



Washington State
Council of Fire Fighters

WASHINGTON PROFESSIONAL **Fire Fighter**

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WINTER 2018



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Cover: L452 Vacouver Firefighters opt in

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When Life Gives You Lemons...

The Supreme Court of the United States (SCOTUS) threw organized labor a lemon in June by rendering a decision in favor of Mark Janus (Janus v. AFSCME) and making right-to-work the law of the land for public safety employees. Many of our Washington State Council of Fire Fighters (WSCFF) local leaders who had long anticipated this unquestionably bad decision chose to see it as a challenge, rather than a defeat. They took a proactive approach: starting hard conversations long before the ruling was issued; educating members about the decision; and, most importantly, engaging members one on one about the value of belonging to our union. The good news is, we are still #UnionStrong, and, in many cases, we are conducting our business better than ever.



Dennis Lawson
WSCFF President

Many of you reaffirmed your union membership by signing an Opt-In form. These forms, though not required by law, certainly gave our local leaders a reason to meet with you and discuss why we need to be union members and how we, as union members, are part of the fabric of the greater labor movement. The response to this approach has been outstanding, and we will continue to look at ways to communicate. Our local leaders have been tasked to continue to provide information and examples of what your union has done for you and about the benefits of being associated with the WSCFF and the IAFF. If you still have questions, please ask!

Feedback suggests that our IAFF union membership remains higher than most others in the public sector. I believe our station atmosphere and the closeness of our crews allows for good, honest, and open conversations between our members and the elected union officers across our state. Some of the other unions have not fared as well. This has been and will continue to be a concern as we move forward. Attacks on other labor groups will

ultimately have an impact on how we progress in the future.

With the recent confirmation of Supreme Court Justice Brett Kavanaugh, we can expect those who oppose labor will continue their attacks, and the Supreme Court will hear more of their anti-union cases. Engaged and educated union leaders will be critical to our success in fighting back. Our proactive approach and the continuing education of your union officers has and will make a difference. I urge you to support your local leaders' attendance at various conferences and educational gatherings that will prepare them for our next battle.

For those who have yet to reaffirm your membership or for those who doubt what the union has done for you and your family, I suggest you revisit your current labor agreement. This exercise can be done by yourself, with your family, or with your co-workers at the station. Start on the first page of your contract and begin to identify the articles that provide a benefit to you or your family. When you find these benefits, think about who made the initial proposal; and if you believe



L3825 Thurston Professional Firefighters are union by choice!

the union made the proposal, do you believe that the employer would have provided the benefit without it being pursued by the union? This should really bring to your attention all the benefits you and your family enjoy and the role the union had in securing them.

At the state level, we have worked since our inception in 1939 to provide a means to better protect our members and their families. The state legislature has a direct impact on many of our benefits that we, at times, may take for granted. Our pension, the ability to collectively bargain with our employers, the workplace safety rules (including the provisions that provide presumptive coverage related to occupational exposures), and now our PTSD language have all been either created or protected by union leaders.

There are many other benefits to being union not listed in your contract and afforded to you because of your membership with the IAFF and the WSCFF. The key word “membership” means just that. I enjoy going to the YMCA; and I assure you that if I elected not to pay my monthly dues, they would no longer allow me the benefits of being a member. This may

seem simple, but for those who choose to “opt-out,” the benefits outside of the collective bargaining agreement will not be extended to you or your family. We are a union, where membership matters!

There is no question that this most recent decision was not in our best interest, but we took the lemons we were handed and have done our best to make lemonade.

Stay Positive - Stay Union!



UNION BY CHOICE OPT-IN FORM



I, _____, elect to **OPT-IN** and become a **Union Member by Choice**. It is my decision, as an American, to freely associate with a union and I'm choosing to be part of the International Association of Fire Fighters Local _____, and its affiliates.

By means of this voluntary decision, I recognize the advantages of being a member and participating in matters beneficial to me, my family, our profession, and the community I serve. As a member I receive all rights of union membership, including the right to have a voice and a vote about contract matters, including those areas pertaining to wages, hours, and conditions of employment, and other decisions made by this local. I further receive the right to vote for officers of this union.

I make this authorization knowing there is a cost for representation, collective bargaining, and other activities my union undertakes on behalf of me and my family.

As a member, I am entitled to the benefits of our collective bargaining agreement and all other benefits that my union and its affiliates offer.

Effective immediately, I hereby authorize the deduction of union dues as outlined in the local's Constitution and Bylaws, which are democratically controlled by the members and followed by the elected leaders of the union. The amount that is to be withdrawn will be transmitted to the union.

Signature

Date

Principle Union Officer

Date

Department Representative

Date

CC: Union Member
 Local Union
 Employer





Ricky Walsh
IAFF 7th District
Vice President

Sisters and Brothers,
Greetings from the office of the Magnificent 7th District! I hope you all enjoyed an adventure-filled summer. Many of you spent Fall days doorbelling and sign waving, helping to get out the vote for candidates who support our issues and will work to secure funding for fire and EMS services. Thank you!

