting longer.

Some will blame the long fire season on global warming and others will say it is part of a weather pattern that includes draught conditions.

Whatever the truth, our firefighters are confronting more devastating fires over an extended period of time.

This year we will continue discussions on appropriate staffing.

Perhaps more importantly, we will have discourse on whether or not the traditional fire season still reflects the true conditions of what our firefighters are now confronting on a yearly basis.

CAL FIRE Local 2881 appreciates the opportunity to work with our brothers and sisters within CPF.



Dave Gillotte CPF 7th District Vice President

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

7th DISTRICT REPORT

IT'S ALL OVER, IT'S ALL GOOD, STAND DOWN...EVERYTHING IS COOL!

As my children would say to me, “Right...” as they roll their eyes. Although we have been quite fortunate to have weathered the storms better than other labor unions and our membership has fought hard to protect, maintain and in some ways progress our wages, hours and working conditions, the fact is that the attacks affecting us are FAR FAR FAR from being over.



2013 AT A GLANCE

Let us take a quick look back and then look forward to end our year. We ended 2012 with a historic victory to protect our voices in defeating Prop. 32. Not a second too soon either, because we went right into battling draconian pension reforms. We were able to at least get a seat at the table and ended up with PEPRRA, which will require years to undo but will let our members live to fight another day. We then saw workers' compensation reforms in which we again had a seat at the table and were able to protect our members.

We have all had to bargain and help with statewide elections and political action efforts, as well as deal with operations and membership issues including the numerous deaths and injuries that seem to plague us all. Our legislative efforts have had highs and lows but have once again been nothing but spectacular, especially given the hostile economic environment. Kudos to all CPF members statewide, be you from a large union or a small union and department. Thank you to all CPF staff and support members; it is our collective power and strength that keeps us protected.

NEGOTIATIONS

In Los Angeles County this year, we negotiated a salary contract extension that put 6% salary into our members' pockets over 15 months with no takeaways and no other changes. After four years of extensions that held everything in place at a time when most departments were suffering salary and staffing reductions, we are quite fortunate that we were able to hold

our line and even advance it a bit.

We bargained for the salary boost to take effect at the beginning of 2013 and we closed out 2013 with fringe benefits bargaining that will result in increases of 7.2% each year for 2 years (total of 14.4%) in medical premium contributions and increases to our deferred compensation match program.

We also had to deal with retiree medical health care costs and, like pensions, we worked to offset the unfunded liabilities and established a retiree medical trust that is completely union-run with mechanisms to keep up with the out-of-control medical costs projected into the future. We will be administering this trust along with our labor partners in a coalition of 18 county unions.

POLITICAL ACTION

We also ran two cycles of political action in numerous city council elections that required the coordination of labor, time, money, boots and phones. I am proud to report that we won big in most cities, with an overall win average of 88% in June. In the general election, we repeated that same success in the critical fee for service contract cities we represent. Thank you to our members who showed up in force and got it done!

At the state level, we are proud to have been part of all cluster interviews and coordinated efforts to elect candidates for Assembly and Senate seats. It was clear that all races in the state were closer than expected due to national healthcare, decreasing democratic vote counts and low voter turnout. Highlighted for us was the

critical AD 52 win for Freddie Rodriguez who narrowly defeated Republican Leon, and Matt Dababneh winning the AD 45 race by 329 votes against Republican Susan Shelly. This is more evidence that we cannot just sit back and relax. Those votes will be critical for legislation like AB 1373, our death benefits legislation that was vetoed this year and will be taken up again next legislative session.

WE SHALL NEVER FORGET

Prescott Arizona, the Granite Mountain Hotshots and Kevin Woyjeck, son of LA County Fire Captain Joe Woyjeck; Sean Bayer, John Vincent, Jan Chate-lain, Rick Mc Clung and Recruit 31, Jesus Ontiveros. Jesus found out he had terminal cancer just a month and a half into the drill tower and died six weeks later, leaving behind his wife Maricela and unborn baby. Sophia Grace Ontiveros is here with us now, healthy and an example that “Life Goes On.” Another young, active duty brother just passed from cancer in December—Brother John Mazzocco. May they all rest in peace.

A former union warrior from the 1950's through the 1990's for Local 1014 and our Health Trust, Herb Schisler also died from cancer. He served with Al Whitehead back in the day and established and maintained our Health Trust which has gone on to provide for members and their families, including the Ontiveros family....talk about full circle. While we grieve and mourn, we also celebrate the lives of our brothers and sisters “We Shall Never Forget.”

