



Washington State  
Council of Fire Fighters

# the COUNCIL CONNECTION

Official Publication of the Washington State Council of Firefighters  
WSCFF & provided to WSCFF Members

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## **Washington State Fallen Firefighters Memorial Service**

**June 3<sup>rd</sup>, 2018, 1:00PM**  
**Washington State Capitol Rotunda ~ Olympia,**

Port of Seattle Fire Department Firefighter Gilbert Smith Jr. November 30 <sup>th</sup> , 2015	Seattle Fire Department Captain Craig Aman March 14 <sup>th</sup> , 2017
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Lynden Fire Department Fire Chief Robert Spinner July 14 <sup>th</sup> , 2107	Yakima Fire Department Captain Robert Barton December 25 <sup>th</sup> , 2017
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**Honoring their Sacrifice ~ Upholding Our Traditions**



For Additional Information, Please Contact:  
Pat Ellis at [pellis@pugetsoundfire.org](mailto:pellis@pugetsoundfire.org) 253-856-5826

Thank you to all who joined together at the State Capitol Campus in Olympia on Sunday, June 3, for the Washington State Fallen Firefighter Memorial to honor those who lost their lives in the line of duty.



Members of the IAFF 7th District Motorcycle Group spent several days before the event picking up and escorting the Memorial Ribbons from the departments our fallen brothers worked for to the capitol campus.

Thank you to all who came out in support of our fallen brothers and their families.

## WSCFF 79th ANNUAL CONVENTION JUNE 26 - 28, 2018



Washington State  
Council of Fire Fighters

Three Rivers Convention Center

Kennewick, Washington



Hosted by IAFF Locals 1052 Richland; 1296 Kennewick; 1433 Pasco; 4362 Benton County #1; 4965 Tri-County Fire Fighters; and I-24 Hanford.

Visit [wscff.org](http://wscff.org) for more information.



*~ Meeting Announcement ~*

## **WSCFF 4<sup>th</sup> District Pre-Convention Meeting**

**Tuesday, June 12, 2018**

**10:00 a.m. – Noon**

**Pierce County Fire Fighters, Local 726 Union Building**

**427 North Meridian**

**Puyallup, Washington 98373**

**Agenda:**

**Early Resolutions**

**2018/2019 WSCFF Budget**

**Convention Committee Assignments**

Please have a representative from your local in attendance.

The information that will be presented is very important and will be useful during the WSCFF Convention.

~RSVP to Mike Westland

WSCFF 4th District Representative~

253-355-0863 or [backcountryski@comcast.net](mailto:backcountryski@comcast.net)

**IAFF 7th District**

**SAVE THE DATE**

**October 29-30, 2018**



## **PARTNERSHIP EDUCATION PROGRAM**

**Building Your Union Skills**

**Highly Interactive Workshops**

**Networking Opportunities**

**BOISE CENTRE • 850 W FRONT STREET, BOISE, ID 83702**

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

(202) 824-1533 • [education@iaff.org](mailto:education@iaff.org)

## WSCFF SCHOLARSHIP PROGRAM

We congratulate the accomplished students who were awarded a **2018 WSCFF Benevolent Fund Scholarship!**

Each winner demonstrated outstanding scholastic achievement, community service and a written essay.

In the essay, applicants were asked to discuss:

“What role should organized union labor play in politics and why?”. We received so many truly amazing essays by very talented high schoolers! We deliberated long and hard.

**Congratulations to our awesome prize-winners!**

(see winners on page 5)

Member **Tony Mace** from Local 2597 Snohomish County Airport is a proud dad of his son, **Josiah Mace**. Josiah is a recipient of the 2018 WSCFF Benevolent Fund Scholarship. He is a senior at Granite Falls High School and is planning to study engineering.

Good luck in your future endeavors Josiah!

Thank you [@WSCFF\\_UNION](#) [@DJLAWSON](#) for this. I'm proud of my kid and his hard work, and proud to be a Union Firefighter. He will use it to go to the [@UW](#) where he's already been accepted. Every bit helps us working class parents. [#UnionStrong](#) [#Firefighters](#) [#hardworkpaysoff](#)

Dear Josiah,

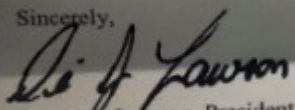
Congratulations! You have been awarded a \$1,000.00 scholarship for your college education from the Washington State Council of Fire Fighters Benevolent Fund. We had an impressive group of applicants and are excited to be able to provide these scholarships.

