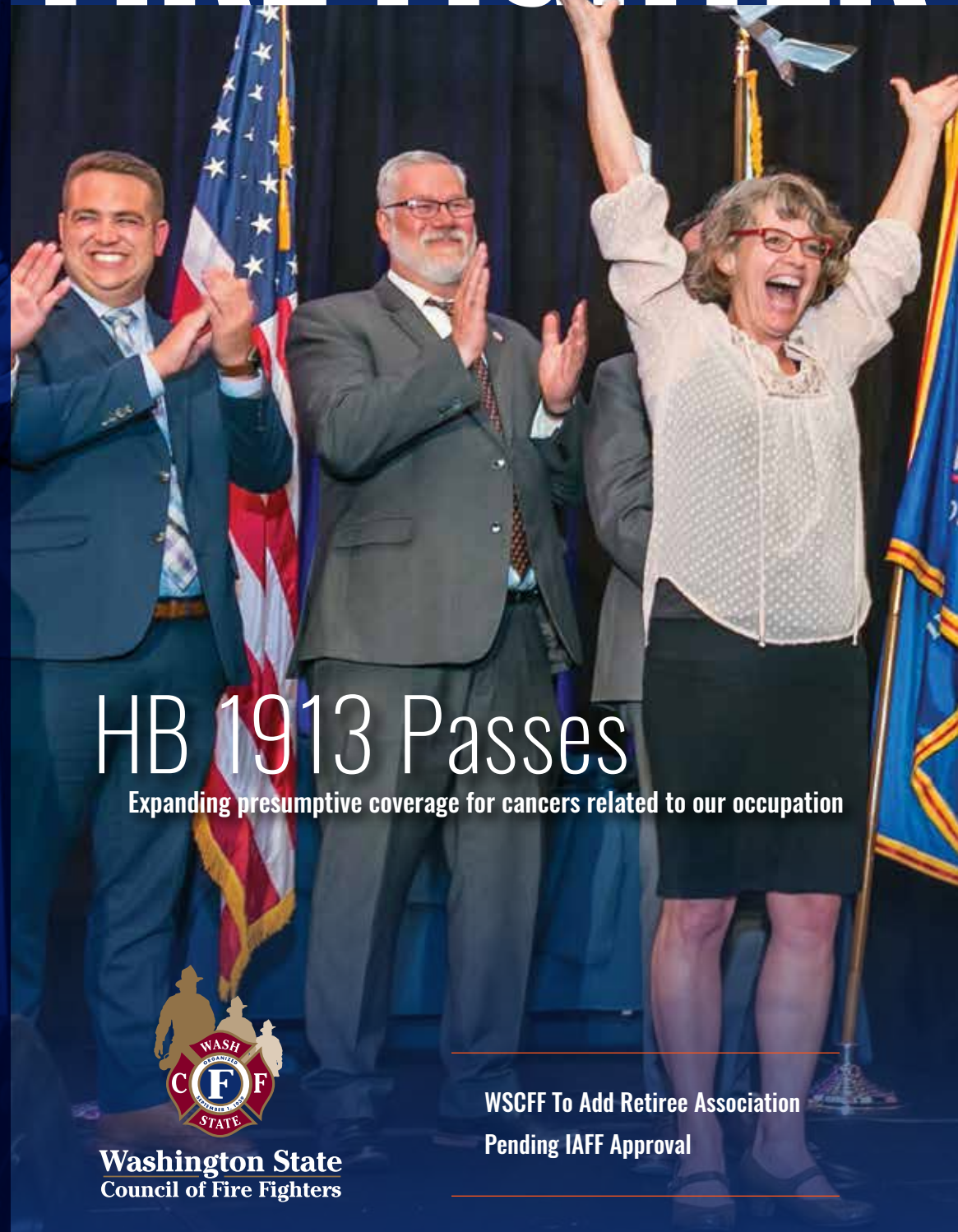


Summer 2019

Official Publication of the
Washington State Council of Fire Fighters

WASHINGTON PROFESSIONAL FIRE FIGHTER



HB 1913 Passes

Expanding presumptive coverage for cancers related to our occupation



Washington State
Council of Fire Fighters

WSCFF To Add Retiree Association
Pending IAFF Approval



Washington State
Council of Fire Fighters

1069 Adams St. SE, Olympia, WA 98501

(360) 943-3030

wscff@wscff.org

wscff.org



UNION
MADE
WSCFF
STAFF
OPEIU8/AFL-CIO



UNION
PRINTED
CAPITOL CITY
PRESS
OLYMPIA, WA

EDITORS

Helen Kramer
Debbie Guillot
Therese Murphy
Laura Holder
WSCFF Staff

COVER/MAGAZINE DESIGN

The Rhizome Collaborative

CONTRIBUTORS

Dennis Lawson
WSCFF President

Greg Markey
WSCFF Secretary-Treasurer

Ricky Walsh
IAFF 7th District Vice President

Jeff Wainwright
WSCFF 2nd District Representative

Mike Westland
WSCFF 4th District Representative

Bill Mack
WSCFF 8th District Representative

Keven Rojecki
WSCFF 9th District Representative

Theresa Purtell
WSCFF 11th District Representative

AJ Johnson
Bud Sizemore
WSCFF Legislative Liaisons

PRINTING AND MAILING SERVICES

Capitol City Press, Olympia, WA



Washington State
Council of Fire Fighters

TABLE OF CONTENTS

- 3** President's Message
- 6** Resolution 19-02 Establishing Retiree Organization Sent to IAFF for Approval
- 7** IAFF 7th District
- 9** 2019 7th District PEP Event
- 10** WSCFF 2020 Agenda Set by Convention Delegates
- 12** 2019 Legislative Team Report
- 14** FAST PAC – Give a Little, Earn a Lot
- 15** Health & Safety Committee Report
- 17** Benevolent Fund Scholarship Committee Report
- 20** Wildland Fire and Mobilization Committee Report
- 21** Public Relations Committee Update
- 22** EMS Committee Report
- 26** WSCFF Executive Board, Trustees, and Staff

Cover: Representative Beth Doglio, District 22, rips up her speech and throws it in the air after receiving a 2019 Honorary Fire Fighter award.