WHERE ARE WE GOING?

In conclusion, the 7th District would like to wish everyone a safe and prosperous new year with a reminder that as we take time to enjoy the fruits of our labors, we must remember that THE FIGHT IS NOT OVER.

Prepare your leadership and your members for what's to come and realize it may never be over. This is the reality for us, simply a way of life to protect our members and our profession. We have more pension reform and retiree medical reform initiatives around the corner, along with 2014 national and state elections that will have a lasting effect on votes for years to come. Local 1014 has two Board of Supervisors elections that will likely run us into the millions, at the same time protecting our vote count with five of the most powerful elected officials in the nation. In an effort to court the continued support of the people, we will be entering into labor-management alliances in IAFF LMIs to protect, fund and advance our EMS and fire service operations as well as our funding and grants, organizational culture and image to the public we serve.

We look forward to a tough, but productive, year in 2014 and will see you at Convention in May – we're proud to host at Universal City!

P.S. If you are going to drink or text, then don't drive.... Stop, get a room, get a ride, get a designated driver. Just do it! You won't regret the decision.



Frank Lima

CPF 8th District Vice President

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



CPF's 8th District, UFLAC Local 112, has seen its fair share of ups and downs this quarter. We have certainly stayed busy since my last report. I am proud to report that Eric Garcetti, Mayor of Los Angeles, recently replaced four of our five fire commissioners and terminated the Independent Assessor. The past five years have been devastating for our department. We have been cut to the bone and simply cannot allow any further cuts that jeopardize firefighter and public safety. It is crucial for the department to have leaders that will push for meaningful reforms, bolstered resources and increased staffing levels to improve public safety in our city. Replacing 80% of former Mayor Villaraigosa's fire commission with new blood is a great start and a sign that Mayor Garcetti and his appointees have a sincere desire to understand our issues. UFLAC has already publicly thanked Mayor Garcetti for making these much-needed changes.

Mayor Garcetti also replaced Fire Chief Brian Cummings. This is excellent news for not only Local 112, but for the safety of the citizens of Los Angeles, as Cummings was a constant advocate for deeper cuts and the decimation of the LAFD. Cummings will be replaced by Interim Chief James Featherstone, who is enthusiastically welcomed by UFLAC Local 112. Featherstone has never been a fire chief and as a former member of the UFLAC executive board, we believe him to be one of the first chiefs in the history of the LAFD to truly understand the integrity and importance of the collective bargaining process. We support the selection of James Featherstone and we look forward to serving as a partner in continuing to reform the department and restore our status as a premier firefighting and paramedic agency.

On his third day in office, UFLAC was honored to host Chief Featherstone and Assistant Chief Ronnie Villanueva at the Firefighter Cancer Support Network's 6th Annual Gala Dinner and Fundraiser on November 3, 2013 in Universal City. This was a wonderful opportunity to share our mutual concerns regarding critical issues like high cancer rates among firefighters and the various medical risks our members face every day. UFLAC is proud to be an original sponsor of the Firefighter Cancer Support Network, a 501(c)(3) charitable foundation organized to provide timely assistance and support to fire service members and their families in the event of cancer diagnosis and to educate the fire service about cancer awareness, prevention, early detection and treatment options. We know that firefighters are being affected by cancer at an alarming rate and UFLAC is proud to do our part in supporting our brothers and sisters affected by cancer.

On the election front, we experienced success in several state special elections for legislators in the Los Angeles area. Two of our representatives on the California State Legislature vacated their seats after being elected to the Los Angeles City Council with our endorsement. UFLAC endorsed Matt Dababneh for the Assembly seat vacated by Bob Blumenfeld and Holly



Members of UFLAC Local 112 and CPF come together to support Sebastian Ridley-Thomas for the California State Assembly.

Mitchell for the Senate seat vacated by Curren Price. We were successful in helping elect both Dababneh and Mitchell, as well as Sebastian Ridley-Thomas to back fill the Assembly seat vacated by Holly Mitchell.

We have also been successful in using CFFJAC funds to improve our department's training equipment. Working together with LAFD management, we've spent hundreds of thousands of dollars on burn containers, a drill tower, academy upgrades, new technology, pumping manifolds and more.

Unfortunately, not all aspects of our training are on the upswing.

You can have all the equipment in the world, but it doesn't mean much if you're not using it for regular training. Training provided by the department, specifically the Emergency Services Bureau, has been severely cut to the point that it is almost non-existent. For instance, as a result of cuts the LAFD suffered years ago, we no longer hold our annual high rise training, division evaluations or driving rodeos like we did in years past.