It is our pleasure to give you this award to help you further your education. Please send us (via mail, fax, or email) the enclosed scholarship acceptance and proof of your enrollment by July 10, 2018, so that we may send the scholarship money to your school on your behalf. An electronic version will be emailed upon request.

Your scholarship check will be mailed directly to your school by August 10, 2018. If you have any questions regarding this award, please contact Helen Kramer in our office at 800-572-5762 or [helen@wscff.org](mailto:helen@wscff.org).

Once again, we congratulate you and wish you all the best with your studies and endeavors.

Sincerely,

  
Dennis O. Lawson, President  
WSCFF Benevolent Fund

Enclosure

[opeiu8/aflcio/hck](#)

Enjoy this essay written by **Bethany Hermann**, daughter of Local 468 Olympia member **Russell Hermann**. Bethany, one of our talented scholarship recipients, is a student at Olympia High School and is planning to study Music and Psychology at Whitman College in Walla Walla. The prompt for the essay was "What role should organized union labor play in politics and why?." For a complete list of Scholarship Winners, see the next page or visit the Benevolent Fund page of our website, [www.wscff.org/](http://www.wscff.org/).

When I was in elementary school, my dad would come into my classrooms to talk about fire safety. I recall being filled with a sense of pride as I watched my peers fight over who got to try on Firefighter Russell's bunker gear or ring the bell. I truly believe that each and every one of us considered my dad to be a real-life superhero. While his stories were exciting, there was really only one thing my dad wanted us kids to take away: "firefighters are your friends." No matter the situation, firefighters are always there to help you, and that was all we needed to know.

But who helps the firefighters? Who protects the ones we count on to protect us? That is the job of the Union. By writing political legislation and advocating for the rights and needs of firefighters and their families, the Union is an integral piece of our public safety that often we do not see. The Union commits to helping the firefighters so the firefighters can commit to helping the people. Firefighters subject themselves to many job-related physical dangers, such as traumatic injury from building fires or automobile accidents, and cardiac arrest or strokes from overexertion and a high-stress work environment. These obvious dangers require the protective benefits that come from a labor union that will fight for them.

Growing up as the daughter of a firefighter, I knew my dad's job was dangerous. But if he came home safe the next day I thought everything was okay. However, a dangerous undercurrent has become blatantly clear in my life during the past couple months. This past Christmas morning, my dad was called into overtime to fill-in at the Lacey Fire Department (he works for Olympia). He was not told the reason why he was needed so urgently but he responded anyway. When my dad returned later that evening, his mood had changed. He was quiet and chose not to share the reason for his absence with the rest of our extended family. When we returned home, he explained to me that one of the Lacey firefighters had passed away. I was shocked to hear that she had taken her own life. I was even more shocked to find out that she was the wife of my current Spanish teacher at Olympia High School, Heather Murphy.

Hearing others speak about Crystal Murphy, she was someone who was constantly laughing and ready to offer help or emotional support to others. No one would have guessed that she suffered from PTSD. The truth is that all firefighters are subjected to traumatic events and accidents that cause mental harm. My dad is not one to talk about calls that he has experienced at work on his days off, but there are some days when he is quiet and reserved and I can tell that a particular call is weighing more heavily on him than most. The Amtrak train derailment that occurred last December 18th is one of those calls. I know that accident mentally and emotionally impacted my dad, Crystal Murphy, and many other firefighters. The lasting impact of high-stress calls is an emerging issue that is invisible to the public eye but deserves to be addressed.

Currently, Crystal's wife, Heather and their two young children cannot collect death benefits for Crystal's death because suicide as a result of PTSD is not considered a "line of duty death." This is why the Union is currently fighting to pass a bill that will provide industrial insurance coverage for stress-caused mental disorders and disabilities of members of the law enforcement officers' and firefighters' retirement system.(1) Unions are needed to lobby and pass legislation so firefighters can continue to commit themselves to the safety of the public, while also ensuring that their families and themselves are protected if the worst were to happen.