Washington Professional Fire Fighter is published semi-annually by the Washington State Council of Fire Fighters and is provided to its union members and retirees.

Send letters, submissions, and address changes to:

WSCFF
1069 Adams St. SE
Olympia, WA 98501

Phone: 360-943-3030
Fax: 360-943-2333
E-mail: wscff@wscff.org
Website: wscff.org



UNION
MADE
WSCFF
STAFF
OPEIU8/AFL-CIO



UNION
PRINTED
CAPITOL CITY
PRESS
OLYMPIA, WA



Dennis Lawson, WSCFF President

Proud History, Bright Future, Bold Union

The WSCFF 80th Annual Convention, hosted by Local 864 Renton, drew 252 delegates and 22 alternates to the Hyatt Regency on beautiful Lake Washington. It was a productive and lively event: policies were introduced and debated, 24 resolutions were adopted, elections were held, the 2020 budget was set, funds were raised for local charities, and social events served to strengthen our fraternal bonds. To our brothers and sisters in Local 864, well done! Thank you.

It was encouraging to encounter many new faces among the delegates. More than 25 percent of those present were attending convention for the first time. We are grateful to those new to our union fold, and to all who committed time and energy to participate in this exercise in democracy.

Your WSCFF Executive Board, Trustees, Legislative Team, and office staff arrived on Sunday evening. I'm grateful for the hard work of this collective team and I appreciate all of them sacrificing some Father's Day activities for the organization. Preparation and understanding help all of us as we engage in convention business.

On Monday morning, the board gathered to review early resolutions, convention materials, and budget information while Local 864 facilitated a golf tournament and the IAFF motorcycle ride. These two events raised money for charities and brought many of our members together, furthering the brother and sisterhood of our WSCFF.

It was my honor to call the convention to order on Tuesday morning. I've said it before and it bears repeating – I'm honored

to represent this organization and to work on your behalf. We started the day with the posting of the colors by the Zone 3 Honor Guard, and a warm welcome from Local 864 President Justin Olney, Renton Regional Fire Authority Chief Rick Marshall, and State Representative Steve Bergquist. Steve's father, Greg Bergquist, a retired member of Local 864 and former WSCFF 7th District Representative, joined us for the opening ceremonies. Committees met throughout the day, and the nominations for WSCFF Secretary-Treasurer were made and closed. Congratulations to Greg Markley, who was re-elected by acclamation.

IAFF General President Harold Schaitberger and IAFF General Secretary-Treasurer Ed Kelly arrived on Tuesday night, and met for dinner with your WSCFF team, IAFF 7th District Vice President Ricky Walsh, and representatives from Local 864. Dinner with IAFF leadership is a longstanding convention tradition. It presents an opportunity for open, candid discussions, and we are thankful for the IAFF officers who value our state organization.

On Wednesday morning, General President Schaitberger and General

Secretary-Treasurer Kelly addressed the convention on issues facing the IAFF, including the upcoming presidential race. It's always interesting to hear about the lengthy list of items on their agenda and the work they are doing with our brothers and sisters around the country. The efforts of President Schaitberger, Secretary-Treasurer Kelly, and DVP Walsh on our behalf make life better for all of us.

Wednesday afternoon was all work. Elections were held for even-numbered districts: Jeff Wainwright, Mike Westland, Ryan Mudie, Bill Mack, and Dean Shelton were re-elected by acclamation. Brother Shelton was also re-elected Vice President.

In the evening, we gathered for our annual banquet to recognize our current and past leaders and special guests. The KISW morning crew, led by B.J. Shea and Steve Migs, was recognized for its work raising nearly \$135,000 over five years to support our Operation Warm program – that translates into 3,500 coats! State Representative Beth Doglio, District 22, has worked diligently with our legislative team. This year, she brought stakeholders together to discuss expansion of our presumptive language. No easy task. Because of her work, we were able to pass HB 1913. We asked her to provide a keynote speech, but turned the tables on her, surprising her with



Representative Beth Doglio, District 22, rips up her speech and throws it in the air after receiving a 2019 Honorary Fire Fighter award.

The assembled delegates passed resolutions that provide the direction for our organization and it is up to your WSCFF board to accomplish the work.

our 2019 Jack Waller Honorary Fire Fighter Award. Her response was spot on – she ripped up the speech and threw it in the air. Congratulations and a sincere thank you to Representative Doglio. We presented Norm Golden, Local 1352 Valley Regional Fire Authority, with the Ricky J. Walsh Fully Involved Award. Norm has demonstrated his commitment to our members over and over. He is a tireless advocate and a phenomenal resource, and we appreciate his great work. The evening concluded with a stellar dueling pianos performance.

We concluded our work with a full court press on Thursday, adjourning just before 2:00 p.m. The assembled delegates passed resolutions that provide the direction for our organization, and it is up to your WSCFF board to accomplish the work. The board met on Thursday afternoon to review convention activities, finish board business, and discuss how we might improve the way we conduct the business of the convention. I'm confident that a few minor adjustments will result in an even better event in 2020.



The WSCFF at 80

On September 1, 1939, the WSCFF was affiliated as a state organization with the International Association of Fire Fighters. As we celebrate our 80th anniversary, please take a minute to reflect on the work of those who came before us. They believed, as we do, that we are stronger together than we are as individuals. They fought for pension stability, fair wages, tolerable hours, and safety on the job. We continue to work on these core issues today. I'm proud to have had the opportunity to know and work with some of the most talented and dedicated union leaders in America. I am equally proud to see so many new members engaging in the union movement. With more than 25 percent of our workforce eligible to retire, our future is in the hands of these new IAFF members. It is incumbent upon all of us to educate them about this great union, encourage their participation, and trust them to carry on this important work. We embrace the challenges to come and look forward to future success. We have a proud history, a bright future, and a bold union.