New Locals

Let me assure you the District Field Service Representatives (DFSRs), state representatives and I have been working diligently on your behalf. Summer saw us organizing the unorganized, and we welcome new affiliates into our family of Labor. They are L5168, Sitka, Alaska; L5172, Klickitat County EMS; L5177, Clallam County Fire District 2; and L5180, Kittitas County Fire District #7. They're excited to be part of this collective effort, and we are pleased to have them join the fight.

Educational Opportunities

The 7th District office continues to work collaboratively with state associations to provide educational opportunities for our members. Planning is underway for our April 16 – 18, 2019, IAFF-WSCFF Jointly-Sponsored Educational Seminar in Spokane. The agenda will include classes for members with all levels of experience.

The 2019 schedule also includes the 7th District New Member Conference, FIREOPS 101, mini-educational seminars, benevolent events, mini-Communications Training Academy and a Fall IAFF Partnership Education Program (PEP) in Boise, Idaho.

You can find a complete list of events on the calendar at www.iaff7thdistrict.org. Please consult the calendar now and talk to your local leadership so your local can budget appropriately.

Executive Leadership Series

It gives me great pleasure to report that Class One of the IAFF 7th District Executive Leadership Series (ELS) has completed six of eight trainings and will graduate in April 2019. At graduation, these individuals will have completed 170 hours of class time and spent many hours sharing information and experiences outside of the classroom. I hope to put their skills to work as the foundation of 7th District state service representation. The ELS Class Two application period will open in the Fall of 2019 with classes starting in April 2020. Please talk to Class One members if you think this program might be a good fit for you. It involves a commitment of time and resources from you and your local and promises great personal growth that will benefit all members of this Magnificent 7th District and the IAFF.

Right to Work

Janus v. AFSCME has had a negligible effect on our membership in the 7th District. We anticipated a few would opt out, and they have. I believe this district was well positioned to minimize opt-outs because we collectively took a proactive approach. We built a right-to-work toolbox, prepared our affiliate leadership for tough conversations, and worked to get opt-in forms signed by our members. Thank you for believing in our collective strength. If your local needs opt-in forms, they are available on page 5 of this magazine

in a generic form that you can customize on the WSCFF website, or the 7th District website. Get on it!

Mergers

Please remember that if your local is considering merging with other departments or locals, whether by choice or by government action, you must complete a 7th District Inter-Local Agreement (ILA). This process provides a smooth and fair transition for all involved parties. The ILA addresses items such as rank structure, probation, and dovetailing of seniority at a minimum if departments are merging or taken over by anti-union tactics. If it is the merging of locals, we will address the above and shape the local governing policies and elected positions. This is a must, to keep the “big dog from devouring the little dog” or to keep the local having advantage from “taking advantage of the party that is disadvantaged.” I believe in this so strongly that I will assign a state rep to facilitate the agreement for ratification by the local memberships.

Benevolent Fund

The bi-annual district gala, held in August, was a success, and the 7th District Benevolent Fund is in good shape! Watch for the scholarship program announcement in December on www.iaff7thdistrict.org. The Fund will soon host a raffle for a grand prize – a 107 cubic inch custom chopper with a 7th District theme. Tickets will be \$50, with a total of 350 for sale. You must be a 7th District member to purchase a ticket. Proceeds will benefit both the 7th District Benevolent Fund and the Friedrichs Ataxia (FA) Foundation.

Solidarity

I'd like to close this 7th District message with a discussion about solidarity and the meaning of the phrase “all for one and one for all.” As union members, we either believe in and practice these things or we don't. I ask all of us to think about this before we are faced with an opportunity to sacrifice for others.

While we pay our dues, attend union meetings, give funds to worthy causes and even walk the picket lines with other workers, I submit to you those things are

easy. It is just a little money and a little time. What I really want to know is, are you ready to make a real sacrifice for the benefit of another who is experiencing hardship through no fault of their own?

Since last I wrote to you, I have seen locals and their members who have gone the extra mile and made personal sacrifices for the benefit of others, and locals and their members who have not. The latter claim to be good union members and good locals. If they keep having union meetings, giving a little money and time here and there, they can be called good. The locals and members who made real sacrifice for others at their time of vulnerability and need...they are great locals and great members! This office gives thanks to you on behalf of the Magnificent 7th District and the IAFF for your courage and strength to do the right thing. So, Sisters and Brothers, are you ready to make personal sacrifice for others in need, off duty, in our hallowed halls of Labor? Think about it.

Until next time. . .stay safe and be kind!



EXECUTIVE LEADERSHIP SERIES 2018



EXECUTIVE LEADERSHIP SERIES (ELS) CLASS ONE

Robert Glorioso, L106, Bellingham/Whatcom; Greg Straub, L452, Vancouver; Paul Stueve, L726, Pierce County; Chris Mortensen, L1433, Pasco; Matt Ready, L1461, Burien; Ryan Reese, L1805, Clark County 6; Tim Hoover, L1828, South County; Chris Ross, L2903, Lacey; Dean Shelton, L3219, Marysville; Reece Williams, L3427, Skagit County Paramedics; Jeff Wainwright, L3711, Spokane County 8; Greg Womack, L149, Boise; Tim Parker, L1773, Lewiston; Justin Mack, L1264, Anchorage; Paul Miranda, L1264, Anchorage

IAFF 7th District Executive Leadership Series: Learning from the Past, Preparing for the Future

“I’m really fortunate to be reaping the rewards of the work done by so many for so long. I know that I have an obligation to these leaders, my friends, to continue their work, continue their efforts and the mission of this WSCFF and IAFF. I felt a responsibility to become educated and do the best I can to learn decades worth of wisdom and knowledge so that when the time is right, I can execute the important work they have done for years.”