As new research emerges in the field of mental health, the discipline I am choosing to pursue in college, I have confidence that the Union will maintain their forward-thinking efforts and continue to fight for the physical and mental protection of our firefighters and their families.

<b>Local</b>	<b>Local Name</b>	<b>WSCFF Member</b>	<b>Scholarship Winner</b>
0027	Seattle	Vance Anderson	<b>Haley Anderson</b>
0027	Seattle	Dallas Baker	<b>Kensey Baker</b>
0027	Seattle	Ben Kirk	<b>Josie Kirk</b>
0027	Seattle	Earl St. Clair	<b>Kalie St. Clair</b>
0029	Spokane	Jason Reser	<b>Johnny Reser</b>
0031	Tacoma	Shon Carpenter	<b>Alyssa Carpenter</b>
0031	Tacoma	Rick Heseltine	<b>Matthew Heseltine</b>
0031	Tacoma	Michael Oberstar	<b>Adam Oberstar</b>
0031	Tacoma	Craig Pfander, re-tired	<b>Allison Pfander</b>
0031	Tacoma	Brad Wesenberg	<b>Spencer Wesenberg</b>
0031	Tacoma .	Ryan Farstad	<b>Allyson Farstad</b>
0046	Everett	Dave Rich	<b>Tyler Rick</b>
0451	Centralia	Casey McCarthy	<b>Jillian McCarthy</b>
0451	Centralia	Casey McCarthy	<b>Shay McCarthy</b>
0452	Vancouver	Pete Adams	<b>Taylor Adams</b>
0452	Vancouver	Brian Davin	<b>Gabrielle Davin</b>
0452	Vancouver	Andy Hoey	<b>Andrea Davi</b>
0452	Vancouver	Jeremy Pfaff	<b>Madison Pfaff</b>
0468	Olympia	Russell Hermann	<b>Bethany Hermann</b>
0468	Olympia	Jim Brown	<b>Isabella Brown</b>
0469	Yakima	Christopher Manion	<b>Allison Manion</b>
0469	Yakima	Marcus Hudson	<b>Emma Hudson</b>
0726	Pierce Co.	Terry Brown	<b>Hadley Brown</b>
0828	Longview	Scott Pospichal	<b>Tyler Pospichal</b>
1296	Kennewick	Ed Martineau	<b>Ali Martineau</b>
1352	Valley	Rick Olson	<b>Caitlyn Olson</b>
1352	VRFA	Dave Larberg	<b>Samantha Larberg</b>
1352	VRFA	Kevin Nold	<b>Emily Nold</b>
1604	Bellevue	Paul Hyatt	<b>Mia Hyatt</b>
1747	Kent	Richard Knight	<b>Austin Knight</b>
1828	South Co.	Jonathan Robinson	<b>Jonathan Robinson</b>
1828	South Co. Union FFs	Steve Varden	<b>Claire Spadoni-Varden</b>
2024	South King	Eric Kiphart	<b>Hunter Kiphart</b>
2024	South King	Dan Borg	<b>Claire Borg</b>
2024	South King	Tanya Holland	<b>Audun Holland-Goon</b>
2099	North Sound	Paul Peteson	<b>Ashley Peterson</b>
2595	King Co.	April Dehuff	<b>Seneca Dehuff</b>
2597	Snohomish Co. Airport	Tony Mace	<b>Josiah Mace</b>
2639	Aberdeen	Rich Malizia	<b>Morgan Malizia</b>
2639	Aberdeen	Chad Mittleider	<b>Kaydee Mittleider</b>
2781	Snohomish	Troy Smith	<b>Holly Smith</b>
2781	Snohomish Co.	Christian DiMonda	<b>Isabelle DiMonda</b>
2829	Redmond	Peter Conway	<b>Meghan Conway</b>
2829	Redmond	Mike Goudzwaard	<b>Jacob Goudzwaard</b>
2829	Redmond	Dan Hager	<b>Elise Hager</b>
2829	Redmond	Chris Mezzzone	<b>Michael Mezzzone</b>
2829	Redmond	Todd Short	<b>Ashley Short</b>
2878	Eastside	Summer Parkinson	<b>Kai Parkinson</b>
2878	Eastside .	Danny Evanger	<b>Bennett Evanger</b>
2916	Spokane Co. # 9, 10	Jack Cates	<b>Riley Cates</b>
2933	Clallam Co.	Peter Craig, retired	<b>Mathew Craig</b>
3219	Marysville	Rick Jesus	<b>Emerson Jesus</b>
3219	Marysville	Kevin Johnson	<b>Payton Johnson</b>
3219	Marysville	Mirco Piazzai	<b>Nadia Piazza</b>
3811	Jefferson Co.	Ben Andrews, retired	<b>Aaron Andres-Kinch</b>
3828	Cowlitz 2	Bradley Yoder	<b>Braden Yoder</b>
4033	Camano Island	Erich Schweiger	<b>Ava Schweiger</b>
F-282	Puget Sound Fed.	Bradley Page	<b>Aiden Page</b>
F-283	Lewis-McChord	Donald Staley	<b>Evan Staley</b>