Resolution 19-02 Establishing Retiree Organization Sent to IAFF for Approval

"The purpose of the Retiree Association is to provide retired WSCFF members a unified voice, improved access to and sharing of information, the ability to engage with and give input to the WSCFF on issues impacting retirees and their beneficiaries, and the ability to connect and network with each other and the active membership."

For nearly a year, the WSCFF Executive Board, in consultation with IAFF DVP Ricky Walsh, worked to craft Resolution 19-02. We sought input from the Retired Fire Fighters of Washington, other IAFF state organizations and WSCFF retirees to create an addendum to our current WSCFF Bylaws, adding a Retiree Association within the WSCFF. The revised document has been submitted to the IAFF for final approval.

The intent is to close the gap between active and retired members. Many retirees have expressed an interest in maintaining contact with the WSCFF and the profession in which many spent their entire careers. Retirees recognize that the WSCFF has worked hard, since our inception in 1939, to push for better laws that protect our members, pensions, the right to collectively bargain, job security, safety, and much more. They also understand that the results of that work are not limited to active members.

The WSCFF Retiree Association will provide a channel for communication and a voice for retirees. Initially, the advisory board will be appointed by the WSCFF President and WSCFF Secretary-Treasurer.

It will be comprised of three LEOFF 1 retirees, three additional WSCFF retirees, and chaired by the WSCFF Vice President, who will represent the Association to the WSCFF Board and Legislative Team.

Over the years, there has been a lack of solidarity among retirees on some issues that have come before the Washington State Legislature, which caused elected officials to hesitate to act on these matters. The Retiree Association will allow the WSCFF to present the concerns of retirees and speak on their behalf. This unified voice will assist in maintaining and promoting positive legislation affecting retirees and their families. We are excited to take this positive step for the WSCFF and our retirees.

We will communicate the IAFF decision on the proposed change to the bylaws. Check wscff.org for more information. If you are interested in serving, or for more information, please contact the WSCFF office.



Ricky Walsh, IAFF 7th District Vice President

IAFF 7th District

Sisters and Brothers,

Summer vacation brought to you by the labor movement! I hope you've all enjoyed some downtime with family and friends. As this season winds to a close, I'm looking back on the IAFF 7th District activities of the past year and planning for 2020.

The New Member Conference, held annually in Kennewick for the last six years, has been a highly-effective and well-received program for those who have been on the job for less than five years. We will run it again in 2020. I recently asked a local president why I've not seen his members at this event. His response? "I put it out there, and no one expressed interest." I wonder: why aren't they interested in their union, and what are local officers doing about it? I firmly believe that every one of our members can contribute to the success of our IAFF affiliate locals and the labor movement. It is the leaders' job to find out what their skills are and how to get them fired up and wanting to help. Leaders, you can access the demographics of your membership, educational backgrounds, real-life experiences, and prior work skills. There are many generations working together at our job sites. Change tactics, adapt. Our union depends on it.

Does your local have committees for political action, public relations, grievances, health and safety, community work, and constitution and bylaws review? If not,

who is doing that work? Explore putting working groups together that fit into your organization. Once you've established goals and selected committee members, you must invest in those members willing to serve by sending them to the appropriate seminars and educational opportunities.

That's my advice to local leaders. To the rest of you, to the rank and file, you have responsibilities, too. The benefits, pensions, working conditions, and safety we all enjoy have come from fights our members engaged in collectively long before you were on the job and will continue long after you are gone. This includes the uniforms you wear, the personal protective equipment you don, the apparatus you ride in and the stations you serve in to make this dangerous job we do as safe as possible. Know that it can all disappear with the stroke of a pen by an elected official at any level. Your responsibility is to leave this place better than you found it. Go to your local president and tell him/her you want to help, attend a meeting. When you're given an opportunity to serve or to attend an educational offering, raise your hand! Be part of the collective. Give more than you take.

This district is building successors to today's leadership to help you leave this place better than you found it. Do you accept the challenge?

The Magnificent 7th District offers more opportunities to be educated and to serve your union than any other district in this IAFF. There is a place for every member. The number one thing we need from you is time. Time for the mission and time to attend the meetings. This district is building successors to today's leadership to help you leave this place better than you found it. Do you accept the challenge?

The fast-approaching IAFF 7th District Partnership Education Program (PEP), October 28–29 in Boise, Idaho, offers the same classes and instructors that the IAFF provides at the annual Affiliate Leader Training Summit (ALTS). Classes are listed on the IAFF website. This is a great place to get your union leadership career started, and it can happen by going to your next union meeting and expressing your desire to attend. You can find all scheduled Magnificent 7th and IAFF educational

programs on www.iaff7thdistrict.org, and I look forward to seeing you at one of them.

In closing, I've been blessed to have two of the greatest jobs in the world: a fire fighter/paramedic and a union leader. I've been a local secretary-treasurer, vice president and president, a WSCFF district representative, VP and lobbyist. Since 2004 – with a little time out – I've been honored and humbled to serve as your IAFF 7th District VP. I've learned to share the lessons from these experiences with you to assure we move forward for the collective good of the WSCFF, the 7th District, the IAFF, and, frankly, all of humanity. I would like to continue to serve you in this capacity and hope you will support my re-election at the 55th IAFF convention in Orlando, Florida, in 2020.

As always, I am open to dialogue and can attend your local meeting. Until next time, stay safe!



2019 7th District PEP Event

IAFF Partnership in Education Program

October 27–29, 2019
Boise Centre, Boise, Idaho

Reasonably priced and geographically convenient, the second annual IAFF 7th District PEP event will begin with a welcome reception on the evening of October 27 and conclude October 29.

The IAFF PEP series is designed to provide more learning opportunities for current and future leaders, which can translate into better representation of the membership. Topics range from Frontline Union Representative Basics to Overview of Employment Law.

The keynote speaker will be Elaine Bernard. Elaine recently retired as the Executive Director of the Labor and Worklife Program at Harvard Law School. She is a dynamic speaker with deep knowledge of labor issues. Complete course information and registration materials are accessible on the IAFF website and app, and the wscff.org calendar events page.