Chris Mortensen L1433, Pasco

“I applied to the ELS program for two reasons, to further my leadership knowledge, and to network with other up-and-coming leaders from the 7th District. It has been a fantastic opportunity, and I encourage others to apply.”

Greg Womack, L149, Boise

“I signed up for the year-long class because I wanted to challenge myself. . . improve my skillset in labor relations and assist not only my home local but those around us. I’d strongly recommend this class. The content and instructors have been outstanding. . . you’re not getting this atmosphere at any other IAFF conference or symposium. We all have our peers or mentors we turn to when we’re dealing with issues in our home locals, but I’ll leave this class after a year with a strong bond with a broader network of leaders to pull from.”

Paul Stueve, L726, Pierce County

Convention Action Provides Support for New Programs and Current Operations

In the Spring issue, I reported on the benefits and programs the WSCFF provides to you, our members. These include short- and long-term disability and life insurance, the Northwest Firefighter Trust (NWFFT), the Medical Expense Reimbursement Plan (MERP), Professional Firefighter Special License Plates, the WSCFF Benevolent Fund, the WSCFF Burn Foundation, American Income Life Insurance benefits, Personal Injury-Illness-Exposure Reporting System (PIIERS), Firefighter Action Support Team Political Action Committee (FAST PAC) and the Washington Chapter of The Firefighter Cancer Support Network (FCSN). All these programs and benefits have been created and supported over the last 30 years by your executive board or through convention action. In addition, the WSCFF represents you every day in Olympia on issues including pension stability and funding, Labor and Industry issues (including disability and safety standards) Wildland Deployment and Operations, Department of Health issues that affect your EMT and Paramedic licenses, and a myriad of other issues in the political arena.



**Greg Markley, WSCFF
Secretary-Treasurer**

The annual WSCFF agenda and business plan are determined at convention. The executive board – comprised of the president, secretary/treasurer and 11 district representatives – supported by our legislative liaisons, and overseen by our trustees – is responsible for carrying out convention mandates. We create standing committees from our membership across the state to develop business plans and strategies to address pertinent issues. There are currently five standing committees, including Wildfire and Mobilization, Health and Safety, EMS, Public Relations and Legislative. In addition, many of our members are assigned to boards and commissions related to fire and EMS activities within Washington State.

The WSCFF convention starts on the fourth Tuesday of June and runs for three consecutive days, or until business is complete. The 2019 convention, our 80th, will be held in Renton on June 18-20, 2019. Our 2018 convention was held in Kennewick and was the most well-attended ever. Convention actions drive the yearly budget of the WSCFF. We addressed 26 resolutions in 2018. When all was said and done, we set a per capita dues rate of \$24.14, effective September 1, 2018. The increase, \$3.40 over last year, is the largest in the history of the WSCFF. By convention action, we significantly changed the way we fund three programs, and this drove the rate increase.

Resolution 18-06, “Financial Support of the WSCFF Burn Foundation,” resulted in a monthly per capita increase of \$1.77. The WSCFF Burn Foundation is a separate, stand-alone organization, governed by a board comprised of WSCFF members. For more than 30 years, the Burn Foundation has supported burn camps, visited young burn victims at Harborview, provided educational programs and

temporary housing for the families of our members in need when in Seattle area hospitals, and funded burn research. The convention delegation decided it was time we contributed, through our dues structure, to fund the primary programs for the foundation. This work was previously funded through voluntary contributions, and it was difficult for the foundation to create a reliable budget each year. For more information visit www.wscffburn.org.

The second per capita increase was created by Resolution 18-11, "Pass Through of Per Capita dues of \$1.00 Per Month to the Washington State Labor Council AFL- CIO." The Washington State Labor Council (WSLC) works on behalf of all working men and women across this state to provide legislative advocacy, political action, workforce development, communications and organization of union workers. Through Resolution 18-11, local dues for the WSLC are collected and paid, so that every WSCFF local now belongs to the WSLC.

The final resolution that was significant to the budget was 18-24, "Financial Support of the Washington Chapter of the Firefighter Cancer Support Network." This resolution had a cost impact of \$0.61 per month to cover the FCSN's annual budget. This important group is comprised of our members working to support us and our family members diagnosed with cancer or other significant diseases. The WSCFF budget had a line item for this group, and that was rolled into the per capita impact moving forward.