The problem was highlighted a few months ago when a couple of our firefighters were burned in a high rise fire and another firefighter fell through a roof in a district where a truck company had been permanently eliminated. We are operating on a dangerous formula: starting years back by decimating the field and our inspectors with massive cuts and significantly reducing (if not eliminating) most department-wide training has recently led to a considerably higher rate of injuries, significant burns and very close calls for our firefighters.

I'd also like to commend the members of the over 40

fire and EMS units that responded to the deadly shooting at LAX in November, which left one brave TSA officer dead and several others wounded. The massive and effective LAFD response to the shooting serves as another reminder of both the excellence of our first responders and of the rapidly changing—and increasingly hazardous—nature of modern urban emergency response. The officers and staff of UFLAC join all of you in keeping the deceased and injured and their families in our thoughts and prayers. Although under sad circumstances, the citizens of our city can again be thankful for the faithful and courageous service of their firefighters.

On a lighter note, we recently held our annual Christmas party at the Local 112 Union Hall. This year's party was a huge success, with our fire chief, fire commissioners, city council offices, mayor's office, assembly members, senators, past UFLAC lifetime members and many other friends in attendance.

Currently, we are getting ready for the next round of MOU contract negotiations. Our contract expires at the end of June 2014, so negotiations will begin soon. It has been a lot of work, but UFLAC is heading in the right direction. I am proud to serve as the UFLAC Local 112 President, the 8th District Vice-President for CPF, an Executive Board member for the Los Angeles County Federation of Labor AFL-CIO and a sitting principal member of the national NFFA 1710 committee, to name a few. With the help of my executive board, we will continue fighting to keep our members safe and secure in 2014 and beyond.



LABOR-MANAGEMENT COME TOGETHER FOR THE **12TH BIENNIAL CFFJAC CONFERENCE**



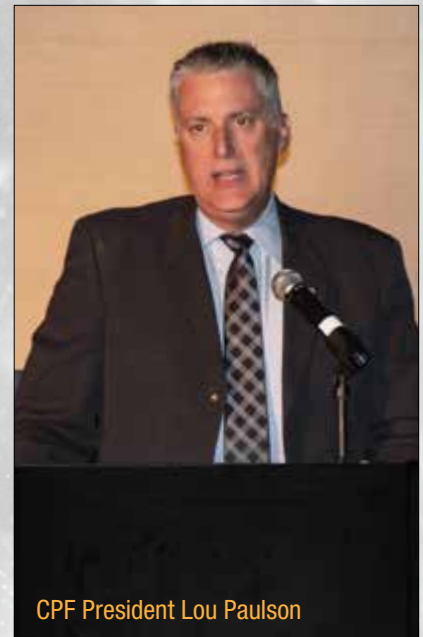
CFFJAC Chair Daniel A. Terry



CFFJAC Program Director Yvonne de la Peña addresses the general session



CFFJAC's TCM Committee stands to be recognized



CPF President Lou Paulson



State Fire Marshal Tonya Hoover



Long-time IAFF Health and Safety Director Rich Duffy is recognized for his years of dedication to the fire service



Motivational Speaker Brad Montgomery

Photos by Debbie George

For over three decades, the California Fire Fighter Joint Apprenticeship Committee (CFFJAC) has been a leader in apprenticeship, training and recruitment for the fire service and has set professional standards for firefighters throughout the state. Co-sponsored by California Professional Firefighters and the Office of the State Fire Marshal, the CFFJAC is the nation's model labor-management firefighter training partnership.

This fall, the CFFJAC continued advancing its mission and communicating its view for the future at its 12th Biennial Conference, November 5-7, 2013 in Cathedral City, California. Nearly 300 fire chiefs, labor presidents, training officers and Sub-JAC members

participated in the conference – all united in the CFFJAC's ongoing mission to create excellence in the fire service.

"The CFFJAC conference focuses on building a better fire service in tough times," noted CPF President Lou Paulson. "The conference also offers an opportunity to forge the critical labor-management collaboration that is so vital to our profession."

Attendees from both management and labor got the chance to come together, setting aside rank, to turn the challenges of the present into opportunities for the future. This year's conference featured workshops on issues ranging from responding to violent incidents and managing risk to building support and using social media to engage the public.

Featured speakers included an entertaining presentation from Brad Montgomery, a motivational speaker who talked about how to use humor in the workplace and how to cultivate happiness in such a stressful profession. Participants also heard updates on the CFFJAC's programs and a discussion of the state of California's emergency response system from Mark S. Ghilarducci, Director of the California Governor's Office of Emergency Services (Cal OES).