# SAFETY BULLETIN

## Please Post in Stations

### # 2018- 001 SCBA, COMPRESSORS, AND TESTING

SVFD reviewed our existing Respiratory Protection Program and spot checked certain aspects of our testing program. The testing requirements for our compressors and cascade systems (SOG# 450) are being followed or exceeded.

#### **V. Fit Testing, Inspection, Testing, and Cleaning**

##### **C. Testing**

1. SCBA cylinders shall be hydrostatically tested within the periods specified by the manufacturer and the applicable governmental agency.
2. The air quality from compressors and cascade system cylinders shall be tested at least quarterly.
3. Breathing air in the SCBA cylinder shall meet the requirements of ANSI/CGA G-7 Commodity Specification for Air with a minimum air quality of D as well as meeting a water vapor level of 24 PPM or less.

Additionally, SVFD changes filters on these systems at 50 hours of use. Testing is conducted prior to and following the filter replacement to ensure the system is working properly.

Last year Firefighters noted an oil smell in an SCBA cylinder. The cylinder was sent in for testing to "Trace Analytics." The end result was no contamination. SCBA Techs at Station 3 determined the smell was compressor oil. It is important to note Trace Analytics tests for *Chemicals* and *Gasses*, not odors.

There are occasions that we use an outside agency's compressor to fill our cylinders. Upon returning to the district:

- Purge the cylinder(s) of any residual air
- Tag the cylinder and note that it has been "filled using non-SVFD compressor" or similar
- Delivered to station three for purging and inspection by an SCBA team member

The SCBA team will determine if additional measures are necessary and coordinate any further maintenance as needed.



### ***Advancing the Practice of Labor-Management Relations through Conflict Resolution Training***

The FMCS Institute for Conflict Management delivers conflict resolution training that's accessible, practical, experience-based and directed towards individuals and small groups of employees and managers. The training is specifically designed to meet the challenges of workplace relationships and organizational change. The Institute's training programs provide participants the opportunity to interact with and learn from experienced practitioners who use these skills every day. Federal mediators and private-sector arbitrators comprise the Institute faculty.

#### **Becoming a Labor Arbitrator—Seattle. WA**

**Date:** June 18-22, 2018

**Time:** Monday – 8:30 am – 4:30 pm Friday – 8:30 am -1:00 pm

**Cost:** \$2700.00

**Location:** FMCS Institute Seattle Training Center 2001 6th Avenue Suite # 2500 Seattle, WA 98121

This course is geared toward labor-management practitioners with substantial experience in labor relations (pursuant to collective bargaining) who wish to become labor arbitrators. The course can also enhance the practice and skills of current arbitrators



## News From the 3<sup>rd</sup> District

The WSCFF 3<sup>rd</sup> District represents just under 800 career firefighters, EMT's and paramedics in 17 locals from Eastern Washington to the Olympic Peninsula. The three newest locals in the District are Okanogan Firefighters Local 5085, Cascade EMS Local 5134, and Clallam 2 Local 5177. Please welcome these new members as you come across them and assist them as needed.