All three of these resolutions are going to great causes we have supported at some level in the past. As you can see, these resolutions alone accounted for \$3.38 of our \$3.40 increase in per capita. With

Partnership with Peru



For twenty years, the WSCFF has worked with the Peruvian government and the Consulate for Peru in Seattle to provide badly-needed surplus bunker gear, equipment and apparatus to the all-volunteer fire service in Peru.

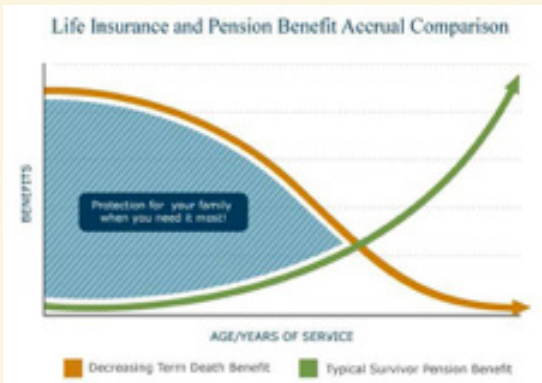
To recognize this partnership, a fire station in Trujillo, Peru, was named the "Washington State Station" 15 years ago. In April 2018, we filled and sent a 20-foot shipping container with donated gear.

We are currently collecting gear for a shipment in April 2019. If your department can help, or if you have any questions, please contact WSCFF Secretary/Treasurer Greg Markley at greg@wscff.org, or call the WSCFF office at 800-572-5762.



WSCFF President Dennis Lawson and Dave Lamb, L828 unload 50 sets of turnout gear bound for Peru.

NCPERS Public Employee Financial Protection Plan



Fighters' (LEOFF) Plan 2 Retirement System is pleased to offer and EXTEND the annual open enrollment for a unique life insurance offering designed specifically for public employees.

Through December 31, 2018, active members can enroll in the National Conference on Public Employee Retirement Systems (NCPERS) Public Employee Financial Protection Plan. Designed as a supplement to your retirement benefits, the plan currently insures more than 100,000 public employee retirement system members nationwide and has never experienced an increase in premiums. Visit www.ncpersfamilyprotection.com to learn more and enroll.

- Benefit starts out higher when your family's needs are greater
- Benefit decreases with age and as you build up your pension
- Flat \$17 premium never increases, regardless of age
- Benefit is paid to your beneficiary if something happens to you
- Provides financial protection for your loved ones through all stages of life
- No medical underwriting—coverage is guaranteed
- Accidental, spouse and child death benefits are automatically included – also with no medical questions asked
- 24/7 accident coverage on or off the job
- Benefit as much as \$325,000, depending on your age
- Coverage can continue into retirement

our increase in per capita-paying members over the last year, we were able to sustain our permanent funding of one additional support staff and fund our ongoing PR plan with a very small increase (\$0.02) over last year's budget. You can find links to the WSCFF Burn Foundation, the WSLC, the Washington Chapter of the FCSN and the resolutions passed at the 2018 convention at www.wscff.org.

As I stated earlier, our budget is determined and approved by convention action every year, which then sets our monthly per capita. Our trustees conduct yearly reviews of all financial transactions of our organization. An audit is conducted every two years by an independent CPA firm as directed by past convention action. Your WSCFF leadership is committed to giving you our very best efforts to represent you in all the arenas.

As always, if you have any questions or comments, please reach out to me at greg@wscff.org.

2018 Midterms and More

As long as politicians are involved in making decisions affecting fire fighters, we have to be involved in politics. The WSCFF has a long history of supporting candidates who support issues that matter to our members. The resources expended this year yielded excellent results. Here's an overview from our perspective.

All of the incumbents we endorsed at the national level were easily re-elected: Senator Maria Cantwell and U.S. Representatives Suzan DeBene, Rick Larsen, Derek Kilmer, Pramila Jayapal, Adam Smith, and Denny Heck. In the hotly contested race for Washington's 8th Congressional District, hard work by many of our locals and endorsements from the IAFF and the WSCFF helped to secure a victory for Dr. Kim Schrier.

In the state legislature, Washington Democrats picked up seats in both the Senate and the House. The WSCFF endorses candidates, regardless of party affiliation, who have shown support for our issues, and a number of WSCFF-endorsed Republicans were re-elected. And historically, Democratic committee chairs have been more favorable to our issues; so we see increased Democratic margins in both houses as a favorable development. In the Senate, Democrats won 27 seats and Republicans won 19, with several races still too close to call at the time of publication. In the House, Democrats expanded their majority, winning 53 seats to the Republicans 35, and 10 seats still undecided. WSCFF member Representative Dan Griffey (R), L2394, was re-elected and WSCFF member Kevin Van De Wege (D), L2394, continues to serve in the Senate and will be up for reelection in two years.

In addition to these races, a number of WSCFF locals worked on ballot issues related to budget measures around the state.

In East Pierce County, voters to have approved a General Bond obligation to replace badly outdated fire stations and upgrade equipment by 60.25%. The Bond measure requires a 60-percent majority to succeed.