The PEP is an excellent course and particularly useful for new Eboard members or those who have not participated in other IAFF trainings. Hands-on instruction is provided, interaction in the breakouts is informative and enjoyable, and this is a great opportunity to network with other leaders in the IAFF 7th District.





Greg Markley, WSCFF Secretary-Treasurer

WSCFF 2020 Agenda Set by Convention Delegates

Delegates to the WSCFF 80th Annual Convention made several changes to the WSCFF Constitution and Bylaws and addressed 24 resolutions, setting a course and establishing a budget for the organization for fiscal year 2020.

Convention actions will result in a per capita rate raise from \$24.14 to \$24.48. Of the 34-cent increase, 28 cents was from Resolution 19-01 with the approval of our budget with CPI increases. Resolution 19-15 changed the meeting frequency of the trustees from four to five meetings a year at a three-cent per capita cost, and Resolution 19-24 expanded the Health and

Safety Committee membership by two members at an additional three-cent per capita cost.

Not surprisingly, many of the resolutions addressed at convention were directed to the WSCFF Legislative Team, comprised of the WSCFF President, Vice President, Secretary-Treasurer, and Legislative Liaisons.

These include the following:

- 19-05** Presumptive Coverage for Heart Disease
- 19-06** Premature Release of Names During Discipline
- 19-07** Wages & Pension Benefits for Members with Presumptive Illness/Injuries
- 19-09** Paramedic Intubation Requirements
- 19-10** Department of Health Disciplinary Procedures
- 19-12** LODD License Plate
- 19-14** LEOFF II Benefit Enhancement
- 19-21** Legislative Changes to Panhandling Laws

The Public Relations committee addressed four resolutions at convention, including:

- 19-04** Recognition of KISW 99.9 Morning Show
- 19-08** Recognition of Chief Allen Church – Local 2024
- 19-20** Recognition of the Host Local
- 19-22** Strategic Public Relations Road Map

The Wildland Fire and Mobilization Committee addressed two resolutions at convention, including:

- 19-11** State Wildfire Advisory Committee Representation
- 19-18** Model Wildfire & All-Hazards Mobilization Contract Language



The Health and Safety Committee brought forward Resolution 19-19, which directs the WSCFF to create version 2.0 of the *Healthy In, Healthy Out* best practices guide.

The Seminars and Education Committee resolutions directed the WSCFF to investigate the possibility of including all labor groups during our educational seminar each year in Resolution 19-16 and expanding our selection of classes in Resolution 19-17.

The Convention Site Committee forwarded Resolution 19-13 to the floor, and convention will be held in Walla Walla in 2022 and hosted by Local 404. Resolution 19-23 addressed convention site in 2021 to be held in SeaTac and hosted by Local 1747.

The complete resolutions may be found at [wscff.org](https://www.wscff.org).



Bud Sizemore
WSCFF Legislative Liaison



AJ Johnson
WSCFF Legislative Liaison

2019 Legislative Team Report

The 105-day 2019 Legislative Session saw success on several fronts for a newly configured WSCFF Legislative Team. Former Legislative Liaison and recently retired fire fighter, Bud Sizemore, joined AJ Johnson and officers Dennis Lawson, Dean Shelton, and Greg Markley, who, along with Session Lobbyist, Nich Gullickson, made up your legislative team. This year's achievements were built on decades of legislative and political advocacy and thousands of hours of countless individuals before the 2019 session even started.

PRESUMPTIVE COVERAGE

In nearly every session for the past 10 years, the WSCFF has introduced an expansion to the presumptive disease statute (RCW 51.32.185) based on the higher incidence of cancer in fire fighters and the difficulty in proving causation to a particular exposure. HB 1913 was introduced after multiple stakeholder meetings that included the Washington Council of Police and Sheriffs (WACOPS), employers, legislative staff and Representative Beth Doglio. Evidence supported the addition of mesothelioma, stomach cancer, non-melanoma skin cancer, cervical cancer and breast cancer in women, along with the inclusion of fire investigators and LEOFF EMT/Paramedics not otherwise covered. Employer groups insisted on the creation of a Board of Epidemiology within Labor and Industries (L&I) to consider any future additions to the presumptive statute. During negotiations, the WSCFF and WACOPS agreed to accept the new

board if employers agreed to support or be neutral on the compromise bill. Our thanks to Representative Doglio for applying the necessary pressure to get that agreement!

In order to pass this, and all of our WSCFF-supported legislation, your legislative team worked to: gather co-sponsors, engage with multiple committees, garner majority support within committees, convince committee chairs to bring the bill up for a vote prior to cut-off deadlines, address multiple legislators' fiscal and policy concerns, convince Rules Committee members from both chambers to use limited pulls to make the bill eligible for consideration, convince the leaders of both chambers to bring the bill to the floor, ensure there were enough votes to pass, and answer any inquiries by the Governor's staff so that they will recommend he sign!

LEOFF Plan 2

Another long-standing issue resolved this session was the bipartisan failure of

the Legislature to make required payments into the LEOFF Plan 2 Benefit Improvement Account. In 2008, the Legislature passed SB 6573 obligating the State to make contributions into a separate pension account for eventual benefit improvements to LEOFF Plan 2. Each succeeding year, through special budget language, the legislature skipped the mandated payments. Very early in the 2019 session, through member meetings with key legislators, it was clear that this year would follow the same pattern.

Your legislative team, in consultation with the WSCFF Executive Board, explored alternatives and discussed the possibility of trading the payment required by the current law (which had never been funded from the General Fund) for a greater amount out of our LEOFF Plan 2 reserves to the Benefit Improvement Account. The team informed the law enforcement officer (LEO) LEOFF organizations that we were going to float the idea with legislators. We then met with House and Senate leadership and budget writers and received very positive feedback on the concept. The WSCFF Legislative Team next met with all of the LEO groups to bring everyone up to speed and proposed introducing legislation. Both WACOPS and Council of Metropolitan Police and Sheriffs (COMPAS), representing about 80 percent of LEO workers, supported the idea. The last recognized group, the Fraternal Order of Police (FOP), opposed it.