Another highlight of the conference was the presentation of the "Partnership for Success" award to the San Diego Fire-Rescue Department and San Diego City Firefighters Local 145. The award is presented at every CFFJAC conference to honor departments that demonstrate a

special commitment to the labor-management partnership at the heart of the CFFJAC's mission.

Attendees ultimately gained insight and useful tools to help them in their profession and learn more about the CFFJAC program. Finally, the conference featured the CFFJAC's signature golf tournament, silent auction and dinner reception, benefiting the California Fire Foundation.

"I'm thrilled to see labor and management come together in such numbers, to collaborate on issues that are important to all of us in the fire service," said CFFJAC Chair Dan Terry. "It is a tribute to the commitment of all in our profession to the mission that has driven the CFFJAC's long history of success – creating excellence in the fire service."

Frank De Clercq, President of San Diego City Fire Fighters Local 145, and Javier Mainar, Fire Chief of the San Diego Fire-Rescue Department, accept the 2013 Partnership for Success Award at the 12th Biennial CFFJAC Conference.



Photo by Debbie George

PARTNERSHIP *for* SUCCESS

In 2001, CFFJAC created the Partnership for Success Award to recognize fire departments and local unions that demonstrate a strong commitment to working together to provide the training and education needed to ensure firefighter safety and effectiveness on the front lines.

This year, at its 12th Biennial Conference, the CFFJAC was proud to honor the San Diego Fire-Rescue Department and San Diego City Firefighters Local 145 with the 2013 Partnership for Success Award.

A united effort between labor and management is the driving force behind

the success of the CFFJAC. Likewise, in the face of stressful budget times, the San Diego Fire-Rescue Department and San Diego City Firefighters Local 145 have maintained a steadfast commitment to collaboration on firefighter training, cooperating to enhance existing training programs and promote firefighter safety.

The San Diego Fire-Rescue Department employs over 900 personnel and protects 331 square miles, including 17 miles of coastline. Each year, the department responds to over 130,000 calls. A participant in the CFFJAC program for over 22 years, the San Diego Fire-Rescue Department currently employs

91 CFFJAC Apprentices.

San Diego Firefighters Local 145 proudly represents the men and women of the San Diego Fire-Rescue Department, who serve a population of more than 1.3 million. An early advocate of apprenticeship, Local 145 has been an active partner in apprenticeship training by providing the highest level of emergency/rescue services, hazard prevention and safety education to ensure the protection of life, property and the environment.

Together, the San Diego Fire-Rescue Department and Local 145 have demonstrated an enduring commitment to the CFFJAC's labor-management model

on every level, in good times and bad. For their dedication to the integrity of our profession and the protection of the people they serve, the CFFJAC was proud to recognize the San Diego Fire-Rescue Department and San Diego City Firefighters Local 145 as the 2013 Partnership for Success award recipients.



WATCH
CPF Firevision:
Partnership for
Success

FIREFIGHTERS: RECEIVE COLLEGE CREDITS FOR YOUR TRAINING FROM KAPLAN UNIVERSITY

Now is the time to invest in your future! The California Fire Fighter Joint Apprenticeship Committee (CFFJAC) and California Professional Firefighters (CPF) have joined Kaplan University to offer special opportunities for California firefighters to save time and money on tuition as they earn their college degree online.

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

Through the CFFJAC's unique partnership with Kaplan, CFFJAC journey certificates may translate into college units. Examples of certificates Kaplan University has approved for college credit include:

- Fire Fighter = 10 units
- Fire Fighter II = 10 units

- Fire Engineer = 5 units
- Fire Inspector = 15 units
- Fire Department Training Officer = 21 units
- Hazardous Materials Response Technician = 5 units

To receive credit, the CFFJAC must submit your Certificate of Journey Completion to Kaplan. To request credit, scan the QR code at right or visit cffjac.org. Click the link on the right that reads "Earn College Credit" and complete the form. You will receive an email confirmation when the certificate has been submitted to Kaplan for review.

In addition to this opportunity for CFFJAC participants, Kaplan has a number of special benefits available for CPF members:

- **Undergraduate Tuition Savings:** Receive a 33 percent tuition reduction on Fire Science and Emergency Management degree programs.
- **The Support You Need:** Attend classes with your

fellow firefighters, a model that has proven to be effective. CPF members will also receive a free transcript/certificate evaluation.

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