Kittitas Valley saw success on a levy lift to continue to fund daily operations. One of our newest locals, 5180 Upper Kittitas Professional Firefighters, waged a hard-fought battle, with support from IAFF members around the state. Unfortunately, the Fire Levy Lift for Kittitas County Fire District 7 to maintain operations and provide funding for nine professional fire fighters hired through a SAFER grant, failed to pass.

Kitsap and Clallam County passed levy lifts. North Pacific EMS District No. 1 secured funding for ambulance and emergency medical services. Klickitat County continued funding for advanced life support services. Voters in Snohomish County passed a measure to update depleted 911 radio infrastructure.

For a look at some of the advertisements and materials locals used to campaign, visit the politics and legislation section of WSCFF.org.

Did you know the IAFF has resources to help your local campaign effectively? For more information on printed and electronic resources or on attending the political training academy, contact IAFF 7th District VP Ricky Walsh.

2019 Legislative Session

Building on Success

The WSCFF had a robust agenda for last year's legislative session, and several key bills we supported passed. Among those bills were: SB6213-allowing firefighters to claim post-traumatic stress disorder as an on-the-job illness from multiple exposures; SB6413-reducing the use of toxic chemicals in firefighting foam and bunker gear; and HB2627-fundamentally changing the way EMS levies are put on the ballot. We will build on this foundation of success in 2019 to advance legislation that will augment PTSD coverage, expand presumptive disease coverage, and fund the LEOFF Benefit Improvement Account.



AJ Johnson,
Legislative Liaison

SB6213 is a notable improvement for members who experience PTSD, and it needs fine tuning. Existing laws and rules of the Workers Compensation system allow the employer complete access to medical

records related to any injury or illness when an on-the-job claim is made. Such access is unlikely to interfere with the treatment of a knee or shoulder injury – access to confidential medical records and counseling notes for PTSD treatment can. We are working with Labor and Industries and the Legislature to maintain the confidentiality of counseling notes.



WSCFF Members Meet with Representative Norm Johnson at Legislative Conference

WSCFF 2019 Legislative Conference

For registration info, visit wscff.org

Hotel RL by Red Lion
2300 Evergreen Parkway
Olympia, WA 98502

Tuesday, January 29 – Wednesday, January 30, 2019

January 29

9:00 am – 12:00 Noon	Legislative Briefing
12:00 Noon	Lunch
Lobby	1:30 – 5:00 pm
Dinner	5:30 – 6:30 pm
Reception	6:30 – 9:00 pm

January 30

Full day to lobby

Occupational exposure to cancer-causing toxins, carcinogens, and diesel exhaust is the leading cause of death among firefighters. Washington's presumptive disease law helps some of our members suffering from work-related illness. Studies show firefighters are contracting five additional cancers at a much higher rate than the general public:

- Mesothelioma 2.29
- Stomach cancer 1.58
- Non-melanoma skin cancer 1.52
- Breast cancer in women 1.45
- Cervical cancer 5.25

Women are an underrepresented population within the fire service, making it difficult to obtain a large study sample, and breast cancer in female firefighters is diagnosed 1.45 times, and cervical cancer at a shocking 5.25 times the rate of the general population. All five of the above diseases are proven to be work-related and need to be covered under the worker’s compensation system.

In 2008, with bipartisan support, the legislature passed SB 6573 to create the LEOFF Plan 2 Benefit Improvement Account. This legislation created and provided terms for funding a future benefit improvement for LEOFF 2 members. Contributions to the benefit improvement account are triggered when general state revenues increase by more than five percent from the previous biennium. The legislature has failed to meet its responsibility in making the mandated payments. In 2019, the WSCFF will work with the Governor, Senate and House to rectify this shortcoming and ensure that the State meets its obligation to Washington’s firefighters and law enforcement officers.

The 2019 Legislative Session will convene on January 14 and is scheduled to run 105 days. A new, two-year budget will be established, and thousands of policy bills will be considered. The WSCFF Legislative Conference will be held on January 29 and 30. The WSCFF Legislative Team is already working hard to prepare for the session and achieve our fiscal and policy goals. Active participation by our members makes a significant difference in our ability to advance WSCFF-supported legislation. We encourage you to attend the Legislative Conference, or to come to Olympia during the session to work with our legislative team.

Meet Your WSCFF Legislative Team!



Dennis Lawson
WSCFF President



Greg Markley
WSCFF
Secretary-Treasurer



Dean Shelton
WSCFF
Vice-President



AJ Johnson
Legislative Liaison
(LI828, South
Snohomish County)



Bud Sizemore
Legislative Liaison
(LI747, Puget
Sound, retired)



Nich Gullickson
Session Lobbyist
(L2024, South
King)

The WSCFF Legislative team includes President Dennis Lawson, Secretary/Treasurer Greg Markley, Vice President Dean Shelton, Legislative Liaisons AJ Johnson (LI828, South Snohomish County); Bud Sizemore, (LI747, Puget Sound, retired); and Session Lobbyist Nich Gullickson (L2024, South King). Johnson has served in local leadership, completed the IAFF Political Training Academy (PTA) and served as WSCFF session intern in 2018. We welcome back Bud Sizemore who served as WSCFF legislative liaison from 2003 – 2012. He is also a graduate of PTA, served four years on the Covington City Council, serves

as chair of the Washington State Gambling Commission, and previously worked as a lobbyist for the Washington Council of Police and Sheriffs (WACOPS). If you have questions, please don’t hesitate to call AJ, Bud, or Nich at the WSCFF office 360-943-3030, or by email leg@wscff.org.