The decision was made to draft and work to pass HB 2144. This was no easy task. The divide in member groups and a separate proposal to merge LEOFF 1 and LEOFF 2 complicated matters. Your legislative team participated in all discussions once we were informed of the merger proposal, and a bill was never formally introduced. HB 2144 passed and was signed by the Governor on May 13, 2019, which created a transfer of \$300 million from the LEOFF Plan 2 fund to the LEOFF Plan 2 Benefit Improvement Account on July 1, 2019. Any future benefit

improvement will require a LEOFF Plan 2 Board proposal and legislation.

While these two bills consumed much of our time and effort, we attended to several other high-priority issues. Those that we advocated for passed, and those that we had concerns about did not. Below is a brief description and the outcome of those issues:

HB 1909 – Provides privacy protections for PTSI claims – Passed

HB 1575 – Clarifies labor issues post-Janus – Passed

Additional \$300,000 for JATC in final budget – Passed

SB 5010 – Annexation of Unprotected Lands – Passed

SB 5355 – Correcting LEOFF Plan 1 Era Pension Gap – Passed

HB 1188 – Creating Rangeland Fire Associations – Failed

SB 5517 – Assessing Transport Quality Assurance Fee – Failed

While it didn't seem possible in the last week of April, the Legislature completed work on time, and the WSCFF had a very successful session. What's next? Delegates at the 80th WSCFF Convention passed resolutions that will shape our efforts in the 2020 Legislative Session.

In the meantime, locals across the state are working on campaigns that will determine who leads our cities, districts and departments, as well as critical funding measures. These elections are won by those who participate. Please take part in the parades and community events, step up, make the calls, and ring doorbells when your local makes the request!

Stay safe, thank you for your support of the WSCFF, and remember to vote this fall.

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 and 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 non-partisan. Contributions are made to Republicans and Democrats, statewide and locally, who support issues that matter to professional fire fighters 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 fire fighters. My WSCFF works on my behalf and my contribution is just one way I ensure that myself and my brother and sister fire fighters are heard in this state."

– Matt Lowery, L3520, East Pierce Professional

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."

For more information about giving to FAST PAC, contact your local leader or the WSCFF office.



Keven Rojecki, Chair

HEALTH & SAFETY COMMITTEE REPORT

The WSCFF Health and Safety Committee, chaired by 9th District Representative Keven Rojecki and comprised of six WSCFF members from around the state, meets regularly to discuss and work on issues that impact members' well-being on the job.

The Health and Safety Committee includes Jeremy Dixon, Local 437; Adam Jackson, Local 726; Dan Ward, Local 876; Steve Austin, Local 1052; Chris Mortensen, Local 1433; and Neil Agren, Local 3828. The committee has developed fact sheets and sample policies that are available at wscff.org. Visit the Health & Safety Committee page in the Health & Wellness section.

Recent convention action has added several items to the committee's agenda for the coming year.

The *Healthy In, Healthy Out* best practice manual, funded by a Department of Labor and Industries (L&I) Safety & Health Investment Project (SHIP) grant, was completed almost five years ago and continues to make positive change toward reducing risk and exposure to carcinogens in the fire service. The Washington State Legislature recognized the role of *Healthy In, Healthy Out* by passing Substitute Senate Bill 5175, which was signed by Governor Inslee in April. The legislation requires L&I to establish best practices to improve safety and health outcomes for fire

fighters. The best practices will include reducing the risk of exposure to carcinogens, and the creation of a governance board to identify, evaluate, monitor and report safety and health hazards. It also provides L&I a funding mechanism and, in the future, the possibility of employer rebates of workers' compensation premiums if they use best practices.

Delegates at the WSCFF Convention recognized the need for continued guidance and adopted Resolution 19-19 *Healthy In, Healthy Out* Version 2.0. The new version will include resources and best practices for sleep deprivation, wellness, cardiac and behavioral health issues. The WSCFF will seek another SHIP grant, and the committee will provide updates on this process and the subsequent work plan.

The leaders at convention also adopted Resolution 19-24, which adds two members to the standing Health & Safety Committee. The IAFF and WSCFF have focused on our members' behavioral health as we see more of them in need

of professional support. One addition to the committee will be a WSCFF member who has done work within the behavioral health field, and the second position will be filled by the President or designee of the Firefighter Cancer Support Network, Washington Chapter. Including these two positions will reduce duplication of work and provide a more holistic approach to address member needs.

The health and safety of our members has always been at the heart of the work

of the WSCFF. The labor movement was founded to improve working conditions that lacked rules, regulations, and best practices. Many employees were injured and suffered from diseases and illnesses directly related to their work. As a labor union, we must continue to push and advocate for the health and safety of our members.

Please check wscff.org regularly for new information. If you need help with specific health and safety concerns, please contact us at health@wscff.org.



Theresa Purtell, Chair

BENEVOLENT FUND SCHOLARSHIP COMMITTEE REPORT

The WSCFF Benevolent Fund Scholarship Committee met in May and reviewed 72 applications from children of active and retired WSCFF members. Scholarships may be awarded to graduating seniors who are attending an accredited university, community college, or trade school.

The Scholarship Committee includes Theresa Purtell, Ryan Reese, Mike Westland, Grant Larsen, and Bryan Copeland. Committee members spend many hours reading and evaluating applications before meeting to compile scores and discuss awards.

Candidates are scored on their GPA, class load, extracurricular activities, letters of recommendations, and an essay. The essay topic this year was Right to Work,

its impact on unions and their members, and possible union responses.

Scholarship amounts ranged from \$250 to \$2,500, and a total of \$49,750 was awarded to applicants. This funding is from the WSCFF Benevolent Fund, which is funded primarily by sales of the Professional Firefighter Special License Plate and a generous annual donation from DiMartino Associates.



THANK YOU

Dear Washington State Council of Fire Fighters,
I am beyond grateful to be a recipient of your scholarship. Your generous donation will help contribute to my future athletics and academics at San Francisco State University where I will pursue my passion for helping others. This summer I will be a counselor at the MDA summer camp...where I will be helping side by side countless fire fighters from across Washington. Again, I couldn't be more grateful for your support.