The 3<sup>rd</sup> District had 17 locals in 2012 when I was elected as the District Representative; and while it still has 17 locals today, the district looks very different. The first merger was Edmonds Local 1828 and Snohomish County Fire District 1 Local 1997. Wenatchee Local 453 merged with Chelan Fire District 1 Local 3835, resulting in Wenatchee Valley Firefighters Union Local 453. Snohomish County Fire District's 7 and 3 (Local 3315) merged creating the Union Firefighters of Snohomish County, Local 2781. Now Local 2781 has merged with Sultan Local 4446 to strengthen the bargaining power in the region. Snohomish County Fire District 1 and Lynnwood Local 1984 merged to become an RFA, creating South County Union Firefighters Local 1828.

The WSCFF 3<sup>rd</sup> District has expanded its reach throughout the state by assisting the IAFF 7<sup>th</sup> District Vice President with organizing new locals as needed. With new members across the state we can better assist with political action, education and the health and safety of our members and the communities we serve. On May 21 we held our annual mini-education seminar in Lynnwood, WA. This important event was a one-day political training academy. WSCFF Legislative Liaison A.J. Johnson, along with a graduate from the last IAFF Political Training Academy Nich Gullickson, taught classes on running a successful campaign, voter profiles and how to evaluate candidates. WSCFF Secretary Treasurer Greg Markley discussed campaign finance rules and the benefits of a segregated account versus a PAC. Washington State Labor Council Political and Strategic Campaign Director April Sims gave a great class on how the State and Central labor councils can help us win campaigns. Senator Marco Liias and Edmonds City Council member Mike Nelson both spoke to the group about building relationships with policy makers. The class was a great success, and I am already looking for topics for next year's educational event.

I am looking forward to seeing all of you at the upcoming 79<sup>th</sup> Annual WSCFF Convention in June.

Stay Safe,  
Tim



**Tim Hoover**, a firefighter and paramedic for South County Union Fire Fighters, was elected to the WSCFF Board in 2012 to represent the 3<sup>rd</sup> District. This district represents approximately 800 union fire fighters in 16 locals spread across the state from Port Angeles in the west to Chelan, Douglas, and Okanogan Counties in the east, with King and Snohomish Counties in the middle. Hoover has been a firefighter for 24 years, has held a number of elected positions, and has been involved in many union activities.



WSCFF 3rd District  
Representative Tim Hoover  
at FIREOPS 2016

Tim can be reached at  
[thoover@iaff1828.org](mailto:thoover@iaff1828.org) or  
(206) 310-4556.

***Brothers and sisters, The Janus v. AFSCME decision approaches, the WSCFF, together with IAFF 7<sup>th</sup> DVP Ricky Walsh and the Washington State Labor Council, has compiled these resource materials. We believe we can use the Janus decision to build stronger unions. And this work starts with one-on-one conversations between local leaders and union members Use these tools to start the conversation.***

***~Dennis Lawson, WSCFF President***

**Please visit “Union by Choice—Your Right to Work Toolkit” at our website, [www.wscff.org](http://www.wscff.org).**

***Need help logging in? [Laura@wscff.org](mailto:Laura@wscff.org) or (360) 943-3030.***



## READINESS CHECKLIST If Janus were decided today

### MEMBERSHIP INFORMATION

- ☐ Get your lists organized by bargaining unit, by worksite (include stewards/leaders), and by employer
- ☐ Do you have membership cards and maintenance of membership cards for all members?
- ☐ Are they signed, scanned, and stored?
- ☐ Do you know who are the fair share payers you represent?
- ☐ Identify your worksite leaders and stewards who are able to sign / recommit members
- ☐ Make sure your lists are secure and protected

### EMPLOYER PRE-PLANNING

- ☐ Identify a key employer contact
- ☐ Communicate with the employer representative
  - Get ready for decision, implementing changes
  - Mutually agree on a message employer will deliver on decision day
  - Mutually agree on sending bargaining unit members with questions to the union
  - Make sure all supervisors/managers are clear on the message that has been mutually agreed to
  - Discuss/bargain training for supervisors and management, especially not discussing membership issues and referring workers with questions to the union
- ☐ Reconcile any membership/fee payer discrepancies