FAST PAC

Give a Little, Earn a Lot

The WSCFF's Firefighter Action Support Team Political Action Committee (FAST PAC) was established to allow WSCFF members to make personal, voluntary donations for political action in Washington State. Contributions can be made from payroll deductions through your employer, checking, savings accounts, or credit and debit cards. FAST PAC funds are used to educate and help elect public officials who will stand with us in the fight for better wages, benefits, and working conditions and who will fight to protect our pensions.

FAST PAC is not partisan. Contributions are made to republicans and democrats—statewide and locally—who support issues that matter to professional firefighters and EMS personnel.

"I give to FAST PAC because I can't be down at the State legislature every day arguing for why it's important that lawmakers make decisions that protect or improve upon the work of Washington State firefighters. My WSCFF works on my behalf, and my contribution is just one way I ensure my brother and sister firefighters and I are heard in this state," says Matt Lowery L3520, East Pierce Professional Firefighters.

Working men and women are under attack by big corporations and billionaires seeking to put profits over people, pay less, cut back on health and safety protections, and take away our freedom to join together in unions. We must stand together to fight back. FAST PAC is one way to do this. If you are one of the more than 2,000 WSCFF members who contribute, thank you! If you've been giving at the same level for some time, we hope you might consider an increase to your monthly donation.

"As someone who contributes to FAST PAC every month, I encourage all members to fill out the form found on the WSCFF website or ask your local leadership for one at your next union meeting," says Nich Gullickson, L2024, South King. "Whether we like it or not, politics do matter, and elections do have consequences. Remember this one last thing when contemplating a donation: if you're not at the table, you're on the menu. FAST PAC gives our members a seat at the table."

The Power of Solidarity

This was a year that many of us in labor could never have predicted. We survived the *Friedrichs v. California Teachers Association* Supreme Court decision in 2016 only to be faced with *Janus v. AFSCME* in 2018. But those looking to destroy unions clearly underestimated our resolve. Teacher walkouts and strikes hit states throughout the country: West Virginia, Arizona, Colorado, North Carolina, Oklahoma, and, finally, Washington. Teachers in a record number of our school districts walked picket lines in August and September. And many of our members took to the streets to support them.



Dean Shelton
WSCFF Vice-
President

At the heart of Washington's teacher strikes was \$2 billion the state legislature set aside for teacher and staff salaries because of a ten-year-long lawsuit known as the McCleary case. Washington's Supreme Court found that the legislature had been unconstitutionally underfunding the public-school system for years. As they bargained new contracts or contract extensions, many school districts did not adequately adjust compensation to reflect the \$2 billion budget.



L451 Centralia supporting local teachers

"At the core, labor unions (we) are working men and women, unified as one force.

Despite any personal differences that may exist between us, we have banded together to protect and improve the lives of workers.

We rise up together for the greater good.
We defend one another like family."

Sue Carney (American Postal Workers Union)

Educators from Bellingham to Vancouver were joined by local firefighters as they tenaciously fought for fair wages. Our members marched, protested, wrote letters, and testified in front of school boards all over the state. Our participation in these communities helped the teachers succeed. More importantly, it showed the importance of unionism, the power of solidarity, and that recent Supreme Court rulings did little to reduce the strength of unions. These fights were truly life-changing and historical for those directly involved, and for so many of us who joined forces with our brothers and sisters in education.

In more than 20 years of union activity, I have never seen this magnitude of involvement by our WSCFF members.

Washington Professional Fire Fighter

Our local affiliates found ways to engage themselves and support this movement, big or small, urban or rural. In some areas, the protests were short lived, other areas were not so lucky - through it all, the teachers never wavered, and in the end, they succeeded.

I was proud to watch the actions of our members in person and on social media throughout the walkouts and strikes. I witnessed leaders emerge. And with every passing day, those leaders became more confident and determined. One such individual was School Counselor Regina Brown, wife of Jim Brown, L468, Olympia. Regina didn't enter education to become a union activist, and her undying resolve to support her members and teachers throughout the state was inspirational.

When we stand together, we all stand to win. We made a difference. Unionism is alive and growing within our membership. In this instance, we stood with our family members, our friends, and our neighbors in their fight for what we all desire - dignity, fairness and equity. As our country continues to see anti-worker legislation and attacks, these kinds of actions will reinforce what has always been the strength of a union - our members.

Recently, the WSCFF EMS committee was contacted by numerous locals whose administrations had proposed a new, single role employee. This trend started earlier this year and has continued. The committee took its time, thoroughly researched the issue, and presented its findings to the WSCFF Executive Board. As a result, this statement was adopted as the formal position on the issue from the WSCFF. If you have questions or concerns, please contact members of the committee at ems@wscff.org, we are here to assist you.