Thank you for investing in my education. I appreciate that I was able to apply for this scholarship in the first place. I see how much fire fighters do for their communities through both my parents and I am so glad the Benevolent Fund is assisting students and that I got to be one of those chosen students. Thank you!

WSCFF BENEVOLENT FUND SCHOLARSHIPS

We congratulate the accomplished students who were awarded a 2019 WSCFF Benevolent Fund scholarship! Each winner demonstrated outstanding scholastic achievement, community service, and a written essay. In the essay, applicants were asked to discuss: “Right to work, its impact on unions and their members, and possible union responses.”

SCHOLARSHIP WINNERS	PARENT/GUARDIAN LOCAL AFFILIATION
Garrett Ballew	27 Seattle Fire Fighters Union
Evan Mahnke	27 Seattle Fire Fighters Union
Derek Patterson	27 Seattle Fire Fighters Union
Marshall Simon	27 Seattle Fire Fighters Union
Sean Hill	29 Spokane Firefighters Union
Lauren Hawks	31 Tacoma Professional Firefighters
Sierra Jangard	31 Tacoma Professional Firefighters
Alexis Maki	31 Tacoma Professional Firefighters
Hannah Davis	46 Everett Firefighters
Olivia Watson	46 Everett Firefighters
Shawna Lingrey	46 Everett Firefighters
Rosa Sittig-Bell	46 Everett Firefighters
Allison McPhail	106 Bellingham/Whatcom County Firefighters Association
Olivia Senna	468 Olympia Fire Fighters
Sophia Senna	468 Olympia Fire Fighters
Alex Sloan	469 Yakima Fire Fighters
Alexandra Cokl	726 Pierce County Professional Firefighters
Tyler Venneri	828 Longview Union Fire Fighters
Aliya Baruso	1257 Port of Seattle Fire Fighters
Cade Simpson	1352 Valley Professional Fire Fighters
Ashton Waddington	1433 Pasco Union Firefighters
Liam Bladow	1488 West Pierce Fire Fighters
Logan Kinney	1488 West Pierce Fire Fighters
Kailey Davis	1537 Anacortes Firefighters
Luke Metter	1604 Bellevue Firefighters
Zach Dodge	1747 Kent Fire Fighters
Jayden Henry	1747 Kent Fire Fighters
Marynne Strobel	1747 Kent Fire Fighters
Karley Burrows	1758 Ellensburg Union Fire Fighters

Thank you for your generous scholarship. I was thrilled to receive such an honor. This opportunity has given me the privilege to pursue my dream of attending a four year university. . . I hope to pay this forward by striving to become the best educator I can be. I will forever be grateful for your consideration, you truly made a difference in my life.

SCHOLARSHIP WINNERS	PARENT/GUARDIAN LOCAL AFFILIATION
Jack Hamilton	1828 South County Union Firefighters
Cade Norris	1828 South County Union Firefighters
Madison Sherman	1828 South County Union Firefighters
Allison Wells	1828 South County Union Firefighters
Dane Williams	1828 South County Union Firefighters
Grace Turpin	1892 Pullman Firefighters
Anya Fogel	2024 South King County Professional Firefighters
Devon Michaels	2024 South King County Professional Firefighters
Allyson Ingersoll	2459 Northshore Firefighters Union
Kylie Knodel	2639 Aberdeen Firefighters
Nolan Palmer	2639 Aberdeen Firefighters
Danika Peterson	2639 Aberdeen Firefighters
Kristi Raffelson	2639 Aberdeen Firefighters
Katie Hodkinson	2694 Snohomish Firefighters Union
Holden Berg	2781 Snohomish Firefighters
Peyton Fisher	2781 Snohomish Firefighters
Nathan Ramey	2819 Kitsap Fire Fighters Union
Gabrielle Beatty	2903 Lacey Professional Firefighters
Brandon Hill	2903 Lacey Professional Firefighters
Allison Van De Wege	2933 Clallam County Professional Firefighters
Josh Davis	2950 Woodinville Firefighters
Karena Klinkenberg	2950 Woodinville Firefighters
Kennadi Wuebel	2950 Woodinville Firefighters
Maggie Fennell	3219 Marysville Professional Firefighters
Jake Wilson	3628 Yelm Firefighters
Patrick Ryan	3674 Clark County Professional Firefighters
Ashlynn Wood	3711 Professional Firefighters of Spokane County District 8
Krysten McGuffey	3811 Jefferson County Professional Firefighters
Logan Dane	3916 Granite Falls Professional Firefighters
Jessie Mayberry	4075 Grays Harbor Firefighters
Ian Kisamore	4447 Cowlitz 5 Professional Firefighters
Derek Larson	F-283 Lewis-McChord Professional Firefighters



Jeff Wainwright, Chair

WILDLAND FIRE AND MOBILIZATION COMMITTEE REPORT

Before heading into wildfire season in earnest, the members of the Wildland Fire and Mobilization Committee contributed to the resolutions that were presented and adopted at the convention in June.

Resolution 19-11 State Wildfire Advisory Committee

The Wildfire Advisory Committee makes decisions and recommendations regarding work performed by WSCFF members and communities that we serve. This resolution directs President Lawson to formally request the Commissioner of Public Lands appoint a WSCFF member to serve on this committee and represent the WSCFF interests relating to statewide wildland fire policy.

Resolution 19-18 Model Wildfire & All Hazard Mobilization Contract Language

This resolution directs the committee to develop model language for State Mobilization, Emergency Management Assistance Compact (EMAC) and contracts

with other agencies, i.e. DNR, for agencies with Incident Management Team members. There has been a great deal of discussion about this, and many locals have asked us to do it. The committee will have this language complete and will report at the IAFF/WSCFF Educational Seminar in Vancouver next spring.