- ☐ Check to make sure you are receiving new hire information required under the new employee orientation law
- ☐ Bargain, where possible, paid work time for union to meet with members about decision

### UPON DECISION

- ☐ Immediately ask employers to stop deducting fair share fees
- ☐ Immediately ask employers to stop remitting fair share fees
- ☐ Ask employer to refund any fees improperly deducted
- ☐ Ensure union continues to receive membership dues and voluntary political contributions

### FINANCIAL ISSUES

- ☐ Adjust budgets
- ☐ Work with your bank to set up an interest-bearing escrow account for all fair share fees received from day of decision
- ☐ Prepare system to refund fees received post decision

### COMMUNICATIONS WITH MEMBERS AND NON-MEMBERS

- ☐ Understand membership revocation procedures for your local
  - Understand any time limits on dues revocation, as outlined in your dues authorization cards, and as outlined in your CBAs
- ☐ Train select staff to handle post-decision telephone calls, emails and letters

- Establish protocol for responses to inquiries
- Tailor script and process for your particular facts:
  - For non-members who want to stop fair-share fees
  - For non-members who want a refund
  - For members who want to quit the union
- Prepare a standard response for non-members who want a refund
- Assume calls are recorded, train to identify and document
- ☐ Train worksite leaders/stewards, staff for member-to-member conversations, and follow up on drop requests
- ☐ Have a plan to move conversations at the worksite
- ☐ Inoculate members in advance of drop campaign

### UNION VISIBILITY

- ☐ Post up “Union Strong” messages in worksites, with union contact information
- ☐ Have materials that demonstrate what the union has delivered for workers, the union advantage
  - Order “What is a Union” brochures from WSLC
- ☐ Develop a social media plan for decision day and beyond
- ☐ Have a plan for agitators who may show up outside worksites
- ☐ Follow up with new members to engage them in union activities
- ☐ Plan union visibility days at worksites, tied to issue and contract fights

**Download a Union Strong sign!** Print it and take your photo with it to share on social media on Janus Decision Day. Make sure you include the hashtags #UnionStrong and/or #FreedomToJoin!

**Janus Decision Day SOLIDARITY RALLIES flyer** — Union members and community supporters will be rallying to show they are Union Strong on Janus Decision Day (a Monday between now and June 25) in Bellingham, Olympia, Seattle, Spokane, Tacoma and Vancouver, Wash. The rallies will be at lunchtime from 11:30 a.m. to 12:30 p.m. Check [TheStand.org](http://TheStand.org) on Decision Day for details/locations.

**Janus Decision Day Communications Toolkit** — Includes core talking points, Q&A for media/public, messages for members. Q&A for members, message points for allies, message points for elected officials, words to use (and words to lose), sample social media posts, and a sample Decision Day email to supporters/activists.



SUNDAY, JUNE 10 | STORM vs DREAM

## FIREFIGHTER APPRECIATION NIGHT

\$22 PER PERSON

PACKAGE INCLUDES:  
GAME TICKET  
COMMOMORATIVE FIREFIGHTER CAP

LINK | [STORMGROUPTIX.COM/FIRE2018](https://stormgrouptix.com/fire2018)

ERIKA MOULDER  
ACCOUNT EXECUTIVE, GROUP SALES  
206-272-2540 #EMOULDER@STORMBASKETBALL.COM



# WSCFF Burn Foundation

*Healing Yesterday's Wounds, Preventing Tomorrow's*

The **WSCFF Burn Foundation** was founded in 1987 and is a registered 501(c)3 charity in the state of Washington. Our mission is to promote the education and prevention of burn injuries and improve the lives of burn survivors. The Burn Foundation is run by professional fire fighters who volunteer their time giving back to their communities. It is governed by a board elected by WSCFF member fire fighters and representing each of the Council's 11 districts.

The Foundation has focus areas: Camp Eyabsut, Emergency Housing, Liaison Response Team (LRT) for burn injured fire fighters, education and prevention and research grants.

## **JUNE 2018 Update from Our Burn Foundation**

[Click here to read the June 2018 Burn Foundation Newsletter](#)