Mike Westland
4th District
Representative

WSCFF Position Statement:

Single Role, EMS Only Employees

The Washington State Council of Fire fighters (WSCFF) and, more specifically, the WSCFF EMS Standing Committee has become aware that departments across the state are evaluating the idea of hiring single role, EMS-only employees. We are also aware of a few departments that have already hired these employees.

The intent of this statement is to establish the WSCFF's position on the issue of single role, EMS-only employees. It is the position of the WSCFF that hiring single role, EMS-only employees jeopardizes the wages, hours, and working conditions our members currently enjoy. Because of this, we do not believe our locals should be allowing these types of employees to be hired. The WSCFF recognizes that we do have single-role locals, such as King County Medic One. This statement is not directed to them.

Over the years, the IAFF and its locals have worked hard to portray our members as "all hazards responders." An all-hazards approach to 911 calls results in a dynamic system that can easily adapt to the type of call at hand. It is our opinion that single role, EMS-only responders is a step backwards and puts an all-hazards response system in jeopardy, and also devalues the work currently being done by WSCFF members.

Another significant concern of the WSCFF is that having single role, EMS-only makes our EMS system much more vulnerable to privatization. One of the main charters of the WSCFF is to protect and promote union jobs. As such, we are opposed to any position or system that puts union jobs at risk. The introduction of single role, EMS-only positions presents an increased risk to some or all of a local's work being transitioned to a private provider.

Wages are another major concern of the WSCFF. The departments who are proposing hiring single-role employees are proposing to pay them significantly less than our all-hazards brothers and sisters. Given that the vast majority of member responses are EMS-related, single role, EMS-only responders may end up performing 85-90% of a department's work for only 60-70% of an all-hazards member's wages. It is not hard to imagine how such a scenario has the potential to drive down wages for all our membership.

We all know it takes a significant number of firefighters to handle first alarm fires, and even more for multiple alarm fires. If our members are not providing an all-hazards response, how are we going to justify having the proper number of firefighters on hand to mitigate major emergencies? We have repeatedly witnessed the difficult decisions that our members must make when arriving at fires with response complements that are too small.

Lastly, we believe in learning from history so that we do not repeat it. The Boeing Company provides a local example of an organization that introduced a tiered employee system. Their employees were stalwarts of the middle class in Washington, with good wages, great benefits, and job security. The introduction of Tier 2 and then Tier 3 employees had a tangible, negative impact on wages, benefits, pensions, and even job security. Having multiple tiers of employees doing the same body of work only serves to drive down wages and threaten job security for all.

We ask that if your administration is considering hiring single-role, EMS-only employees you consider the points made above and hold the line on the body of work that is currently yours to keep. If you find yourself in a situation where you must consider these types of employees, please contact one of the members of the WSCFF's EMS Standing Committee. We can be of help with model contract language that can help protect your wages, hours, and conditions of employment that those before you fought so hard to secure.

Do we have your email address?

The WSCFF sends the monthly Council Connection newsletter to all members by email. We also need an email on file in order for you to logon and access the PIIERS program. Please log on to WSCFF.org to see if your information is correct. If you can't log on, contact the office and provide a current email address. Thank you!

The attacks on organized labor continued incessantly during 2018. And, despite some success in the midterm elections, we expect them to continue. We face challenges daily in politics and legislation that make it difficult to maintain a strong union. The enemy is actively attempting to “cherry pick” members out of our ranks by feeding them lies about what union membership means. We know that the best way to defend ourselves against these attacks is a well-informed and active membership. To that end, the Public Relations Committee has focused on internal communication this year.



Bill Mack
8th District
Representative

I'm pleased to report that the retooling of the new member orientation program, “Power Through Participation,” is nearly finished. A total of eight short videos has been completed. These videos cover topics ranging from Political Action to Retirement and will be embedded in a presentation that can be customized by local leaders for use with the new member orientation program. They can also be used at union meetings to allow locals to include membership education each month. These materials will be available on the WSCFF website, www.wscff.org, which we are also updating and redesigning. To introduce local leaders to the new orientation, we are planning a series of workshops in late February and March, 2019. A final workshop will be held at our Jointly-Sponsored IAFF-WSCFF Educational Seminar in Spokane, April 16-18, 2019.

In order to strengthen our internal communications, we plan to undertake a membership survey in the coming months. Watch for more information about all these activities on the WSCFF website and in your Council Connection.

Power Through Participation Workshop Dates and Locations

February 25, 2019 - Lynwood

March 4, 2019 - Olympia

March 20, 2019 - Tri-Cities

April 16-18, 2019 - Spokane

Solidarity, Brotherhood, Sisterhood

What do these words mean to you?

As professional firefighters, we often hear the words brotherhood, sisterhood, and solidarity. These words pop up frequently in our conversations - perhaps without a great deal of thought about what they represent. I'd like to explore the meanings of these terms from a union perspective, and I hope to spark some personal reflection and discussion among you and your union brothers and sisters.



Mike Westland
4th District
Representative

We all like to proclaim we are part of a brother/sisterhood, and from time to time there are high-profile events or instances of an individual needing help where we step up and demonstrate what our brotherhood is about. That is the easy part.