The committee will meet after the wildfire season in November to work on these and other related issues. Committee members include Jeff Miller, Local 27; Don Waller, Local 29; KC Whitehouse, Local 2394; Norby Johnson, Local 3390; Jason Wilkins, Local 3711; and Jason Gallagher, Local 4333. If you have any questions or suggestions, please contact the committee at wildland@wscff.org.



Bill Mack, Chair

PUBLIC RELATIONS COMMITTEE UPDATE

In this changing, challenging environment for unions, we need members to be active and involved. That means attending union meetings, taking an interest and volunteering for community events or union committees. The education of our members is critical. As union leaders, we are responsible for igniting their interest and enthusiasm.

We can't assume that everyone coming through the door has grown up in a union family or understands why it is so important to belong to a union. This year, the WSCFF Public Relations Committee has been focused on developing and providing educational tools to improve member engagement.

At the IAFF-WSCFF Jointly Sponsored Educational Seminar in April, we launched a new and improved wscff.org website for our members. This responsive site is more accessible and engaging. It is full of useful information, from local contracts to educational tools and legislative priorities. We also debuted a completely retooled Power Through Participation new member orientation program. This program, including a customizable PowerPoint presentation and 11 new videos, is being used by local

leaders to educate new members about the benefits that have been hard-won and the history that has shaped our culture.

Board, staff and WSCFF members worked with The Rhizome Collaborative, a media company, to design and produce the videos on a variety of subjects, such as the importance of political action, community involvement, programs and services, and retirement education. All of the videos are available at wscff.org. The PR team has performed several train-the-trainer presentations to help teach local leaders to present the program to their members.

As we move into the 2020 fiscal year, we are exploring the development of a new strategic communications plan, looking at developing programming for the spring Educational Seminar, and continuing to refine and focus our internal communications. If you have any comments, questions or suggestions on the Power through Participation materials, the new wscff.org, or any of your WSCFF communications, please contact us at pr@wscff.org. The committee includes President Dennis Lawson, Secretary-Treasurer Greg Markley, WSCFF 2nd District Representative Jeff Wainwright, WSCFF 3rd District Representative Tim Hoover, and WSCFF staff.





Mike Westland, Chair

EMS COMMITTEE REPORT

The mission of the Standing EMS Committee is to advise the Executive Board and Legislative Team on EMS issues affecting the employment security of our members.

Mike Westland, WSCFF 4th District Representative, chairs the committee. Tim Hoover, WSCFF 3rd District Representative, serves as IAFF advisor to the committee. Members include Doug Baier, Local 437; Ryan Reese, Local 1805; and Tom Chavez, Local 3711. Tom replaces Rich Llewellyn, who was hired as a chief officer with Everett Fire and resigned from the committee. We thank Rich for his service, wish him the best in his new position, and welcome Tom.

The committee met June 12, 2019, just prior to the WSCFF Convention. We are working on several important issues.

Department of Health (DOH) Disciplinary Procedures

Attorney and Local 1352 member Norm Golden met with the committee and discussed at length issues regarding the DOH and how they handle discipline cases. This discussion continued during convention and ultimately led to Resolution 19-10 Department of Health Disciplinary Procedures.

Ambulance Quality Assurance Fee

The committee had an extensive discussion about past bills related to Ambulance Quality Assurance Fees. Washington State Senator Annette Cleveland has set up a work group to craft a bill addressing this issue. Committee Chair Mike Westland, 3rd District Representative Tim Hoover, President Lawson, and Legislative Liaison Bud Sizemore have been asked to serve on this group and have already attended one meeting. We will report to you as this work progresses.

EMS Survey

Just prior to convention, a survey on EMS issues was sent to each WSCFF local affiliate. We were pleased with the response; 77 of our local presidents or designees took the time to complete the survey. The data collected will be useful for our committee as issues arise. Thanks to all who took the time to respond.

Single Role, EMS-Only Employees Position Statement

This is an issue that continues to come up in some of our locals. The WSCFF Executive Board has formally adopted a position on this issue. It can be found on our website. If you have questions or concerns or just want to discuss the issue, please contact the committee at ems@wscff.org.

Convention 2019

Two resolutions came out of the Convention EMS Committee. Resolution 19-09 concerns the DOH requirement for a specific number of intubations per year for a paramedic to maintain their certification. The resolve is to have the requirement changed to allow advanced or difficult airway classes as a substitution for the intubation requirement. There are already several pilot programs in the state that have proven successful. The EMS Committee has a meeting scheduled with DOH to consider

rulemaking as an avenue to make this happen.

Resolution 19-10 concerns DOH disciplinary procedures. The resolve is to have the legislative team and EMS committee find a way to have the DOH more closely follow the just-cause principal that is included in almost all of our collective bargaining agreements. This is a complicated issue, and there are several different avenues being considered as a means to solve it. Stay tuned on this one.

On behalf of the committee, thank you for your support. As always, we appreciate feedback from the membership. Please contact us if we can help with an issue that comes up in your local, if you need more information on an EMS-related topic, or just want to check in! As a committee, we are here to serve you, the membership. The EMS Committee can be reached via email at: ems@wscff.org.



2019 NO SECRETS LABOR-MANAGEMENT SYMPOSIUM

**November
12-14, 2019**

**Forest Ballroom
Hotel RL Olympia
Olympia, WA**

A representative
from both labor
and management—
a union member
and a chief—must
register for and
attend this event
together.

**REGISTER
NOW!**

www.wscff.org



HOTEL RL
BY RED LION

The Washington Fire Chiefs and the Washington State Council of Fire Fighters proudly announce the **2019 No Secrets Labor-Management Symposium**.

Join us at the Hotel RL Olympia for this jointly-sponsored seminar and explore ways to strengthen the relationship between management and labor in your department.

Come learn about tackling the issues we all face— together. For those who need or have yet to establish a solid working relationship, this is a place to take that first step.



REGISTRATION INFORMATION

Deadline: Monday, October 21, 2019

Fee: \$225 per participant

Online: www.wscff.org

HOTEL INFORMATION

Make reservations by Tuesday, October 22, 2019

Room Rate: \$99

Call Reservations: 1-800-RED-LION
(800-733-5466)

Please ask to be in the "No Secrets" block.