Belonging to this great IAFF and WSCFF comes with a responsibility to do right by our brothers and sisters even when it is inconvenient or uncomfortable. What kind of personal sacrifice are you willing to make to improve the situation for your sisters and brothers in this union?

I have been to a handful of line-of-duty-death (LODD) services this year. At every one, there were a couple of hundred firefighters in attendance. And I ask, with more than 8,000 WSCFF members in this state, can we only muster a few hundred? How about when a member is sick or injured: do you take time to call them and see how they are? Are you willing to donate sick leave or money to them? Do you work shifts for your union leaders, so they have time to do the work on your behalf, even though it means perhaps missing out on an overtime shift?

"Every moment is an organizing opportunity, every person a potential activist, every minute a chance to change the world."

*Dolores Huerta; UFW
(Labor leader, civil rights activist)*

How about on a larger scale? Is your local willing to do what is right and make what might be an unpopular decision in order to take care of fellow union members in need? What if a local fell on hard times, and its members found themselves without an employer or jobs?

Consider these members may be 20-year veterans, with mortgages, car payments or kids in school. What kind of sacrifices would your local make in order to make sure our brothers and sisters were well taken care of? This is the very essence of what being a union member is about. We should first and foremost be concerned with the well-being of others.

I have been involved in this great union for many years, and I see something that concerns me--the attitude that "I have mine, so everything's good." I've seen this attitude from commissioners, fire chiefs, even firefighters. You have yours because we are standing on the shoulders of those who came before us. Just like we are preparing the way for those who will come after us. So, the question is, how are you going to step up

and be a difference-maker? We know what happens when we have one another's back at a fire scene...it is time to put those same values to work in our union lives as well. The expression from the American Revolution "united we stand, divided we fall" applies to the work we do daily to keep our union and our union values strong.

As union members, our strength comes from our numbers, from standing together for a common cause, willing to make personal sacrifices so that our union brothers or sisters can see some sort of gain - be it in wages, conditions of employment or otherwise. Our ability to bargain our conditions of employment is directly related to the fortitude of the membership to stand together as one.

With the recent Janus v. AFSCME decision, the concept of all brothers and sisters "acting as one" is more important than ever. When I speak of union members, I do not mean as only IAFF members - I include the broader context of labor in general. This summer I had the honor to speak at a rally for striking teachers. I was humbled by what they were willing to endure to secure a better future for all. I was struck by the sheer number of teachers present - more than 2,000. They had better than 99% participation on the picket lines. They endured threats from their employers and tactics designed to break the strike. Through it all, they stood as one. Because of the solidarity they showed, they succeeded. Before Janus, many were very concerned about the WEA, and how many teachers might opt out of their union. I'm happy to report that Janus has had very little effect, and they are standing strong and walking the talk. We should all look to them as an example of the best the labor movement has to offer.

When you think of the quality of life the labor movement has provided for us, remember that the labor movement is a lot of individual members united in solidarity around leveling playing fields and removing roadblocks on the way to the American Dream.

What can you do? How can you be a difference-maker on and off the job? We will become that difference-maker when we fully realize "we all do better when we all do better."

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Locals 404, 469, 876, 1052, 1296, 1433, 1892, 1919, 2052,
2299, 2328, 2916, 3542, 3701, 3711, 4203, 4333, 4362, 4418,
4514, 4965, 5033, F-304, and I-24



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44, and 46

Locals 453, 656, 1760, 1828, 1984, 2032, 2459,
2694, 2781, 2933, 3315, 3482, 3811, 3835,
4197, 4446, and 4816

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Legislative Districts 2, 23, 25, 26, 28, 29, 30, 31, 35,
and 38

Locals 437, 726, 1488, 2394, 2819, 2876, 3152, 3390,
3520, 3817, 3829, 3876, 4034, 4440, 4459, F-282 and
F-283



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Legislative Districts 2, 14, 17, 18, 19, 20,
22, 24, 35, and 49

Locals 315, 451, 452, 468, 828, 1805, 1862,
2109, 2409, 2444, 2510, 2639, 2776, 2903,
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4075, 4156, 4258, 4378, 4447, 4574, and 4863

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Legislative Districts 25, 27, 28, and 29

Local 31



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Legislative Districts 1, 5, 11, 33, 34, 36,
37, 41, 43, 45, 46, 47, and 48

Locals 864, 1604, 1762, 2099, 2545, 2829,
2898, and 3740

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Legislative Districts 5, 11, 13, 30, 31, 33, 34,
37, 41, 45, 47, and 48

Locals 1352, 1758, 2595, 2878, 3062, 3186,
3931, and 4880



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Legislative Districts 2, 11, 21, 27, 30, 33, 34,
37, 38, and 47

Locals 1257, 1461, 1747, 1810, 2024, 2088,
2919, 4189, and I-66

Dean Shelton, Vice President,
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Legislative Districts 10, 21, 38, 39,
40, 42, and 44

Locals 46, 106, 1537, 1983, 2597,
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4033, 4111, 4118, 4299, and 4504



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43, and 46

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