Go to www.redlion.com and Use Code: NOSE1112

QUESTIONS?

WSCFF Members Contact:

Helen Kramer

helen@wscff.org

360-943-3030

WFC Members Contact:

Kathleen Harmon

kathleen@washingtonfirechiefs.org

360-352-0161



Founded by Firefighters

Exclusively serving the Fire Family

Why Bank With Us?

Competitive rate loans, savings, credit cards, and convenient services make us the best choice.

Checking – Free debit card, no minimum balance, free mobile deposits, and overdraft protection.

Share Account¹ – No monthly service fees and competitive dividend yields.

Share Certificate Account (like a CD)
Savings with a steady, secure yield.

Money Market Account² – The more you save, the more you earn!

Visa[®] Credit Cards – Earn reward points or cash-back!

Auto Loans – Low rates, appealing loan amounts, and flexible terms for new and used vehicles.

Toy Loans³ – RVs, dirt bikes/ATVs, motorcycles, boats, and more!

Home Loans – First Mortgages, Refinance, Home Equity Line of Credit.

Bank When You Want

- **Mobile & Online Banking**
Check account balances, history, transaction status, and move money between accounts.
- **ATMs and Shared Branches**
Access to nearly 30,000 no-fee CO-OP ATMs nationwide, at virtually any credit union.



Call **Stacey Miller** at **(626) 437-2982**

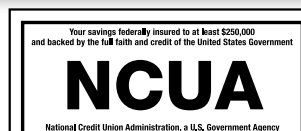
or visit **FirefightersFirstCU.org** to
learn more.



FirefightersFirst
CREDIT UNION

It's yours.

NMLS ID #649058



Federally Insured by NCUA



**EQUAL OPPORTUNITY
LENDER**

¹ \$5 minimum balance is required to maintain a Regular Savings account. Fees may reduce earnings. Dividends will be compounded monthly and will be credited monthly.
² Our money market is a variable rate account. There is a limit of six (6) transfers per month to another account, including transfers made to a third-party in the form of a check.
³ Financing is not available for states who do not issue a title for a collateral loan. Boats up to 28'.

WSCFF EXECUTIVE BOARD, TRUSTEES, AND STAFF



DENNIS LAWSON
President



GREG MARKLEY
Secretary-Treasurer



RICKY WALSH
IAFF 7th District
Vice President



AJ JOHNSON
Legislative Liaison



BUD SIZEMORE
Legislative Liaison



WSCFF TRUSTEES (from L to R)

JOHN GALLUP
RICH KITTINGER
TOM REICH



WSCFF STAFF (from L to R)

LAURA HOLDER, Membership
THERESE MURPHY, Communications
HELEN KRAMER, Executive Assistant
DEBBIE GUILLOT, Legislative



MIKE BACON | 1st District Representative
Legislative Districts 3 and 6
Local 29
Congressional District 5



JEFF WAINWRIGHT | 2nd District Representative
Legislative Districts 4, 6, 7, 8, 9, 13, 14, 15, 16
Locals 404, 469, 876, 1052, 1258, 1296, 1433, 1892, 1919, 2299, 2328, 2916, 3542, 3701, 3711, 4203, 4333, 4362, 4418, 4514, 4965, 5033, F-304, I-24
Congressional Districts 4 and 5
2nddist@wscff.org



TIM HOOVER | 3rd District Representative
Legislative Districts 1, 12, 21, 24, 32, 39, 44, 46
Locals 453, 656, 1760, 1828, 2032, 2459, 2694, 2781, 2933, 3482, 3811, 4197, 4816, 5085, 5134, 5177
Congressional Districts 1, 2, 4, 6, 7, 8



MIKE WESTLAND | 4th District Representative
Legislative Districts 2, 23, 25, 26, 28, 29, 30, 31, 35, 38
Locals 437, 726, 1488, 2394, 2819, 2876, 3152, 3390, 3520, 3817, 3829, 3876, 4034, 4440, 4459, F-282, F-283
Congressional Districts 2, 6, 8, 10



RYAN REESE | 5th District Representative
Legislative Districts 2, 14, 17, 18, 19, 20, 22, 24, 35, 49
Locals 315, 451, 452, 468, 828, 1805, 1862, 2109, 2409, 2444, 2510, 2639, 2776, 2903, 3375, 3628, 3674, 3689, 3825, 3828, 3999, 4075, 4258, 4378, 4447, 4574, 4863, 5172
Congressional Districts 3, 6, 10



RYAN MUDIE | 6th District Representative
Legislative Districts 26, 27, 28, 29
Locals 31
Congressional Districts 6, 9, 10



CRAIG SOUCY | 7th District Representative
Legislative Districts 1, 5, 11, 32, 33, 34, 36, 37, 41, 43, 45, 46, 47, 48
Locals 864, 1604, 1762, 2099, 2545, 2829, 2898, 2950, 3740
Congressional Districts 1, 7, 8, 9



BILL MACK | 8th District Representative
Legislative Districts 5, 11, 13, 30, 31, 33, 34, 37, 41, 47, 48
Locals 1352, 1758, 2595, 2878, 3186, 3931, 4880, 5180
Congressional Districts 7, 8, 9



KEVEN ROJECKI | 9th District Representative
Legislative Districts 2, 11, 21, 27, 30, 33, 34, 37, 38, 47
Locals 1257, 1461, 1747, 2024, 2088, 4189, I-66
Congressional Districts 2, 7, 8, 9, 10



DEAN SHELTON | VP & 10th District Representative
Legislative Districts 10, 38, 39, 40, 42, 44
Locals 46, 106, 1537, 1983, 2597, 3219, 3728, 3911, 3916, 4033, 4111, 4150, 4299, 5133, 5212
Congressional Districts 1 and 2



THERESA PURTELL | 11th District Representative
Legislative Districts 11, 32, 34, 36, 37, 43, 46
Local 27
Congressional Districts 7 and 9

To contact board, trustees, and staff, visit wscff.org